UNITED AUTOMOBILE WORKER

AFFILIATED WITH THE CONGRESS OF INDUSTRIAL ORGANIZATIONS

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FORD SIGNS ACE PACT

Kansas City Chevrolet Votes CIO

UAW-CIO Local 723 won sole bargaining rights at the Chevrolet plant of General Motors in Kansas City in a labor board election June 18, Pres. R. J. Thomas and GM Dept. Director Walter P. Reuther of the union announce. The vote was:

UAW-CIO 776; AFL-UAW 214, Neither 15.

This is the 79th GM plant to vote CIO in labor board elections. An election in the Chevrolet Gear & Axle Plant in Tonawanda, N.Y. was set for June 26.

"This victory shows again," said Thomas, "that the auto workers want CIO industrial unionism and no other brand. I am entirely confident that the forthcoming elections in the remaining GM plants will have the same outcome. After Ford went UAW-CIO it became impossible for intelligent auto workers anywhere to vote otherwise."

The Kansas City Chevrolet plant was the home local of the renegade Homer Martin and the last stronghold of the AFL group. It was one of five plants that voted for the AFL in the April 1940 labor board elections. The UAW-CIO has petitioned for elections at the remaining four, which are Fisher in Kansas City, Fisher and Chevrolet in Norwood, O., and New Departure in Meriden, Con. A landslide CIO victory is assured in all of them, Reuther said.

The national UAW-CIO contract with General Motors, which won the blanket 10c an hour raise and many other gains, will be extended to cover the Kansas City Chevrolet plant as soon as the labor board has certified the CIO victory, which is expected to be July 15, according to Publicity Director Ed Coffey of Local 723.

The election petition for Fisher Kansas City was filed June 21. A clear majority of workers are already signed by UAW-CIO Local 93 and a landslide victory like Chevy is expected this month.

Spring Locals In Strike Vote

Locals affiliated with the UAW-CIO spring council began taking strike votes when the manufacturers could not get together on a satisfactory contract, Director Melvin Bishop of the union's competitive shop department reports.

All the manufacturers agreed to pay a 10c blanket raise if McInerney Spring would eliminate the wage differential, which is 29c an hour between the standard rate in Detroit and the McInerney shop in Grand Rapids. But McInerney refused and locked out his employes and the others then refused to give the dime.

Plants involved are L. A. Young Spring & Wire (Locals 76, 236, 672 and 809; Reynolds Spring (671); Murray Corp., Jenks & Muir (2); Falls Spring & Wire (236); Stubnitz-Greene Spring (767); McInerney Spring (687-700).

Negotiators are Bishop, Intl. Rep. Robert Stone and Chairman John A. Brooks of the spring council.

Read Murray, p. 5

Be sure to read the epoch-making statements by Pres. Philip Murray of the CIO on the use of the army as strikebreaker; on witch-hunting; and on proposed reactionary legislation like the revised Vinson bill. Pres. Murray's statesmanlike utterances are carried in full on page 5.

Workers Ratify Union-Shop, Union Label, Dues Checkoff; Covers Every Company Plant

WHEN FORD CONTRACT WAS SIGNED IN WASHINGTON: Standing around CIO Pres. Philip Murray (FROM LEFT): CIO Org. Director Allan S. Haywood; Ford Counsel I. A. Cappizi; UAW Regional Director Richard T. Leonard; UAW-CIO Ford Org. Committee Director Michael F. Widman jr; Ford Counsel Frank Nolan; UAW Counsel Maurice Sugar; Pres. R. J. Thomas; Sec.-Treas. George F. Addes.

Tool and Die Makers Win Huge Raises

The strike threat of UAW-CIO tool and diemakers in Amalgamated Locals 155 and 157, Detroit, resulted in a new high in wage rates, Chairman John Anderson of the negotiating committee reports. The gains ratified by the two local membership meetings are:

1—10c blanket increase, making 20c with the 10c negotiated just previously.

2—All minimums raised 15c.

3—Annual bonus ranging up to 40 hours pay.

4—Wage standards protected on transfers.

Machine men on lathes, planes, shapers, etc. get $1.35 minimum, leaders $1.55. The plant minimum is 80c for janitors and sweepers.

The two locals have been flooded with membership applications, Pres. Anderson of Local 155 and Pres. Wm. C. Stevenson of Local 157 report.

Bohn Aluminum Men Win 8 Cents

The 3-day strike at six plants of the Bohn Aluminum & Brass Corp. in Detroit brought an 8c blanket raise to 4600 workers, Regional Director Leo Lamotte announces. The raise is retroactive to June 9 and will amount to about $700,000 per year, Bus. Agt. Fred Williams of Local 208 estimates.

Because the management pretends to believe that the men are just dying to kill themselves with an incentive plan that proposition will go to referendum.

The wage supplement was signed for the local by Williams, Fred Swann and Joe Gaffke.

What Union Leaders Say

UAW and CIO leaders termed the Ford Motor Co. contract the best all-over contract ever signed. Excerpts of statements follow. For full texts see inside pages.

PRES. R. J. THOMAS AND SEC.-TREAS. GEO. F. ADDES

"Agreement by the Ford Motor Co. to establish a union shop sets a pattern for the industry which we believe will be universally adopted before the end of another year."

PRES. PHILIP MURRAY OF THE CIO

"The fact that this agreement has been arrived at through the processes of sound intelligent collective bargaining without resort to strike indicates the wholesome approach that labor and industry have toward the solution of their own problems."

ORG. DIRECTOR ALLAN HAYWOOD OF THE CIO

"The Ford workers have become the pioneers of the union shop in the greatest mass production industry in the world. This is an outstanding achievement."

DIRECTOR MICHAEL F. WIDMAN, JR.,

"This is the best over-all union contract ever made in the United States and therefore in the world. We are already at work setting up union machinery in the outlying parts and assembly plants."

CONTRACT IN BRIEF

Highlights of the UAW-CIO contract with the Ford Motor Co. are:

1. Union shop in all Ford plants
2. Wages as high or higher than competitors. Raises retroactive to June 20.
3. Checkoff of union dues.
4. Department and classification seniority.
5. Union label on cars.
6. Steward and committee grievance machinery.
7. Servicemen (plant police and intelligence department) in uniform or with insignia.

The contract was signed for the UAW-CIO by Pres. Thomas; Sec.-Treas. Addes; CIO Pres. Philip Murray; CIO Org. Director Allan S. Haywood; Ford Org. Committee Director Michael F. Widman jr; Regional Director Richard T. Leonard; Asst. Ford Director Wm. B. Taylor; and by George Sherinian, Joseph Twyman, James Cowbray and James G. Couser from the Rouge and Lincoln plant committees.

Assisting in the negotiations were UAW Counsel Maurice Sugar; CIO Counsel Lee Pressman; and James Sullivan, Martin Jensen, Percy Llewellyn, Frank Morgan, Shelton Tappes, Alfred Bardelli, Anthony Leone, Jos. Austin Lynch, William Ducharme, George J. Buckwick, Arthur McNally, Frank Neuman, Carl Lee Smith, and Samuel M. Bitner from the plants.

NLRB SETTLEMENT

Twenty thousand Ford workers of Local 600, employed in the Rouge, Lincoln and Highland Park plants, meeting in the State Fair Coliseum June 22, ratified the best union contract ever won from a large manufacturer, Pres. R. J. Thomas of the UAW-CIO announced after three hours of lively discussion.

The meeting was chaired by Leonard, with Thomas, Addes, Haywood, Widman and others on the platform.

With the invaluable aid of CIO Pres. Philip Murray and CIO Org. Director Allan S. Haywood, Sec.-Treas. George F. Addes, Ford Director Michael F. Widman jr, Regional Director Richard T. Leonard and others, the Ford Motor Co. contract was whipped into shape in negotiations that began in Detroit June 2, continued in Pittsburgh and came to a victorious finish in Washington June 20.

UNION SHOP, LABEL

The full text of the contract appears on pages 2 and 3. Pres. Thomas and Sec.-Treas. Addes comment on it in their columns. It covers all the Ford plants in this country, embracing over 120,000 eligible workers. All of them must join the UAW within 30 days after hiring if they want to keep their jobs. Dues and assessments are checked off by the company and turned over to the union.

Ford is granted the right to use the union label, subject to control by the union. It is expected that other manufacturers will request the privilege and that they will have to meet the concessions given the union by Ford.

WILL PAY TOP RATES

The company agreed in writing to pay the highest rates paid by any competitors the union can find. This applies to rubber, steel, glass and cement, as well as auto, aircraft and farm equipment. Where Ford rates are higher they may not be cut.

A bonus will be paid if a conference in December approves.

Servicemen (plant protection and intelligence department) will have to wear uniforms or distinguishing emblems.

Grievance machinery begins with one steward in every department or building for each shift, up to 550 employes, and an additional steward for each 500 additional employes. Each building has a committee of three, and all the building chairmen (who are on full time) constitute the plant committee. The top appeal board consists of an equal number of international union and company officials.

COMPLETE TEXT OF FORD PACT

The complete text of the historic contract won from the Ford Motor Co. by the UAW-CIO in Washington June 20 and ratified by the Ford Rouge and Lincoln workers in Detroit June 22 follows:

This agreement made this twentieth day of June, 1941, by and between the Ford Motor Co., a Delaware corporation, hereinafter designated as the company, and the International Union, United Automobile Workers of America (affiliated with the Congress of Industrial Organizations), an unincorporated voluntary association, hereinafter designated as the union, witnesseth:

RECOGNITION

(1) The company recognizes the union as the exclusive collective bargaining agency for all the employes of the company in all of the production and assembly plants and units of the company in the United States of America, with the exception of the following categories, which are hereby excluded:

Superintendents and assistant superintendents; general foremen, foremen and assistant foremen, and all other persons working in a supervisory capacity, including those having the right to hire or discharge, and those whose duties include recommendation as to hiring or discharging; all employes in the sociological department; all employes exclusively in the Administration Building at the Rouge Plant and all employes at branch plants who are engaged in work which corresponds to that done in said Administration Building (but service and maintenance employes in said Administration Building shall be included); all employes employed exclusively in the Rotunda shall be included; building superintendent's clerks (but not more than two clerks for each building superintendent); time-study men; plant protection employes; chief engineers; engineers in power plants; designing, production, estimating and planning engineers; artists; lay-out men and designers in the engineering department; chemists; metallurgists; physicists; students and instructors in technical schools; professional employes, their professional assistants and those training in the professions; Dearborn Laboratory workers; farm workers; trade school workers; and boys' camps workers.

UNION SHOP

(2) It is a continuing condition of employment with the company that employes covered by this agreement, both present employes and new employes, shall be and remain goodstanding members of the union. Persons losing their membership in the union shall not be retained in the employ of the company.

(3) Present employes who are not now members of the union must become members within 30 days from the date hereof.

(4) The union will accept into membership all employes covered by this agreement, provided that a person now employed or who may hereafter be employed, who is not now a member of the union but who has been a member and who has lost his membership by reason of resignation or expulsion, may be excluded from the union, in its discretion, in which event such excluded person shall not be retained in the employ of the company.

DUES COLLECTIONS

(5) The company will deduct from the pay of each employe covered by this agreement all union initiation fees, dues and assessments.

(6) All deductions shall be made during the first pay period of each calendar month, provided that (a) deductions of initiation fees for present employes who are not now members of the union may be made within 30 days from the date hereof and (b) deductions of initiation fees of new employes who are not members of the union shall be made out of the first pay received by such employes. The company will promptly notify all employes of these conditions.

(7) Assessments must be first approved by the union before deductions shall be made therefor. The union will give the company notice of its approval of assessments.

(8) The amount to be deducted by the company for assessments shall not exceed the sum of $1 a year. However, the company recognizes the right of the union to levy assessments in excess thereof, in accordance with the constitution of the union, and the company will not retain in its employ any person who shall have lost his membership in the union by reason of his failure to pay such assessment to the union.

(9) All sums deducted shall be remitted to the secretary-treasurer of the union not later than the twenty-fifth day of the calendar month in which such deductions are made, the same to be by him allocated and distributed in accordance with the constitution, laws and regulations of the union.

(10) The company and the union shall work out a mutually satisfactory arrangement by which the company will furnish the secretary-treasurer of the union monthly a record of those for whom deductions have been made, together with the amounts of such deductions.

RESPONSIBILITY OF MANAGEMENT

(11) The right to hire and to maintain order and efficiency is the sole responsibility of the management.

(12) The right to promote, and the right to discipline and discharge for cause are likewise the sole responsibility of the management, provided that claims of discriminatory promotions and of wrongful or unjust discipline or discharges shall be subject to the grievance procedure herein provided.

(13) The union recognizes other rights and responsibilities belonging solely to the company, prominent among which, but by no means wholly inclusive, are the rights to decide the number and location of plants, the machine and tool equipment, the products to be manufactured, the methods of manufacture, the schedules of production, the processes of manufacturing or assembling, together with all designing, engineering and the control of raw materials, semi-manufactured and finished parts which may be incorporated into the products manufactured.

REPRESENTATION

(14) The employes in each department shall be represented by departmental committeemen on each shift, as follows:

(a) Where the number of employes on a shift is 550 or less, there shall be one departmental committeeman.

(b) Where the number of employes on a shift exceeds 550 but does not exceed 1,050, there shall be two departmental committeemen.

(c) And so on.

(15) A building committee of three for each shift in each building shall be selected, which committee shall hold meetings periodically with building supervision. These meetings shall be held once a week. Emergency meetings may be held by mutual agreement of supervision and the building committee.

(16) The building chairman shall automatically become a member of the building committee.

(17) The elected chairman of each building or unit committee shall constitute the plant committee, who shall meet with officials designated by the company. These meetings shall be held once a week. Emergency meetings may be held by mutual agreement of supervision and the plant committee.

(18) All committeemen shall have been in the regular employ of the company for one year immediately preceding their designation as committeemen.

(19) All building chairmen shall devote their full time to their duties as such.

(20) Building chairmen shall receive the same wages which were received by them on their respective jobs at the time they become building chairmen, and shall receive the benefit of any raises which may thereafter be given to those employed on such jobs.

(21) An international union representative should be present at all meetings of the plant committee.

(22) The final appeal board shall consist of an equal number of international union and company officials, the number to be mutually agreed upon by the company and the union.

GRIEVANCE PROCEDURE

(23) All grievances shall be subject to the following grievance procedure:

(24) An employe having a grievance shall present it in the first instance either to his foreman or to his departmental committeeman. The departmental committeeman shall negotiate it with the foreman or with the department superintendent.

(25) If a satisfactory settlement cannot be reached, the departmental committeeman shall refer the grievance in writing to the building committee who shall negotiate it with the building superintendent.

(26) A grievance which cannot be settled between the afternoon or midnight shift building committee and the building superintendent shall be referred to the day shift building committee.

(27) If a satisfactory settlement cannot be reached, the building committee shall refer the grievance in writing to the plant committee who shall negotiate with the designated company officials.

(28) If a satisfactory settlement cannot be reached, the grievance shall be referred to the appeal board.

(29) A settlement on each grievance shall be reached within two weeks from the time of its original presentation to the foreman or department superintendent, as the case may be. Failing therein, the matter shall be referred to the appeal board in writing within 30 days at the request of each party.

(30) The appeal board shall proceed with the disposition of the matter with the utmost of dispatch.

SENIORITY

Acquiring Seniority

(31) Seniority as to length of service shall be cumulative from the first day of employment.

(32) All employes involved in current National Labor Relations Board controversies who are or may be reinstated shall be deemed to have been continuously employed throughout their period of unemployment by the company preceding their reinstatement.

(33) Employes shall acquire seniority after six months from date of hiring, after which their seniority shall be as of date of hiring.

(34) For the purpose of seniority in the production divisions each building shall constitute a unit.

(35) Seniority in the skilled groups (tool and die makers, pattern makers, molders and all maintenance men) shall be by interchangeable occupational groups on a plant-wide basis.

(36) When an employe acquires seniority his name shall be placed on the seniority list for his building or unit in the order of date of hiring.

Seniority Lists

(37) As soon as possible, but not later than 60 days after the signing of this contract, the company will submit to the chairman of the building or unit committee a list of employes in his particular building or unit, showing their length of service with the company. Union representatives will then have 45 days after receipt of such list to file exceptions to it. After this time has elapsed, the list will be considered a true one and all exceptions after the 45-day period shall be taken up as grievances through the grievance procedure.

(38) Every three months the company will submit to the chairman of the building or unit an up-to-date list of that particular building or unit.

Preferential Seniority

(39) Notwithstanding their position on the list, all committeemen shall in the event of a layoff be continued at work as long as there is a job in their respective districts which they are able to do and any of their respective constituents are still at work, and shall be recalled to work after the layoff as soon as there is a job in their respective districts which they are able to do and one of their respective constituents have been recalled to work.

(40) Notwithstanding their position on the list, the plant committee and the president, vice-president, financial secretary, recording secretary, treasurer and three trustees of the local union shall be in the event of layoff and rehiring be continued at work at all times when one or more departments or fractions thereof are at work.

(41) In employing new people in any department, the company will insofar as reasonably practicable give work opportunity to employes in occupational groups who are at the time laid off and are not expected to be returned to work at their plant.

Transfers and Promotions

(42) An employe who has been transferred from one department, building or unit to another for a period of less than six months, shall be considered a temporary employe in his new department, building or unit and he shall not accumulate any seniority in his new department, building or unit, but this seniority shall be added to the seniority he has in the old department, building or unit.

(42) An employe who has been transferred from one department, building or unit to another for six months or more shall accumulate this seniority in his new department, building or unit. In the event it becomes necessary to reduce the number of employes in his new department, building or unit, and the transferred employe has the least seniority in this department, building or unit, he shall be the first laid off, in which event he will be transferred back to his old department, building or unit. If the employe requests that he be transferred back to his old department, building or unit before the expiration of the six months, the request shall be granted.

(44) Employes transferred to the aircraft building or to other branches for defense work shall have the right to their former jobs on the basis of seniority when and if the company discontinues such operations.

(45) No employe shall be transferred to a job for the purpose of affecting his seniority.

(46) Promotions to higher paid jobs or better jobs with equal pay are based primarily upon merit and ability, but when all other things are equal the employe having the greatest seniority will receive the preference. This clause does not apply to promotions to supervisory positions.

Loss of Seniority

(47) Seniority shall be broken for the following seasons:

(a) If the employe quits.

(b) If the employe is discharged and the discharge is not reversed through the grievance procedure.

(c) If the employe fails to report to work within five days after being notified to report and does not give a satisfactory reason.

Discontinuation of Jobs

(48) When a classification of work is permanently discontinued, employes in such classification shall within three days be transferred without loss of seniority to other classifications of available work in which they can qualify, providing they have greater seniority than the employes in such new classifications.

Lay-Off Procedure

(49) When there is a decrease in force, the following procedure shall be followed:

(a) Employes having no seniority shall be laid off.

(b) The hours of work shall be reduced to 32 hours per week before anyone else is laid off.

(c) Should there be any further decrease in force, employes will be laid off according to seniority in order to maintain the 32-hour week.

Seniority in Lay-Off and Rehiring

(49-d) The order of lay-off and rehiring shall be governed by, first seniority of employment, and second, ability. Should there be any dispute involving the application of this clause it shall be subject to joint determination through the grievance procedure.

Rehiring Procedure

(50) When there is an increase in force after a lay-off, the following procedure shall be followed.

(a) All employes will be returned to work according to seniority before the hours are increased above 32 hours per week.

(b) The hours may be increased to 40 hours per week.

(c) Employes having no seniority will not be called back until all employes with seniority capable of doing the work have been called back.

Disability Absence

(51) When an employe's absence from work is due solely to disability resulting from sickness or injury and due proof of the disability is given to the plant, he will be returned to work in accordance with his seniority as nearly as may be as if he had not suffered disability. If the disposition made of any such cause is not satisfactory, the matter may be referred to the grievance procedure.

Lay-Off of Disabled Employes

(52) For the protection of employes who are handicapped by major physical disabilities, they may be exempted from the operation of the seniority pro-

AT FORD CONTRACT NEGOTATIONS IN WASHINGTON: Standing (FROM LEFT): Wm. Ducharme, Rouge maintenance; James Cowbray, Lincoln plant; James G. Couser, Rouge tool and die; Alfred Bardelli, Rouge glass; Percy Llewellyn, Rouge motor; James Sullivan, Rouge pressed steel; Frank Morgan, Rouge jobbing foundry; Anthony Leone, Rouge foundry machaine shop; Arthur J. McNally, rolling mill; George J. Buckwick, Rouge miscellaneous; Joseph D. Twyman, Rouge spring and upset; Carl Lee smith, Rouge rolling mill; Martin Jensen, Rouge B building; Frank Neuman, Rouge maintenance; Wm. Taylor; George Sherinian, Rouge gear and axle; Jos. A. Lynch, Rouge rubber. SEATED: Samuel M. Bitner, Highland Park plant; Richard T. Frankensteen; George F. Addes; Allan S. Haywood; Shelton Tapps, Rouge production foundry; Philip Murray; R. J. Thomas; Richard T. Leonard; Michael F. Widman jr.

visions of this agreement in the event of lay-off, at the discretion of the company.

Occupational Disability

(53) Any employe who has been incapacitated at his regular work by injury or compensable occupational disease while employed by the company may be employed in other work in the plant which he can do without regard to any seniority provisions of this agreement.

Seniority With Relation to Supervisory Jobs

(54) If an hourly-rated employe is promoted to assistant foreman, foreman or to any other supervisory position, and is later demoted to hourly day-rate employment, he shall commence work as an hourly-rated employe with the seniority ranking which he had at the time of his promotion.

LEAVE OF ABSENCE

(55) An employe requesting leave of absence shall make application in writing to his forman on a form to be provided for that purpose.

Informal Leave

(56) Leave of absence may be granted for personal reasons for a period not to exceed 30 days upon application of the employe and approval of his foreman. Such leave of absence shall not be renewed, and seniority shall accumulate during the leave.

Formal Leave

(57) Leave of absence shall be granted for personal reasons for a period not to exceed 90 days upon application of the employe and approval of the management, when the services of the employe are not immediately required and there are employes available in the plant capable of doing the work.

(58) An approved copy of the formal leave of absence will be furnished to the employe before such leave shall become effective.

(59) Leaves of absence may be extended upon the approval of the employment department.

Leaves Upon Union Request

(60) An employe selected to a union position or selected by the union to do work which takes him from his employment with the company shall, upon the written request of the union, receive a temporary leave of absence for the period of his service for the union and, upon his return, shall be re-employed at work generally similar to that in which he was engaged last prior to his leave of absence; and his seniority shall accumulate throughout the period of his leave of absence. Application for such leave of absence shall be made and granted yearly.

Sick Leave

(61) An employe who shall become ill, and whose claim of illness is supported by satisfactory evidence, shall be granted sick leave of absence automatically.

WAGES AND HOURS

(62) The company will pay rates in the several classifications at least as high as those paid by the major competitor, named below, in its respective industry:

(a) In the auto industry.
(b) In the cement industry.
(c) In the glass industry.
(d) In the steel industry.
(e) In the tire industry.

The union agrees to name the competitor within 10 days.

(63) Any individual employe or classification of employes now receiving in excess of the rates established as above shall not be reduced. Said rates shall apply to old and new employes alike.

(64) All wage adjustments in respect to Section 63 shall be retroactive to the date of the signing of this agreement.

(65) Any employe called to work or permitted to come to work without having been properly notified that there will be no work, shall receive a minimum of two hours' pay at the regular hourly rate, except in case of labor disputes, or other conditions beyond the control of the local management.

(66) Employes working on first and third shifts shall receive five cents per hour in addition to their regular pay for the day period.

(67) (a) Time and one-half will be paid for time worked over eight hours per day.

(b) Time and one-half will be paid for time worked over 40 hours per week.

(c) Time an one-half will be paid for Saturday work in excess of 40 hours per week, except as specified below. No employe will be laid off during the week for the purpose of avoiding overtime payment. For Saturday work following a holiday specified below in the same week, time and one-half will be paid.

(d) Double time will be paid for work on Sundays and the following legal holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas, except as outlined in following paragraph.

(e) Employes working on necessary continuous seven-day operations whose occupations involve work on Saturdays, Sundays, and holidays shall be paid overtime for work on these days only for time worked in excess of eight hours per day or in excess of 40 hours per week.

(68) In case the laws of the United States are changed either to increase or decrease permissable working hours and overtime rates, modification of the provisions of this contract relating to working hours and overtime rates shall be subject to negotiation, during the term of this contract.

(69) The company agrees that wages shall be paid weekly as soon as this change can be affected, in no event later than six months from the signing of this agreement.

(70) The question of the payment of a bonus for Christmas Day, 1941, to employes covered by this agreement shall be a subject for joint negotiations beginning early in December, 1941.

(71) It is also agreed that during the life of its present agreement the eventual determination of all matters affecting the payment of wages shall be a subject matter of joint consideration between the company and the union.

STRIKES AND LOCKOUTS

(72) Continuous and uninterrupted manufacture and production of goods by the company, and orderly collective bargaining relations between the company and the union to secure prompt and fair disposition of grievances, being essential considerations for this agreement, it is agreed that the union and its members individually and collectively will not, during the term of this agreement, cause, permit, or take part in any strike, picketing, sit-down, stay-in, slow-down, or other curtailment or restricting of production or interference with work in or about the company's plants or premises, until the procedure provided herein for the settlement of grievances has been complied with. The company reserves the right to discipline any employe taking part in any violation of this section of this agreement. Correlative with this provision the company agrees not to engage in a lockout.

APPRENTICES

(73) All matters involving apprentices (those graduating from trade school and apprentice school, and those regularly employed in the plant) shall be the subject of negotiations and agreement between the union and the management of the respective plants of the company.

BULLETIN BOARDS

(74) In plants or units covered by this agreement the company will erect bulletin boards in suitable places mutually agreed upon, to be used solely by the union for posting notices except that additional notices may be posted by mutual consent. Notices shall be restricted to the following types:

(a) Notices of union recreational and social affairs.

(b) Notices of union elections, appointments, and results of union elections, pertaining to the local plant.

(c) Notices of union meetings.

The bulletin board shall not be used by the union nor its members for discriminating propaganda of any kind whatever; and among other things shall not be used by the union for posting or distributing pamphlets or political matter of any kind whatsoever, or for advertising.

RULES AND REGULATIONS

(75) The company agrees to supply each employe with a copy of rules and regulations of the company concerning management, safety, police and fire protection, etc., but those rules and regulations shall not be so devised as to abridge the rights of the employes guaranteed by this agreement. Violation of any of these rules shall be sufficient cause for discipline or discharge, provided that the claims of wrongful or unjust discipline or discharge for such violations shall be subject to the grievance procedure herein provided. The rules and regulations shall be mutually agreed upon by the company and the union.

GENERAL

(76) In the event of any of the provisions of this agreement shall be or become invalid or unenforceable by reason of any Federal or State law now existing or hereafter enacted, such invalidity or unenforceability shall not affect the remainder of the provisions hereof.

(77) The company shall continue to make reasonable provisions for the safety and health of its employes during the hours of their employment. The company will provide protective devices and other equipment necessary to protect the employes from injury and sickness.

(78) The provisions of this contract shall apply to all employes covered by this agreement, without discrimination on account of race, color, national origin or creed.

(79) All plant protection employes shall wear conspicuous insignia to clearly distinguish them from other employes.

(80) The length of the employe's service with the armed forces of the United States, or enforced military training, shall be included in the computation of his length of service with the company, to determine his status on the seniority list. Any employe actively serving in the armed forces of the United States, or absent because of enforced military training, shall not lose his seniority status, but upon termination of such service shall be reemployed by the company, provided he has been honorably discharged from service and reports for work within 60 days after his discharge.

(81) There will be no rotations of shifts. This shall take effect the second Monday after the signing of this agreement.

(82) In the event an employe is given an assignment to do work in a plant other than the one in which he is regularly employed, his transportation fare shall be borne by the company.

(83) The union will permit the company to use the union label on products manufactured in plants covered by this agreement.

DURATION OF CONTRACT

(84) This agreement shall continue in full force and effect for one year from the date hereof, and from year to year thereafter unless, at least 30 days prior to any expiration date, either party notifies the other in writing of its desire to terminate the agreement, in which event the agreement shall terminate on the expiration date of the year in which the notice is given.

(85) At least 30 days prior to any expiration date, either party may notify the other of its desire to amend the agreement, in which event the notice shall set forth the nature of the amendments desired. If the parties are unable to agree upon the proposed amendment or amendments on or before the expiration date of the contract, the contract shall expire on its expiration date, unless the party or parties proposing the amendment or amendments shall have previously withdrawn them.

(86) Any amendments which may be agreed upon shall become and be a part of the agreement without modifying or changing any of the other terms of the agreement.

(87) Notices shall be in writing and shall be sufficient if sent by mail addressed, if to the union, to International Union, United Automobile Workers of America (CIO), 281 West Grand Boulevard, Detroit, Mich., or to such other address as the union shall furnish to the company in writing, and if to the company, to Ford Motor Co., Dearborn, Mich., or to such other address as the company shall furnish to the union in writing.

In witness whereof the parties hereto have caused this agreement to be executed and signed by their duly authorized representatives the day and year first above written.

FORD MOTOR CO.

INTERNATIONAL UNION,
UNITED ATOMOBILE
WORKERS OF AMERICA,
(affiliated with the Congress
of Industrial Organizations)

UNITED AUTOMOBILE WORKER

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PRES. R. J. THOMAS SEC.-TREAS. GEO. F. ADDES

International Executive Board Members

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LEO LAMOTTE
RICHARD T. LEONARD
WALTER P. REUTHER
WM. McAULAY
CARL A. SWANSON
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H. L. SMITH
PETER J. ZANGHI

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President's Column

By R. J. THOMAS
President, UAW-CIO

This issue of the United Automobile Worker records the greatest labor gain in our generation. The Ford Motor Co., for years the pace-setter among antilabor corporations, has changed its policies.

The spokesman for Henry and Edsel Ford signed a union-shop contract by which fully 120,000 Ford workers in every Ford plant in the nation become members of our union, —your union and my union.

Many labor organizations have fought for decades for such an agreement. Hundreds of workers have been killed or suffered serious injury to win such a contract. We have won it peacefully, after only a brief strike. We have thus served not only the Ford workers but have built our organization on a bed-rock foundation that will withstand the assaults of all our enemies.

President Murray

There is much to be said about the Ford contract and it cannot all be said at this time. As the weeks pass and the example of the Ford contract wins imitators throughout our industry, the agreement will loom larger and larger as a victory of the first magnitude.

However, one word must be said right now. The Ford workers, their intelligence and their solidarity and fighting spirit, made this victory possible. And it was Pres. Philip Murray of the CIO who nailed it down.

I have never seen a more effective negotiator, one who is motivated by the highest ideals of labor service and who is equipped mentally and emotionally with such great negotiating and persuasive skill.

Pres. Murray bears the greatest responsibility of any man today in American life. As head of the CIO he is the guardian of all our gains in these days when they are under terrific attack by the snipers in the ranks of the tories. But he managed during the recent months to give all the time and energy needed, first to settle the Ford strike on a victorious basis, then to help it across the NLRB election triumph, and finally to win one of the greatest labor contracts signed in our nation's history.

We must also acknowledge the great aid given the Ford workers and our union by Allan S. Haywood, organization director of the CIO, who played an active part throughout the negotiations.

Responsibility

While we are justly celebrating our victory, we must not forget the tremendous new responsibility we have taken on. We will all share in this responsibility but it will fall most heavily on the Ford workers.

They are new unionists that have been overnight, as it were, presented with full recognition. They have in their power now a most extensive weapon which they can use to win and keep job security, adequate wages and democracy in the shops. They can build the mightiest union in the country. The contract makes that possible. All Ford workers must join and share alike the responsibilities of an organization which brings benefits to all of them.

I know the Ford workers and have come to admire them. I know that they will do their utmost to build their organization along democratic constructive lines, that they will neither abuse nor surrender any of the great powers they have won to serve themselves and their families.

You Ford workers may be assured that the international union and its officers will always be at hand, as in the past, to give you all the help and advice you may need or desire.

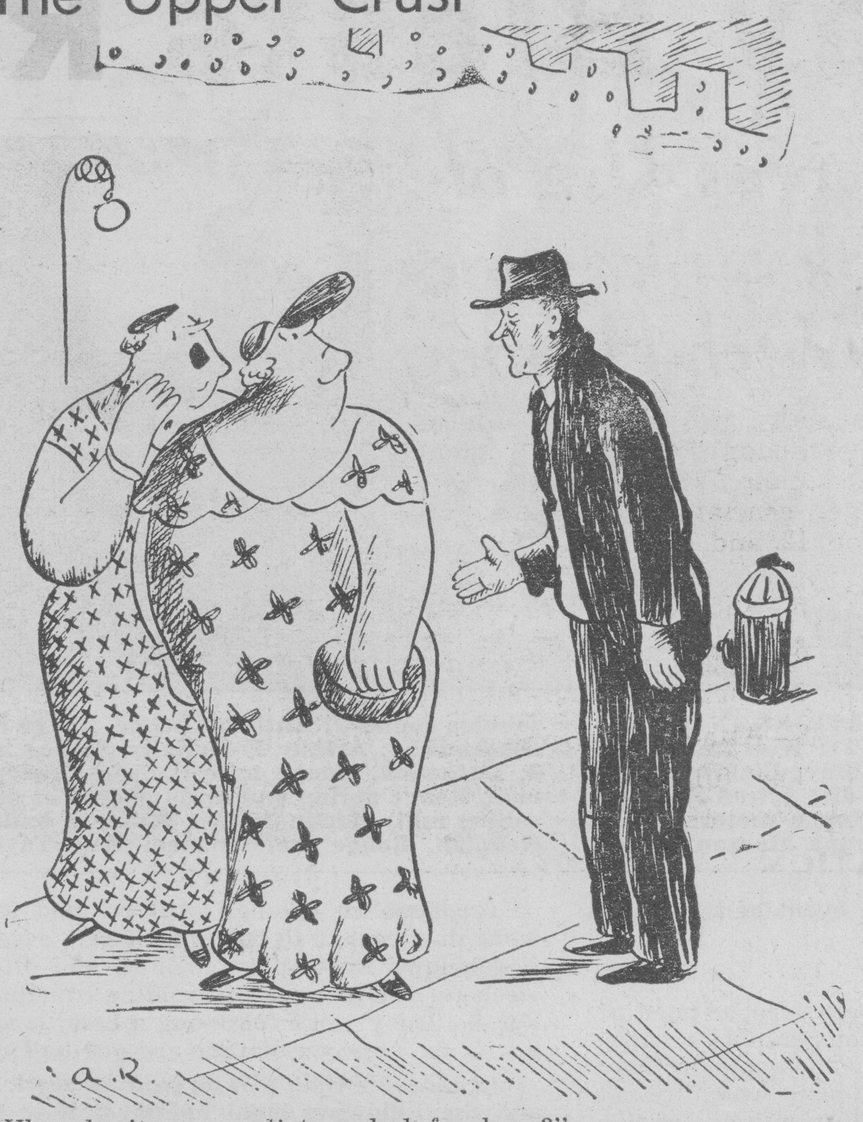
Army As Strikebreaker

As a leader of labor I do not look with satisfaction on the introduction of troops in bonafide strike situations. We of labor oppose the use of troops in strikes. We support the position taken by Pres. Philip Murray of the CIO, and I am glad to note that President Roosevelt has indicated that the use of troops in strikes will not be his policy.

Armed force is not the American way to answer legitimate labor grievances sincerely presented.

Nor does labor regard with favor the hysterical talk about "work or fight." That smacks of Hitlerism, and we shall never defeat Hitler by using Hitler's methods.

The Upper Crust



"Why don't you enlist and defend us?"

Union Donations

The following donation to Detroit Steel Products Local 351, Detroit, is gratefully acknowledged by Sec.-Treas. George F. Addes:

Local 51, Detroit $25.00

All contributions should be made out to George F. Addes, 281 W. Grand blvd., Detroit, who will issue the UAW-CIO receipt with proper official acknowledgement.

Booklet on Auto

PUTTING THE WORLD ON WHEELS is a new 16-page publication of the UAW-CIO education department.

It tells the story in words and pictures of the beginnings of auto industry, where the money came from, who developed the first automobiles, and the influences which brought about the motor age.

It is the first of 10 booklets on the auto, aircraft, and farm implement industry to be issued by the department.

MARTINEZ, Cal, — The first contract for technicians in the California petroleum industry has been signed between the Intl. Federation Architects Engineers Chemists and Technicians (CIO) and the Shell Oil Co.

Leaders Praise Ford CIO Agreement

How elated the UAW and CIO leaders are about the specacular agreement with the Ford Motor Co., signed June 20 and ratified by the membership June 22, is evident from the following statements:

CIO PRES. MURRAY

Pres. Philip Murray of the CIO said:

I am happy to announce the perfection of a mutually satisfactory agreement between the Ford Motor Company and the United Automobile Workers of America, CIO and the CIO national office.

The fact that this agreement has been arrived at through the processes of sound, intelligent collective bargaining without resort to strike indicates the wholesome approach that labor and industry have toward the solution of their own problems.

The wage contract itself be speaks substantial progress for the United Automobile Workers, CIO.

It includes the wholesome recognition of the closed shop and check-off, covering all of the production and maintenance employees at all of the Ford plants throughout the country including its steel mills, cement plant, rubber plant, and glass factory.

In other words, the contract embraces every eligible worker employed by the Ford Company in its nation-wide enterprises. It may be interesting to note also that the organization has given permission in the contract authorizing the Ford Motor Company to use the UAW-CIO union label on its products.

It will elevate the wage rates to the highest now paid in the auto industry and will also maintain such of its rates as may be higher. It recognizes standard seniority provisions protecting the rights of Ford workers. It creates modern grievance procedure and provides for the speedy adjudication of all disputes arising out of the contract.

In addition it gives recognition to standard safety practices to promote health and reduce accidents. The agreement has been entered into in good faith and will undoubtedly promote a cooperative relationship between the UAW-CIO and the Ford Company, guaranteeing stability and continuity of operations.

PRES. THOMAS AND SEC.-TREAS. ADDES

Pres. R. J. Thomas and Sec.-Treas. George F. Addes of the UAW-CIO in a joint statement said:

The agreement reached today with the Ford Motor Company completes the organization of the automobile industry by the United Automobile Workers, CIO. It brings the paid-up membership of our organization to 540,000 and the number of workers covered by our agreements to approximately 700,000.

"The Ford contract eliminates the only important hold-out against unionism in the automobile industry. It paves the way for stabilization of labor relations in the industry through which all concerned, workers and employers, will benefit. It extends UAW-CIO standards of wages, seniority and working conditions to an additional 120,000 workers.

Agreement by the Ford Motor Company to establish a union shop sets a pattern for the industry which, we believe, will be universally adopted before the end of another year. The union shop clause recognizes the principle that all who gain from the union should contribute to its maintainance. It gives the union the authority which it must have to fulfill its responsibilities under the contract.

The officers and members of the UAW-CIO cannot praise too highly the leadership and guidance of Philip Murray, President of the Congress of Industrial Organizations, in the campaign to organize the Ford workers which has now culminated in this outstanding contract. Both in his general policies and in his specific contributions during the Ford negotiations, President Murray has again placed the automobile workers and the workers of the nation in debt to him. We desire also to acknowledge the great service in the negotiations of Allan S. Haywood, Director of Organization of the CIO.

CIO ORG. DIR. HAYWOOD

Organization Director Allan S. Haywood of the CIO said:

In their first collective bargaining contract the Ford workers have set the pace, not only for the automobile industry, but for all American industry.

Through their democratically-elected spokesmen, they have not merely established in Fords the wages and working conditions already established by the UAW-CIO elsewhere. They have become the pioneers of the union shop in the greatest mass production industry in the world.

This is an outstanding achievement. The Ford workers and their leaders deserve the heartiest congratulations and the utmost gratitude of the entire American labor movement.

Despite the misgivings of some, the great majority of CIO members were confident that the Ford workers would win for themselves the kind of organization and the kind of conditions to which they are entitled; and that they would join with their brother and sister unionists in presenting a solid front of labor in the nation.

The Ford workers have more than vindicated that faith.

In the short time they have been organized, they have quickly and ably learned the fundamentals of unionism. They have conducted their affairs intelligently and have chosen their leaders in the plant with wisdom.

That same intelligent conduct makes certain ratification of their excellent contract, which has been unanimously approved by their plant negotiating committee.

FORD DIRECTOR WIDMAN

Director Michael F. Widman jr. of the UAW-CIO Ford Organizing Committee said:

The Ford workers have won the finest collective bargaining contract in the United States.

It is the usual case, in describing the first union contract with a company of the size and resources of the Ford Motor Co., to make reservations in recommending it to the membership because it is "the first contract."

In this case, no such reservations are necessary. The Ford workers' contract stands up to and surpasses any in the automobile industry. It equals any in any other American industry.

It's been a long struggle and a hard one. It actually began four years ago when service men slugged UAW-CIO organizers and members on Miller Road. The intervening four years have been long ones.

Most of the credit of that campaign goes to the Ford workers themselves. They were the men in the trenches who did the day-to-day job. It was their determination and perseverence and faith that brought them through to today's victory and which gave their negotiators the strength that was necessary to win such a fine agreement.

I want to take this opportunity also to congratulate the staff of the Ford Organizing Committee. In our close association I have found them all to be unionists of the finest character who performed their duties capably, energetically and faithfully. They, too, deservedly share in today's victory.

Murray Blasts Reactionaries

CIO Chief Scores Use of Army to Break Strikes and Anti-Labor Witch-Hunting

In three tremendous blasts, addressed to all CIO international and national unions, organizing committees, regional directors and industrial union councils, Pres. Philip Murray of CIO has laid down CIO policy on crucial current issues. The statements were released June 12 and 17 from CIO headquarters in Washington.

Murray denounced:

1—Compulsory arbitration
2—Conscription of strikers
3—Use of army to break strikes
4—Other government strike-breaking
5—Subversive work
6—Gossip about purges
7—Factional witch-hunting
8—Attacks on right to strike

The full text of Murray's historic statements follows:

COMPULSORY ARBITRATION, STRIKEBREAKING

Dear Sir and Brother:

Within the last week a number of events have occurred which are of far-reaching importance to every working man and woman in this nation. These events have contributed greatly to aggravating the national hysteria which has prevailed for some time and in the face of which the future existence and wellbeing of labor unions and millions of their members are being gravely threatened.

In Congress there are pending several bills which aim toward the repression and extinction of labor unions and the rights of workers. In the House of Representatives there is the Vinson bill, HR 4139, which is to come up for consideration within a week or so. This bill would freeze the existing wage standards and employment conditions in American industry and would impose COMPULSORY ARBITRATION in industrial relations.

In addition, the House of Representatives only a few days ago approved two riders to a military appropriation measure, pursuant to which the Natl. Defense Mediation Board will be made an instrument for the imposition of COMPULSORY ARBITRATION on all labor. Those who would remain on strike in violation of the mediation board's award could not be reemployed at any plant producing material under government contracts.

VICIOUS BILLS

These bills are vicious and have but a single intent—to destroy organized labor.

They must be fought and defeated.

In the Senate, the Connally amendment has been added to the conscription law. Under this amendment all plants and mills in which there is any strike or stoppage may be taken over by the U.S. government. This amendment does not purport to afford any protection to the rights of labor when such plants are taken over by the government. In other words, the amendment is intended solely to inject the government into every industrial dispute, with the threat that if the workers engage in a strike the plant will be seized by the United States government, the strike broken and the **rights of the workers destroyed,** following which the plant would be returned to the management.

This measure is the most flagrant attempt to wipe out all rights and benefits which the workers of the nation and labor unions have obtained down through the years through bitter struggles.

This measure must also be vigorously fought and defeated.

Secretary of War Stimson and Gen. Hershey, the acting director of the conscription law, recently issued a national order under which all local draft boards were directed to reexamine and cancel deferments of strikers. This order extends enforced labor to practically every major industrial plant without regard for labor's rights or the merits of any industrial dispute. It constitutes a flagrant abuse of the conscription law and an OPEN BREACH OF FAITH with labor.

STRIKEBREAKING INTENDED

The perversion of the conscription law to the establishment of ENFORCED LABOR in the United States is deeply repugnant to the American way of doing things.

This action is intended to break strikes regardless of the full merits of labor's demands in the particular dispute.

The order is in violation of the basic principles of the conscription law and protests against its continuation must be made.

The injection of armed forces of the nation into a private industrial dispute must also be condemned. Such action can only serve to create a status of ENFORCED LABOR in this nation, and ENFORCED LABOR can only create bitterness on the part of working people.

Repression and the use of force are not the methods that can be or will be countenanced by the American people for the establishment of wholesome and sound industrial relations. This is not the American way or consistent with democracy.

The CIO and its affiliated organizations are dedicated to a single objective—to obtain a better life for the working men and women of this nation through increased wages and improved working conditions. The CIO unions must and shall continue to work for the fulfillment of this objective.

FOR RIGHT TO STRIKE

At the present time the rising corporate profits and the increasing cost of living of the working people amply justify the demands of the workers for increased wages and improved working conditions.

In seeking this goal the workers must continue to enjoy their fundamental right to strike. This right cannot and must not be impaired by GOVERNMENT OFFICIALS or legislative action.

No mediation board, which has as its function to mediate labor disputes, should usurp or be given the authority to impose COMPULSORY ARBITRATION or to interfere in any way with the basic rights of labor. There should not and cannot be any justification for governmental action or legislative enactment which would interfere with or diminish the basic rights of labor.

Democracy, with its basic and fundamental institutions, is under serious attack. The CIO, its affiliated unions and its millions of members are determined to defeat any attempt to undermine or diminish the protection afforded to Americans in the exercise of their basic constitutional and democratic rights under our American way of life.

Those who lend themselves to repress the rights and privileges of Americans are the enemies of democracy.

Those who commit acts which add to the current hysteria are merely furnishing aid to the enemies of democracy.

However, it is understood that the CIO opposes the SUBVERSIVE WORK of any group in the United States, whether corporate, communistic, nazi or fascist, that may be interesting themselves in the promotion of selfish things designed to undermine the interests of the U.S.A. in its national defense effort.

It is now our joint task to take immediate action through our national organizations, our local unions and our individual members in communicating with our representatives in Congress and public officials, and advising them of our attitude and our views in these important situations. Only in this manner can your rights and interests be protected and the survival of democracy assured.

This action must be taken at once.

It is only with your full support and cooperation that the past successes of the CIO can be protected and our future expansion assured.

PHILIP MURRAY,
President, CIO

PRES. PHILIP MURRAY

ON PURGES AND WITCH-HUNTING

Greetings:

In the past few weeks, a great many speculative and often highly fantastic stories have been printed in the public press about splits, purges, red-hunts, etc. taking place in the CIO.

As president of the CIO, I have refrained from public comment on these stories because I did not deem it advisable to dignify idle or malicious gossip with formal denials, nor in any other way to add fuel to a press campaign which was little concerned with the best interests of the CIO.

I am now writing to you, and to the direct representatives of the national CIO, to avoid any confusion in your minds due to the many press stories, and to reassure you that there have been NO CHANGES in the fundamental policies of the CIO.

WHOLESOME CIO PURPOSE

The constitution of the CIO calls for the organization of all workers employed in industry for the sound and wholesome purposes of collective bargaining. To this purpose, and this alone, we have steadfastly adhered and will continue to adhere. We have NO ULTERIOR SUBVERSIVE PURPOSES, nor do we tolerate attempts to divert our efforts to these or other ends, foreign to collective bargaining and the advancement of labor's interests.

At the same time, the CIO has never engaged in WITCH-HUNTING nor lent any credence or support to the efforts of labor's enemies to divide our ranks by malicious slanders of duly elected officers; and to create FACTIONAL DISSENSION by appeals to intolerant prejudice regarding differences among our membership.

As president of the CIO I have adhered strictly and will continue to adhere to the constitution of the CIO and the democratic principles on which it is founded. In line with these principles and the organizational discipline necessary for the proper functioning of any democratic movement, I have not hesitated to speak out when actions were taken that I deemed detrimental to the interests of our unions in the present national emergency.

HITS SLANDER CAMPAIGN

But neither by word nor by deed have I lent any encouragement to the current slander campaign against the loyal Americans who represent the CIO and its unions. Democratic and constitutional controls are provided to insure their adherence to CIO policies and the wishes of their membership, and in such few instances as any may violate these policies such controls are applied in the regular functioning of organizational procedure.

The CIO is making tremendous strides today in organizing the unorganized and advancing labor's interests.

We do not intend to allow the unity of our advancing ranks to be disrupted by slander-mongers who seek to promote factionalism and other forms of internal dissension.

The CIO is a truly American institution, devoted to sound and constructive American objectives, and we have only CONTEMPT AND INDIGNATION for those who dare to impugn our patriotism and our Americanism.

PHILIP MURRAY,
President, CIO

ON ANTI-LABOR VINSON BILL

Pres. Murray's statement against the Vinson bill follows in full:

The basic anti-labor character of the Vinson Bill (HR 4139) remains, despite attempts to win approval for its passage by revision of some of its features.

Under the revised version, the National Defense Mediation Board will have the authority to COMPEL workers to refrain from striking for a period of 30 days after any dispute has been referred to the Board.

This provision in effect destroys the right to strike, since it forces workers to refrain from acting to protect their rights while allowing employers to proceed with attacks on the union.

ANY RESTRICTION on the right to strike, no matter for what period of time, will be utilized by hostile employers and hostile courts as a basis for a PERMANENT denial. The fact that the present restriction is nominally limited to 30 days is meaningless, since there is nothing in the bill to prevent the mediation board from extending a case through technicalities to another 30 or 60 days, or even longer period of time.

DESTROYS STRIKE RIGHT

The reservation in the bill that individual workers may not be COMPELLED to continue at work is equally meaningless.

The right to stop work in order to secure better wages and conditions through collective bargaining must be exercised in a united manner—that is, through a strike—in order to be effective.

The 30-day or longer waiting period enforced by the bill completely negates this right.

The bill authorizes the board to enforce its orders through the use of court injunctions, violations to be punishable by criminal penalties for contempt of court. Under this section, workers would be subject to CRIMINAL PUNISHMENT for exercising their basic American right to strike, despite the merits of the case, or the arbitrary or lawless acts of the employer that may have provoked the strike.

REVIVES INJUNCTIONS

This section completely destroys the Norris-LaGuardia anti-injunction act. It revives the anti-union injunction against which organized labor struggled for decades. The Norris-LaGuardia act removed an injustice that had existed throughout labor history. The present Vinson bill would reimpose this barrier to labor's efforts to improve its conditions.

The bill further gives the mediation board authority to make its award final. This section by itself imposes COMPULSORY ARBITRATION on all disputes.

Compulsory arbitration is the negation of collective bargaining. This means involuntary servitude for American workers.

It violates every tenet of American democracy, and directly violates the Bill of Rights and the U. S. Constitution.

The fact that an order restricting the right to strike or a final award of the board cannot be effective until the labor representative gives his consent does not provide any real protection. Our country is founded on a government of laws, not of men. All human beings are vulnerable, including representatives of labor.

The welfare and the future of millions of men and women who make up labor unions cannot be made dependent on the decision of a single individual or of a handful of individuals sitting on a board or other government agency. Their welfare can only be safeguarded on a board or other government agency. Their welfare can only be safeguarded adequately by their OWN UNITED EFFORT, acting DEMOCRATICALLY through laws written to secure their rights as FREE American citizens.

PHILIP MURRAY,
President, CIO

Labor's League Holds Convention

Pres. R. J. Thomas and Sec.-Treas. George F. Addes of the UAW-CIO were among the program speakers at the convention June 13-14 of Wayne County Labor's Non-Partisan League in Detroit.

Officers elected were Pres. Tracy M. Doll; Sec.-Treas. Charles F. Edgecomb; Trustees Jack Fuller, George McLean, Wm. Marshall; Board Members Ernest Bennett, Theodore Zywicki, Jack Ellstein, Louis Urban, Wm. Coughlin, Kenneth Morris, Glenn Gann, Edwin Corbin, Wm. H. Hill and Alec MacIntyre.

Resolutions adopted included indorsement of the Murray industrial council plan, censure of the Roosevelt administration for its "efforts to involve us in war", defense materials for England, a Negro candidate for the Detroit city council, removal of U. S. Defense Housing Coordinator C. F. Palmer, abolition of poll-tax voting qualifications for the CIO defense plan, for the CIO welfare and WPA plan, for impeachment of U. S. Dist. Judge Arthur J. Tuttle of Detroit because of his anti-labor bias, and against discrimination in employment of Negroes in defense work.

Lamson-Sessions Workers Vote CIO

The Lamson-Sessions workers in the Cleveland east side plant voted for Amalgamated Local 217 of the UAW-CIO in a labor board election June 16, Regional Director Paul E. Miley reports. The vote was:

UAW 276; Co. union 106
Neither 19

Intl. Rep. Arthur Petersen will lead negotiations for a contract. Organizing work at the west side plant is under way.

UAW Reports More Raises

Additional Locals Announce Boosts Won Since March 1

The following UAW-CIO locals have won wage increases since March 1, in addition to the list of over 200 plants published in the June 15 issue. The UAW research department has compiled them alphabetically by company. All raises are blanket, unless otherwise indicated.

In the June 15 listing raises at Osborn Mfg., Local 217, were given as adjustments. This actually was a 5c blanket raise. Any other mistakes or omissions will be gladly corrected.

Plant	Local	Increase
Ainsworth Mfg.	155	10c
American Blower	254	5c
Armstrong Foundry	234	5c
Badger Foundry	234	5c
Baker Raulang	451	5c
Barnes Gibson Raymond	236	5c
Bendix Av., Marine Div.	853	10c
Budd Wheel	306	8c
Cambria Spring	509	5c
J. I. Case	378	5c
Det. Seamless Steel Tube	174	10c
H. A. Douglas	822	10% daywork, 5c on base rates
Eaton Service Unit	217	5c
Enot Foundry		8c now, 5c in Sept.
Federal Malleable	264	2½c
Federal Mogul Serv. Store	202	8c to 10c
Federal Mogul	202	5c on piecework; setups raised from 90c to $1.10; production workers 8c to 13c
Federal Screw Works	174	5c and up
Garage Mechanics	184	7½c
Gar Wood	250	8c
General Metalware	125	5c to 8c
Greene Mfg.	172	3c
C. M. Hall Lamp	304	10c
Hobbs Battery	509	5c
Iroquois Foundry	234	5c
Kelsey Hayes Wheel	174	10c
Le Roi Mfg.	756	4c average
Lindemann-Hoverson Stove	336	6c average
Masterbilt Trailer	811	10c
Modine Mfg.	82	5c
Motor Products	203	10c men, 8c women
Nash-Kelvinator	58, 72, 75	10c
Scovill Mfg.	821	5c to 7c
Standard Auto Body	811	5c
Studebaker Parts	255	8c
Titeflex Metal Hose	260	10c
Tool and Die (65 Detroit shops)	155, 157	minimums raised 15c; 10c blanket
Walker-Ajax	85	5c to 9c
Wire Cloth Products	834	5c
Wisconsin Screw	476	2½c to 5c

California put 17 members of the State County & Municipal Workers (CIO) in jail at Stockton because they refused to let a snooping committee of the legislature have the union membership lists. Original combined sentences of 17 years and $9500 fines were cut through labor protests to six months apiece. One prisoner is expecting a baby in a few months. Jail food is mush and beans twice a day. The SCMWA Defense Committee, 593 Market st, San Francisco, is raising funds to supply additional food. The prisoners have set up their own cooking committee.

Southwestern Michigan Stages Good Comeback

UAW-CIO progress in southwestern Michigan has been marked in recent months, Regional Director Wm. McAulay reports. This anti-union territory is the stamping ground of the labor-baiting Congressman Clare Hoffman.

Many UAW-CIO contracts have recently been signed. Corporations that signed with the union are Kalamazoo Plating Co. with Local 740; United Steel & Wire Co., Battle Creek, with Local 704; H. A. Douglas Mfg. Co., Bronson, Local 822; Kirsch Mfg. Co., Sturgis, Local 797; Scovill Mfg. Co., Sturgis, Local 821. All these above contracts were signed after labor board elections had been won.

Charters have been issued to members at the Round Oak Stove Co., Dowagiac, Local 796; C. F. Miller Mfg. Co., Sturgis, 820; and Checker Cab Co., Kalamazoo, 798.

$600,000 INCREASES

Wage increases in these plants have amounted to over $600,000, vacations with pay, steward systems, etc., and in Clare Hoffman's town of Allegan, a closed shop agreement was signed, reports Intl. Rep. R. S. MacLean.

Many problems had to be overcome in organizing this territory. The manufacturers were 20 years behind the times with their low wages, poor working conditions and the take-it-or-leave-it attitude.

The workers rallied under the banner of the UAW-CIO and today the men and women in southwestern Michigan are proud of their union buttons and display them wherever they go.

Intl. Rep. Vane Pickering has worked in St. Joseph, and is now busy in Benton Harbor

YOUR DOLLAR
By Consumers Union

AUTOMOBILES

If you need a new or used car, buy it now, Consumers Union advises. Prices will be no lower for at least a year and probably higher. Before you make the plunge, make sure you can afford to run the car. Gas and oil will certainly be higher in the months to come. Services, repairs and replacement parts are apt to cost more too.

In buying a used car, get a reliable mechanic to inspect the car first. Or apply six simple tests for used cars, suggested by C.U.'s auto consultants. A copy of these tests will be sent free if you send a stamped return envelope to Consumers Union, 17 Union Sq. W., New York.

WOMEN'S SLIPS

In tests of 27 brands, C.U. found that a well-made slip sold at a moderate price ($1.50 to $3) will last much longer than an unbranded 79c bargain special. Get a guarantee against shrinkage. Look at the seams (there should be at least 16 stitches to the inch) and at the fabric label.

Silk, or rayon with silk, usually gives better wear than plain rayon. Satin usually gives better wear than plain crepe. A 4-gore bias-cut slip will fit better than a 1- or 2-piece one.

PERMANENT WAVES

Choose your permanent wave operator carefully, C.U. advises, because the operator is more important than the type of preparation used. And don't expect a good wave at a big bargain. A good permanent includes one or more test curls, shampoos before and after waving, a hair cut and set as well as the actual wave.

At around $5, you should get complete treatment and a skilled operator. Below that rate, you're taking a decided chance with your appearance. Above it, you're probably paying for atmosphere, prestige and afternoon tea.

The facts and opinions are based on Consumers Union Reports, 17 Union Sq. W., New York.

Thomas Raps Macomb Housing Conditions

Pres. R. J. Thomas has written vigorously to President Roosevelt, the OPM and to Michigan congressmen demanding that they do something to correct housing conditions in Macomb county.

"In this country," wrote Thomas, "millions of dollars are being spent to build plants for defense purposes. Yet the workers, in the main, live in unsanitary shacks made of tarpaper. Many are forced to open ditches for sanitary purposes. As the Detroit Free Press points out, this tolerable situation may well lead to a typhoid epidemic this summer.

" A few months ago, Congress passed the Lanham act, under which $15,000,000 has been provided for sewer and other community facilities. The Macomb county situation is highly dangerous. Human lives are in the balance."

Senators and congerssmen have written Thomas pledging aid, and OPM Director Knudsen is sending a special investigator to work with the UAW on the Macomb county problem.

Thomas also rebuked the federal authorities in a talk to a national housing conference in Detroit for their interminable delays and for allotting only 700 housing units for the city. Detroit needs 10,000 units immediately, he said.

He added that landlords were creating an intolerable economic situation by jacking up rents. If this is not corrected the UAW-CIO may have to use the power of its membership to see that justice is done, he added.

PROGRESS IN MUNCIE

Housing progress is reported at Muncie, Ind., where Acme Lees Local 459 has formed a building corporation, and Regional Director Arnold Atwood reports that the first house should be built by the middle of the month.

WANT WITNESSES ON RENT

The WPA - Welfare Department of the UAW-CIO is concentrating on obtaining complete information on rising rents in Detroit. Much information has been collected but more is needed on specific cases.

If your rent has been raised, or if you have been given notice of intended raise, report to the department at 801 Hofmann bldg as quickly as possible. If writing, give information on type of house or flat, rent paid previously, number in family, where employed, name of landlord, attitude of landlord, complaints, etc.

If necessary, call RAndolph 0774 in order to furnish this data. UAW members and WPA workers are urged to do this immediately.

Detroit Steel Products Shop Votes for UAW

Detroit Steel Products, where a strike for recognition has been in progress for 36 days, voted for UAW-CIO Local 351 in a labor board election June 20, Regional Director Leo Lamotte reports. The vote was:

UAW-CIO	**502**
AFL	**167**
Neither	**14**

The firm, which makes Fenestra windows, will now have to bargain with Local 351. It had backed a company union and when the labor board kicked it out, an AFL craft union picked up the crumbs, Intl. Rep. Pat Patrick reports.

The CIO has been fighting for a genuine union for four years and still has a final round to fight in the spring plant, where the labor board has not yet booted out the company union. But 223 of the 230 employes are signed up in Local 351, and the company will be the loser in this fight, just as in the main plant.

New GM Clause Allows Upgrading

A special agreement, negotiated by GM Dept. Director Walter P. Reuther of the UAW-CIO with the corporation permits upgrading of production workers into skilled jobs whenever journeymen are not available. Both regular skilled workers and the promoted men are protected as the latter retain their production seniority.

The plan means more pay and a better outlook for production workers who want to "grade up," Reuther says.

DISCUSS UNEMPLOYMENT

Mass unemployment in auto shops, expected when the government cut in production takes effect, was discussed at a meeting in Detroit June 25, called by Reuther.

Those invited included local union presidents and top bargaining committeeemen in all Michigan GM plants.

The eastern GM subcouncil of the union was scheduled to meet in New York City June 29 to discuss unemployment and also the new national contract, with Reuther and Regional Director Peter J. Zanghi as discussion leaders.

BASEBALL CHALLENGE

Fisher Local 596, Pontiac, Mich. challenges each and every UAW-CIO baseball team to a series. The local team is undefeated so far. For details write Fin. Sec. D. V. Cote, 824 Baldwin av, Pontiac.

BUICK SOFTBALL

The champion softball team of Buick Local 599, Flint, challenges any local team in Michigan. See Chairman McKinley Allen of the Buick softball team, 3019 Industrial av, Flint.

Women to Enter Defense Training

Women may now take vocational defense training courses in Detroit, UAW Defense Coordinator George W. Miller announces.

Courses in machine tool operations and metal fitting (bench work) are offered at Dearborn high school from 6 to 10 pm Monday and Tuesday; in welding at Hamtramck; in shop theory at Highland Park high school to certain mechanics; and there will be many Detroit courses to be announced later.

For information see Miller at 1224 Maccabees bldg, Detroit, TEmple 1-1-26.

WOMEN'S AUXILIARY

The 3d Women's Auxiliary Conference of the UAW-CIO will be held in Buffalo beginning Mon. Aug. 4 announces Sec. Helen Goldmann. Conference headquarters will be the Buffalo Hotel.

Aux. 5, Detroit, announces a "cheer party" for Sat. July 19 at 8:30 pm at 1551 Hart av. Everybody welcome, no admission charge.

Aux. 61, Grand Rapids, Mich., reports six new members.

Aux. 8, Janesville, Wis., drill team sponsored a card party for buying new uniforms. The social committee has planned a picnic.

Aux. 2, Milwaukee, Wis., has a program providing social activity at each meeting. Dr. Parks spoke on venereal diseases which he illustrated with movies. Picnic July 20.

Aux. 72, Detroit, initiated seven new members at the last meeting.

Aux. 1, Atlanta, is doing a living cost survey because prices are going up every week. A stork shower was held for Sister Edge.

Aux. 56, Jackson, Mich., held a joint meeting with the Battle Creek auxiliary June 3. Sister Jennie Bennett, NCC member, was guest for the evening.

Aux. 76, Lansing, Mich., added eight new members June 5. A father and son banquet was held June 14.

Aux. 22, Kenosha, Wis., enrolled 38 new members at the last two meetings. We are going after the prize cup at the Buffalo conference.

Aux. 210, Pontiac, Mich., sent protests on the Vinson bill. Ten women agreed to fill out the questionnaires on living costs.

Aux. 48, Muncie, Ind. reports that it is an amalgamated auxiliary, affiliated with Warner Gear Local 287, Acme Lees 459, Delco Remy 489, Chevrolet 499 and Warner Machine 692. The auxiliary has been busy in connection with the Indiana CIO convention held in Muncie last month.

WE WANT LOCAL NEWS

The UAW wants local news of interest to the rest of the membership. Send it to Editor Carl Haessler, UAW - CIO, 281 West Grand blvd., Detroit.

Material should be in our office as follows:

For July 15 issue, July 10.
For Aug. 1 issue, July 24.
For Aug. 15 issue, Aug. 7.
For Sept. 1 issue, Aug. 21.
For Sept. 15 issue, Sept. 11.

155 Amalgamated Local 155, Detroit, signed a contract with VERSNICK BROS. June 18, after a spontaneous strike, granting the union shop, raises of 10c to 25c, 2% bonus if profits permit, exemption from handling scab goods, and fixing of seniority and production standards by mutual agreement. It was signed by Bus. Agt. Nat Ganley, Louis Bargin, Raymond Guilioli and Marion McDaniel for the local and approved for the UAW-CIO by Regional Director Leo Lamotte.

The PRECISION NUT supplement grants raises of 5c and 8c, with screw machine rates from $1.05 to $1.20 an hour. It was signed June 18 for the local by Ganley, Louis Maas, Charles MacKinnon and Arthur Langlois, and approved for the UAW-CIO by Lamotte.

The AINSWORTH wage raises negotiated June 21 are 10c blanket for men and 5c for women retroactive to June 1, making the total recent raises 20c, Ganley announces.

At FITZSIMONS MFG. CO. in addition to the recent 3c blanket raise men were granted 7c an hour more and women 5c in a supplement agreed to June 17. All minimums were raised a dime. It was signed by Ganley and Bernard J. Wolocki, Stanley Welch, Bessie Proctor, Frank Moore and Paul Petzold, and approved for the UAW-CIO by Lamotte.

205 *Amalagated Local 205*, Detroit, ended an 8-day strike at Allen Industries Leland plant with a 6½% blanket raise and a 2½% bonus to be paid before Christmas, Pres. Ned D. Coleman reports. At the Allen Plymouth plant the blanket raise was 5c plus the 2½% bonus.

At the ARVEY Corp. the raises ranged from 5c to 15c per hour and a 5% bonus on 1940 earnings, back pay for unfair layoffs or discharges, joint action on transfers, and 5c premium on 2d and 3d shifts. The concessions came on the eve of a strike that had been sanctioned by Regional Director Leo Lamotte.

The GEORGE R. CARTER Co. granted a vacation bonus of 40 hours pay.

12 Amalgamated Local 12, Toledo, entered into a contract with the Toledo Metal Furniture Co. May 9 which makes the seniority list "subject to the approval of the executive committee" of the shop unit, pays double-time for all Saturday work as well as Sundays and holidays, 2 hours call-in pay, increases of 2c to 8c an hour and weekly raises to office workers of $1.25 to $2, minimums of 68c an hour, paid vacations, and ½-hour lunch period on company time on night shift. It was signed for Local 12 by Pres. Richard Gosser, Clem Mankowski, Ted Urzykowski, Edwin Napurala, Valley Linn, Max Zielinski, Frank L. Marlin, Robert Genung, Wm. McMahon and Anthony Hahn, and for the UAW-CIO by Regional Director Jack Thompson.

821 Scovill Local 821, Sturgis, Mich. entered into an agreement with the Scovill Mfg. Co., Morency-VanBuren Div., May 16 granting blanket raises of 5c and 7c an hour, 1 week vacation with pay for those with 6 months seniority, and pay for a specified amount of bargaining time. It was signed for Local 821 by Harry J. MacPherson, Kalman V. Toth, Ruth Hamilton, M. H. Keislon, Clyde Kissel, John MacPherson, Glen G. Ulrich and Wm. McKale, and for the UAW-CIO by Regional Director Wm. McAuley and Intl. Rep. R. J. MacLean.

Secretary Addes Says

FORD UNION-SHOP CONTRACT ADVANCES LABOR RELATIONS

By GEORGE F. ADDES, Secretary-Treasurer, UAW-CIO

One of the outstanding features of the outstanding UAW-CIO contract with the Ford Motor Co. for all eligible employes in all Ford plants is the union-shop clause. The company retains freedom to hire as it pleases but within 30 days the new man if retained must join our union.

PHIL MURRAY'S CONTRIBUTION

Before going into the implications of this provision, let me pay tribute to Pres. Phil Murray of the CIO. Just as he came to the rescue in our GM negotiations and was the principal factor in winning the 10c blanket raise, so his contribution to our spectacular victory in the Ford contract negotiations was indispensable. Our union has become accustomed to calling on Pres. Murray but we should not take his invaluable aid for granted without full acknowledgement.

Tribute is also due to CIO Org. Director Allan S. Haywood, who practically abandoned all other work to help complete the Ford contract. And we praise Director Michael F. Widman jr of the UAW-CIO Ford Organizing Committee for his stalwart services in the heavy detail work of actual negotiation with the management and in keeping constant contact with the Ford workers.

MEMBERSHIP DESERVES CREDIT

Fundamentally, of course, there would have been no Ford drive, no strike victory, no election triumph and no contract without the effective demand and participation of the Ford workers, especially those who were the courageous pioneers of four years ago when the going was tough and it was dangerous stuff to be on the union side.

Also to be praised are the UAW members in all other locals who gave time and money to the union's Ford crusade. Probably the one thing that did most to destroy the fear of the Ford workers was the example of strong union organization in all the other companies, with its high wages, good working conditions and the sense of manhood and freedom.

MEANING OF UNION SHOP

The basic benefit of the union shop, in which all workers belong to the union after their probation period, is that it stabilizes labor relations. In this way it helps both workers and management.

It is a sign of the maturity of both union and company. It means that bargaining proceeds in good faith. The management will not be chiseling and there will be no nonunion workers to complicate things.

It eliminates the organization problem, enabling the union to concentrate on administration, and enforcement of the contract by both sides. In ordinary contracts the absence of the union-shop clause has been a constant temptation for the management to connive with disrupters. It has been a constant burden to the union to fight what the management, in spite of the contract, chose to regard as an open-shop situation.

UNIONISM HERE TO STAY

In the broader sense, general acceptance of union-shop contracts means that the employers are now somewhat belatedly realizing that their long and unscrupulous war against the CIO has simply resulted in establishing the principle of industrial unionism more firmly than ever in American industry.

The industrial war as such is over, though mopping-up operations will continue to be necessary. The new stage of CIO progress will be to consolidate all gains and advance to further positions. The CIO workers are not yet getting the wages to which they are entitled, nor the working conditions, nor the vacations, insurance coverage, military bonus etc.

There is plenty still to do, but thanks to the leadership of such men as Murray and John L. Lewis, and the courage and loyalty of the CIO membership, these tasks will be easy, compared to what we faced before.

NEWS OF UAW LOCAL UNIONS

262 Chevrolet Forge Local 262, Detroit, elected the following delegates to the UAW-CIO convention June 18: Fin. Sec. Wm. McGill, Bargaining Chairman Charles Mobley, Bargaining Committeeman James Cleveland, and James Franklin. Local membership is at an alltime peak, McGill reports.

754 Eastern Malleable Iron Local 754, Wilmington, Del., obtained a 6% blanket raise for all employees in a contract made May 29. The agreement also gives 2 hours call-in pay, some compensation for bargaining time, a minimum of 44c for women and 56c for men, and the difference in pay between army compensation and regular rates to employes drafted into service but assigned to continue work in the plant, unless the entire plant is taken over by the government. The contract was signed for Local 754 by Pres. Dennis Amatuzio, Michael Maier and Roljsh Warren, and for the UAW-CIO by Pres. R. J. Thomas and Regional Director H. L. Smith.

429 New Haven Foundry Local 429, New Haven, Mich., made an agreement with the company May 15 insuring a 6c blanket raise strict seniority, pay at time and a half for bargaining time at the regular Tuesday meetings, standard overtime rates, 2 hours call-in pay, a minimum of 65c an hour, 2c premium for 2d and 3d shifts, 30 hours vacation bonus payable at Christmas time, and approval of new rules by the shop committee. It was signed for the local by Clarence Thomas, Stanley Adams, R. Jesus Gonzalez, S. Sandus, Fred Listenbee, Taft Upshaw and Fred Yhjumngard, and for the UAW-CIO by Regional Director Linwood L. Smith.

822 Douglas Local 822, Bronson, Mich. signed an agreement with the H. A. Douglas Co. June 5 providing a blanket raise of 10% in wages, minimums of 50c an hour for men and 45c for women, 5% premium for 2d and 3d shifts, 2 hours call-in pay, reclassification of jobs, and pay for bargaining time. It was signed for the local by George H. Houghton, E. E. DePuy, Bernard A. Maloney, B. A. Dixon, Helen L. Houghton, Genniece L. Hilton and Else Cleveland, and for the UAW-CIO by Regional Director Wm. McAulay and Intl. Rep. R. J. MacLean.

The CIO victories in four Intl. Harvester labor board elections in June stirred strong union feeling in the Springfield, O. Harvester truck plant, where UAW Local 402 is all set for an election victory July 10, reports Intl. Rep. Tom Hendricks. Picture shows noon-hour crowd getting the CIO message.

174 West Side Local 174, Detroit, made an agreement with the Frederic B. Stevens Co. Inc. June 9 carrying 75c minimum pay, rising to 90c minimum after 5 years, except watchmen who get 45c an hour, 5c premium for 2d and 3d shifts, 1 week military bonus, 20 hours vacation pay, standard overtime, and seniority fro moriginal hiring date. It was signed for the local by Pres. Michael J. Manning, Org. George B. Schewe, James Draper and Thomas Markowski, and for the UAW-CIO by Regoinal Director Richard T. Leonard.

The MILLER TOOL & MFG. Co. contract grants increases averaging 20c an hour, standard overtime, and a profit-sharing bonus. It was signed by the shop committee headed by Ray Roehlk and 0r. Harry Southwell.

At DETROIT STAMPING Co. a labor board election gave the local 95 votes against 19 opposed, Org. Wm. Kemsley reports.

722 Amalgamated Local 722, Minneapolis, signed an agreement with the Texas Co., covering drivers, warehousemen, watchmen and yardmen in the twin cities May 29, carrying minimums ranging from $115 to $140 a month, time and a half after 40 hours, standard seniority, 2 weeks vacation with pay, and standard grievance procedure. It was signed for the local by Rodney C. Jacobson and S. L. Bruchs.

236 Spring Local 236, Detroit, signed an agreement with Barnes-Gibson-Raymond Div. of Associated Spring Corp. June 10 granting blanket raises up to 10c an hour, minimums ranging from 70c to $1.25, paid vacations, 2 hours call-in pay, 5% premium for 2d and 3d shifts, and standard overtime and grievance clauses. It was signed for Local 236 by Pres. John A. Brooks, Robert Wiegand, Floyd Peterson, Malcoms Coons, Steve Puskal and Harry Koss, and for the UAW-CIO by Regional Director Leo Lamotte.

151 Amalgamated Local 151, Connersville, Ind., made an agreement with the Auburn Central Mfg. Corp. May 29 providing for vacations with pay, standard overtime and seniority, improved grievance procedure and carefully guarded piecework setup. It was signed for the local by Michael Weiler, Otis Johnson, Cleveland Jones, Grant W. Morgan, Homer Vance and Fred Mittel.

699 Delta Mfg. Local 699, Milwaukee, had a 100% increase in membership during the year, Steward Herman F. Buch reports. In May the increase was 25%. Chairman Wm Kressin of the education committee is developing much interest in the local. Some local members think Pres. Ray Nelson is the right material for labor governor of the state.

157 Amalgamated Local 157, Detroit, will meet Sun. July 13 at 10 am, 51 Sproat st, instead of the usual day, because of the holidays, Rec. Sec. Robert Crothers announces. The Ex-Cell-O revised agreement, granting 5c in addition to the nickel previously won by the strike, was approved.

704 United Steel Wire Local 704, Battle Creek, Mich. negotiated raises of 3c to 16½c an hour through revised job classifications, Fin. Sec. J. B. Washburn reports. The revision was in acordance with the contract signed in March.

415 Amalgamated Local 415, Detroit, won a union-shop agreement after a 2-day strike from HacQuoil Buick Sales, Intl. Rep. Walter Green reports.

190 Packard Local 190, Detroit, was scheduled to open its new home, specially built for the local's needs, on June 25, Sec. James Lindahl reports. Packard is sending 17 delegates and 3 alternate to the UAW convention.

539 Campbell Wyant Cannon Foundry Local 539, Muskegon, Mich. is ready to pull a Ford landslide CIO vote in the July 9 labor board election, Intl. Reps. Leonard Woodcock and Clarence Dodds report. All the more because CWC conditions are just as bad as Ford conditions were before the strike. Regional Director Linwood L. Smith is putting final touches on the campaign. The AFL molders, backed by the company, are also on the ballot.

827 DeFoe Boat Local 827, Bay City, won the labor board election June 11 by 380 votes to 9 opposed, Intl. Rep. Charles Rigby reports.

369 Bundy Tubing Local 369, Detroit, ratified an 8c blanket raise June 11, retroactive to June 1 and the rates are not frozen. The agreement was signed by Pres. Richard Lindsay, Ada MacIntosh, Edw. Dory, Scotty McLaren and Wallace Mundle for the local, and by Intl. *Rep. Clark Hutchinson* for the UAW-CIO. It was approbed by Regional Director Leo Lamotte.

697 O & S Bearing Local 697, Detroit, won a blanket raise of 12c an hour for men and 7½c for women, Regional Director Richard T. Leonard announces.

Leonard also announced all minimums raised 20c an hour at the ENOT FOUNDRY, Wayne, Mich. negotiated by Intl. Rep. Leon Pody, and a labor board victory at HAWTHORNE METAL PRODUCTS, Detroit. Neither plant has been assigned to a local.

380 Gear Grinding Local 380, Detroit, negotiated a blanket 10c raise, effective June 23, and relations with the management are excellent, reports Fin. Sec.-Treas. H. C. Vogel. It was signed for the local by H. B. Garman, M. H. Browning, L. B. Keefer, J. H. Parsons and R. Mielke.

80 Gemmer Local 80, Detroit, signed a supplement April today in which the quarterly bonus is discontinued and all classifications are increased 6c an hour except certain ones that are raised 8c to 13c. It was signed by Committeeman M. Grant, R. W. Gammon, Robert Orr, James Burns and John Heitkamp.

732 Auto Salesmen's Local 732, Detroit, signed the standard agreement summarized in the May 1 issue with Caldwell Sales & Service, Inc., Aaron DeRoy Motor Co., and Wm. Deautsch Co.

662 Delco Remy Local 662, Anderson, Ind., celebrated its second anniversary by a pitch-in supper at union headquarters. The movie Declaration of Independence was shown and games were played by all. V. Pres. Smith recounted the progress the local had made.

594 Yellow Truck Local 564, Pontiac, Mich., won substantial wage increases for kitchen and cafeteria workers in all Pontiac plants of Yellow Truck & Coach Mfg. Co., following a labor board election in which only one opposition vote was cast. It also provides 2 weeks vacation with pay, choice of shifts by seniority and other standard clauses. It was signed by Pres. Cliff Williams of the local, V. Chairman Charles Barnes of the shop committee and Chairman John Wiestenberg of the cafetria unit.

Aircraft Salaries Go Way Up

5-Year Increase For Bigshots Is Over 800 Pct.

One more reason why aircraft workers rebel against wages of 50c an hour was found in the huge salary increases of aircraft executives revealed by the government in Washington.

In the 10 major aircraft concerns the average salary of their presidents went up from $57,864 in 1939 to $73,976 in 1940, an increases of 28%. Hourly wages in the same period fell off in the same period.

But the average top salary was $34,172 in 1936, and skyrocketed to $307,753 in 1940, an increase of 803%.

In the 10 major companies there were 42 executives who received $20,000 a year or more. The average salary of these men went from $22,055 in 1936 to $105,327 in 1940.

And these figures do not include the money paid to salesmen who are designated in the Securities & Exchange Commission reports as "general European representative" or "vice president and sales representative."

SALESMEN COIN MONEY

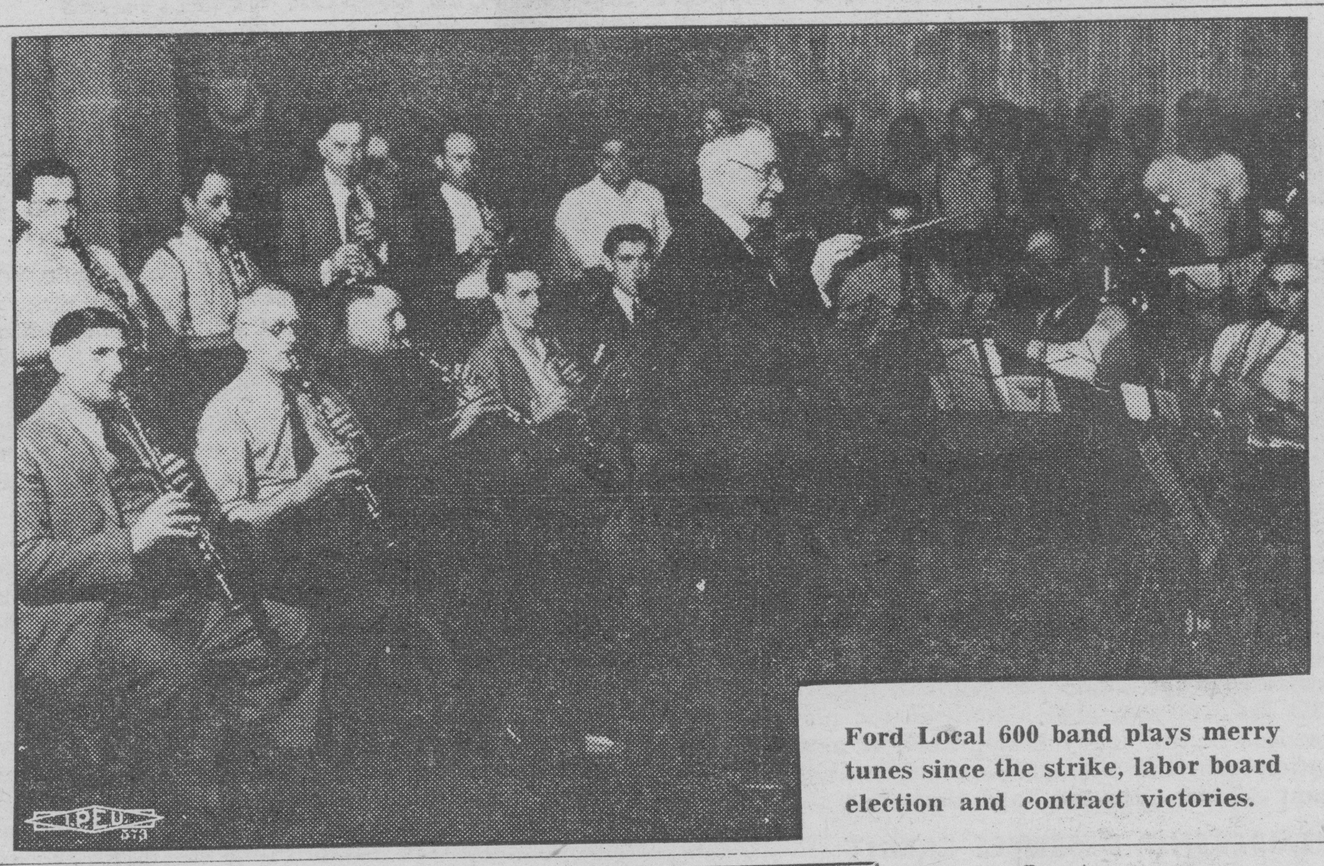
The total paid to some of these men by their companies in 1940 was staggering. T. F. Hamilton of United Aircraft was reported receiving $2,318,542; V. E. Bertrandies of Douglas $54,398; M. E. Wagner of Douglas $166,506; and E. E. Risley of United $119,449.

Some of the salaries of salesmen of airplanes were filed by the companies as confidential and have been kept that way by the SEC.

NO. AMERICAN GRAVY

On an original investment of $3,500,000, GM's North American Aviation has earned $7,000,000 in each of the past two years. Last year it paid out $4,500,000 in dividends, according to SEC figures.

Pres. J. H. Kindleberger of North American in 1940 was paid $166,350 and V. Pres. J. L. Attwood, $78,533.



Ford Local 600 band plays merry tunes since the strike, labor board election and contract victories.

Dayton Aircraft Men Want UAW

UAW-CIO sentiment is sweeping through half a dozen Dayton, O. plants, Intl. Rep. High Ritenour reports. Amalgamated Local 785 is expecting to win a labor board election at McCauley Steel Propeller and is active at Variety Aircraft, Standard Aircraft, and Aero Products. It has no competition from other outfits in these plants.

At United Aircrafts Products there are two AFL crafts, the machinists and polishers, with lousy contracts. AFL committeemen are made foremen and wages range from 50c to a top of 83c. In Detroit aircraft plants the 85c minimum is 2c higher than the Dayton AFL maximum of 83c.

The United employes have formed temporary CIO committees and asked the UAW to get them standard wages and working conditions. They were scheduled to elect unit officers June 29.

Many Pacts Reported By Reisinger

Reporting on progress in UAW-CIO Region 2, Regional Director Richard E. Reisinger emphasizes numerous wage raises and other gains.

Negotiations between Local 482, Williamsport, Pa. and the Spencer Heater Div. of the Aviation Mfg. Co. have won a general 5c per hour increase, a 5% premium for night workers, and one week vacation with pay. The committee was headed by Local Pres. John Murphy and Intl. Rep. Frank C. Scheepers.

Local 88 and the Willard Storage Battery Co., Cleveland, negotiated a general 5c per hour increase and elimination of a bonus system in six departments. The committee was headed by Local Pres. Ed. Simpson.

Local 755 and the American Coach & Body Co., Cleveland, negotiated a 5c blanket increase. This is in addition to an average of 18c per hour increase granted in January. The committee for the Local was headed by Pres. Joe Fiordalis and Intl. Rep. Hasting Jones.

A consent decree between the Rausch Nut Co. and the UAW-CIO granted two members who had been discharged for union activities back pay plus $100 severance pay, totaling $381.75 for one and $401.36 for the other. The company was also required to post a "cease and desist" notice. The settlement was negotiated by attorneys and Intl. Rep. Hasting Jones.

A Supplement Agreement has been negotiated between White Motor Co. and Local 32, Cleveland, which provides for teaching new employes between the ages of 18 and 35 how to operate one or two individual machines. The first month of training a learner gets 50c per hour, the second month 55c, and the third month 60c.

After a learner is qualified he will be assigned to a regular job and receive the prevailing rate and take his place on the seniority list. If learner is qualified before the 14 weeks, he takes a job at the prevailing rate of pay. The

"And What Do We Get In August?"

The UAW-CIO has been such a miracle Santa Claus to the 3000 workers in GM's Electro-Motive diesel plant at McCook, Ill. that Local 718 members are expecting it to be a regular performance every month, Intl. Rep. Ed Hall reports.

The local won the labor board election in January and was certified early in February. The management agreed to make all raises retroactive to certification. Local wage negotiations in April brought increases as high as 45c an hour.

The retroactive checks on the local raises came through in May.

The national 10c raise, retroactive to April 28, came through in June.

The $40 vacation bonus comes through in July.

"And what do we get in August?" the members are eagerly asking.

Union Offers To Step Up Plane Output

An offer of the Steel Workers Organizing Committee (CIO) to show the Curtiss-Wright Corp. how it could increase its monthly output of airplane propellers by 400 to 500 propellers was rejected by the corporation and a threatened strike certified to the Natl. Defense Mediation Board June 12.

The strike, approved by a 98% vote of the 900 workers June 8, was voted after the corporation showed no signs of agreeing to the union's demands for a revised contract. The SWOC agreed to extend the contract and discuss the matter with the board.

Clinton S. Golden, northeastern director of the SWOC, June 7 wrote V. Pres. Robert L. Earle of the company that "inefficiencies and mismanagement by the company"—which the union is prepared to correct—are causing the loss of 400 to 500 propellers a month.

Curtiss-Wright holds $309,628,000 in U.S. defense contracts and its subsidiary, Wright Aeronautical Corp., has an additional $153,780,000. An alarming percentage of this money is being wasted at the Neville Island and Gerrard plants near Pittsburgh, Golden suggested.

Moulding Council Wins Big Raises

Blanket raises of 10c for men and 8c for women were won by the UAW-CIO moulding council in negotiations with the Automotive Parts & Equipment Manufacturers Assn., Director Melvin Bishop of the union's competitive shop department reports.

Nordstrom Reports 18 New Locals

The Wisconsin-Minnesota-Iowa-Northern Illinois region of the UAW-CIO, which a year ago had 48 local unions, today has 66, an increase of 18, and the number is still growing, reports Regional Director George S. Nordstrom. The membership increase is about 10,000.

Less than a year ago there were two General Motors locals. Today there are five, which are sharing the 10c hourly wage increase and other gains of the new national agreement.

Four local unions in the farm implement industry, have grown to seven—the first results of an organizing drive with four international representatives assigned.

HUGE CHICAGO GAIN

In Chicago there were three local unions. Today there are 12, and eight international representatives are working in the Chicago area.

Organization in Chicago is of prime importance to safeguard the gains made in organized plants, and to eliminate a condition where thousands of plants are paying starvation wages, and working on parts in direct competition to organized shops.

A Regional Office is being set up in Chicago to increase the service and supervision afforded to the drive.

WAGE INCREASES

Wage increases and/or contract improvements have been won by 50 local unions. Negotiations are in progress by nine additional locals. Within the next few weeks the pay envelopes and conditions of work of 95% of the UAW-CIO members in the region will be substantially improved.

An important part of the program has been to increase the interest in education and legislative matters.

Truck Council Plans Campaign On Diamond T

The UAW-CIO truck coach commercial body trailer and trackless trolley council in Toledo June 14, laid plans for organizing the Diamond T Motor Car Co. in Chicago, reports Sec. Harry H. Stump.

Diamond T keeps employes in line by Ford methods which crumbled in a few short days. Diamond T will sign just like Ford.

Frankensteen Broadcasts On No. American

Speaking on a national radio hookup at Los Angeles, June7, Aviation Director Richard T. Frankensteen said in part:

"I want to make it very clear to the employes of North American Aviation Corp. and to the general public that I am presenting the official position of the CIO in relation to the present situation at the North American plant.

"This is a wildcat strike. I deeply regret that this action has been taken. The irresponsible, inexperienced and impulsive action of local leaders in violation of their own agreement will find no support from myself or our organization.

"But at the same time, the fact remains that a basic cause of the situation has been the inexperience and irresponsibility of the North American management which exhausted the patience of their workers through seven weeks of negotiations in which their response to a serious situation was a refusal to negotiate more than two hours each day.

"I take this opportunity of serving notice on the Communist Party: They will keep their hands off the policies and affairs of the Aircraft division of the CIO here on the West Coast. This warning goes as well to any other groups whether they be "vigilant Americans" or other self-styled labor splinter groups which may have an interest in influencing the affairs of our organization.

"I am confident that you as responsible unionists will accept the recommendations which I will bring to you from your organization and from the CIO."

North American Profits 73%

Could the North American Aviation Co. meet the demands of the UAW-CIO for a 10c per hour increase and a 75c minimum rate?

Here are the facts, as compiled by the UAW-CIO research department.

This General Motors-DuPont corporation in 1940 made a profit of over $1,180 on each one of its employes. Its average employment in 1940 was 6,000.

On a total investment of $9,500,000 this corporation raked in profits amounting to $7,090,336 in 1940. Thus North American harvested 73c in net profit on every dollar it was worth.

Draft Crackdown On Strikers In Aircraft Reversed

Following strong union protests, Local Draft Board 242 in California has rescinded its action in canceling the draft deferment of Harry C. Higgins, an engineer at the plant of North American Aviation Inc.

Higgins, who is secretary of Local 205, Intl. Federation of Architects Engineers Chemists & Technitians (CIO), was the first victim of the work-or-fight order.

His deferment had been canceled when he failed to answer the company's summons to return to work on June 10, a day before the strike ended. Higgins refused to go through the UAW picket line. Picketers of the United Automobile Workers (CIO) were still marching

Addes Sets Convention Deadline

All local unions are reminded by Intl. Sec.-Treas. George F. Addes that the deadline for receiving credentials of delegates to the UAW-CIO Buffalo convention is 15 days before Aug. 4, the opening day.

The deadline for receiving proposed resolutions, grievances and constitutional amendments is July 19.

These deadlines are fixed by the UAW-CIO constitution.