Vol. 4, No. 12 December, 1961

UAW SOLIDARITY

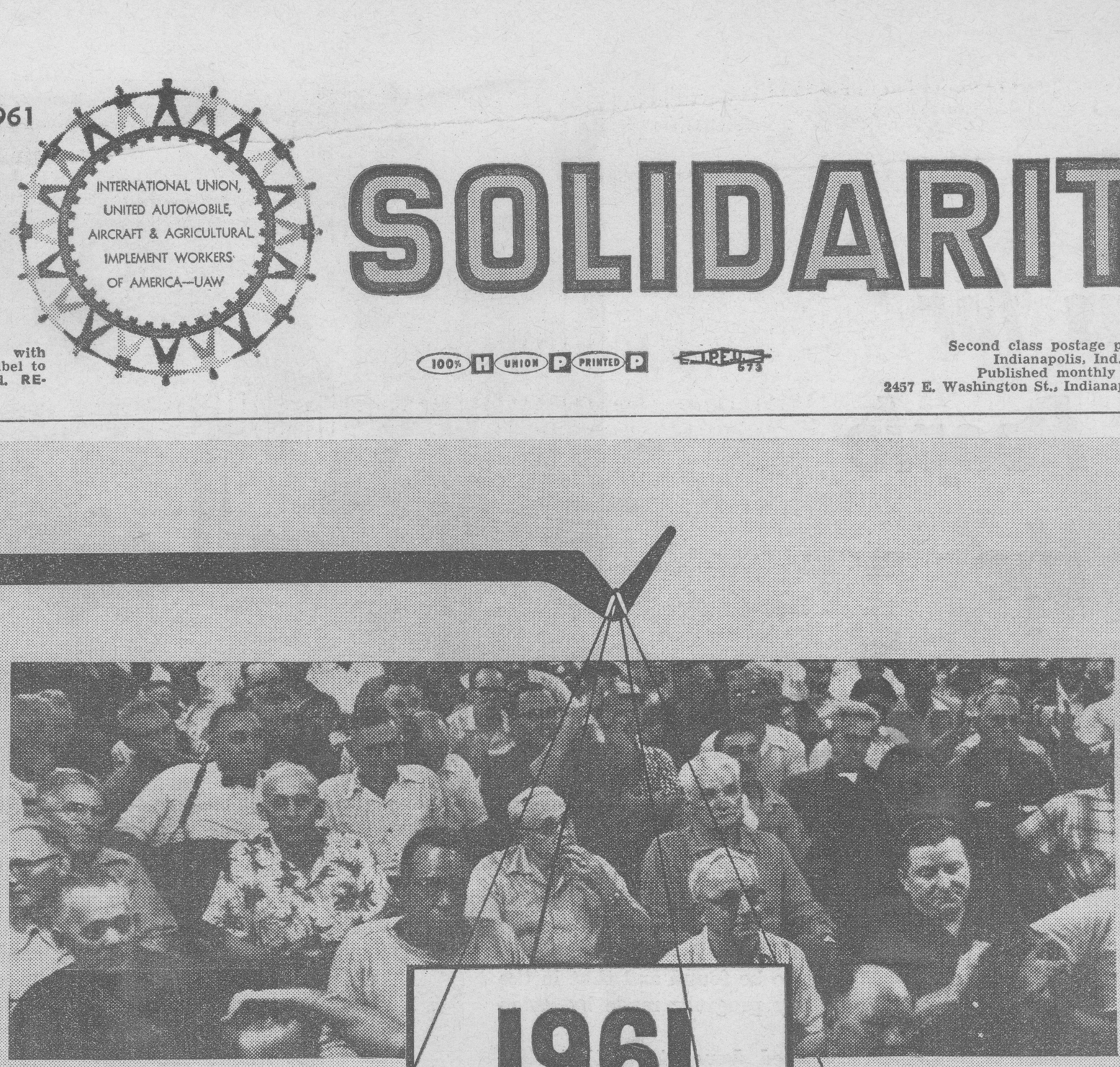
INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA—UAW

POSTMASTER: Send undeliverable copies with Form 3579 attached directly under mailing label to 2457 E. Washington St., Indianapolis 7, Ind. RETURN POSTAGE GUARANTEED.

100% UNION PRINTED

Second class postage paid at Indianapolis, Ind.
Published monthly at
2457 E. Washington St., Indianapolis 7, Indiana

25-2 UAW REP
LUTHER SLINKARD
19288 SKYLINE DR
ROSEVILLE MICH



1961 UAW COLLECTIVE BARGAINING GAINS

J. MASCHHOFF

A FULL MEASURE OF PROGRESS TOWARD SOLVING HUMAN PROBLEMS

In this Issue:

Green Light for Progress .... Page Four

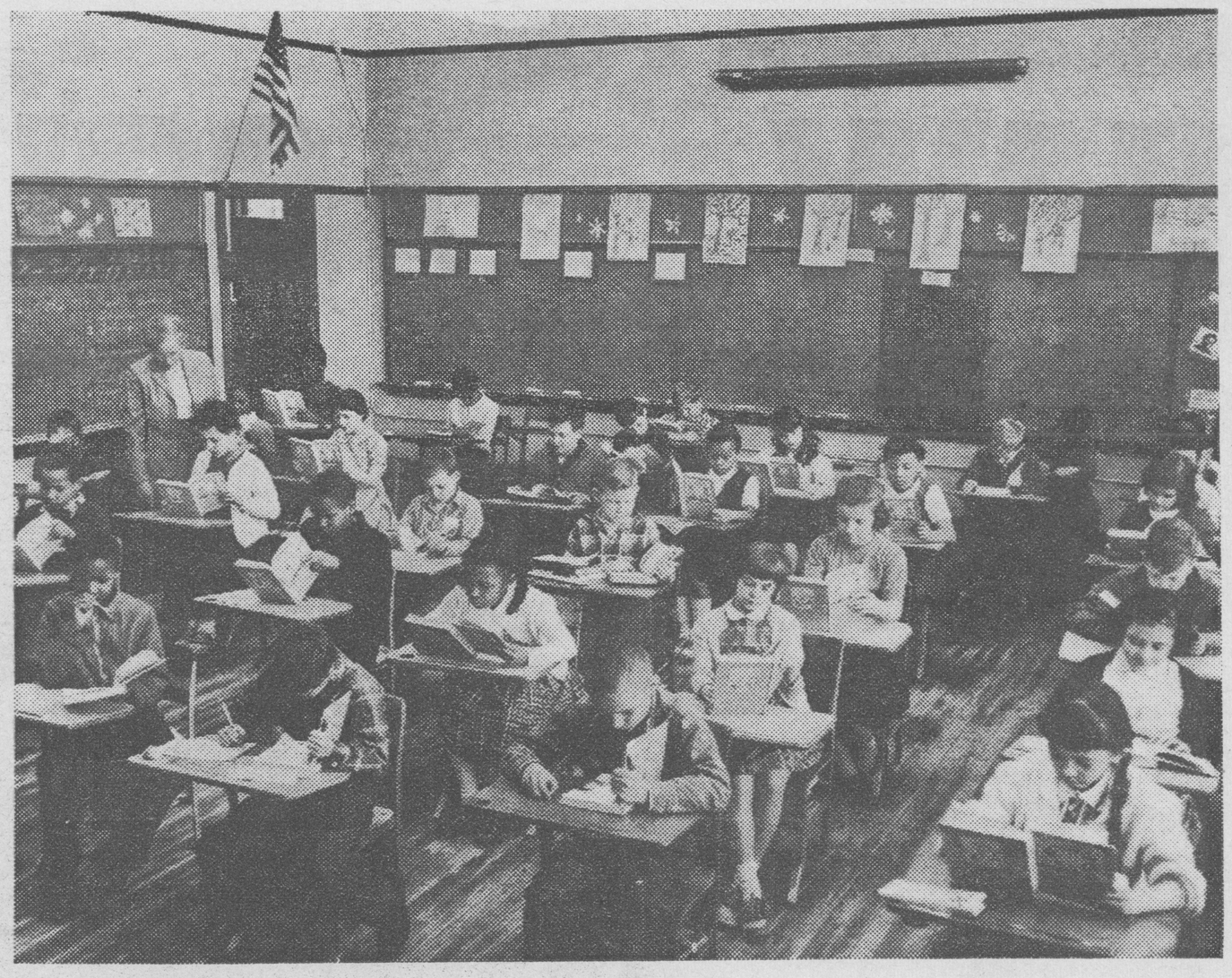
Gains for Workers, Lower Prices for Consumers .... Pages Six and Seven

Keys to Greater Security .... Page Nine

A UAW Wife—On Camera .... Page Ten

They Were Not Forsaken ... Page Eleven

Gains for The People and the Community



When UAW negotiating teams sat down at the bargaining tables to face their company opposite numbers last summer, two things became immediately apparent: the Union negotiators were determined that solutions to the workers' problems would have to be found and that in the process the community must gain from any progress made by union members.

The pacts which were finally fashioned demonstrate that the UAW has been highly successful in achieving both aims.

Workers' Problems Are Democracy's

The UAW has long contended that workers' problems are democracy's problems, and that responsible trade unionism precludes the attaining of its aims and aspirations at the expense of the community. The UAW consistently pursued this philosophy.

In the face of the corporations' unfounded charges that UAW economic demands were "inflationary," the UAW negotiators hammered away at the fact that the best way to minimize the effects of recession is to improve the ability of the citizens in a community to purchase the products corporations produce.

New Contracts Increase Purchasing Power

The new UAW contracts increase the purchasing power of auto workers on the job, while on layoff, when they retire and, in many cases, while they are ill. It is obvious that this additional purchasing power will, to some extent, reduce the danger of recession.

During the negotiations, the UAW consistently contended that the costs of any of its economic demands could easily be met out of the profits of the auto industry, making price increases unnecessary.

Many Prices Reduced

Since the pacts have been signed, many of the corporations' products have been reduced in price. The corporations themselves thus proved that all their earlier propaganda about an "inflationary spiral" being threatened was just that—propaganda.

To a community already hard hit by a heavy unemployment rate, the prospect of further job instability among those workers still fortunate enough to have jobs looms fearfully.

The job-security safeguards such as greatly improved supplemental unemployment benefits (SUB) and hospital-surgical-medical coverage for laid-off UAW workers and their families built into UAW contracts relieve the community of a potential burden it might otherwise be forced to shoulder.

Job security and stability made possible by UAW contract provisions benefit the community in other less tangible, but still equally important ways.

The worker who is able to support his family is able to maintain an intact family group; his wife is not forced to seek employment against her will in an already depressed market and his children are not tempted to drop out of school and seek jobs, thus adding to the community's already heavy unemployment.

They Keep Self-Respect

Improved pension and medical care provisions for retired UAW workers and their families not only relieve the community of the cost of maintaining this growing segment of our society, but assist these senior citizens to retain their self-respect in retirement and continue to make positive and meaningful contributions to the community.

Responsibility to the Community

While the recent successfully concluded contract talks improve the economic and non-economic lot of UAW members, the union negotiators were at all times responsive to the problems and needs of the community and did not seek to improve the position of UAW members at the expense of the community.

UAW VICE PRESIDENT PAT GREATHOUSE, who is director of the national Ag-Imp Department, "squares off" against management negotiators at International Harvester to open 1961's round of contract talks in the industry. More than 70,000 UAW members won new agreements in bargaining talks with agricultural implement firms. Their major economic gains are similar to those won in the auto industry.

UAW SOLIDARITY

OFFICIAL PUBLICATION, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, AFL-CIO. Published monthly. Editorial office, 8000 E. Jefferson, Detroit 14, Michigan. Yearly subscription to members, 60c; to non-members, $1.00.

WALTER P. REUTHER
President

EMIL MAZEY
Secretary-Treasurer

RICHARD GOSSER
NORMAN MATTHEWS
LEONARD WOODCOCK
PAT GREATHOUSE
Vice Presidents

International Executive Board Members
CHARLES BALLARD
RAY BERNDT
CHARLES BIOLETTI
GEORGE BURT
DOUGLAS FRASER
MARTIN GERBER
TED HAWKS
ROBERT JOHNSTON
CHARLES KERRIGAN
HARVEY KITZMAN
JOSEPH McCUSKER
E. T. MICHAEL
GEORGE MERRELLI
KEN MORRIS
PAT O'MALLEY
E. S. PATTERSON
KEN ROBINSON
RAY ROSS

Frank Winn, Editor and Director, Publications and Public Relations Department.

Joe Walsh, Assistant Director, Publications and Public Relations Department.

Henry Santiestevan, Managing Editor and Assistant Director, Publications and Public Relations Department.

Jerry Dale, Howard Lipton, Ray Martin, Jerry Hartford, Simon Alpert, Bernard Bailey, Staff Members.

Members,
American Newspaper Guild, AFL-CIO

UAW Statement Of Ownership

STATEMENT REQUIRED BY THE ACT OF AUGUST 24, 1912, AS AMENDED BY THE ACTS OF MARCH 3, 1933, JULY 2, 1946, AND JUNE 11, 1960 (74 STAT. 208) SHOWING THE OWNERSHIP, MANAGEMENT, AND CIRCULATION OF UAW SOLIDARITY published monthly at Indianapolis 7, Indiana for October 1961.

1. The names and addresses of the publisher, editor, managing editor, and business managers are:

Publisher, International Union, UAW, 8000 E. Jefferson, Detroit 14, Mich.; Editor Frank Winn, 8000 E. Jefferson, Detroit 14, Mich.; Managing Editor, Henry Santiestevan; Business Manager, None.

2. The owner is: (If owned by a corporation, its name and address must be stated and also immediately thereunder the names and addresses of stockholders owning or holding 1 percent or more of total amount of stock. If not owned by a corporation, the names and addresses of the individual owners must be given. If owned by a partnership or other unincorporated firm, its name and address, as well as that of each individual member, must be given.)

United Automobile, Aircraft and Agricultural Implement Workers of America (UAW), 8000 E. Jefferson, Detroit 14, Mich.

3. The known bondholders, mortgagees, and other security holders owning or holding 1 per cent or more of total amount of bonds, mortgages, or other securities are: (If there are none, so state.) None.

4. Paragraphs 2 and 3 include, in cases where the stockholder or security holder appears upon the books of the company as trustee or in any other fiduciary relation, the name of the person or corporation for whom such trustee is acting: also the statements in the two paragraphs show the affiant's full knowledge and belief as to the circumstances and conditions under which stockholders and security holders who do not apear upon the books of the company as trustees, hold stock and securities in a capacity other than that of a bonafide owner.

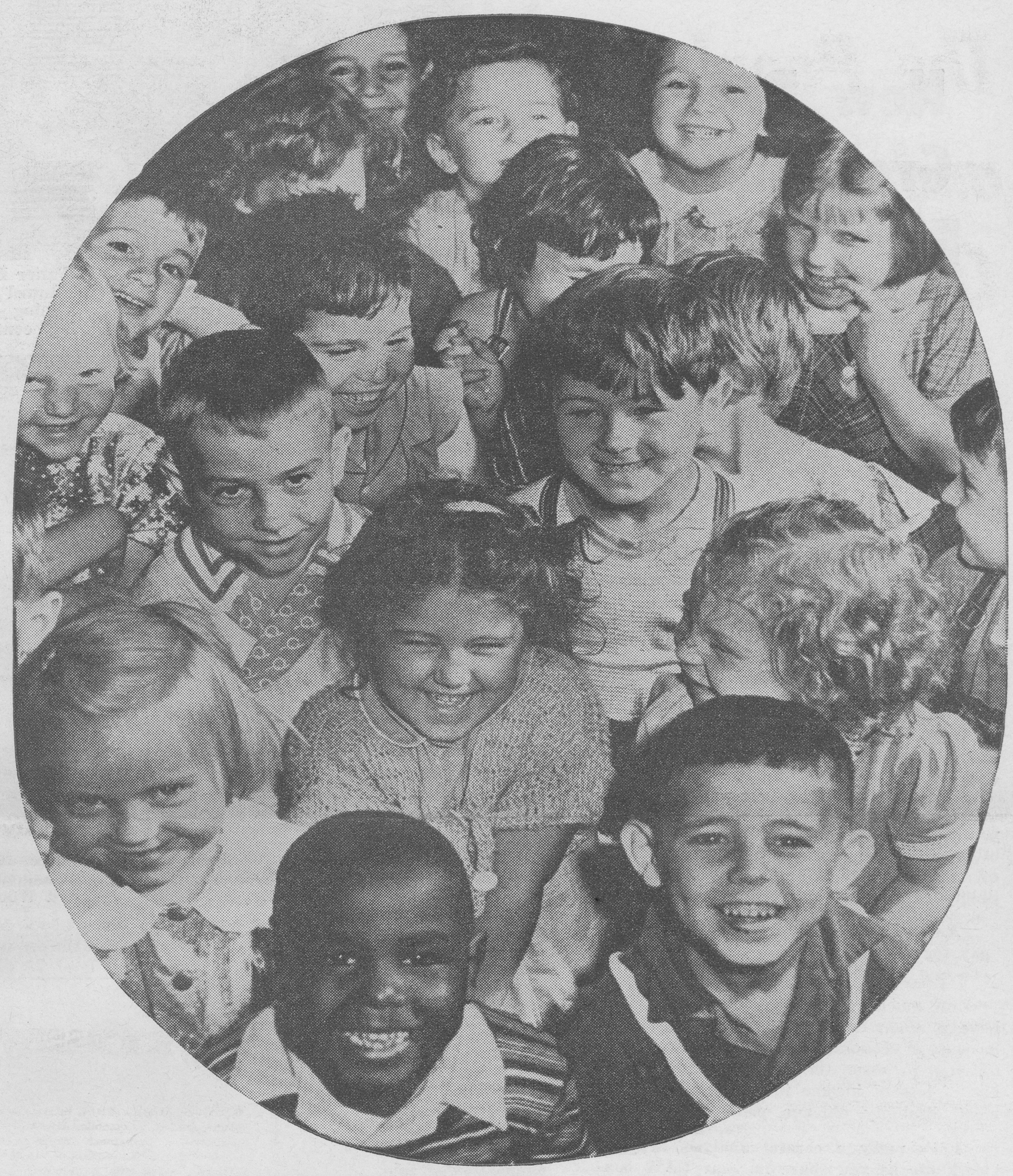
5. The average number of copies of each issue of this publication sold or distributed, through the mails or otherwise, to paid subscribers during the 12 months preceding the date shown above was: (This information is required by the act of June 11, 1960 to be included in all statements regardless of the frequency of issue) 1,207,491.

HENRY SANTIESTEVAN,
Managing Editor.

Sworn to and subscribed before me this 28th day of September, 1961.
OTHA BROWN,
Notary Public, Wayne County, Mich.
(My commission expires March 26, 1965).

More Security Than Ever Before

In Your New UAW Contracts



When any worker worries about security, he worries for his wife, his children, his parents.

UAW's new auto industry contracts provide workers and their families with more security than ever before.

Security is a steady job, dollars to buy groceries, income to pay on the house, cash to buy clothes, money to meet emergencies and help out the old folks when they need it.

It's the good, warm feeling you get reaching down into your pocket when your youngster says, "Please, buy me a toy," or "Won't you get me some candy?"

It's being able to meet needs today and those that might happen tomorrow. It's concern for your home, a future for your kids, dignity and provision for your old age.

It's the total of all this and much more like it, because it all adds up to the peace of mind you feel when you have a steady job and steady income.

UAW's gains this year at the auto industry bargaining tables made greater strides toward this than ever before. Here is a summary of important benefits won by the union in these new 1961-1964 agreements.

MEDICAL-HOSPITAL-SURGICAL INSURANCE—Premiums now are fully paid by the company. In addition, the company pays any increases in premiums during the life of the contract.

Hospital coverage is increased to 365 days.

The level of benefits in Michigan—among the highest in the country—will be applied as nearly as possible to all workers in the company, regardless of location.

RETIREE MEDICAL COVERAGE—The company pays one-half the cost of hospital-medical-surgical coverage for the retiree and his wife.

LIFE INSURANCE—In most companies, life insurance is increased by at least $500 and in some by $1,500 or more.

EXTENDED COVERAGE DURING LAYOFF AND SICKNESS—The hospital-medical-surgical coverage of laid off workers and their families is continued after layoff, based on one month of protection for every four weeks of SUB they are entitled to at time of layoff, up to a maximum of 12 months. The full premium is paid by the company.

During sickness, the coverage continues for up to 6 months, with the full premium paid by the company.

SUPPLEMENTAL UNEMPLOYMENT BENEFITS—Increased to 62% of gross pay plus $1.50 for each dependent up to four. The combined SUB check and state unemployment compensation check now amounts to about 75% of regular take-home pay.

Eligibility requirements are less restrictive and a mail reporting procedure replaces the old requirement for personal reporting.

Maximum benefit is increased to $40—$10 a week more than under the old contract. (The new maximum for Chrysler salaried workers under UAW contract is $50.) Duration is increased to a 52 weeks maximum.

SHORT WORK WEEK PROTECTION — A brand new benefit. In scheduled short work weeks (less than 40 hours work due to reduction in customer demand), workers are paid 65% of their wage rate for each hour lost.

In unscheduled short work weeks (due to machine breakdown, shortage of material, etc.) workers get 50% of their wage rate for each hour lost.

PENSIONS—Now $2.80 a month for each year of credited service, both past and future—boosted from the old $2.40 for past service and $2.50 for future service. This will give a 30 year worker $264 a month, including social security benefits for himself and his wife, an increase of $11.70 and a 35 year worker $278 a month, a boost of $13.70.

Eligibility requirements for permanent and total disability pension are now 10 years service instead of 15 years service, with no minimum age requirement. New early retirement features are provided. Vesting benefits eligibility is improved.

SURVIVOR PENSION BENEFITS—If the retiree chooses this new benefit, his wife (or husband as the case may be) will receive a benefit after the retiree's death. The benefit equals one-half the retiree's benefit. The retiree's benefit will vary with the difference in age between husband and wife, with a benefit of 90% of his normal benefit when husband and wife are the same age. The reduction in the retiree's benefit is not as great as it would be under the usual type of survivor benefit provisions because under the UAW contracts the company bears part of the cost of the survivor benefit.

WAGE INCREASES — The annual improvement factor principle is retained. Some money in the first year is diverted toward hospital-medical-surgical coverage. In 1961 the wage increase is at least 4c an hour; in 1962 and again in 1963 the wage increase will be 6c or 2½%, whichever is greater.

COST OF LIVING ALLOWANCE—Retained without change despite industry attempts to water it down. Moreover 12c of the float is folded into base rates.

SEPARATION PAY—Increased by 25%. This allows 50 hours pay for workers with two years seniority, up to 1500 hours pay for 30-year seniority workers. The period permitted for filing application is increased from 18 months to 2 years.

MOVING ALLOWANCES—If transferred to a company plant more than 50 miles away, a worker will receive up to $580 for moving expenses, depending on the distance and on whether he is married or single.

JURY DUTY PAY—The company will now match the jury duty fee with a minimum of $10 a day except that the combined fee and company payment will not exceed the worker's daily wage. Duration of payments is increased to 60 days.

New Pacts: Green Light For Progress

SETTLEMENT AT AMERICAN MOTORS: With Vice President Norman Matthews, the union's AMC director, and negotiating committee members looking on, UAW President Walter P. Reuther and AMC Vice President Edward Cushman shake hands following signing of the pace-setting "progress-sharing" contract.

As one of the half million UAW members employed in the auto industry, you are a partner in the newly negotiated contracts which will mean increased income and greater security for you and your family—with no need for the industry to raise the prices. In fact prices were reduced following settlement of the new contracts.

The new UAW contracts afford a greater measure of protection against the hazards of sickness.

They help to protect you more adequately against the hardship of unemployment and, for the first time, help to overcome the economic uncertainties of short work weeks.

They make the years of retirement more comfortable and provide opportunity for survivor pension benefits.

There are provisions to ease the shock if you should lose your job; to help pay the cost of moving with your job to another location; to make it easier to serve your civic responsibility as a juror.

And, of course, these contracts will help pay for more of the good things in life for you and your family.

How much better is your life because you have a union contract to guarantee a fuller measure of economic justice and human dignity for you; to lessen the fear that every worker has of loss of income in sickness, unemployment, disability, old age, plant shutdowns.

Let's make a careful analysis of your work life as you share in your UAW contract.

You're working for one of the Big Four auto makers—General Motors, Ford, Chrysler or American Motors. Your wage rate is $2.80 an hour. You have a wife; you have three children. You have the hopes and dreams, and the fears and anxieties, which hover over all the family of man.

You have a union contract which spells out your rights, benefits and responsibilities, on the job. When the hazards of life start tripping you up, what helping hand can you call up from your contract?

To find out—read the opposite page.

SIGNING AT GENERAL MOTORS: GM's Earl Bramlett and Louis Seaton, the union's President Reuther and Vice President Leonard Woodcock, GM Dept. director.

VICTORY AT FORD: At table with UAW Ford bargaining team, Ken Bannon, Ford Dept. director, and President Reuther set to sign new agreements.

AGREEMENT AT CHRYSLER: Chrysler's John Leary, UAW Vice President Matthews and President Reuther give press announcement of new contract.

For You and Your Family—

A Better, More Secure Life

What does the UAW contract mean to you, your wife, your children? Let's take a good look at the working life of an average auto worker, whose rate is, let's say, $2.80 an hour.

WAGE PROTECTION

Your hourly rate of pay has increased steadily under UAW contracts. That spells more income for you to be able to maintain a more decent standard of living.

The new contract keeps the principle of the annual improvement factor intact and increases your rate this year by at least 4c an hour and in 1962 and again in 1963 by 6c or 2.5%, whichever is greater.

COST OF LIVING PROTECTION

For about 13 years now you have been protected against rises in the cost of living. The new contract continues this protection even though the industry tried either to take it away completedly or to water it down. When prices go up, so does your wage rate to make up for it. If prices goes down your rate does too—but the purchasing power of each penny you earn remains the same. The new contract gives further protection by placing 12c of the old cost of living float into your base rate, which will not be affected if prices should fall.

INCOME PROTECTION DURING ILLNESS

Things are going along fine but suddenly you take sick. You're out of the plant for weeks on end. You don't enjoy being sick but at least you don't become more ill worrying about the total loss of your pay check. Your sickness and accident insurance protection—for which you pay a modest monthly premium—keeps a check coming for up to 26 weeks of illness.

PROTECTION AGAINST COST OF MEDICAL BILLS

If you or your wife or one of the children takes ill and is hospitalized—surgery, hospital care, X-rays, medicine, etc.—your hospital-medical-surgical insurance takes care of the bills. The new contract provides hospital care for up to 365 days. It calls for bringing benefits for all workers in your company, no matter where they live, up to the level in Michigan, which is among the best in the country.

PREMIUMS FOR MEDICAL COVERAGE PAID FOR BY COMPANY

Best of all, the new contract requires the company to pay the full premium for hospital-surgical-medical coverage instead of half the premium as it used to do. Even while you are ill, the company will now continue to pay the full premium for up to 6 months, so your family will get continued protection against medical bills while you are unable to work.

Because the company now pays the full hospital-medical-surgical insurance premium, you will save the 50% of the premium you were paying under the previous contract. That could mean as much as $11 savings to you every month.

LIFE INSURANCE PROTECTION

And all the while you're an employe, you will be covered with the protection of life insurance to tide your family over should you die. The contracts vary—and some had to catch up with others this year—but, depending on your hourly rate, your life insurance protection runs from about $5,000 to as high as $10,500—with the company picking up a large share of the premium cost.

INCOME PROTECTION DURING LAYOFF — SUB

The heavy blow falls. You're laid off. But your income doesn't stop. For the worker with a rate of $2.80 an hour—with a wife and three children—the state unemployment check and the SUB check total $75.44 each week. This enables you to keep your family fed, clothed and sheltered while you are out of work.

Under the new contract your income while laid off will average about 75% of your regular take-home pay—about $3 for every $4 you brought home when you were working full time. It is approximately $11 a week more than you received when you were laid off under the old contract, based on a formula of 62% of gross pay plus $1.50 for each dependent up to four.

What is more, the number of weeks you may be eligible for SUB checks is now raised to 52 from the 26 weeks under the old contract, and the eligibility rules have been loosened up so you can more easily qualify for your benefits.

MEDICAL COVERAGE DURING LAYOFF

A problem under the old contract was that during layoff periods you lost your hospital-medical-surgical protection for yourself and your family. Now, the new contract provides this protection tied, in duration, to the SUB credit units you have when laid off.

What's more, the total premium will be paid in full by the company.

INCOME PROTECTION DURING SHORT WORK WEEKS

Work slows down. The company elects to schedule short work weeks—three days of work a week, for instance—24 hours.

A few months ago, under the old contract, you would have found the short work weeks "slow starvation." Instead of the $112 gross pay check you would earn in a full work week (at $2.80 an hour), you would earn only $67.20 for the three days—and that would be all. No help from SUB or state unemployment compensation.

But under the new contract, you do a lot better.

Your pay check for that scheduled work week—when consumer demand is down—comes out to $96.32, because the company is required by the new contract to pay you 65% of your rate for each hour under 40.

The new contract brings you $29.12 more than you otherwise would receive — money the company is required to pay because it is not giving you a full week's work when consumer demand slacks off.

Then in some other week, there is a mechanical breakdown or a material shortage in your plant. You lose two days work that week —16 hours. The company must pay you 50% of your regular rate of pay for each of the 16 hours lost in this unscheduled short work week. Your pay check reads $89.60—or $22.40 more than you would have gotten under the old contract.

This is a new benefit provided for the first time in our new contract. It will mean hundreds of dollars of added income to thousands and thousands of UAW members when they work short weeks through no fault of their own. It means that you, the hourly rated worker, are getting closer to salary payment, since you are paid for every hour in the week.

GETTING CLOSER TO A GUARANTEED ANNUAL WAGE

Just think of it a minute. If work is steady—fine. If the short work weeks come, every hour up to 40 is paid for—full rate for hours worked; 65% of the rate for hours lost in a scheduled work week; 50% of the rate for hours lost in an unscheduled short work week.

If you are laid off, you get SUB checks which when combined with state unemployment compensation will provide about 75% of your normal 40 hours a week take home pay—for up to a maximum of 52 weeks. Checks come in also when you are ill and unable to work.

How close we are getting to a pay check every week! How close to a guaranteed income —a guaranteed annual wage!

PROTECTION IN CASE OF PERMANENT LOSS OF JOB (SEPARATION PAY)

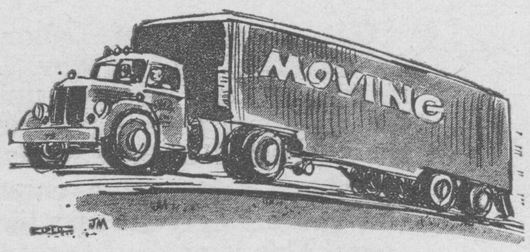
Another one of life's blows hits you and your family. The company is closing down your plant or your department. Your job is cut out from under you. There is no chance of going back to work in your plant again.

Our old contracts provided separation pay on a graduated scale related to service, but the new contract improves the benefit. The payments are increased by 25% so that a worker with 30 years service at a $2.80 hourly rate will receive $4,200 in cash.

PROTECTION IN CASE OF JOB TRANSFER

The company decides suddenly to move your job to another one of its plants miles away. You are to be transferred with your job if you choose to. You will have to tear up roots, take your children out of school, move your possessions to a new home far away. Previously, the whole financial burden of moving would have been on your shoulders.

Now, most of the cost of moving will be paid for by the company under the new contract.



The amount paid varies according to whether you're single or have a family, and depending upon how far you must move. For instance, if your job is moved a thousand miles away and you have a family, you will be paid $580 for moving expenses.

INCOME PROTECTION IN YOUR OLD AGE—PENSIONS

You're older. You are looking toward the day when you can retire. You know about the old pension program negotiated by the UAW. But what's the new one like?

So you and your wife do some figuring.

You've had 30 years of service with the company. It's been a long time. The years have come and gone, some of them slow and plodding; others have fled on tiptoe.

If you decide you've earned a rest, you will receive $84 a month every month for the rest of your life as your pension from the company-union fund. That's the agreement your union has won—$2.80 per month for every one of the 30 years you've worked.

With that, you and your wife, if she is eligible, will be getting social security payments. The two combined could bring you $264 a month—more than $60 a week. Not bad.

Besides, the contract requires the company to pay half the cost of your hospital-medical-surgical coverage for you and your wife. If you live in Michigan, this is a savings of about $10 a month to you. Outside of Michigan, the savings will vary depending upon the cost of the medical coverage.

But there is a new benefit in the contract. It is called Survivor's Option. You figure, "Suppose I should die soon after I retire. What would happen to my wife. Why shouldn't she have part of the pension that I would be entitled to?"

So you retire and decide to take the Survivor Option. Your pension check is $75.60 a month—a reduction from the $84 you would get if you had not chosen the survivor's option. But you feel the sense of accomplishment—because you know that if you die, your wife will receive $37.80—half of your pension—to help sustain her for the remaining years of her life.

Other improvements were made too in eligibility for disability pensions, in early retirement pension and in the vested benefit.

JURY DUTY

If you should lose work because you perform your citizen's duty as a juror, benefits have been improved. Instead of receiving $5 a day for 14 days, the new benefits will be $10 a day for 60 days or even higher.

WORKING CONTRACT

Then, of course, in the best traditions of the UAW, your contract gives you protection on the job. Provisions which historically have meant better conditions in the plant have once again been improved. For working conditions have always been recognized as being of equal importance with economic security.

There it is. Your share of the full measure of progress you and your half-million UAW brothers in the auto industry have taken in 1961.

It will help solve some of the pressing problems you have been facing on your job, in the plant and in the office. It will help you realize your destiny as a free worker, striving for a fuller measure of economic justice.

UAW Pacts Non-Inflationary:

Gains for Workers, Lower Prices for

An industry economic custom was reversed last month after UAW won its major new contracts providing the biggest gains the union ever had made for its approximately 550,000 workers in the auto manufacturing Big Four.

The corporations—General Motors, American Motors, Chrysler and Ford—announced they were reducing the price of many of their cars and holding the cost line on others instead of raising them.

The action emphasized what industry and government officials as well as UAW President Walter P. Reuther had said about the new agreements: that they clearly are non-inflationary.

'Not Inflationary . . .'

U.S. Secretary of Labor Arthur Goldberg, for example, said on Nov. 17, "I want to commend the auto workers union, President Walter Reuther, and the industry upon the way they handled their negotiations.

"They produced a constructive collective bargaining agreement which is not inflationary. This is evident from the fact that automobiles have not increased in price."

The settlements also are a vital shot in the arm in another respect for the nation's economy which still had been reeling under the staggering effects of the 1960-1961 recession.

The gains the new contracts provide for the auto workers will pump added purchasing power into the economy by affording higher wages to those at work and higher benefits for those who are laid off, ill or retired.

This does more than help stabilize the jobs of men and women now working. It can provide the push for creating new jobs, too.

First acknowledgment of how much UAW's new auto contracts would accomplish came hard on the heels of the union's history-making "progress sharing plan" with American Motors when company vice president Edward Cushman said:

"The new agreement is clearly and demonstrably non-inflationary despite the fact that it includes the most liberal benefits we have ever offered." That was on Aug. 26, the day the settlement was announced.

"Every Model Reduced"

AMC quickly followed the pact by lowering the prices of its cars. On Oct. 9, Automotive News, an industry publication, reported, "Every model has been reduced."

General Motors also had repeatedly emphasized its intense determination in its contract talks with the union to hold the line against inflation.

When settlement was reached between the world's largest manufacturing corporation and UAW, GM vice president Louis Seaton, who headed the company's bargaining team, was asked by reporters if the new agreement was inflationary.

"We have tried to meet our responsibilities to the public and the nation," was Seaton's quiet reply.

GM announced lower 1962 car prices. The Wall Street Journal, for example, reported, "Chevrolet Shaves Prices on its 1962 Autos."

GM Price-Tags Down

A day later, on Sept. 27, price cuts were announced on Buick compacts. On Sept. 28, the Journal reported Pontiac, Oldsmobile and Cadillac were holding "1962 prices at 1961 levels."

Meanwhile, prices of Ford and Chrysler lines also were kept either at their 1961 position or were being lowered. The Sept. 27 Detroit News headlined, before the union reached a contract settlement with Chrysler but when the industry's agreement pattern had become plain, "Dodge Prices Cut on Every Model."

The Detroit Free Press reported, "Plymouth, Valiant Reduce '62 Prices." The Wall Street Journal's Sept. 27 issue added, "Chrysler Corp. kept the same factory list price as for 1961 on all but three of the cars in
and Imperial lines."

And the next day, discussing p
other Chrysler makes, the Journ
"The Plymouth-Dodge price cuts
est in the industry so far."

Ford's car price announcemen
after the union's 1961 non-infla
nomic pattern settlement had been
for the industry. The Detroit Fr
ported on Sept. 29, " '62 Fords K
Idea." The same day's Wall St
told of lower prices for the compa
con.

More Car Prices D

Ford's overall price action on
was summed up the next day
newspaper. "In all, Ford clai
prices on 21 models, unchanged
slight increases on 17, and an 'unch
all price level," the Journal expl

As this story pointed out, not
were lowered or held steady. So
were announced. But these were s
ably, they were tacked onto the
autos. For example, the price of
Continental, an auto retailing a
$6,000, was boosted $5.

The price picture was put in
Business Week, a nationally-circ
ness publication, in its Sept. 30 iss
lowed the contract settlements set
nomic gains for workers in the i
whole.

Three Basic Point

**"The auto industry is not inc
prices of its cars," Business
"Many of its 1962 models appea**

THE NEW YORK TI

Toward Price Stabi

Hope that the country w
inflationary surge is strengt
ment that the 1962 prices
cars will not go up, despite t
involved in the company's
General Motors' action wi
pattern-setting influence on
facturers. It will also opera
major steel producers to go a
Kennedy's plea to hold the
when their wage costs rise
Gratifying as such devel
they cannot be expected to c
unless the President follows
plied promise to demand
union side in next year's pi
tions in steel. Industries le
to neutralize higher payroll
tion or other aids to produ
harder than Ge

, to keep their
union pressure for
provements.
The provisions of the
likely to prove of greatest
the workers are not those
hourly pay and thus contri
costs. The important advan
calling for more security o
through liberalized supplem
benefits and a new weekl
offset the impact of shorte
The effect of these provi
ulate much more intense
for regularity in work s
department managers wil
laying out their week's wor
day schedule by the knowle
will get 65 per cent of t
every hour short of forty.
the extension of supplem
compensation will give t
whole increased incentive
bilized employment.
These provisions are fa
to the problems of job se
technology, but they are in
still further progress mus
management relations.

for Consumers

ne cars in its Chrysler

discussing price cuts on
the Journal reported,
price cuts are the larg-
ar."

nouncement also came
1 non-inflationary eco-
nt had been nailed down
Detroit Free Press re-
62 Fords Keep '61 Price
's Wall Street Journal
the compact Ford Fal-

Prices Down

action on its car lines
next day by the same
Ford claimed reduced
nchanged prices on 16,
nd an 'unchanged' over-
ournal explained.

d out, not all car prices
steady. Some increases
hese were small. Invari-
l onto the higher-priced
he price of the Lincoln
retailing at more than
.

vas put into focus by
tionally-circulated busi-
Sept. 30 issue. This fol-
lements setting the eco-
rs in the industry as a

sic Points

**is not increasing the
Business Week said.
odels appearing for the**

NEW YORK TIMES,

rd Price Stability

that the country will escape another
ary surge is strengthened by announce-
at the 1962 prices of General Motors
not go up, despite the higher labor bill
in the company's new union contract.
l Motors' action will have a powerful
etting influence on other auto manu-
. It will also operate as a spur to the
eel producers to go along with President
's plea to hold the line on steel prices
eir wage costs rise next month.
ying as such developments would be,
not be expected to continue indefinitely
e President follows through on his im-
omise to demand moderation on the
le in next year's pivotal wage negotia-
steel. Industries less able than G. M.
alize higher payrolls through automa-
other aids to productivity will find it
han General Motors, our nation's biggest
the

to keep their prices
pressure for comparable

ons of the new G. M. contract
of greatest real significance to
e not those that relate to higher
d thus contribute most to raising
ortant advances are in the clauses
re security of year-round income
lized supplemental unemployment
new weekly pay guarantee to
act of shorter work-weeks.
f these provisions will be to stim-
ore intense management concern
in work schedules. Plant and
anagers will be deterred from
r week's work on a three- or four-
y the knowledge that the workers
er cent of their normal pay for
ort of forty. By the same token,
of supplemental unemployment
will give the corporation as a
ed incentive for promoting sta-
ment.
sions are far from a full answer
ns of job security raised by new
t they are in the direction in which
progress must be made in labor-
relations.

High Praise

A top government official has highly commended UAW, President Walter P. Reuther and the auto industry for negotiating constructive new collective bargaining contracts which are non-inflationary.

The warm praise came from U.S. Secretary of Labor Arthur Goldberg who said, "I want to commend the auto workers union, President Walter P. Reuther and the industry upon the way they handled their negotiations.

"They produced a constructive collective bargaining agreement which is not inflationary," Goldberg emphasized. "This is evident from the fact that automobiles have not increased in price."

first time this week in the showrooms have lower prices than last year."

Actually, the new UAW agreements with their historic pace-setting gains for auto workers emphasize three basic points Reuther and the union have been spotlighting for years:

Progress with Community

- UAW and its members want to make progress with the community and the nation, not at the expense of the community and the nation. Reuther had said repeatedly that the union wanted to make its gains within the existing price structure.

- Payment by the corporations of needed wage gains and "fringe" advances for workers can be absorbed out of huge corporate profits without being passed along to consumers.

- Reducing car prices will enable the industry to sell more cars. And selling more cars will not only increase profits for the auto corporations but should enable them to put more of their laid-off workers back on the job.

The fact that the auto industry reduced its prices at the same time that history-making gains were written into the new auto contracts disproves the propaganda widely publicized that every wage gain for workers causes price increases. It proves the fallacy of the term "wage-price spiral."

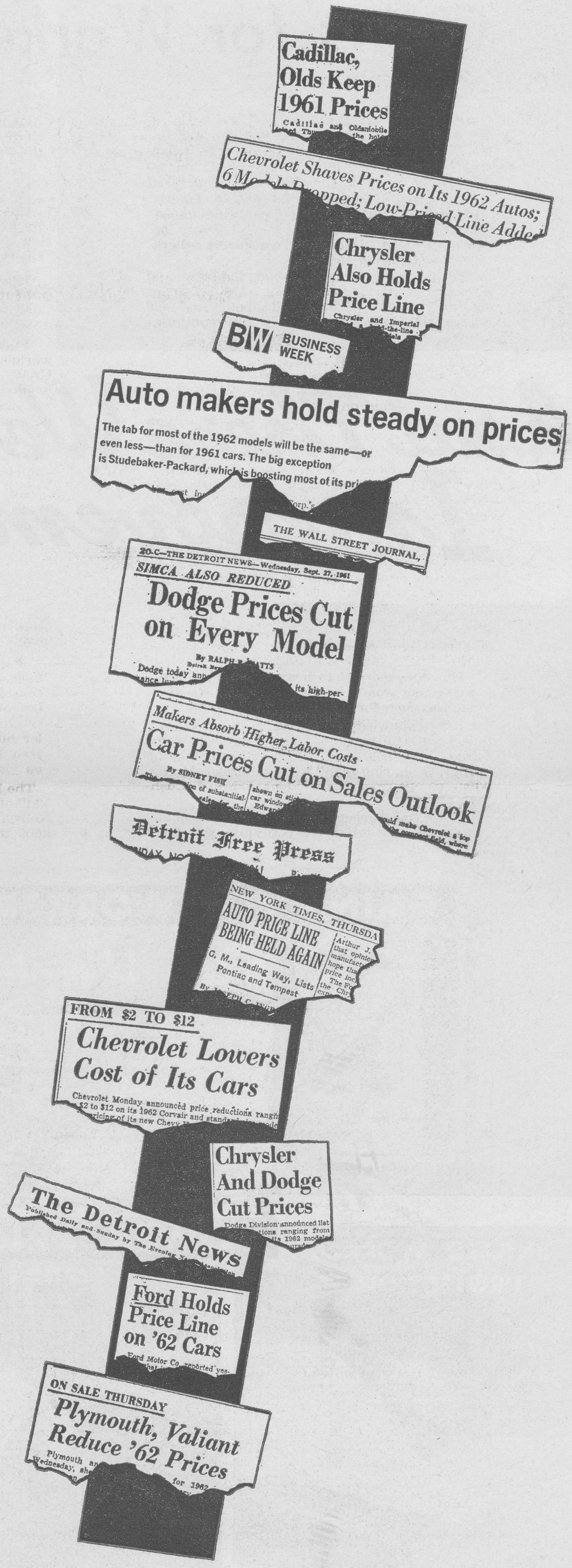
That fallacy was recognized long ago by the late Charles E. Wilson, then president of General Motors, in an article he wrote in Sept., 1952, for Readers' Digest.

Prices and Inflation

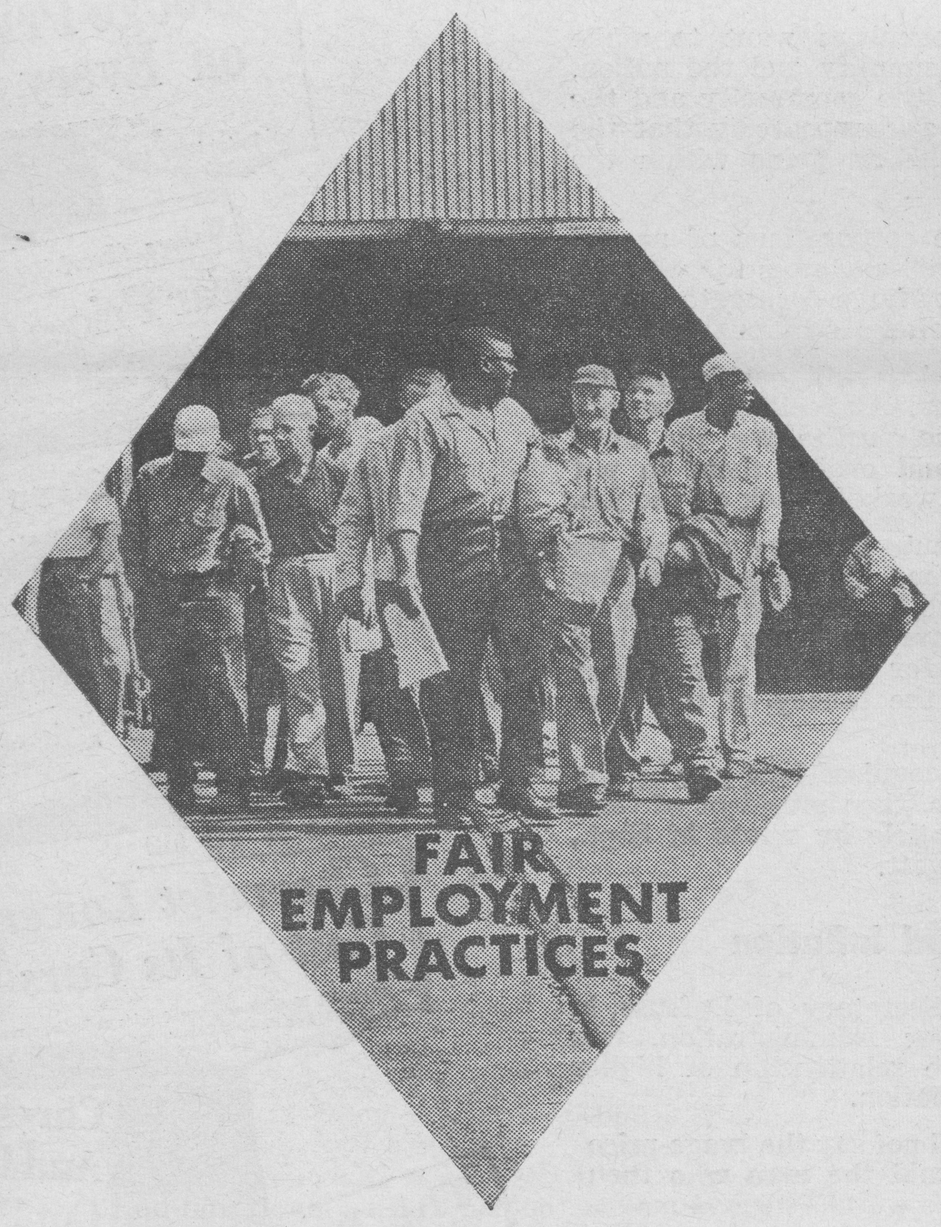
Wilson, later Secretary of Defense in the Eisenhower Administration, was discussing the relationship of higher wages to inflation.

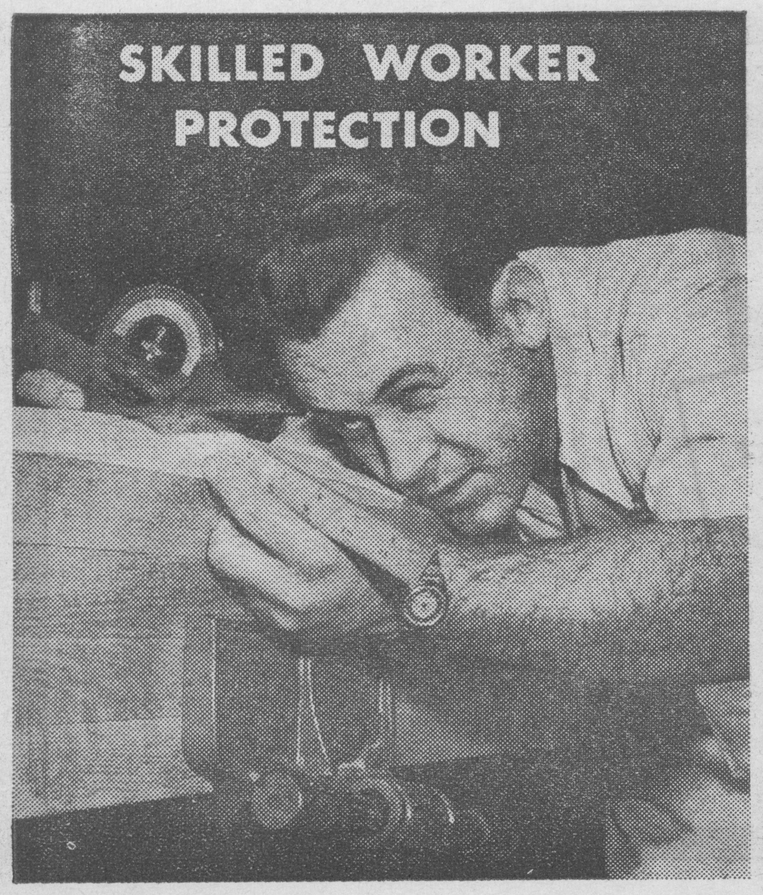
> **"We should not say the 'wage-price spiral,'" said the man who then headed the world's biggest manufacturing corporation. "We should say the 'price-wage spiral.'**
>
> **"For it is not primarily wages that push up prices. It is primarily prices that pull up wages."**

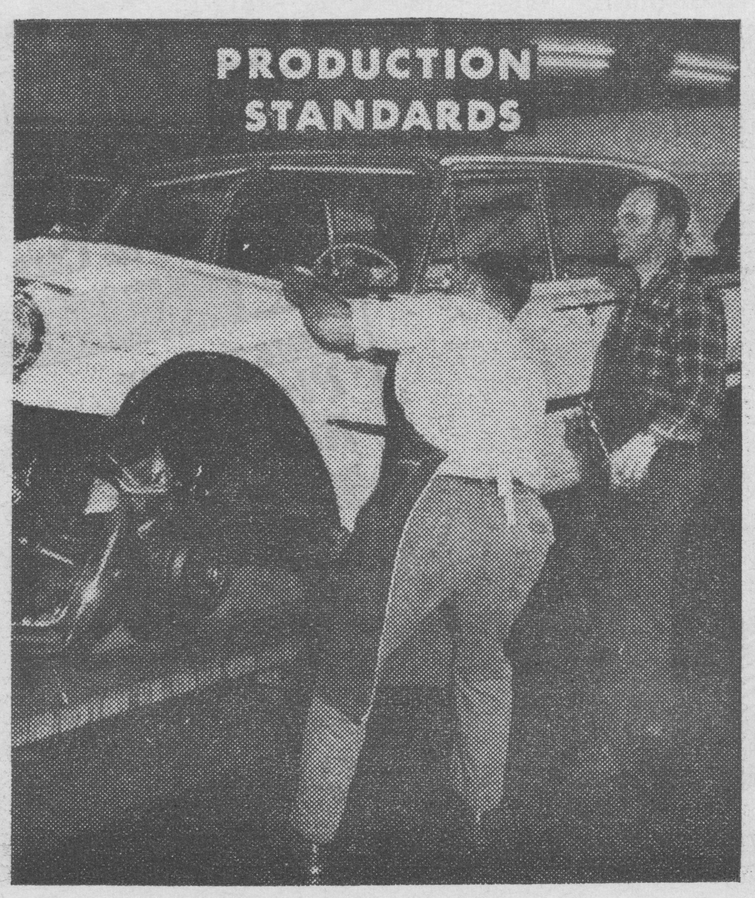
Today, nine years later, Wilson's own industry proved that he was right when it followed the agreements by generally reducing prices.

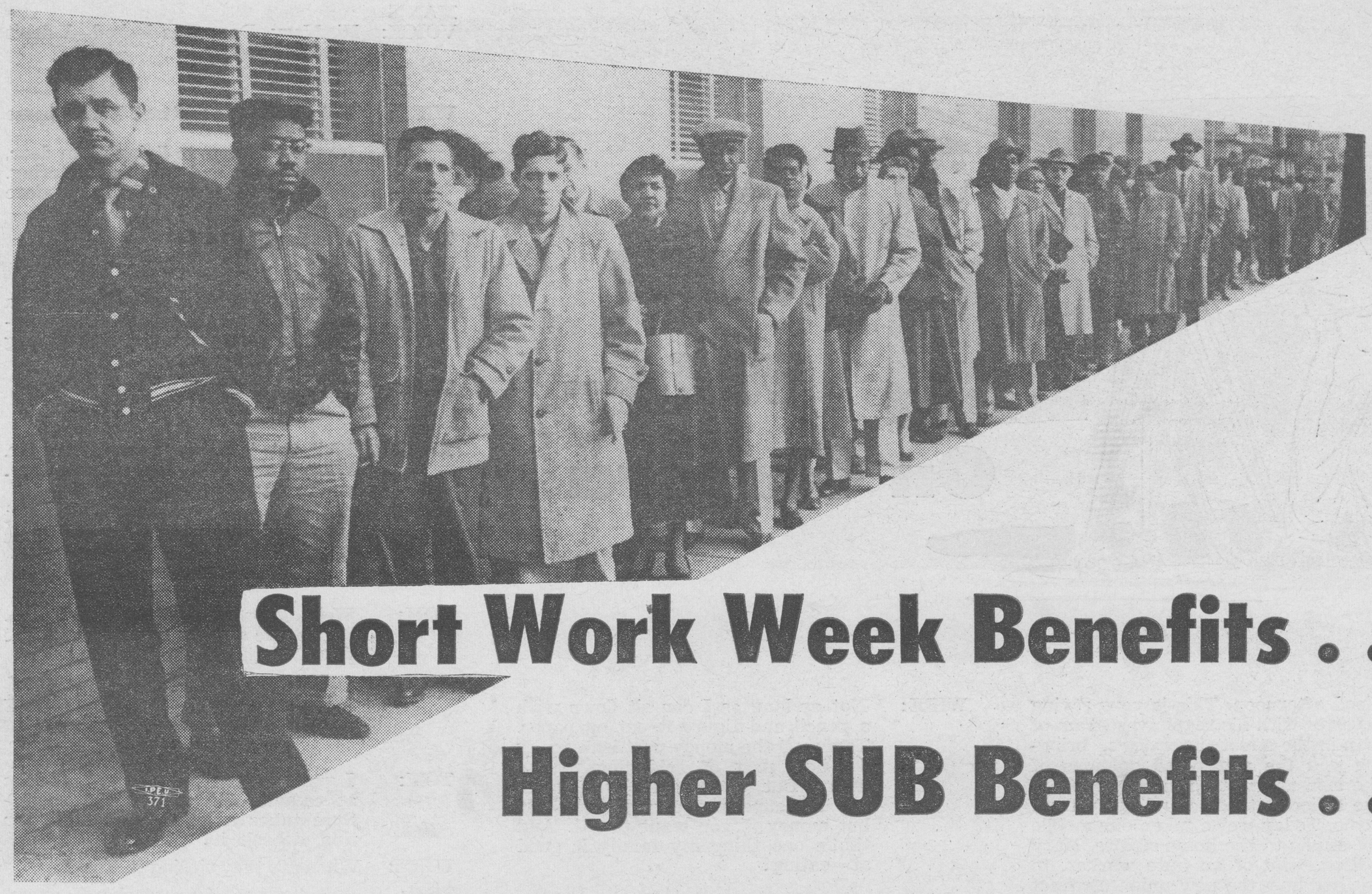


And There Were Improvements In....









Short Work Week Benefits . . .

Higher SUB Benefits . . .

Keys to Greater Economic Security

Now that the 1961 round of UAW contract negotiations is history, it is time to evaluate just what those agreements will mean to the unemployed worker.

For the past year the nation's unemployment rate has hovered, distressingly, around the 7% mark, and in many hard-hit areas this figure has soared to a paralyzing 20% for several months.

When the UAW convened its special convention in Detroit in the spring of 1961 to hammer out its collective bargaining and legislative program, it was acutely aware that the problem of job security was uppermost in the minds of thousands of unemployed, displaced and laid-off UAW workers as well as those fortunate enough to still hold jobs.

The UAW realized that with more and more workers being permanently displaced while national production increased as a result of technological changes, the problem of the unemployed worker became increasingly more serious.

To the worker who must depend upon hourly wages to support himself and his family, the threat of unemployment hangs constantly over his head. When unemployment does come his problems mount to a degree unknown to any other segment of our society.

The UAW special convention delegates approved overwhelmingly a decision to enter into the 1961 collective bargaining arena determined to resolve the job security problems of UAW workers and to give them a measure of freedom from the fear of temporary and long-term joblessness.

The greatly improved benefits under the supplemental unemployment benefits (SUB) clause in Ford, Chrysler, General Motors and American Motors contracts were big news in the 1961 economic package.

Under the newly-won formula a laid-off worker will receive 62% of gross pay plus $1.50 a dependent up to a maximum of four dependents and his benefits will be paid up to 52 weeks.

For laid-off workers these benefits will equal about 75% of an "average worker's" regular take-home pay. Maximum SUBenefits are increased from $30 to $40 a week ($50 for Chrysler salaried workers under UAW contract).

For example, a laid-off UAW worker employed by the auto industry's Big 4 earning a wage of $2.80 hourly, and having a wife and three children can, under the modified SUB agreement, receive a combined unemployment compensation and SUB total of $75.44 in weekly benefits—an increase of about $11 a week over the provisions of the old agreement.

In addition to the increased SUBenefits, there is a completely new contract provision which stipulates the corporations will pay the full cost of hospital-surgical-medical insurance costs for laid-off workers and their families in ratio to their credit unit eligibility.

In each of the Big 4 companies, for example, a laid-off UAW worker will be entitled to one month of this protection for every four weeks of SUB that his credit units would entitle him to at the point of his layoff and up to a maximum period of 12 months.

The value of this provision alone to the unemployed worker cannot be over-emphasized. For one of the worker's greatest fears during periods of unemployment is that either he or one of the members of his family may become ill, necessitating huge outlays of funds for hospitalization, surgery and medical treatment.

Under the new provision, however, this worry to a very large degree has been removed and the money the worker saves from having to meet health insurance premiums can help the worker and his family to maintain themselves with a greater measure of human dignity.

For those UAW workers who in years past have had to face the uncertainties and mental anguish of the short work week, the 1961 contracts added still another new and significant improvement: protection of the hourly-paid production worker against the scheduled and unscheduled short work week.

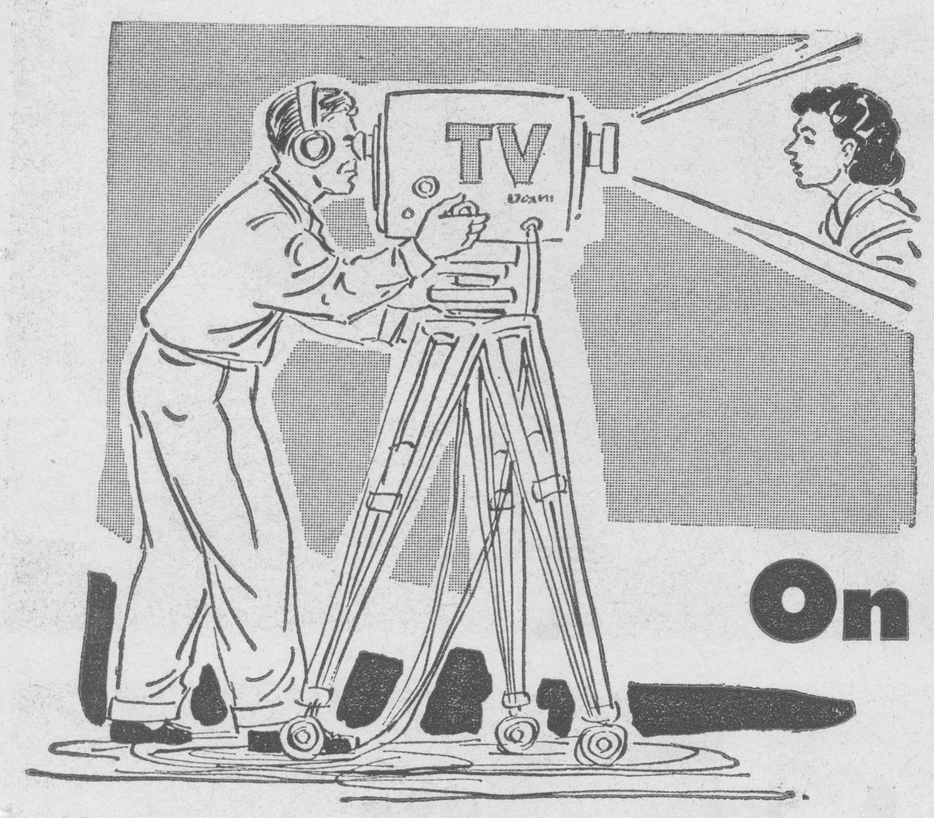
Under the new agreement a worker laid off due to a scheduled short work week, (less than 40 hours due to a reduction in customer demand), will receive 65% of his regular rate of pay for all hours lost.

The worker who is victimized by an unscheduled short work week, such as that resulting from mechanical breakdown, will receive half of his regular pay scale for all hours lost.

The new contracts have made history in a number of respects:

- In 1955, President Reuther noted that the SUB program that was negotiated was the foundation on which the UAW could build the guaranteed wage. In 1961, with the vast improvements in the SUB plan coupled with the introduction of short work week benefits, auto workers are approaching the dream of many years: the guaranteed annual wage and the security this goal once fully achieved will bring to the worker, his wife and children.

- In 1961, the delegates to the UAW Special Economic Convention adopted as one of the objectives of collective bargaining the conversion from hourly to salary pay. The new contracts establish the basis for achieving this goal, as they require a payment by the company for each hour of the week. They represent a long first step toward full salary payment and the security that traditionally accompanies it.



A UAW Wife— On Camera

ANNCR: Good afternoon. This is your roving reporter with his regular program of man-in-the-street interviews, bringing you the views and opinions of the men and women in the shops, in the offices, at home and away from home. Today we've taken our mobile TV studio to the home of Mrs. Mary Wilson, wife of an auto worker, to ask her how the new union contract which has just been negotiated will affect her and her family.
Hello, Mrs. Wilson. How are you today?

WIFE: Hello. I'm just fine, thank you.

ANNCR: You have a lovely home here, Mrs. Wilson. How many children do you have?

WIFE: We have four. Larry, our baby, is just six. And the girls, Debbi, 8; and Nancy, 11. And Tom, junior — almost 14.

ANNCR: That sounds like a very nice family, Mrs. Wilson. Of course, the new union contract affects your husband's job—we'll talk about that in a minute. But first, tell me—how does it affect **your** job, as homemaker?

WIFE: Oh, goodness. Sometimes I think it affects me more than it does him, almost. I'm the one that has to do the shopping. He earns the money but I spend it. And I have to be very careful about the way I spend it, too. I take care of the family budget. Of course, my husband and I—and even the kids—talk about the budget, but it's up to me to handle it.

ANNCR: Will the new union agreement at the plant make any difference to your budget-planning?

WIFE: From what Tom tells me, and what I've been hearing, it sure will!

ANNCR: In what way?

WIFE: Look, I don't have to tell you that the main thing any family needs is a regular paycheck. That's something an hourly-rated worker could never be sure of . . . He never knows when he'll be laid off. Well, we're getting pretty close to a regular paycheck right now — almost like somebody with a salary. Now, whenever the company has Tom work less than his 40 hours in a week, the company will have to pay him at least half pay for all the hours he lost. If he's laid off, he'll be getting only about $25 less a week than if he was working. If he gets sick or hurt, we'll have more money coming in than we would have had before, till he gets well. When he gets too old to work, there will be a higher pension waiting for him.

ANNCR: So there's no doubt in your mind about what these union benefits are worth to you?

WIFE: Not as long as I can sit down with a pencil and figure it out on paper. Tom says the money part isn't really the best part of belonging to the union. But I tell him you can't pay the supermarket with anything but money if you want to eat. And that's one thing my family is good at—eating!

ANNCR: Why, what does Tom think is the best part of belonging to the union, if it isn't the money?

WIFE: Tom's older than me, and he had to leave school and go to work when he was 15. So he remembers what it was like to work in a factory before the union came in.
He says the worst part of the job was being treated like a machine. When you walked in that door you lost your face and your name, practically — you were just a number. You were bought and paid for, and you didn't have anything more to say about what happened to you than a mule does.
Tom could tell it to you better than I can. He says his union has given him back his face and his name. He says if something is wrong, he has the right to argue with the boss about it. He just doesn't have to be afraid any more when he walks in the door—that's the part he thinks is best of all. And Tom says the new contract makes his job even better.

ANNCR: How long has your husband worked in the plant?

WIFE: Well, I'd say about—well, it's over 10 years, I know that. I remember the other day on his 40th birthday, he told me he was "all set"—that now that he had worked 10 years he would be getting a pension when he was 65, even if he quit this job right now.

ANNCR: In other words, he had acquired a vested right in a pension.

WIFE: That's what he tells me — under the union contract you're building up so much pension every year, and it's waiting for you when you retire. We like that idea, too. Makes us feel he's not just working from paycheck to paycheck, but he's building up something for the future.

ANNCR: It sounds like you've . . .
(doorbell rings)

ANNCR: (finishing). . . been really looking into this problem.

WIFE: (rising) Excuse me a minute. Somebody's at the door.
(Goes off camera. Announcer, on camera, turns head to follow her out.)

WIFE: (at right of camera) It's Tom! He's home early! (Sound of door being opened.) Tom, what—

MAN'S VOICE: Hi, Mary. Door was locked—I don't have the key.

WIFE: But what's the matter? You're home early!
(Camera swings to living-room door, catches wife and husband entering. He looks surprised, blinks in the glare of the lights.)

TOM: What's going on?

WIFE: (hurriedly) This was going to be a surprise. The television station is doing a survey—you know, that Roving Reporter program.

TOM: With you? Here?

ANNCR: Well, this is a surprise, all right, Mr. Wilson. We didn't expect you . . . you're on television right now.

WIFE: But what about work? You didn't tell me . . . there's nothing wrong, is there?

TOM: Well, it's a long story, honey . . . Looks like they're closing down the plant. We just got the notice.

ANNCR: (hurriedly) Mr. Wilson, how about joining us? We were just talking about your problems . . .

TOM: I guess we got 'em all right. (Looks at camera and around the room.) Sure takes a lot of equipment for this, doesn't it?

WIFE: When are they closing it, Tom?

TOM: About three, four weeks, I guess. They didn't tell us much. Sent us home early . . . It's all right, Mary—we're getting transferred to another plant.

WIFE: Where will they send us?

TOM: Don't know. There are two or three plants we could wind up in. We won't lose too much. We get to keep our seniority and other things—we get a moving allowance now, thanks to the new union contract. It'll pay for most of our moving costs.

ANNCR: Did this come as a surprise to you?

TOM: Sure did. Yeh, there were some rumors around, but I didn't pay much attention to them. Guess nobody did.

ANNCR: Your wife and I were just talking about conditions in your shop, and about your new union contract. This moving allowance is one of the features of it, isn't it?

TOM: That's right. There were so many older plants being closed down, we wanted to help protect the guys who were getting shoved out the door . . . Never thought it would happen to me, though. I guess you always figure it's going to happen only to the other guy.

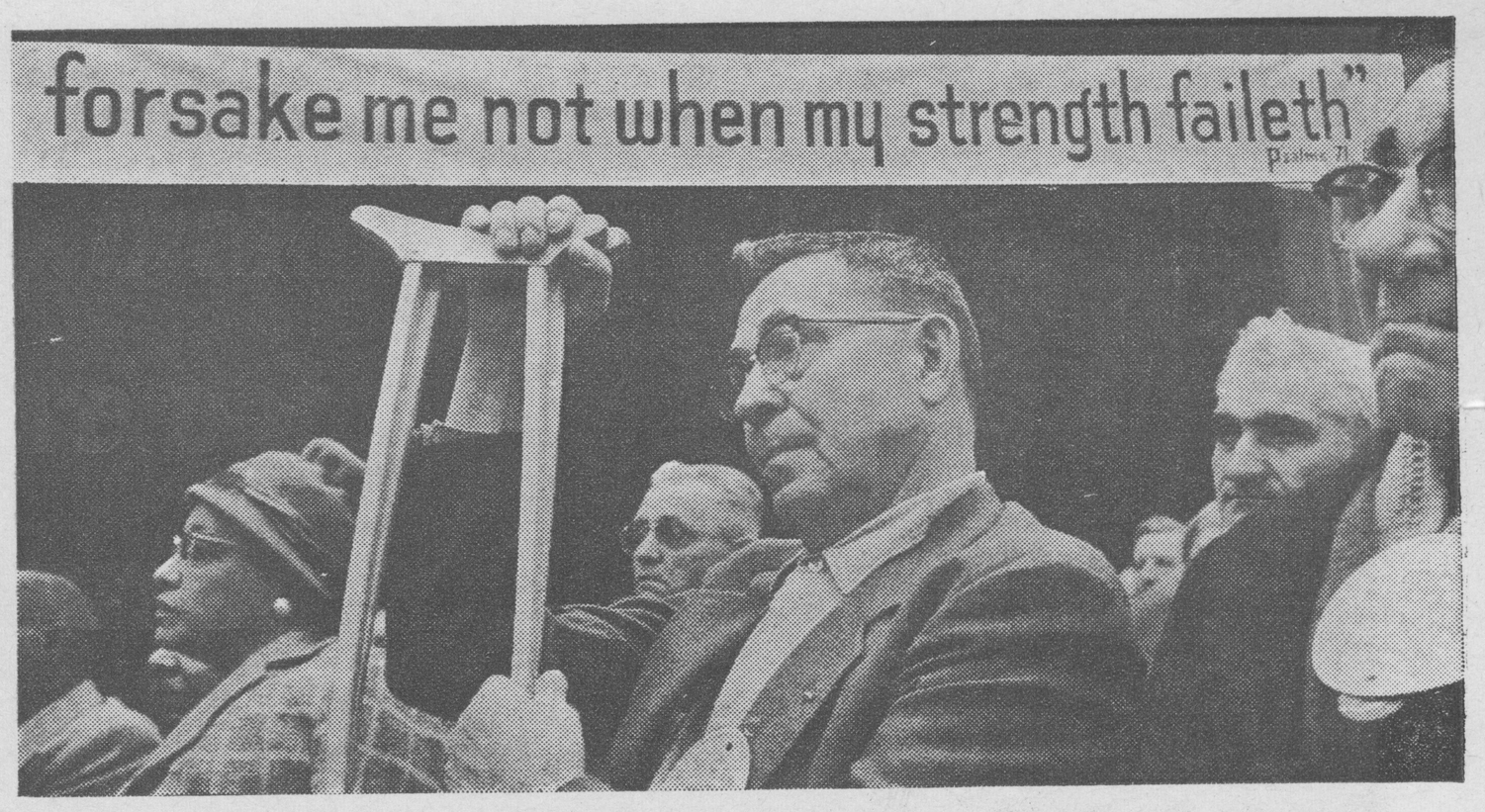
WIFE: (had been staring out in space) Everything will be all right, Tom. I guess some other people have it a lot worse.

TOM: Sure, honey. It's okay. Remember, we're going to have more money coming in, too. About $17, $18 a month. The company is paying for the hospital insurance—that'll save us about $11 a month . . . and we're holding onto the raise—you know, that improvement factor I was telling you about. (Grins) Feel better, now?

WIFE: (sighs in relief) Whew! I thought for a minute the world was coming to an end. (To announcer): I'm afraid we messed up your program here today.

ANNCR: Not a bit. I think our audience appreciates your problems more by watching you face this one. Every woman in our audience who's had to watch the pennies and worry about her husband's job will know what you are going through. Thanks very much for your help, Mrs. Wilson, and you, Mr. Wilson. Goodbye.

. . . they were not forsaken . . .



"These problems which affect older workers are urgent and serious. They are the problems of men and women whose years of toil have earned them special consideration and respect, and who have reached a time of life when they can no longer hope to find the answers for themselves."

—From "Workers' Problems are Democracy's Problems," UAW Special Collective Bargaining Convention, April 27-29, 1961

★ ★ ★

Some 7,000 men and women — almost all of them UAW members retired on union-won pensions, and their wives—attended a giant rally in Detroit, November 15.

They came by car, by bus. Many of them walked with the aid of canes or crutches. Some didn't walk at all; they came in wheelchairs, pushed by more able-bodied mates or relatives or friends.

They came because of their problems. They came to tell the world—not as charity cases, but as their right after their years of service—that they needed help in paying the high cost of their medical care. They came to show their support for the bill which would tie the cost of health care to the social security system.

Among them were Joe Memmelstein, and his wife. He retired some time ago after years of work at Ford's.

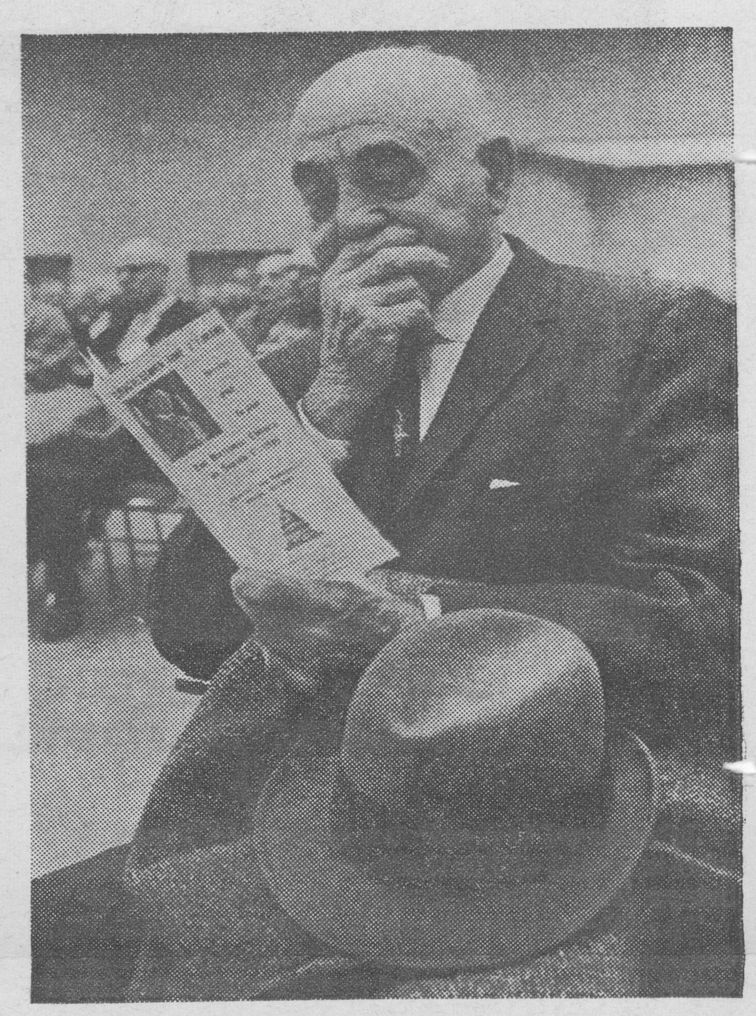
A Little Extra Money

Because he is the more able-bodied, he came to the rally pushing his wife in her wheelchair. She has suffered a stroke and she may not walk again.

Health care sometimes takes more than a third of their total monthly income. But most of the time they pay $30 and $40 or more during a month for doctor and medicine, out of an income of little more than $160.

"Or we try and stay away from the doctoring and the medicines, if we can," he explained simply. "We make out the best we can."

Other pensioners report similar problems trying to make ends meet, with health care costs



mounting and sometimes eating up money desperately needed for food or rent.

Because of the immensity of the problem, almost all pensioners were keenly aware of, and grateful for, the benefit gained for them in the new auto contracts, in which the companies agreed to pay the half the cost of hospital-surgical-medical insurance for retirees and their wives.

Most retirees will save about $9 or $10 a month under this arrangement. A few will save even more. This extra money means they stand a better chance of making ends meet.

The new contracts mean higher pensions for workers who retire after January 1, 1962. Even those who retired since August, 1961, will get the higher pension beginning January, 1962. The new contracts will also help the workers who must retire because of disability or who choose to retire at age 60.

Here's how workers retiring under the new contract will benefit by its provisions:

- The basic benefit level will go to $2.80 a month per year of service for all years, past and future.

That will bring the retired worker with 25 years of service a pension of $70 a month, in addition to social security benefits. A 30-year worker will receive $84 and a 35-year man $98 from the company.

Makes a Big Difference

Including social security, the total benefits for a 25-year worker whose wife is 65 or over will come to $250 a month; for the 30-year worker $264, and the 35-year man, $278.

"This is going to make a big difference to people getting ready to retire," says Archie Baker, UAW retiree who has organized and heads a senior citizens' social club in Detroit.

There is a new provision which will bring greater peace of mind to many retirees. This is the new survivor's benefit which will provide a widow with half of her husband's pension when he dies. Although this requires that he accepts a somewhat smaller monthly pension during his life, the company pays part of the cost to provide his widow with the survivor benefit.

For example, a 65-year-old worker retiring after 25 years of service elects the survivor benefit so that his 65-year-old wife will have some protection if he dies before her.

He will receive $63 a month pension for the rest of his life, and his widow then will receive half of this—$31.50—for the rest of her life in addition to her widow's pension under Social Security.

Similarly, a 30-year worker will get $75.60 and his widow $37.80, and a 35-year man $88.20 and his widow $44.10.

"We all know of cases in which a man dies within a few months after he retires," remarked a veteran pension committee chairman. "He'd only drawn out a small portion of the pension money he was entitled to, after all those years of service in the plant, yet he wasn't able to pass any of it on to his widow, who needs it desperately.

"Now retirees will be able to take care of their widows this way. All of us are very, very glad the union negotiators were able to win this benefit."

Pension committeemen, who constantly see the problems faced by older workers, point with pride to other improvements made this year in pension plans.

Early Retirement Benefits

Older workers who find it harder and harder to stay with the job, who suffer from the aches and pains that come with age, will find it easier to retire early because the pension benefit is higher.

Workers who become permanently and totally disabled may now get a disability pension if they have 10 years of credited service, rather than 15 years as required in the old contract.

And, of course, the vested rights provisions have been liberalized. Workers are now assured of full credit for all their years of service when they become entitled to vested pensions. At age 65, they may claim their pension benefit at the rate of $2.80 a month for each year of service. Moreover, they, too, will have the right to claim a reduced pension as early as age 60.

Things Look Better to the Sagal Family ....

John Sagal is a serious, husky UAW member who is proud of his union's new contract which brings him more security and take-home pay.

The 38-year-old Sagal, a native of Manitoba, Canada, who has been a U.S. citizen for many years, is a plastics model duplicator at the huge General Motors Technical Center in Warren, Mich. He has worked for GM on and off since 1955.

Sagal, his wife, Virginia and their six daughters live in a modest asbestos shingle and frame cottage in St. Clair Shores, a middle income suburb of Detroit.

Originally, the cottage contained only four rooms. But as his family grew, Sagal, industrious and handy with carpenter's tools, added living quarters in both the attic and basement.

Take-Home Pay

He finds time for other activities, too. Leader of his church congregation, he also has taken part in community programs concerning schools and similar civic projects.

And each year, "to help out with the budget," the family works a sizeable portion of its not-too-deep back yard into a vegetable garden. The tomatoes, beans, cabbage and other produce that don't turn up fresh-picked on the kitchen table are canned for use during the winter months.

For the Sagals and other Big Four auto workers and their families, however, the new UAW contracts provide important, basic guarantees—"for the good months, and against the lean ones," is the way John and Virginia Sagal put it.

Take-home pay? Sagal pencilled the increase on a sheet of paper as he sat at his kitchen table.

"This year I got a raise of 6c an hour," the dark-haired Tech Center worker said. "That comes to about $11 a month.

"Add to that the $11.50 a month the company will pay for hospital-medical insurance coverage that I had been paying," he said. "That comes to a total of $22.50 a month more in my pocket in take-home pay."

"The increase the union won enabled us to buy new living room furniture we've needed for years," said Mrs. Sagal, a pleasant, attractive woman.

"And we also feel able now to start thinking of college for at least some of the kids." The youngsters are Gail, 16; Sharon, 15; Linda, and Laurie, twins, 11; Grace, 10, and Cheryl, 4.

If a Layoff Comes

SUB? "I was laid off three months last year. It's hard to put into words the relief a man in my position feels when he knows how much the union has improved SUB," Sagal commented.

"If a lay-off comes, we know the family will be provided for a lot better and a lot longer," his wife added. "John figures he'd get about $85 a week if he were laid off.

"Being protected economically, everybody isn't under such a strain and the whole family gets along normally."

Full payment by the corporation of medical-hospital-surgical insurance coverage? "That's one of the things that makes us feel a lot more secure," Mrs. Sagal explained.

"Especially since a fellow who's laid off will keep getting this protection for a decent period of time," her husband said.

The gains UAW made in hospital-medical-surgical insurance coverage, moreover, also are meaningful to Mrs. Sagal's parents, Mr. and Mrs. Edward Webber.

That's because the settlements provide payment by the corporations of half the medical-hospital-surgical premium costs for retirees and their wives. For Webber, who retired at GM after 40 years there, and his wife, this amounts to a "take-home pay increase," too.

"The few extra dollars a week this will give them will be spent on things they need," Mrs. Sagal said.

"Older folks won't let you know when they might need help because they want to feel independent and they figure you've got your own problems," she said. "So the union's gains for retirees are a real help for them."

'Better Living for Us...'

Sagal describes the union-won gains as "very satisfactory."

"A worker wants to be able to support his family decently," he said. "You want to feed, clothe, and house them adequately, and have $5 or $10 to spend on extras once in a while.

"You want to have steady income and be able to meet the needs of your wife and children; you want to be able to take care of emergencies.

"The new contract goes further toward these things than any other we ever had."

"I'll tell you how I feel, personally," Virginia Sagal added. "Since John has been a member of the UAW, the benefits we've had through the union have meant much better living for us and for our kids.

"But the new contract means more than some important gains for us today. It's letting us do some planning ahead."

New Contracts Score Significant Gains For Equal Job Opportunities For All

The new UAW contracts make a significant contribution in the long struggle to win equal rights for all workers, regardless of race, creed, color or national origin.

Each of the Big Four has given to the UAW for the first time a clear, written policy of non-discrimination at the hiring gates.

This means that the Big Four have pledged—in writing—to extend employment opportunities to qualified workers on a non-discrimination basis, without regard to race, creed, color or national origin.

In addition to gaining this new milestone in the field of human rights, UAW negotiators extended the scope of already established principles.

Non-discrimination clauses, guaranteeing full contract protection to all workers, were written into the contracts where they did not previous-exist. These clauses are all backed up by grievance procedures which can be brought into operation if there are any violations of the workers' rights.

DISCUSSING gains made by UAW members in new contracts are President Walter Reuther and Secretary-Treasurer Emil Mazey.