News and Notes

IN SHORT

The Survivor: Sen. **Edward M. Kennedy** (D., Mass.), after 10 weeks of mourning, faced the public and those who suggested he retire for safety's sake: "There is no safety in hiding . . . Like my brothers before me, I pick up a fallen standard. I shall try to carry forward that special commitment to justice, to excellence and to courage that distinguished their lives."

Congress' bizarre sense of priorities showed up when Sen. **William Proxmire** (D., Wis.) tried to delete a $268 million appropriation for increased (!) B-52 bombing sorties in Vietnam. He was defeated by "cost-cutters" though he made this important point: "For this year, the entire cost of Head Start for the whole nation—682,000 youngsters—is only $295 million or only a little more than the cost of escalating (!) the B-52 bombing in Vietnam." Also: the entire Federal expenditure for maternal and child health services is less than the cost of the bombing escalation.

PROXMIRE

Timing: Dublin's organized street cleaners went out on strike the day the National Horse Show opened.

Proudest UAW Ford retiree these days must be the chairman of Local 600's retired workers chapter, **Walter Cassidy.** In his coat pocket is a memo from UAW Sec.-Treas. **Emil Mazey** stating 600's chapter now has 10,007 members voluntarily paying $1 a month dues. "And we're active!" he adds.

Across the Border: In Windsor, Ont., some 450 members of UAW Local 195 took on the international Bendix-Eclipse Corp. on the question of wage parity. For seven weeks they struck, emerged with parity increases of 36 cents an hour on top of 17 cents for productions workers, 47 cents for tradesmen. Said Canadian Dir. **Dennis McDermott:** "Several other vital items were in the bag."

Julilee: TRB, The New Republic's Washington news analysist, celebrated his 25th year at the same typewriter, sharp-eyed and dedicated as ever. A few lines from that column: "It is the way things are stacked against the poor and the incompetence of Congress that irk us most. . . . The Poor People's Crusade put it in a nutshell—Sen. **James Eastland** (D., Miss.) is paid $13,000 a month not to grow crops and a starving child on his plantation gets $9 a month in welfare. You can't justify it." Happy anniversary, TRB, whoever you are.

Tribute: The UAW's **David Miller** was honored as Michigan's senior citizen of the year "in the area of leadership." The veteran trade unionist works with UAW retired workers' chapters across the country and represents the union's 200,000 retirees at sessions of the UAW Int'l Executive Board.

ALA Comments: When the UAW and Teamsters formed the Alliance for Labor Action (ALA), newspaper editorials flurried. Two of them: "Whatever the alliance's success, its announced goals appear sound" (Philadelphia Bulletin); ". . . they combined their resources and talents to re-instill in the labor movement some of the fervor and social consciousness that once characterized it" (St. Louis Post-Dispatch).

Reg. 3 Dir. **Ray Berndt** received a call from Terre Haute, Ind.: the **Eugene V. Debs** Foundation on Sept. 21 will hand its award in the field of labor and public service to UAW Pres. **Walter Reuther. Harry Golden,** author and humorist, will do the presenting.

Following is the latest monthly summary of the UAW's Strike Fund as issued by Sec.-Treas. Emil Mazey:

Total fund assets, June 30	**$63,953,620.09**
Income for July	**$ 3,135,976.88**
Total to account for	**$67,089,596.97**
Disbursements, July	**$ 2,199,093.31**
Total resources, July 31	**$64,890,503.66**

At the end of July, there were 44 strikes in effect, involving 16,500 members.

(Continued on page 2)

UAW SOLIDARITY

Vol. 11, No. 9 **September, 1968**

UAW SEP 4 1968 LIBRARY

Bright Days in Aerospace

. . . And What About Indians?

Tax Payers, Tax Dodgers

News and Notes

IN SHORT

(Continued from page 1)

White House Calls: UAW Pres. **Walter P. Reuther** and 18 others on the President's advisory committee on labor-management policy were called to an early September meeting with the Cabinet committee on price stability, the first since June 13, 1967.

Sports Flashback: With SF Giant's **Juan Marichal** heading toward a 30-victory season and Detroit Tigers' **Denny McLain** within reach of 35 victories, thoughts are of **Dizzy Dean,** last major league pitcher to hit the magic 30 figure. What did the St. Louis Cardinal ace do with 10 days to go in the 1934 season? On Sept. 21 he posted his 27th victory, a 13-0 three-hitter over the Brooklyn Dodgers. Two days later, he relieved in both ends of a doubleheader in Cincinnati. Two days later, he went nine innings to defeat Pittsburgh. Three days later, he put the Cards into a first place tie by shutting out Cincinnati 4-0. Two days later he clinched the pennant, shutting out the Reds again, 9-0 for his 30th win. In the next week, he won two World Series games against Detroit. His pay that year: $7,500.

McLAIN

Retaliation: Reg. 2A Dir. **Ray Ross** said the UAW in Ohio and the Ohio AFL-CIO have filed suit in Federal court charging 129 auto insurance companies with violating the Sherman Anti-Trust Act. Drivers in the state recently learned of the third rate increase in three years and "this rush to raise rates is an indication that Ohio does not regulate the auto industry in this state."

Reg. 5 Dir. **Ken Worley** reports on recent settlements: pay increases of from 27 to 48 cents an hour to K. W. Dart and Kenworth members of Local 710, with 20 cents more due before the three-year contract expires; and Local 1550's Douglas and Lomason members first contract is worth from 17 to 37 cents an hour in pay alone.

UAW's **Ken Bannon** announced settlement with McQuay-Norris (1,150 members at four locations: Local 24, Indianapolis; Local 231, St. Louis; Local 315, Connersville, Ind. and Local 1144, Casey, Ill.) Wages rise significantly, numerous fringe benefits go up and the workers' goal of auto pattern hospital-medical-surgical coverage was achieved.

Softening: The Wall St. Journal said it editorially after watching steel industry price-hiking antics: "Any attempt to fix the blame for today's inflation shouldn't be limited to a consideration of labor costs. . . . A major culprit may be corporate profits."

Chances are at least 600,000 UAW members are veterans of the service since union members often are a reflection of the general population. Dept. of Labor computers show 47 per cent of the American male population 20 years or older served a hitch in uniform. At the start of '68, they numbered 26,967,000 with an average age of 44.

GOP vs. the Elderly: John W. Edelman, leader of the Nat'l. Council of Senior Citizens (membership, 2,500,000), fumed on learning the Republican platform position on Social Security: "a meaningless gesture." NCSC urges minimum benefits of $1,800 a year for an individual, $3,000 for a couple. He added: "The income tax change the GOP proposes would cost the U.S. Treasury $210 million a year and 70 per cent of this amount would go to those well-off elderly with adjusted gross incomes of $20,000 a year or more."

EDELMAN

Tax Tip: Normally, you can't claim as a dependent anyone who earns over $600 a year. But, Internal Revenue's Q and A column (68-31) says this rule doesn't apply to a son or daughter, living at home, who (if under 19) "was a full-time student for any part of five calendar months of the year."

After this hoopla in Chicago, some 3,000 or so UAW delegates plunge into their own political convention. Their decision—and and the issues at stake

Next in SOLIDARITY

UAW SOLIDARITY

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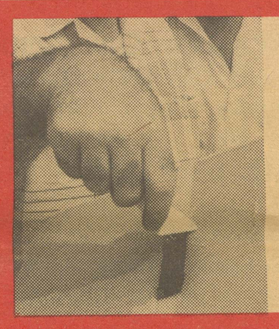
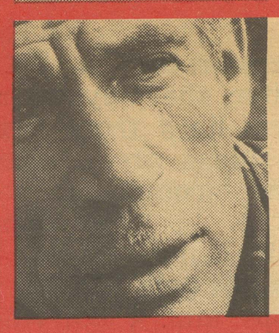
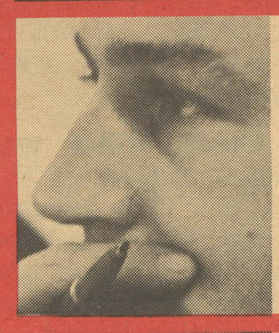


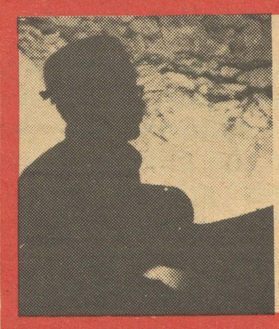
3—the long strides being made by UAW aerospace workers . . .



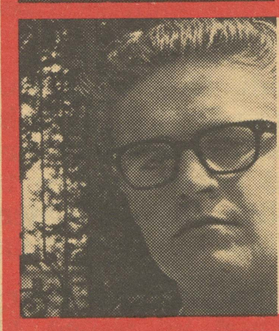
4—Canada's Indians: another dimension to discrimination . . .



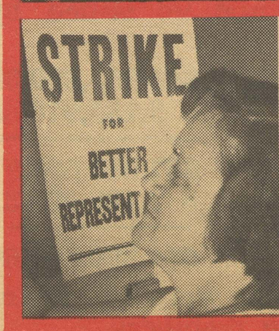
5—the PRB passes the 10-year mark as guardsman . . .



6—straight down, you'll find UAW salt miners . . .



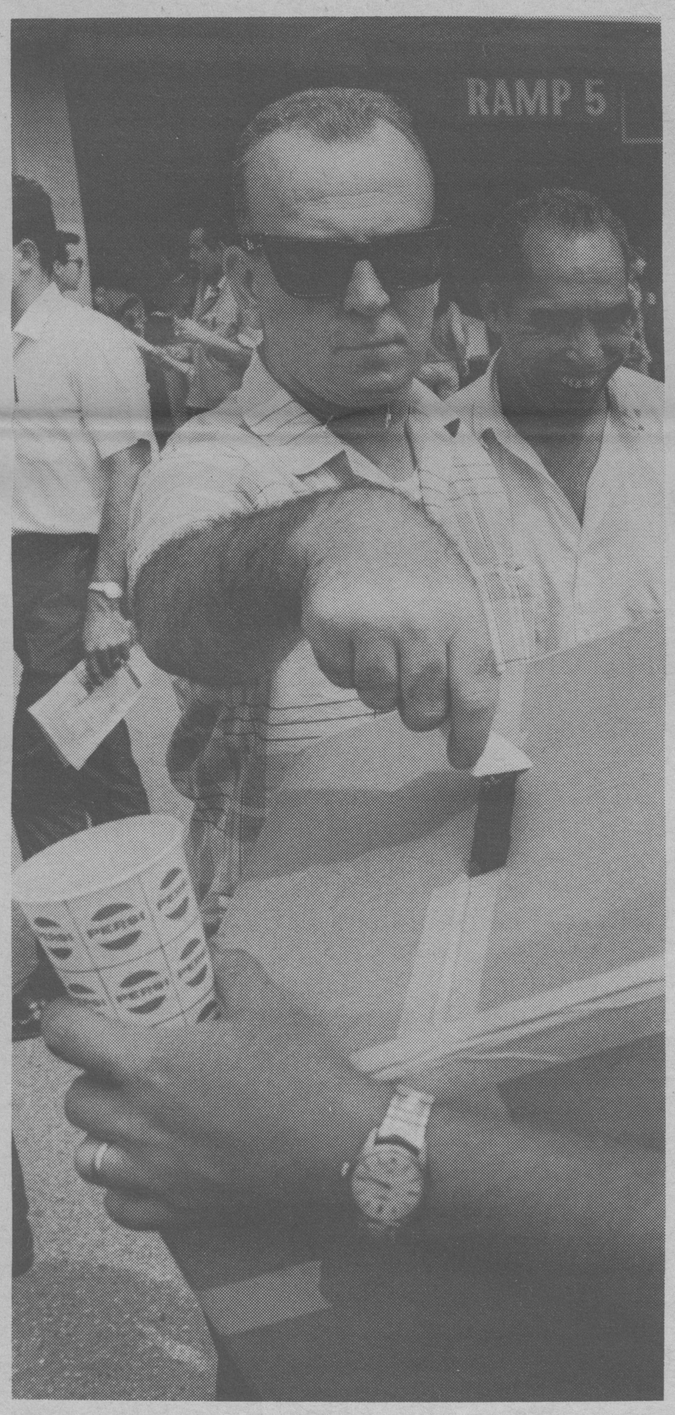
8—tax reform would allow a miracle or two . . .



10—along Lake Michigan, 141 strikers are firm . . .

The Long, Patient Struggle For Equity by Aerospace Workers

—UAW's WALTER P. REUTHER: *Douglas workers roared approval—*



Job and income security—the likes of which have not been seen before by men and women in aerospace—have UAW's McDonnell-Douglas members on cloud nine. Now, to extend the pattern

Can one UAW-won contract settlement actually be chalked up as a double victory?

For your answer, consider the union's recently - achieved, overwhelmingly - ratified, pace-setting agreement with the McDonnell-Douglas Corp.

With it, UAW's 40,000 members at company plants in five states and Canada gained the 1968 aerospace bargaining goals of "auto-plus." Their settlement's total economic value topped $1 an hour in wage and fringe benefit improvements over the life of the new contract.

That's one victory.

It established several important "firsts" in an aerospace industry settlement. These included a dental care plan, an "auto pattern" guaranteed annual income program, a prescription drug plan and significant improvements in pension insurance and hospital-surgical-medical protection.

UAW's new McDonnell-Douglas contract is especially important as the union moved deeper this month into negotiations for 60,000 more aerospace workers at five big companies across the U.S.

Negotiations between UAW and the giant North American Rockwell Corp. opened Aug. 19 at Los Angeles. Heading UAW's bargaining team, as they did during McDonnell-Douglas negotiations, were UAW President Walter P. Reuther and Vice President Leonard Woodcock, director of the union's Aerospace Dept. Almost a week earlier, UAW negotiators held the first negotiating session for a new agreement with Boeing's Vertol division at Morton, Pa. That came on Aug. 13. And on Aug. 23, bargaining sessions for a new contract got underway with Ling-Temco-Vought in Dallas.

Also headed for the bargaining table within weeks are UAW and company negotiating teams at L-T-V in Greenville, Texas; Curtiss-Wright at Patterson, N.J. and Ryan Aeronautical, San Diego, Calif.

At all these bargaining tables, and for negotiations at other aerospace industry firms as well, UAW's tremendous agreement with McDonnell-Douglas can well serve as this year's contract "pattern," it's been pointed out.

Aside from its bargaining significance, it also represents a dramatic victory over history. That's the "twin win" of the settlement.

Income security now is something more than a dream for UAW members at McDonnell-Douglas, for example: the new contract enables them to hold it, see it, feel it.

Past years have been a steady repetition of "feast or famine" for the industry and, consequently, for its aerospace workers.

Huge defense orders meant steady work and steady pay.

Shifting defense needs meant sudden, sharp cutbacks, heavy layoffs, high, prolonged unemployment.

Many old-line companies relied on an antiquated "extended layoff benefits" plan for workers hit by layoffs.

ELB simply proved insufficient for its stated purpose: when layoffs were heavy, ELB often turned out to be not much more than a pittance for large numbers of cutback workers and their families. And at some firms—including major ones—ELB funds were drained out, leaving hundreds of laid-off workers with no benefit payments.

Such happenings weren't isolated. Between 1958 and 1965, for instance, 94,000 production jobs disappeared in the aerospace industry. At Ryan in San Diego, as one example, blue-collar employment totaled 4,500 in 1957. Three years ago, it had shrunk to less than 500. Even with increases since, it's about 2,000 today—less than half the employment of 11 years ago.

The Douglas Aircraft Co. was one of the companies where ELB funds ran out during the heavy cut-back and layoff of the late 1950s. That left many workers and their families high and dry.

Douglas swung over to the UAW auto industry solution and agreed to a Supplemental Unemployment Benefits plan in its 1965 negotiations with the union. The SUB program was greatly improved this year in the union's new agreement with McDonnell-Douglas, the successor company to the old Douglas firm.

It's now a security-geared guaranteed annual income program. This provides McDonnell-Douglas workers with 75 per cent of gross pay for each full week of layoff.

Moreover, workers also are assured longer duration of benefits. Employes facing a layoff after having used some "credits" in a prior layoff automatically receive some additional guaranteed annual income credit units besides those they earned while on the job.

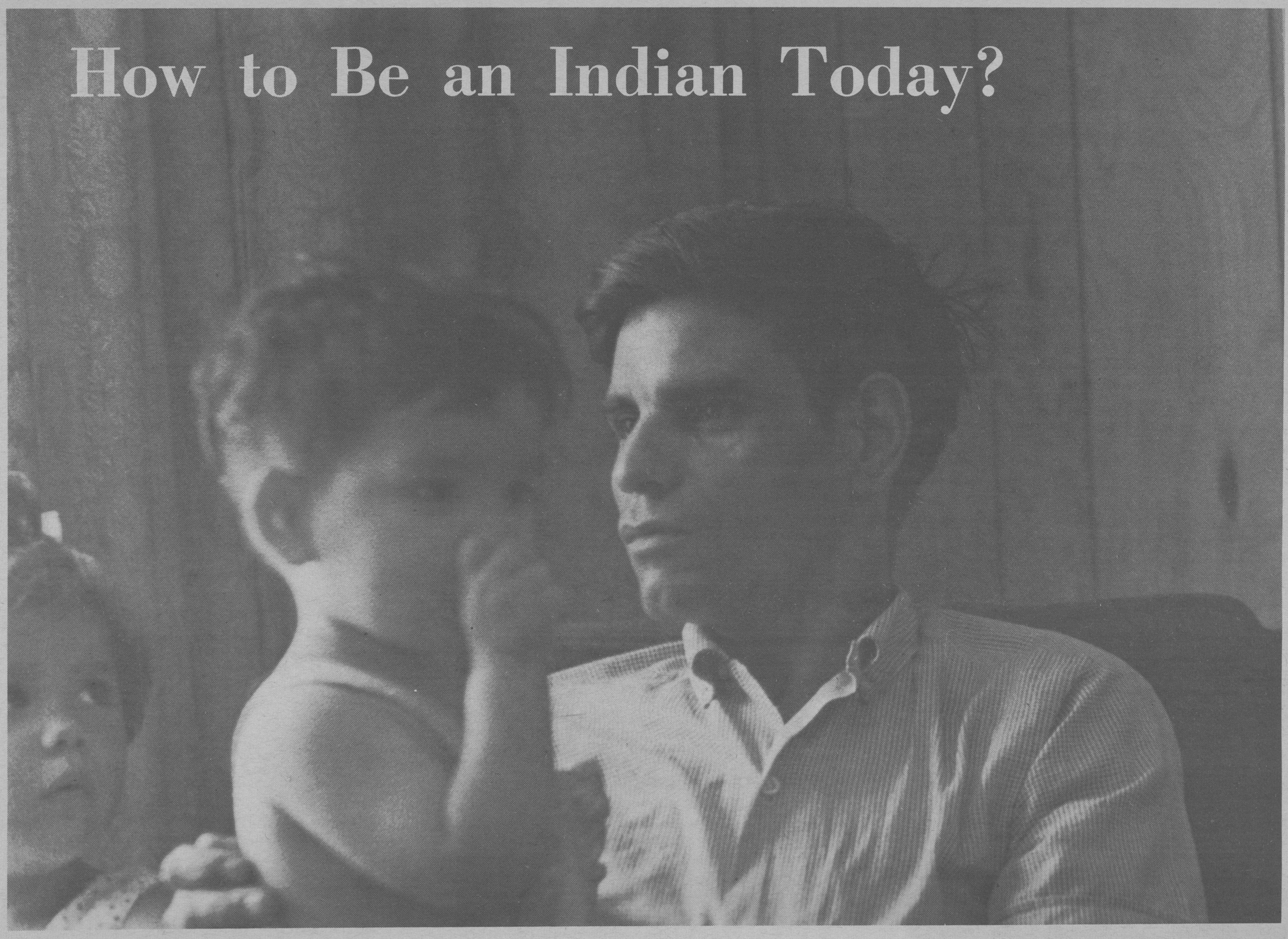
To be sure these benefits are always available, the SUB fund is built up to provide enough money to cover at least 20 weeks of benefits for all people in the work force. Obviously, only a portion would be affected by any layoff.

ELB, however, is not held in a trust fund as SUB is. ELB is only a paper accrual on the company's books, set up to provide only a maximum reserve of $150 per worker.

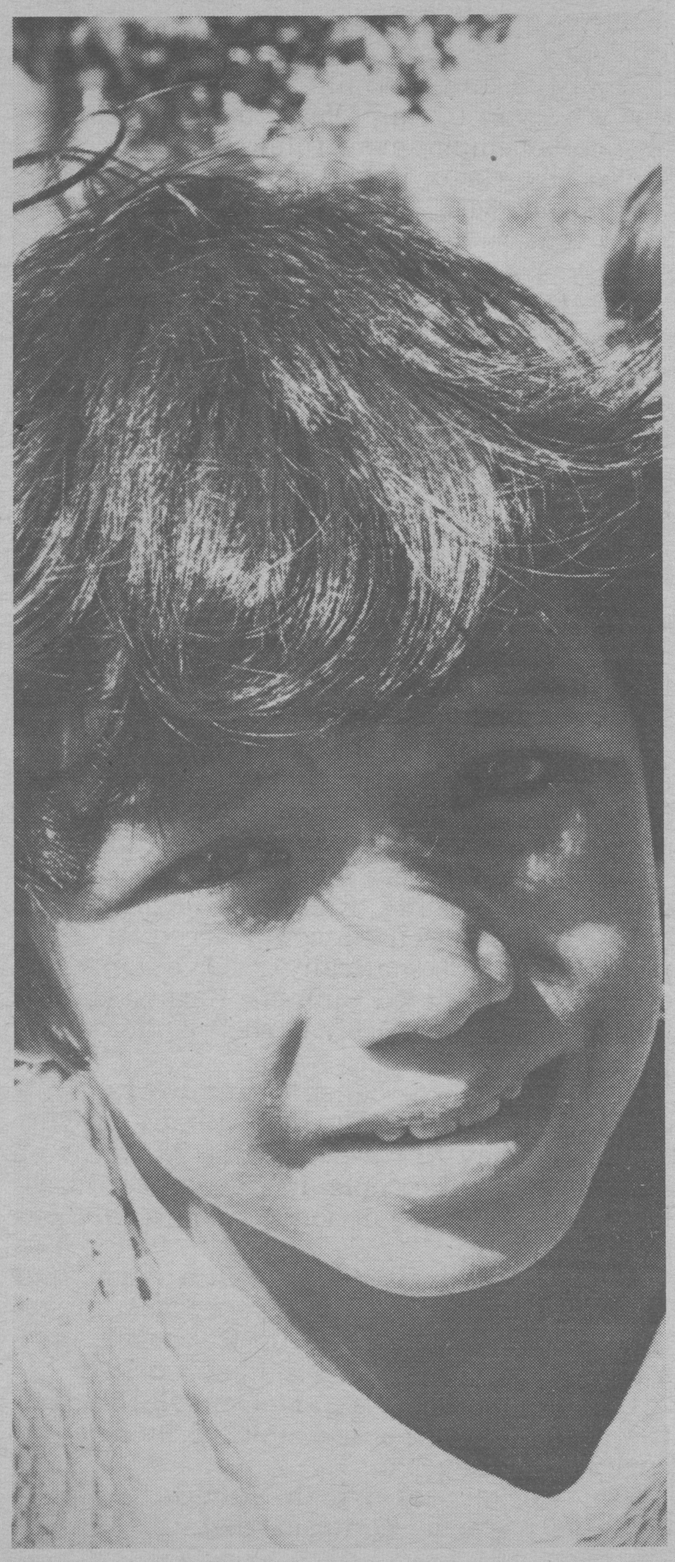
UAW members at McDonnell-Douglas, therefore, have the feel now of income security and they like it.

For workers at North American Rockwell, it's a crucial contract goal.

How to Be an Indian Today?



That's Lorne Hill's biggest problem. If you think Indians just chase around with cowboys, you've been watching the wrong channel. They're people haunted by people problems: food, housing, jobs and discrimination



By JERRY HARTFORD
Of The SOLIDARITY Staff

The view from Rochester, N.Y. skyscrapers wasn't equal, in Lorne Hill's eyes, to the green and pleasant fields, the limestone cliffs and the clear, blue water of the Cape Croker Indian reserve on the southwest shore of Georgian Bay, 175 miles north of Toronto.

Hill, a Mohawk from the Six Nations reserve near Brantford, Ont., decided to take his Ojibway wife and their two children back to her birthplace. That was seven years and four children ago.

A member of the Ironworkers Union, Hill gave up the big money of a high steel construction worker for the haphazard income he now gets from a two-man roofing company partnership. He had been making his way in the white man's world since he was 15—and could have kept it up. But the big money didn't mean as much as being with his wife and children where they were happy.

To understand the North American Indian, it helps to know Lorne Hill.

"The dollar is not a goal for the Indian," is one of the comments he makes which reveal the wide difference in values between the white man and his predecessors on this continent. Still, he knows the Indian must survive in today's industrial society. How to do it without losing the Indian's particular values is the problem.

Something of the size of the problem can be seen in recent Canadian government figures which show that 75 per cent of Indian families in Canada have incomes of less than $2,000 per year and 48 per cent have $1,000 or less.

But Hill is more disturbed about the way Indians get their income than he is about the amount.

"Most of the people are on government welfare," he comments flatly. Then with rising concern: "What do you think it does to the children when they see their parents lying around month after month? And to the parents?"

What happens to children matters mightily to Lorne Hill.

It hurts him deeply that the death rate among pre-school Indian children is eight times the national average. It burns him that 85 per cent of Indian homes have no running water or flush toilets, no sewage, no telephone.

The stereotype Indian doesn't care about those things. But Lorne Hill's black eyes flash when he mentions them.

It doesn't help him any that the government two summers ago built a $35,000 comfort station—with flush toilets, hot and cold running water—in the new Indian Park on the reserve. For tourists during July and August. And to salt the wound, the funds of the Cape Croker Indian Council were tapped to help pay for it!

"Worst part of it," says Hill, who was first elected to the council about that time, "is that we weren't consulted. We were just told about it afterwards."

Hill and others on the reserve (like Chief Wilmer Nadjiwon) voice a common Indian complaint when they talk about the white man's handling of the Indian.

So strong has the complaint become in re-

(Continued on Page 12)

The PRB: Your Right to Speak Up

If you have a complaint against your local union or International union—or if you feel you've been wronged by some union action, you can do something about it.

And you'll have more help from within the union in processing your grievance against it than you can get on any protest anywhere else.

UAW, when it wrote its first constitution, recognized the fact that every democratic organization makes mistakes.

First, it placed in that document every protection of rights it could then conceive—and then wrote additional safeguards over the years as the need for them became apparent.

Second, it established an appeals procedure—and then strengthened it as no other organization has.

Out of that endeavor the Public Review Board sprang into life in 1957.

The PRB is unique. It is an independent body outside the union. Its decisions are final and binding. No other organization provides such independent public review of its actions.

UAW's appeals procedures are extensive because the union recognizes the need for a grievance structure that guarantees that the rights of not a single member get lost—whether he's a member of a 25-member amalgamated unit or of a sprawling 25,000-member local. Or whether he's in a plant in Costa Mesa, Calif.; in Fergus Falls, Minn.; in Elmira Heights, N.Y.; in Otter Lake, Ont. or in Detroit.

The appeals procedure within UAW's democratic structure is outlined below and deals with the PRB as well as internal steps.

The union has done more than provide all these avenues of appeal. It removed the price tag from the attainment of justice. That's why the International Executive Board's three-man appeals committees journey to the locality of the grievant. And that's why the PRB committee will either also go to that locality or else bring the grievant, at the board's expense, to its Detroit headquarters when it deems his presence necessary.

It now is more than 10 years since the PRB was established by the 1957 convention.

Not everyone hailed the PRB's creation. There was apprehension within UAW over the possible danger of giving a group of people outside the union—however distinguished—authority over union matters relating to members' rights. After 10 years, President Walter P. Reuther declares "that apprehension has been dissipated as the Public Review Board has proved its capacity to render objective judgments and as the evidence mounted that, in serving individual members, the PRB was serving the UAW as a whole and rendering great assistance in making a democratic union even more democratic."

In its 10th annual report to UAW's membership, the PRB shows that it received 189 appeals and 456 informal complaints and inquiries. Its financial statement discloses that the cost of its operation has averaged little more than three cents per member per year.

Only nine new appeals were filed during 1967, the lowest annual number since the board came into being. Sixteen decisions were handed down last year. The IEB was upheld in eight cases, reversed in one. Four were dismissed because they were outside the PRB's jurisdiction, one was dismissed because a grievant refused to supply additional information, one was withdrawn by the appellants and one remanded to the IEB for further study.

The board is charged with responsibility in protecting the rights of individual members and UAW subordinate bodies but it cannot, as defined in the constitution, "review in any way an official collective bargaining policy of the International union" as determined and approved by the membership.

The PRB's staff and facilities are available to UAW members by letter, telephone or personal visit to the board headquarters: 2102 David Stott Bldg., Detroit, Mich. 48226. Telephone: 313/965-4950. Copies of its reports are available to UAW members upon request.

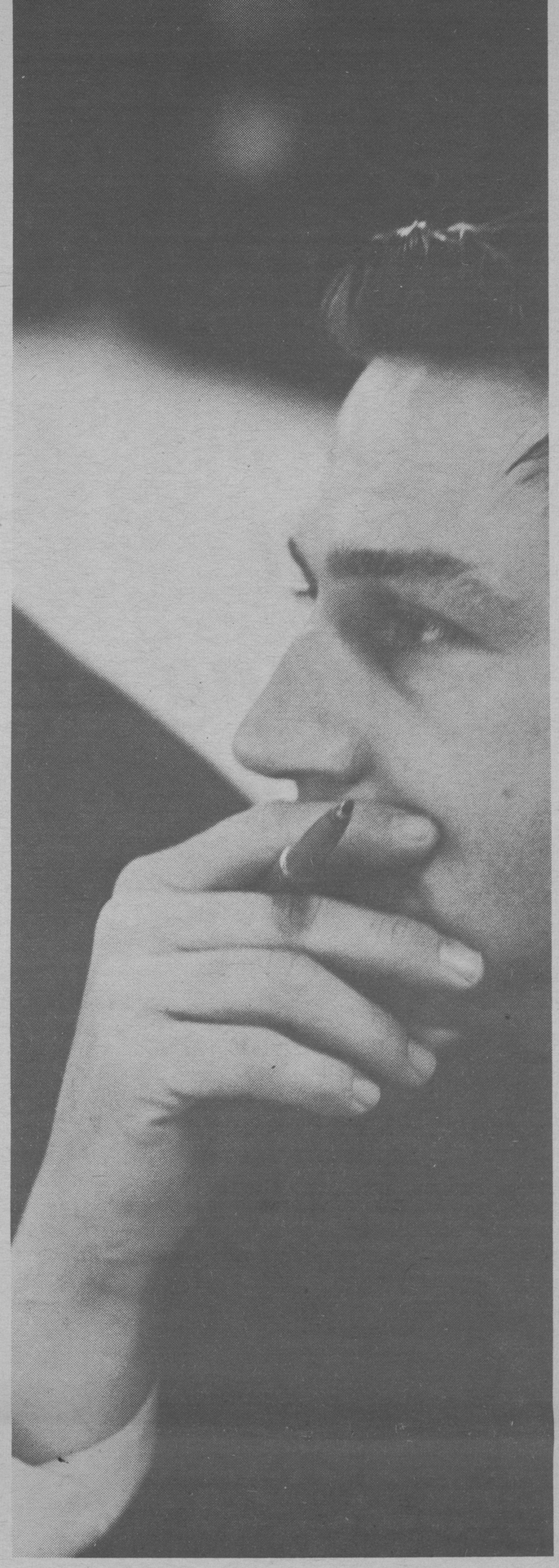
Chairman of the PRB is Msgr. George G. Higgins. Serving with him are Dr. Jean T. McKelvey, Dr. Henry Hitt Crane, Judge George N. Leighton, Rabbi Jacob J. Weinstein, Dr. Robben W. Flemming and Professor Harry W. Arthurs.

In submitting the annual report, Msgr. Higgins pointed out: "In 10 years we have discovered no instance of corrupt practices and in a number of instances we have pointed out procedural deficiencies which have subsequently been corrected.

"It is at the same time a source of disappointment that others have not followed where the UAW has led for surely the labor movement would be instantly strengthened were but these procedures for voluntary self-discipline adopted by other major labor unions or confederations of unions."

The report gives further testimony to the soundness of public review "to assist in achieving and maintaining the high democratic and moral standards which have always been our objective," said Reuther.

"The point is not that we have reached some ideal democracy but that we have found and developed in the Public Review Board a reliable democratic feedback mechanism which can discover and remedy bureaucratic shortcomings in redressing the complaints of members."



Step by Step: the Right of Appeal

All UAW members and their local unions have the right of appeal. A member may appeal "any action, decision or penalty of (a local union or other subordinate) body or of any official or representative of that body" under extensive provisions of Article 32 of the International UAW Constitution. These are the steps:

- An appeal to a local union membership meeting.
- If dissatisfied with the local decision, an appeal to the International Executive Board which sets up the following procedures:

Study and/or hearing by a three-man IEB committee which does not include the director of the region in which the appeal originates.

Recommendation by the three-man committee to a nine-man committee which shall render a decision and send copies to all board members.

Full IEB action on the appeal if one or more members raise an objection to the committee decision.

- Appeal to the next UAW constitutional convention or to the Public Review Board.

If the PRB dismisses the appeal because of lack of jurisdiction, the member may appeal to the convention.

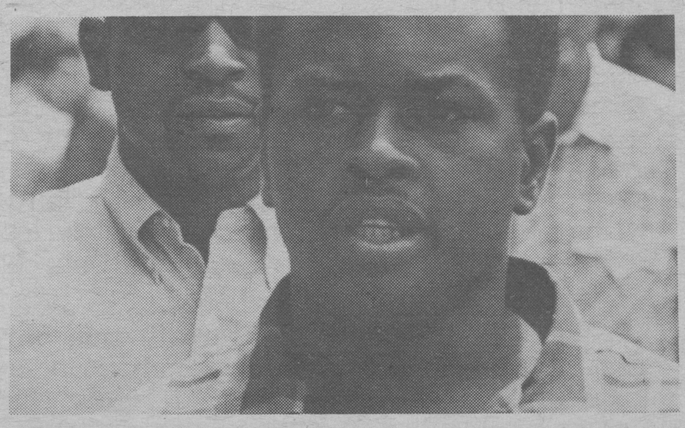
Section 13 of Article 32 stipulates: "It shall be the duty of any member or subordinate body who feels aggrieved by any action, decision or penalty imposed upon him or it to exhaust his or its remedy and all appeals therefrom under the laws of this International union prior to appealing to a civil court or governmental agency for redress."

Additional procedures are established for alleged violations of UAW ethical practices codes by the International union or any of its officers or representatives. The steps:

- An appeal to a local membership meeting.
- An appeal to the IEB which must transmit a copy of the complaint to the PRB.
- An appeal to the PRB.
- In the absence of an appeal, the PRB may act independently "if it concludes there is substance to the original complaint and that the action of the IEB does not satisfactorily meet the problem."

A member may appeal directly to the IEB if "there are valid and substantial reasons for the request to bypass the local step."

The IEB, by majority action, may itself directly submit to the PRB any ethical practices matter covered in the constitution.



UAW's Salt Mining Members

You can find UAW members just about anywhere—but have you tried looking straight down?

By GRANT HARRISON
A SOLIDARITY Special

Some UAW members produce cars and trucks—others produce the means to destroy them and, in the process, could undermine even Solidarity House since it rests far atop some of its keenest members. But that possibility should be taken with a grain of salt.

On the westside of Windsor, Ont., across the river from Detroit, 160 members of the UAW spend their working hours in a kind of science fiction world, deep beneath a city and a good many thousand other UAW members who can see daylight from their presses, their drafting boards, their typewriters or their computers.

Five days a week and 24 hours round the clock, they work at the 1,000-foot level mining rock salt from the vast Michigan-Ontario salt basin. Their surroundings, according to geologists, were formed 350 million years ago—or so—when a long arm of the Atlantic withdrew from what is now North America. Rich beds of salt were left behind, to be covered up by succeeding eras.

Now, UAW members penetrate this barrier of time and do it routinely. Underground, they travel on lighted roads that finger out in all directions, never disturbing the surface world. Their product is taken by rail, lake freighter and truck to all parts of Canada and America's midwest.

This great salt bed extends southward from Inverhuron, Ont., to Lake Erie and westward from London, Ont., almost to Lake Michigan in one great saucer-shaped formation 800 feet deep at the edges and 5,000 feet underground at the center.

The rich salt bed at the Ojibway mine in Windsor is 250 feet thick. The main shaft stretches east for over a mile to the current digging area where you're likely to find 39-year-old Eugene Desjardins of UAW Local 195, at the controls of an undercutting machine that slices a 50-foot cross-section of salt wall to a depth of 10 feet.

Married with four children, Desjardins started work with the Canadian Rock Salt Co. 13 years ago when the mine shaft was first sunk. By now his job is routine and the fear his family first felt almost forgotten.

"I had to bring my wife down into the mine shaft several times before she overcame her fear of my job," he said. While his particular job is one of the loneliest, positioned at the 5,780-foot end of the shaft, mining is not something new to Desjardins. Before coming to Windsor he worked in a gold mine at Kirkland Lake in Ontario's north country.

In another section of the mine a Jumbo driller with twin hydraulic arms is boring 10-foot deep holes into the grey-white walls undercut by Desjardins. Carbonado-tipped drills in machine-gun fashion bore holes in the wall's chalky surface.

Manipulating the twin drilling arms is the job of Italian-Canadian Johnny Mele, 41. Mele has been a member of Local 195 since the mine first opened in 1955.

"Working in the salt mine is like any other job," Mele said. "The only thing that frightens my wife is when we have a power failure."

Mrs. Mele's fear is understandable. In mid-July a power failure trapped 16 miners in the main elevator shaft when a surface crane operator accidently severed a powerline that supplied all electricity to the mine. The men huddled together in the cramped elevator for two hours before surface workers put an emergency generator into service.

But to most of the UAW salt miners, working underground differs little from the men working in a factory. The fact they are in a mine shaft 1,000 feet below the earth's surface rarely causes concern.

Mine superintendent John Hogg, 51, a former member of Local 195, said there is no comparison between salt mining and other types of mining. His first contact with mining was at the age of 16 in the coal fields of Scotland.

"Salt mining is far superior and a lot safer," he said. "In coal mining there is always the presence of gas to contend with."

Hogg said the men were safety conscious and continual checks of the mine shaft ceiling have prevented any cave ins.

Powder-men on the night shift sink dynamite sticks into the holes bored by the Jumbo driller. The electrically detonated charges are set off at two each morning, allowing five hours for the smoke and salt dust to clear before the day shift starts work.

Each blast loosens about 600 tons of rock salt. By week's end some 33,000 tons of rock salt crystals are conveyed to surface storage areas to be transported by lake freighter, truck and boxcar for use on Canadian and U.S. highways in the winter.

After each blast a three man chipping crew knocks down any loose material from the ceiling of the mine shaft and keeps an eye out for any weakened section which could cause a cave in.

All machinery and equipment in the mine is powered by diesel and electric motors. Government legislation covering the mining industry prohibits the use of gasoline in any form in underground operations.

To an outsider first entering the mine, it's like decending into a strange new world.

As you enter the first room (most salt mines are called "room and pillar" mines) your first contact with subterranean life is the mine's experimental garden. The garden is a joint project conducted by the Ontario Hydro Commission and the biology department of the University of Windsor and is living proof that sub tropical plants can survive and flourish without sunlight. The heat and light the four-year-old garden receives is supplied by fluoresent lighting.

Following the same routine as UAW miners at the start of each shift, you board a 20-passenger wagon drawn by a diesel tractor and start your trip into the heart of the mine. The tractor moves along on a wide salt road parallel to a large conveyor belt that runs the length of the mine moving the salt to the surface. A bitter salt-dirt taste is always on your lips.

The temperature remains at an almost constant 68 degrees. A huge ventilating system circulates 225,000 cubic feet of fresh air through the mine every minute. The salt walls absorb most of the humidity as the air is forced through the shaft by a series of push fans.

As you approach the main center of activity, heavy rubber-tired dump trucks straddle an open mouth hopper emptying their 20-ton loads into the waiting jaws of a crusher. Each piece of heavy equipment was lowered into the mine part by part and reassembled in a completely outfitted subterranean workshop.

The Ojibway mine is Canada's largest rock salt mine producing over one million tons annually. The salt is sold in bulk mainly for highway use and for industrial and chemical firms.

Contract negotiations open this month for the UAW salt miners. Plant chairman Dave Kenny said most of the contract amendments have been drafted and the union's proposals will be submitted to the company by mid-month.

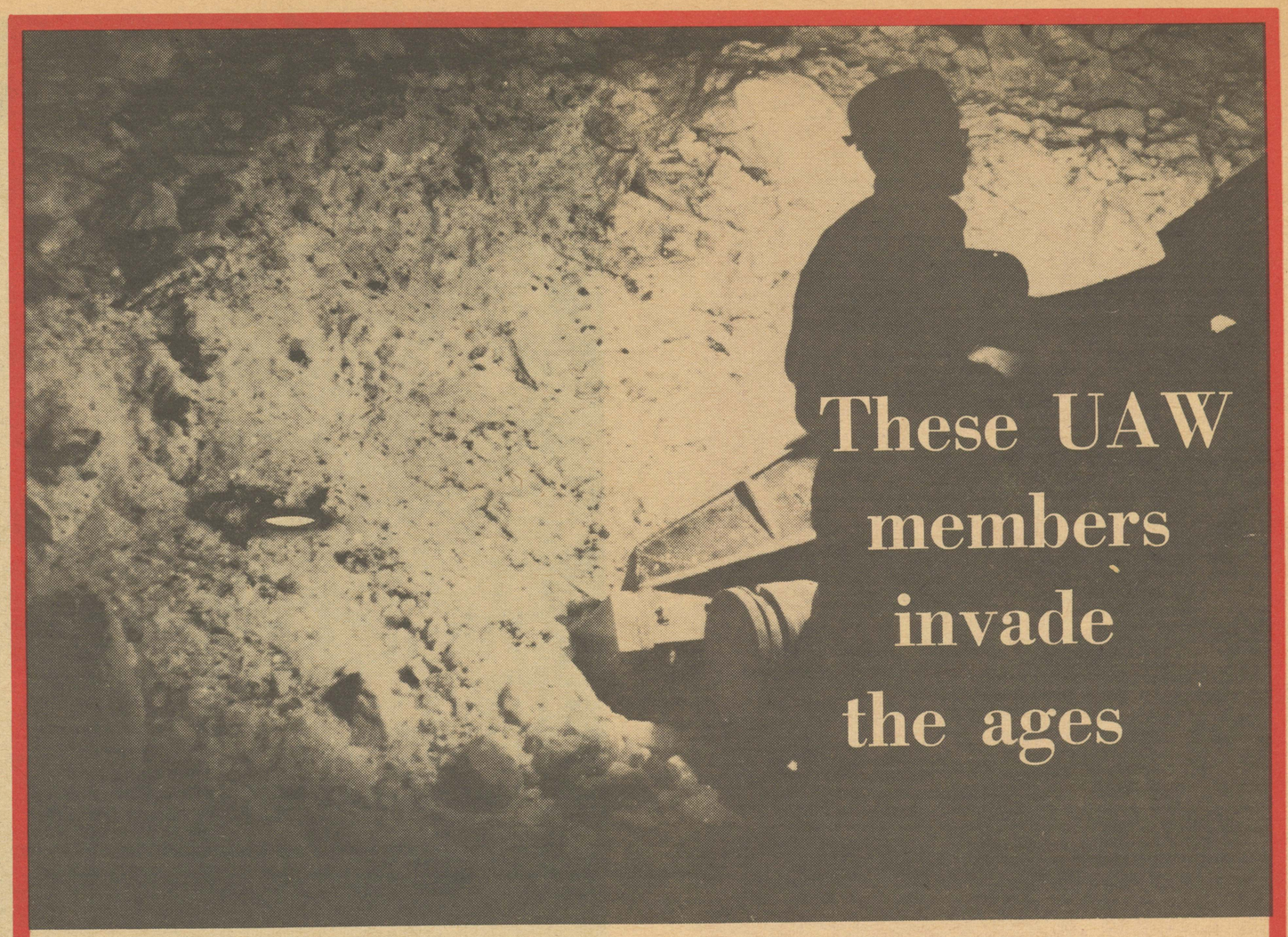
The only major complaint the UAW members have working in the mine is the powder and engine fumes that are not always cleared out by the ventilating system. Kenny said the men complain of headaches and use aspirins like they're going out of style.

The average wage at the mine is $2.70 an hour plus cost-of-living. Miners receive an additional 10 cents for working underground, plus 12 cents shift premium.

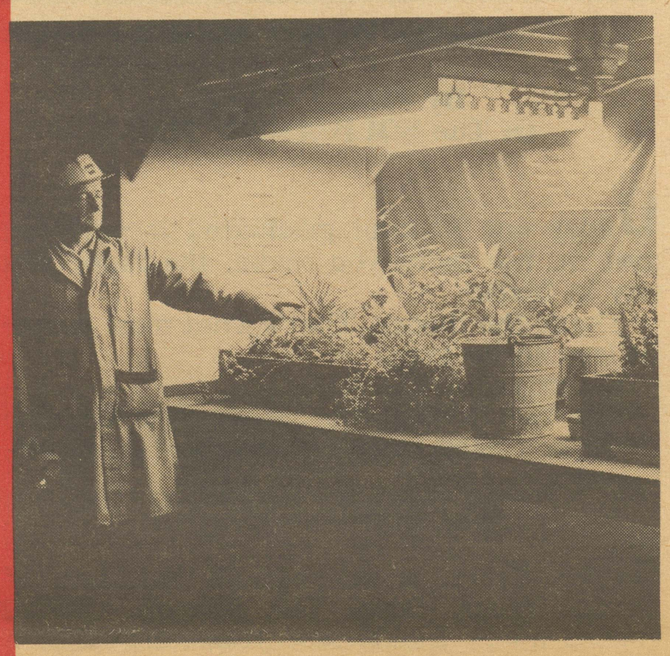
As far as new wage demands are concerned, well Kenny said: "we expect more than a pinch of salt."

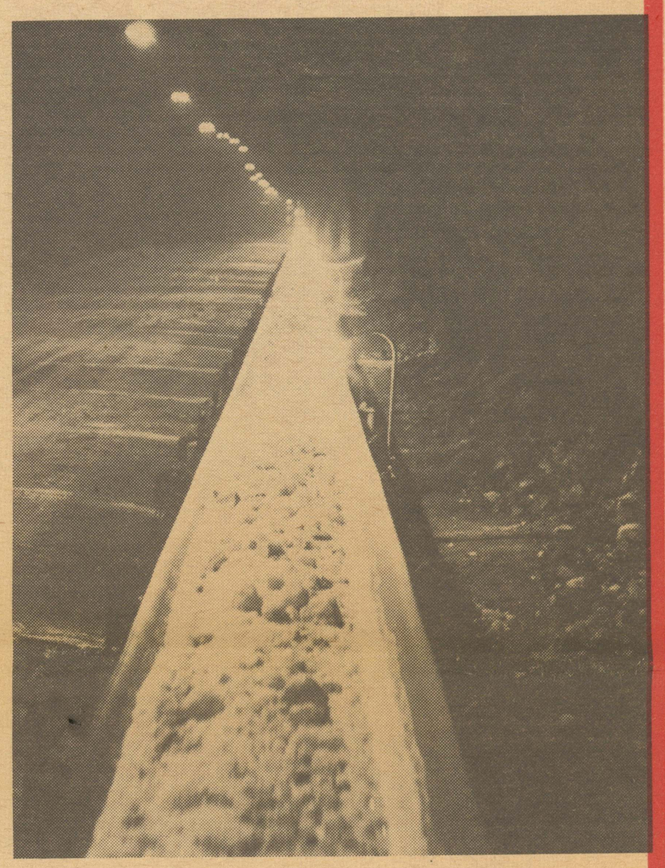
About the Writer

For five years, Grant Harrison has been producing The Guardian for UAW members (plus several hundred workers who belong to other unions) in and around the Windsor, Ont. area. His readers include everything from distillery workers to perfume workers —plus those who make automobiles.



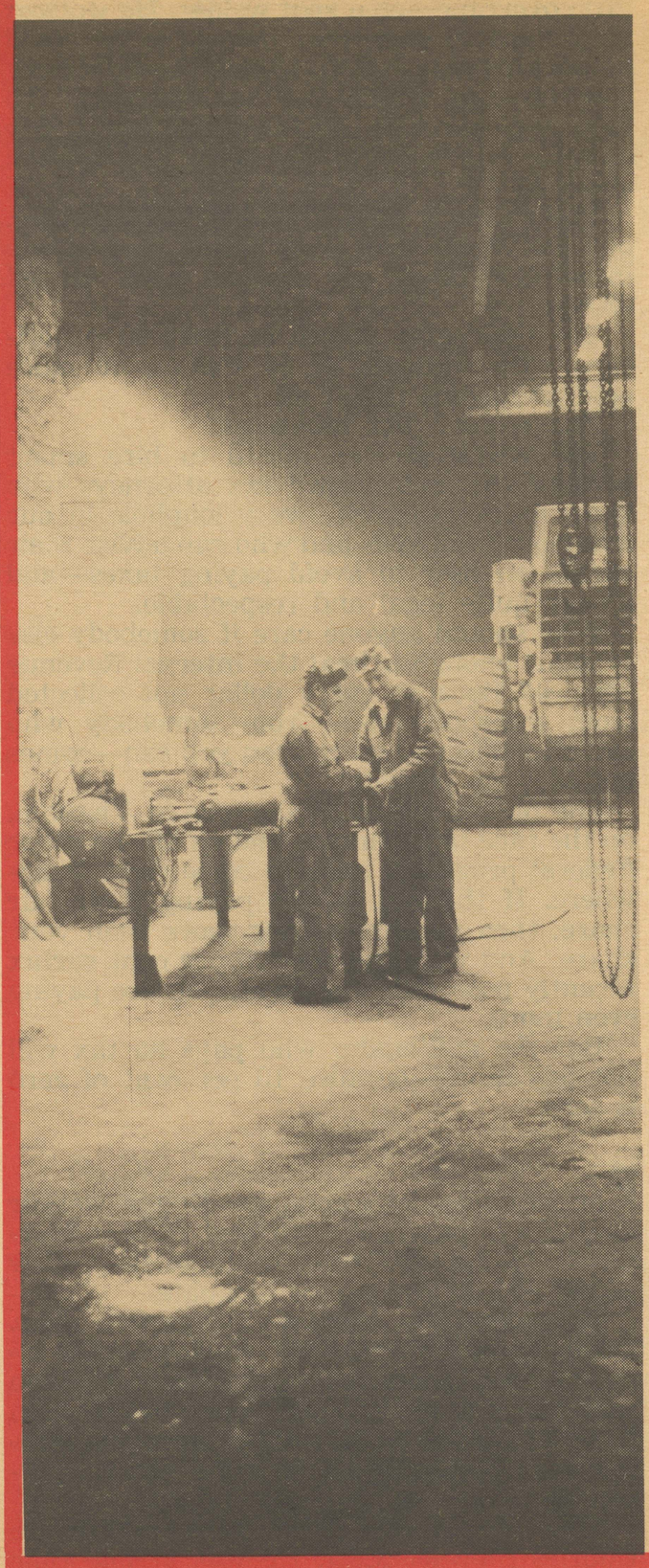
These UAW members invade the ages

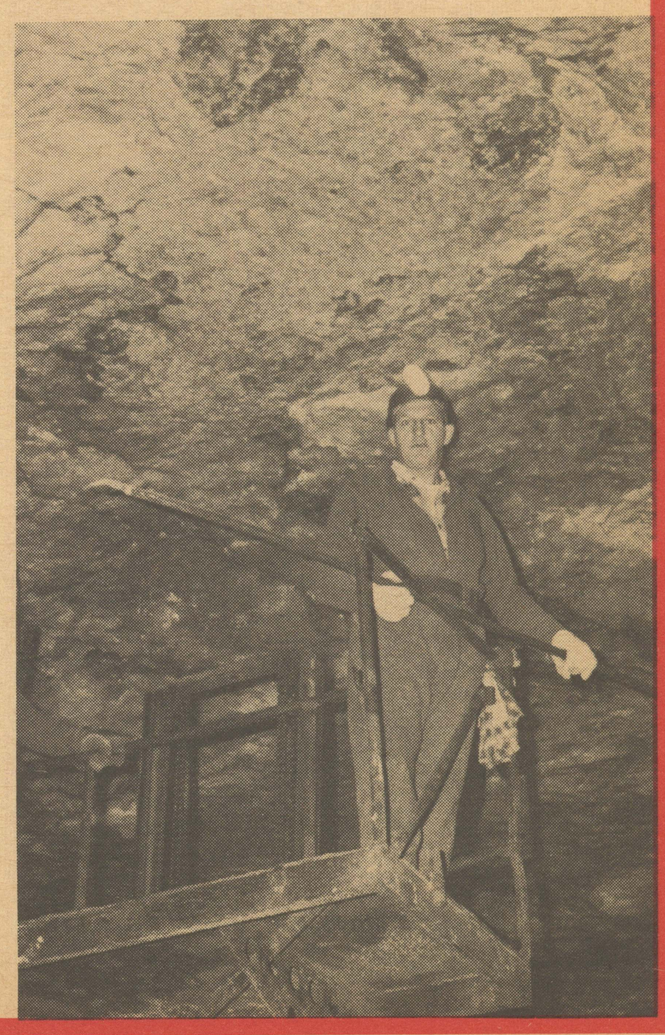




Deep beneath the twin cities of Detroit and Windsor, Ont., men probe salt beds formed millions of years ago. They point with pride to tropical plants they're able to grow. They travel white roads with white walls and white ceilings (above) while conveyor belts rush tons of salt toward the surface. At left, they put together and maintain heavy mining equipment.

Photos by Irv and Colleen King





Still With Us: The Great Tax Disgrace

UAW members—like most people—pay their taxes before they even see their paychecks. No loopholes in taxes for them—just for the wealthy. How can a millionaire pay less than a Dodge worker?

—Dodge Worker ROGER CRAIN: *behind him, the sprawling Dodge estate—*

By JERRY DALE
Of The SOLIDARITY Staff

Under our Federal graduated income tax system, the more you make, the more you pay in taxes.

That's the theory. That's what most people believe to be true.

It's bunk.

The fact is that the richer you are, the more you earn, the less you pay in income taxes!

Roger Crain, a 23-year-old member of Dodge Truck Local 140, Warren, Mich., earned about $7,400 last year—including a little overtime—as a spot welder. He worked very hard to earn that money so he could support his wife Judith, 13-months-old Stacey and the baby that's now "on the way." To help out, his wife also worked for a few months last year in an office and earned about $1,400.

The memory is a little less painful now, but last April they paid Uncle Sam $1,044 in income taxes out of that hard earned $8,800.

Yet that same month at least 20 Americans with incomes of $1 million or more paid no income tax at all.

The secret? Tax loopholes.

The well-to-do can afford to hire smart accountants and shrewd tax attorneys who know every gimmick, every loophole in our crazy-quilt tax laws and who can advise their clients on how to avoid paying taxes—and it's all quite legal and respectable.

Why should anyone care if somebody else is smart enough to beat the Internal Revenue Service? Because every dollar not collected from somebody else—from somebody who can afford to pay more than you can—comes out of your pockets!

The billions spent on the war in Vietnam, on the race to the moon, and on all the other Federal programs have to come from somewhere. If the rich aren't paying their fair share, then you are paying more than your share. And with the new 10 per cent surtax recently passed by Congress, you are paying even more.

But the millionaire who pays no tax will not pay more—because 10 per cent of zero is zero.

For example, let's compare Dodge worker Crain's tax payment with that of Mrs. Horace Dodge Sr., of Gross Pointe, Mich., widow of the well-known motor magnate.

According to Fortune Magazine, Mrs. Dodge sank her entire $56 million legacy into state and municipal bonds. Interest from such bonds is not taxable. Thus, she can earn from $1 million to $2 million annually without even bothering to file a tax return, personally.

Take the case of Flint, Mich. millionaire Charles Stewart Mott. He was at one time reported to be the largest individual stockholder in General Motors, with more than 2.6 million shares. Because a portion of income from dividends is not taxable, he saved himself about $315,000 in taxes he would otherwise have had to pay, according to Philip M. Stern, author of the startling book, "The Great Treasury Raid."

Consider the case of auto tycoon Ernest R. Breech, former president of the Ford Motor Co. He made about $3.2 million on his stock options and enjoyed a tax saving thereon of at least $1.6 million.

Michigan's Governor George Romney, while head of American Motors, made about $1.3 million on his stock options and saved at least $650,000 in taxes.

Congressman Henry S. Reuss (D., Wis.) says he knows of at least 11 U.S. multi-millionaires who paid no income tax at all in the year 1962.

"And in 1965, more than 5,000 American taxpayers with income of over $20,000—including 35 with incomes of more than half a million—paid no income tax because of loopholes," he pointed out.

Senator Russell Long (D., La.) was quoted as saying last year that "some $100 billion of personal income banked (in 1966) probably will not be reported on Federal tax returns at all." And what IRS agent is investigating?

One U.S. Treasury Dept. report showed that 26 per cent of the taxpayers with adjusted gross income of $5 million each paid no income tax.

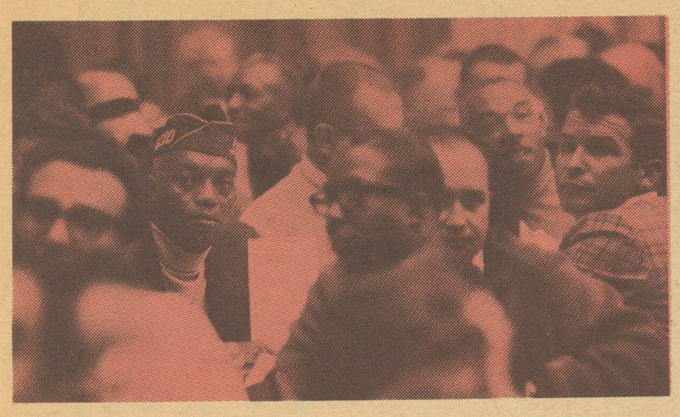
Some taxpayers go to extraordinary lengths to avoid paying their fair share. One such case was reported by the Wall Street Journal. It involved the non-profit foundation gimmick, one of many loopeholes in our tax laws.

An Aurora, Ill. physician named Dr. M. R. Saxon set up a "non-profit foundation" and hired himself as the foundation's salaried "medical administrator." The "purpose" of the "foundation" was to engage in "research and development in the fields of health, education and welfare."

Though his "salary" was less than the earnings from his previous private medical practice, Dr. Saxon conceded he made no financial sacrifice, the Wall St. Journal reported.

He continued to treat the same patients with the same equipment in the same office. The foundation collected his fees and in turn provided him with a house, a car, a retirement plan and insurance—all tax free. Moreover, his wife, a nurse, was employed as the foundation's "assistant medical administrator" and their four children attended college on "educational grants" from the foundation.

The better known tax loopholes include "capital gains," oil depletion allowances, tax-free interest from certain government bonds, the "charitable" foundations.



Lost EACH Year: $21 Billion!!!

"This is enough to raise the incomes of all poor families above the poverty level with billions left over to cure the sickness of our cities."
(Walter P. Reuther's report to UAW's '68 convention)

"Capital gains" refers to the profit one makes from selling a share of stock or a piece of land—to use two examples—for more than one has paid for it, provided the property was held for at least six months. The tax rate on such a profit is never more than 25 per cent, and often less. Compare this to the tax rate on "ordinary" income, which can go as high as 91 per cent.

That's why corporation executives can make so much money on their stock options.

The so-called "oil depletion allowance" is perhaps one of the most famous of our tax loopholes. "Loophole" is hardly the right word, though. "Floodgate" would be more descriptive. No matter what you call it, it permits oil companies, oil investors, and oil land and royalty owners to pay no taxes on the first 27.5 per cent of their gross oil income, so long as it does not exceed 50 per cent of their net income.

No wonder H. L. Hunt of Texas could rise from barber to oil tycoon. He is considered one of America's richest men, with a net worth estimated at $3 billion and an estimated weekly income of $1 million.

And one of the richest men in the world J. Paul Getty, is—what else?—an American oilman. He is said to be worth "several billion dollars" but no one, not even Getty, knows for sure. He's that wealthy!

Wealthy individuals are not the only ones who do not pay their fair share of taxes. Some of our biggest corporations do very well in that respect too.

Because of the oil depletion allowance, the five largest U.S. oil refiners paid the following percentages of their income in Federal income taxes in 1964, according to Congressman Reuss: Standard Oil of New Jersey, 1.7 per cent; Texaco, 0.8 per cent; Gulf, 8.6 per cent; Socony Mobile, 5.9 per cent and Standard Oil of California, 2.1 per cent.

By way of comparison, other companies were paying an average tax rate of 48 per cent that year.

Congressman Reuss points out that the depletion allowance "runs as long as the oil well is producing, bears no relation to investment and, as a consequence, permits recovery of tax-free income far in excess of actual investment. In fact, on an average, the cost of an oil well is recovered 19 times over by the depletion allowance."

Reuss based his statement on information supplied by the U.S. Treasury Dept.

Another nice big loophole is what we might call the "rich uncle gambit."

Suppose you had a rich relative who at one time or another bought shares of stock which cost him $25,000, and suppose he held on to them until he died and suppose he left them to you in his will. By this time, the value of these shares may have increased to $200,000. You, the heir, can now sell the shares for that amount and not have to pay one penny of tax on that windfall!

Businessmen have many ways of cutting down on their taxes. One relatively little-known gimmick is the "family partnership." The sole owner of a business with a taxable income of $25,000 would normally pay more than $6,000 in taxes if he files the usual joint return with his non-working wife. But if he makes his wife and two minor children "partners" in his business, his tax drops to $4,770—a saving of more than 20.5 per cent.

Even corporate law violators get a break from the tax man. General Electric was found guilty of price fixing and had to pay a fine to the Federal government. But GE was able to deduct the fine in computing its income tax!

Some companies use foreign "tax havens" to avoid paying U.S. taxes.

Switzerland and its neighbor, the tiny postage-stamp size principality of Liechtenstein, are particularly favored in that respect. The latter's tax on holding companies is 0.1 per cent annually on paid-up capital and reserves.

A company will simply set up a subsidiary in the chosen tax haven country. The subsidiary can then trade goods for the parent firm at low tax rates. According to Business Week magazine, a corporation can, for instance, have the subsidiary buy some raw materials, then sell them to the parent firm at a high markup, with the profit taxed only very slightly—and the whole transaction is on paper only. The goods never get anywhere near the tax haven country.

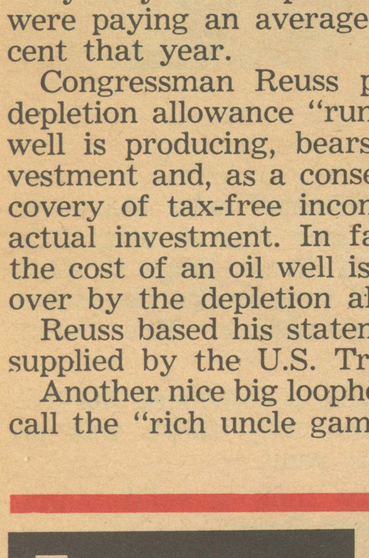
Can people whose taxes are deducted even before they see their paycheck do anything about these loopholes? Yes—and they should.

The tax laws are written by Congress. There is an election coming up. They can demand to know from their Congressional candidates how they stand on the question of tax reform.

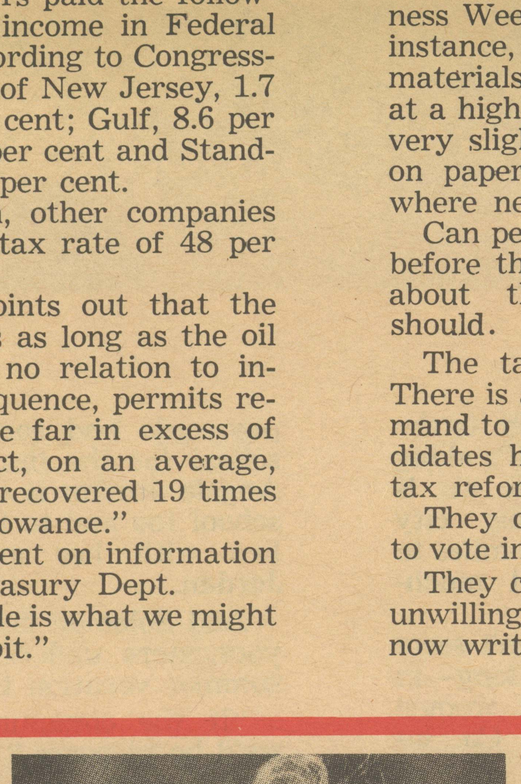
They can tell them that they want them to vote in favor of equalizing the tax burden.

They can refuse to support those who are unwilling to change the outrageous inequities now written into the nation's laws.

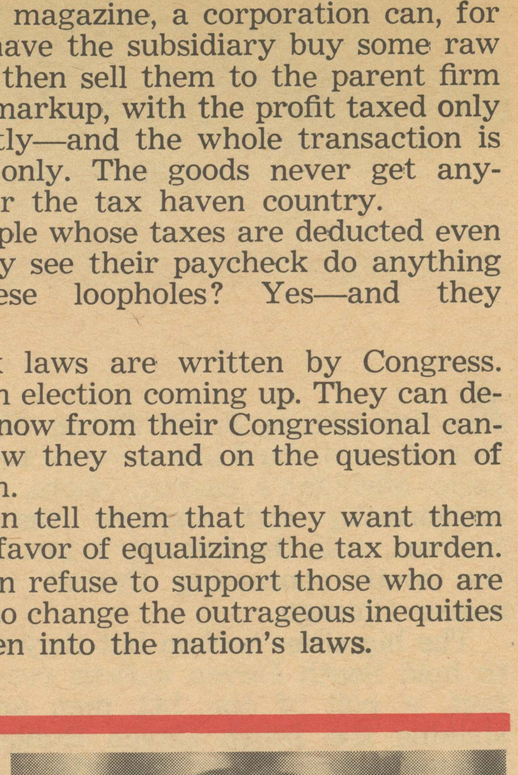
Tax Players



H. L. HUNT
—$1 million a week—



Sen. EVERETT DIRKSEN
—tax evaders' darling—



Gov. GEORGE ROMNEY
—a beneficiary—

Canada's Tax Laws: Weirder Yet

By JERRY HARTFORD
Of The SOLIDARITY Staff

In Canada, the tax game's the same—but with no capital gains tax, the rules are even better for the tax-avoiders.

Try these for openers:

- In 1964, Canadian insurance companies had revenues exceeding expenditures (including policy dividends and a normal increase in actuarial reserves of $90 million) but income tax was paid on only $5 million. The tax paid was around $2 million.

- At the same time, Canadian insurance companies paid six times as much to foreign governments on only one-third as much business abroad while foreign companies paid no income tax on a comparable amount of insurance sold in Canada.

- In the few years of its meteoric existence up to 1964, the uranium industry in Canada made a $250 million profit (or 100 per cent on investment) but paid only $30 million in taxes.

- If the tax burden were redistributed so that wealthy individuals and corporations paid their fair share, in one year an additional $532 million in corporation taxes (of which $271 million would come from foreign investors) would have been paid into the Federal coffers;

- 85 per cent of government depreciation allowances to oil and mining companies to aid development goes to only eight companies. Removing these tax exemptions would provide $150 million a year to the national treasury.

These and similar nuggets were dug out of Canada's tax heap by the Royal Commission on Taxation, headed by chartered accountant Kenneth Carter. The Carter Report, compiled after more than four years of study by 150 specialists, recommended a complete "slum clearance" be done on Canada's whole tax structure.

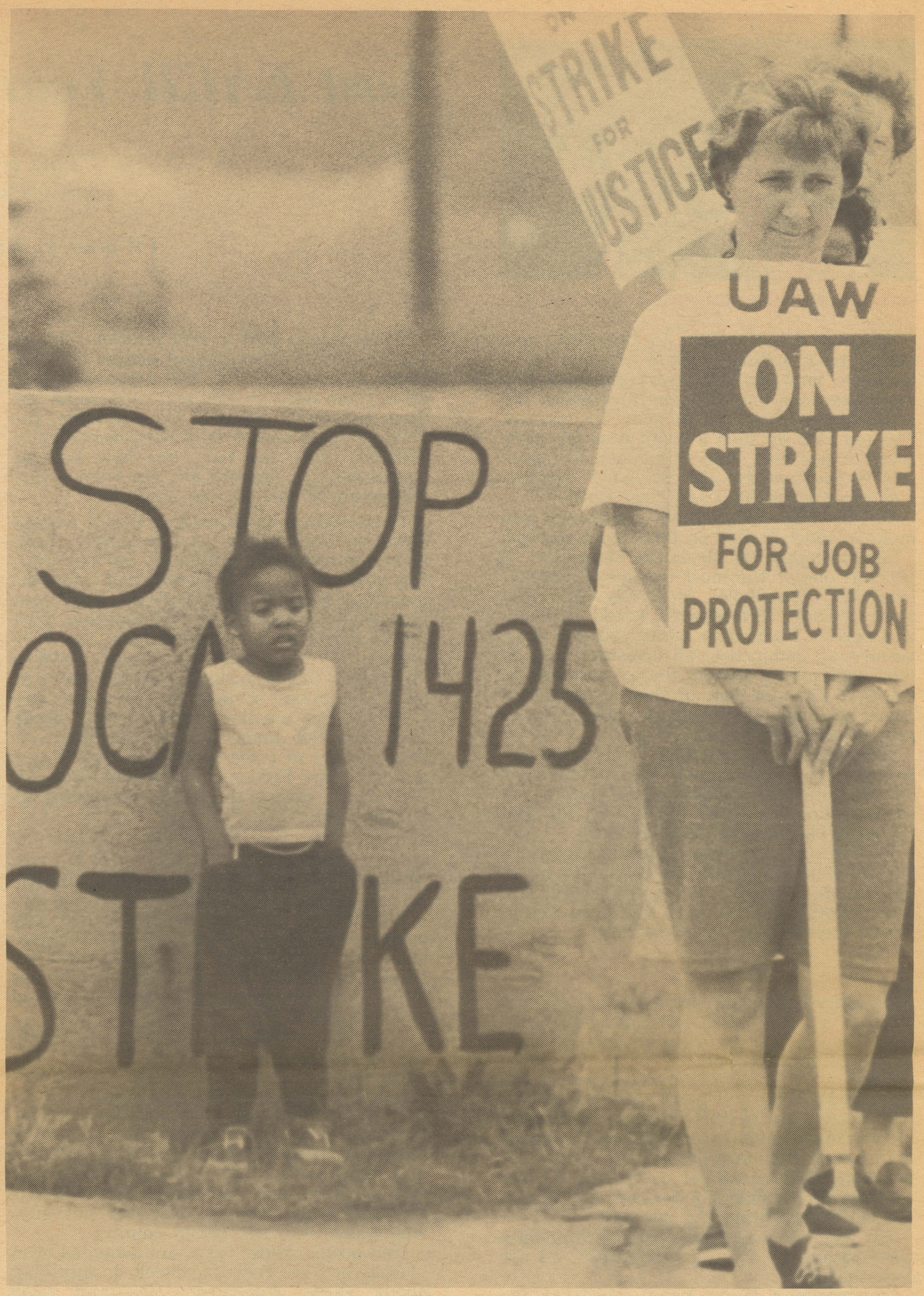
The report was made public in February 1967.

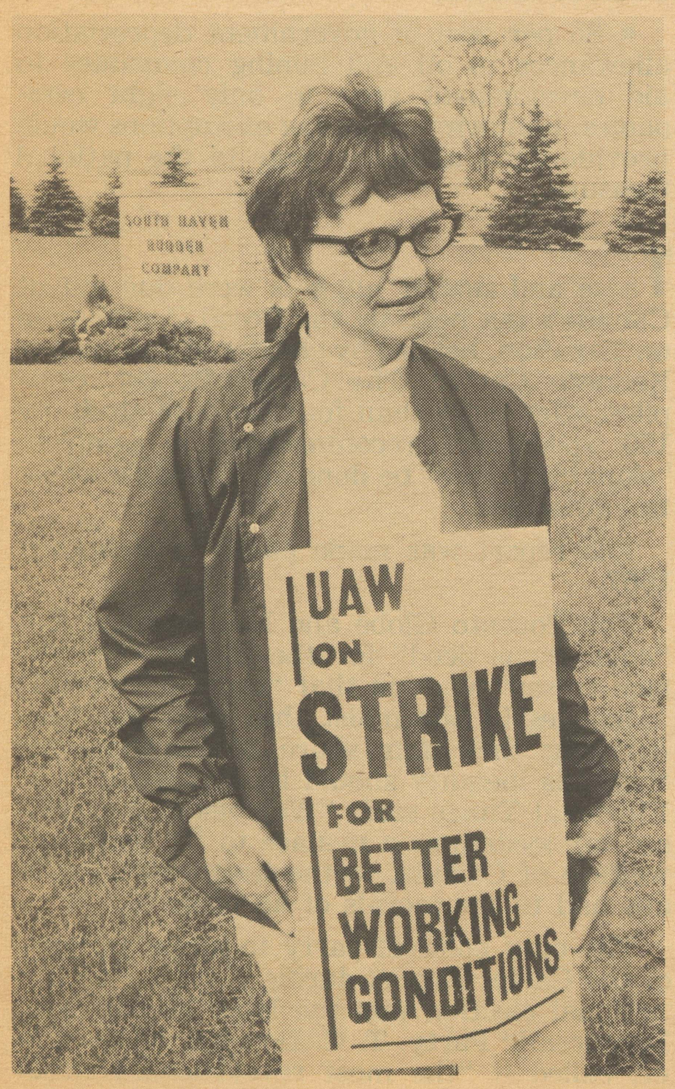
The Toronto Globe and Mail labelled it a "courageous deed" for the Carter Commission to say out loud that "there are certain industries in our midst that have not been carrying their fair share of taxation and that this inequity should be corrected." The Financial Times said: "We regard the present tax system as a menace to the economic welfare of Canada, to the health of Canadians and to the morals of all of us."

The only political party to make an issue of the Carter Report during Canada's recent national election was the labor-backed New Democratic Party. T. C. Douglas, NDP leader, called it "the most revolutionary document on taxation ever presented to any Canadian government."

In a Small, Lakeside Town: A Strike

South Haven, Mich. has its loyal citizens: none more loyal than the 141 striking men and women who refuse to knuckle under to the South Haven Rubber Co.





ANNE ADAMSKI
—22 years in South Haven—

At first glance, South Haven, Mich. is the kind of town you'd like to retire to: it's along Lake Michigan's eastern shore, the air is invigorating and anytime the big city beckons, well, the freeway is just 20 miles to the south connecting Detroit and much-nearer Chicago.

The big cities beckon but they don't seem to hold South Haven natives very long—in fact, a poll of the 141 men and women striking the South Haven Rubber Co. indicates a clear hometown pride.

No angry management is going to drive them away.

It's on the second glance that the strike becomes a factor in considering retirement or just late summer vacationing in South Haven.

The entire area knows of the strike, knows most of the issues, knows of the hardship of their striking neighbors, knows the company has shown something less than respect for the laws of America which say workers have a right to join a union—but the community has remained docile (except for one bright occasion) as though these men and women were not theirs.

So: Mrs. Leona Mielke keeps working in the strike kitchen, serving meals to strikers and ticking the days off the wall calendar. "There're a lot of X's between now and last February 3," she said.

So: Norman Baker, 32, Local 1425's president, keeps his fingers crossed and grows prouder every day of the men and women he leads.

So: Mrs. Anne Adamski walks the dirt road in front of South Haven Rubber; Gordon Powers wonders about his mortgage payments and son Michael who starts to school for the first time this month; little Angela Jordan is only three, longs to start school too and to kill time walks the picket line with her grandmother, Mrs. Vary Jordan.

And Solomon Newell is convinced his five youngsters understand why there was no summer vacation this year.

"If the community took a solid stand, we'd be at peace," said Baker.

By mid-September, their fate will be decided in a government-conducted election.

Region ID Director Kenneth Robinson has toured the length and breadth of his large region (west and northern Michigan) telling the South Haven strike story.

"You could call it a 'little Kohler strike,' but the only thing little about it is that fewer people are involved. They're human beings, all the same, dedicated and courageous and they're up against the same kind of Kohler-type management."

The UAW is new on the South Haven Rubber scene although no stranger to the town. National Motors Castings Local 90 is nearby and so is Bohn Aluminum Local 1210.

"The members of those locals have been great," said Norman Baker. "And with Ken (Robinson) getting around to tell our story, other locals are now contributing and making life on a strike paycheck a little better."

For several years, South Haven Rubber workers were represented by a company

"The laws reward companies for stalling . . . It's that simple"

union. They turned to the UAW early in 1966 because their "union" couldn't properly represent them.

On May 25 of that year—nearly 28 months ago—the National Labor Relations Board (NLRB) supervised an election which saw not one worker vote against a union. On the ballot were the UAW and the "independent union." The UAW was the choice of the majority.

Negotiations dragged but after a 12-day strike, the workers had their first contract—a one-year agreement that came up for renewal last Nov. 4. The company's economic offer for a three-year contract amounted only to 32 cents an hour, far less than South Haven Rubber could afford, far short of meeting the workers' wage, insurance and pension needs. The company wouldn't budge and for the second time in two years its workers were forced to strike.

Funny things started to happen almost immediately," said Robinson. "Four people people crossed the picket line, went into the plant and filed for a decertification election!"

According to Federal law—and South Haven Rubber's lawyers know Federal law—the petition prevented the company and Local 1425 from reaching an agreement. The outcome of the petition and possible new election had to be decided before there could be any strike-ending negotiations.

Said Robinson: "Well, the NLRB set last March 4 as the date of the decertification election. Local 1425 was confident it could win and so, apparently, did our opposition.

"Then another peculiar thing happened: one of those unusual four strikebreakers filed an unfair labor charge against the UAW and that prevented any NLRB election from taking place!

"Local 1425 was faced with this kind of situation: the finalizing of a new contract was prevented by the pending election but that election was stalled by the pending charge."

Local 1425's members recognized the crossfire. The company secured an injunction limiting picketing. Over coffee in their strike kitchen, Local 1425's members could only grumble about the tangle of laws woven around them.

Four leading clergymen and an area businessman formed a citizens committee, hoping to clarify the muddle. First, though, they thought the town should know if the strikers really wanted the UAW.

"Every member of the bargaining unit received a letter from the committee notifying them of the committee's advisory vote. The letter was sent to strikers and non-strikers, including those who had crossed the picket lines in answer to an earlier company call to strikebreak," said Robinson.

The ballot simply asked, in effect: do you still want the UAW?

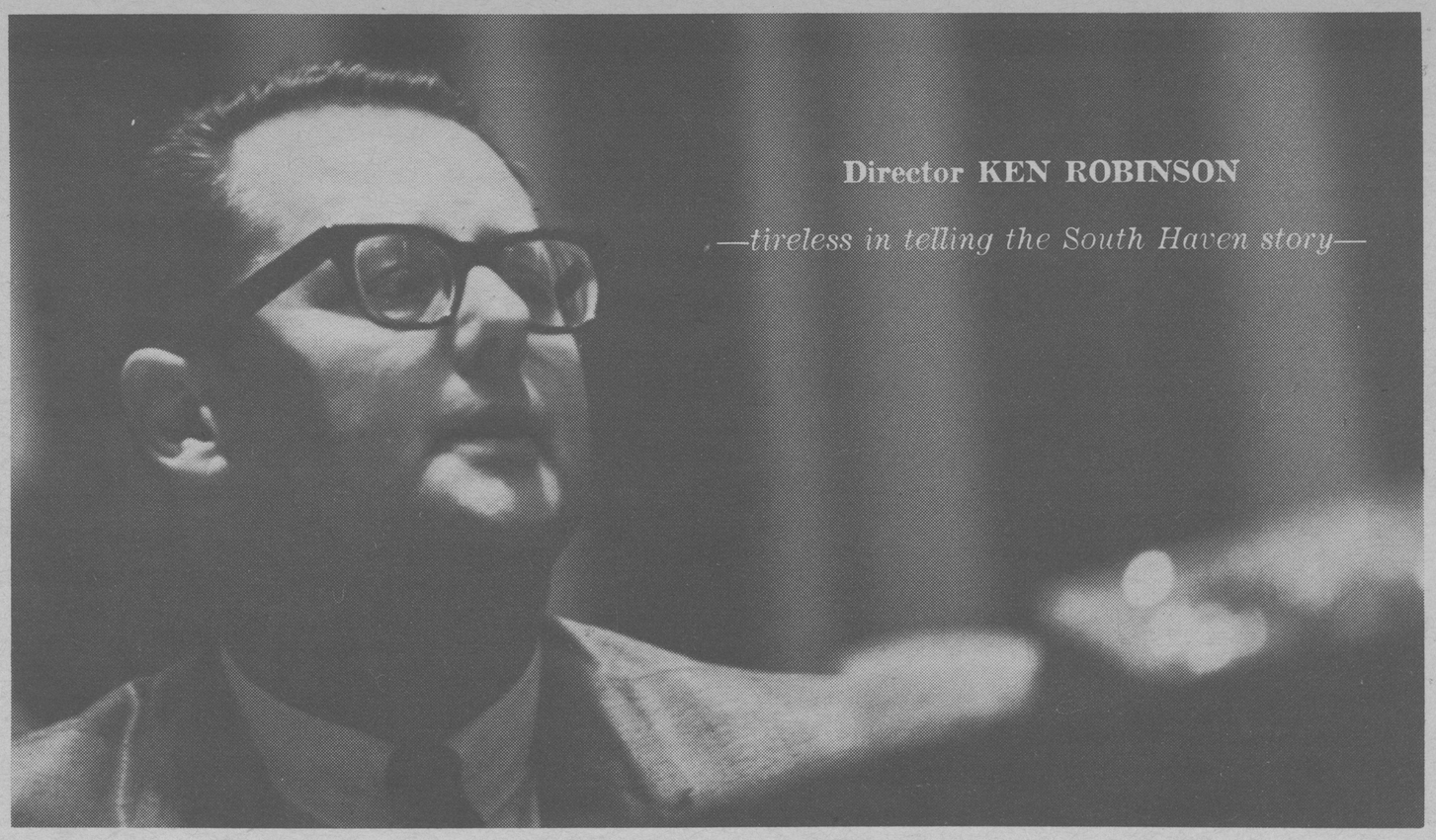
The result: 190 voted yes, nine voted no.

Last April 22 was a happy day for the strikers but it soon became evident that no citizens committee could pry South Haven Rubber from behind the web of laws.

They save money by stalling. It's that simple. The UAW has said it many times before in petitions to Washington, D.C. Stalling means money. Maybe even total victory.

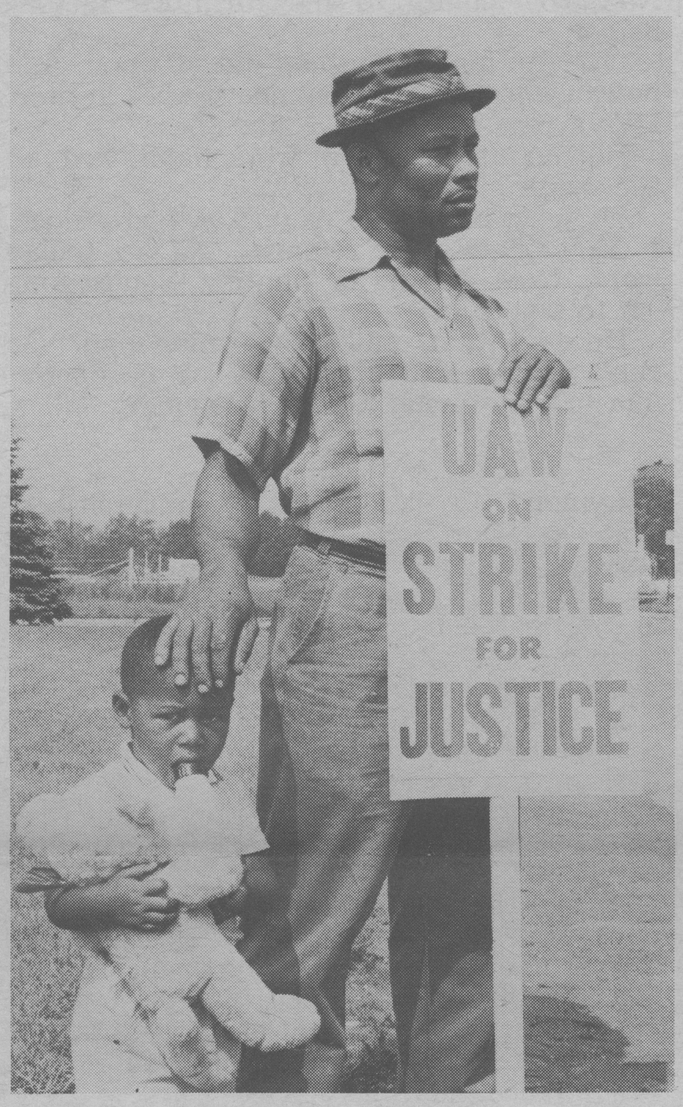
When the September vote is conducted, some 150 men and women who daily cross Local 1425's picket line will be eligible to vote as will the 141 who remained on strike.

It looks like a narrow loss looming but Norman Baker is hopeful: "Whenever the people inside think of their future, they're bound to think how helpless they can be without a real union on the job. And around here, we think of our future being here."

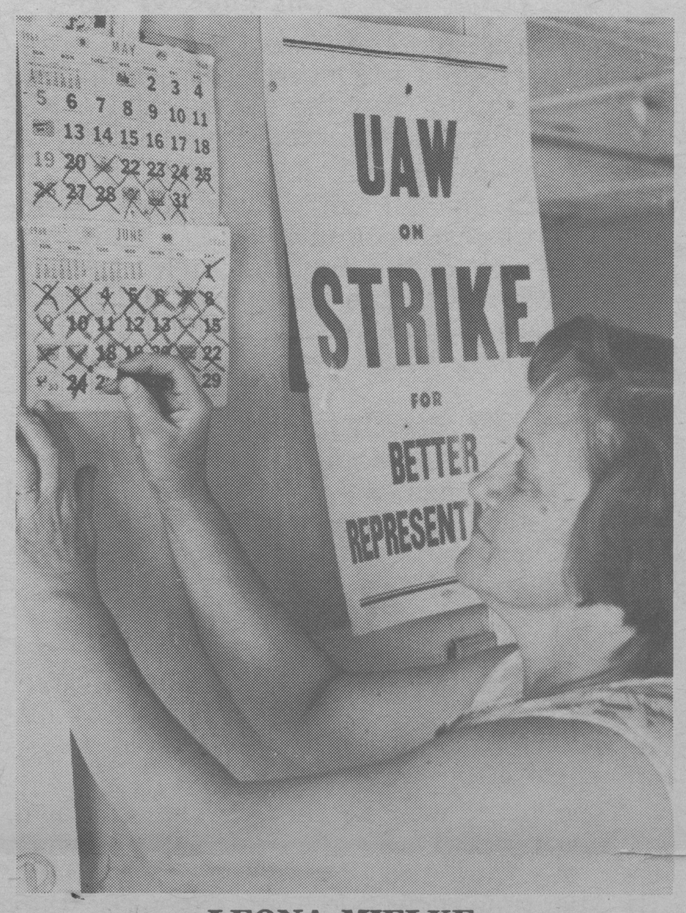


Director KEN ROBINSON

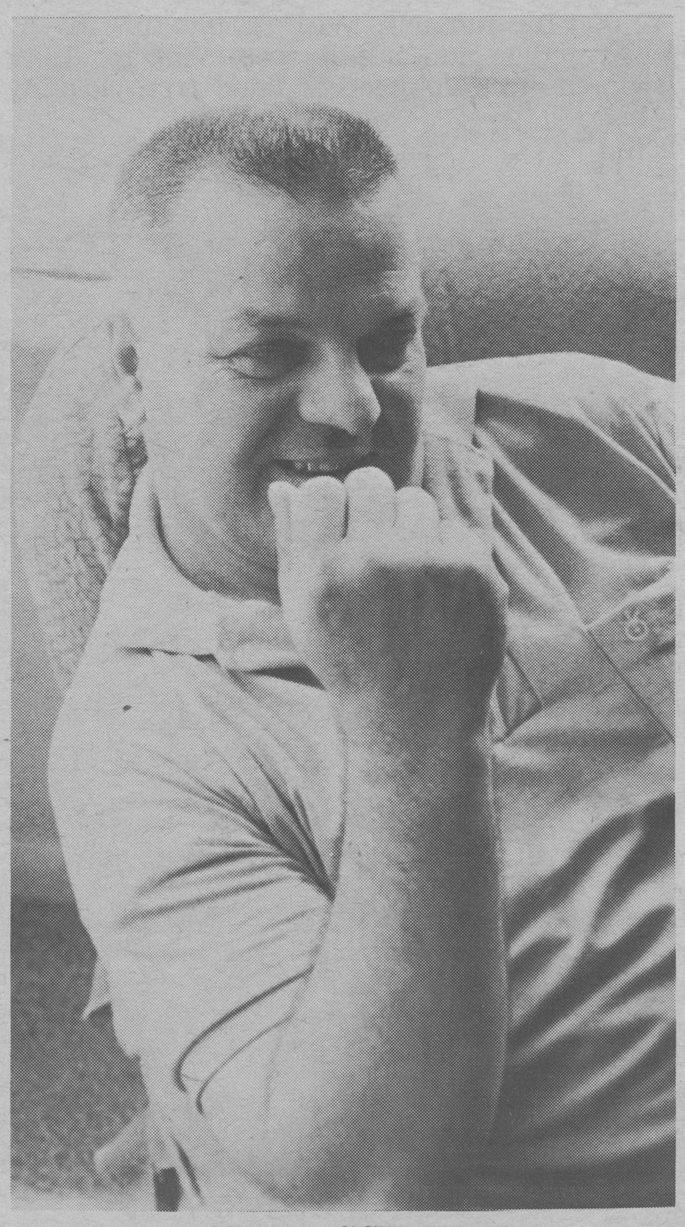
—tireless in telling the South Haven story—



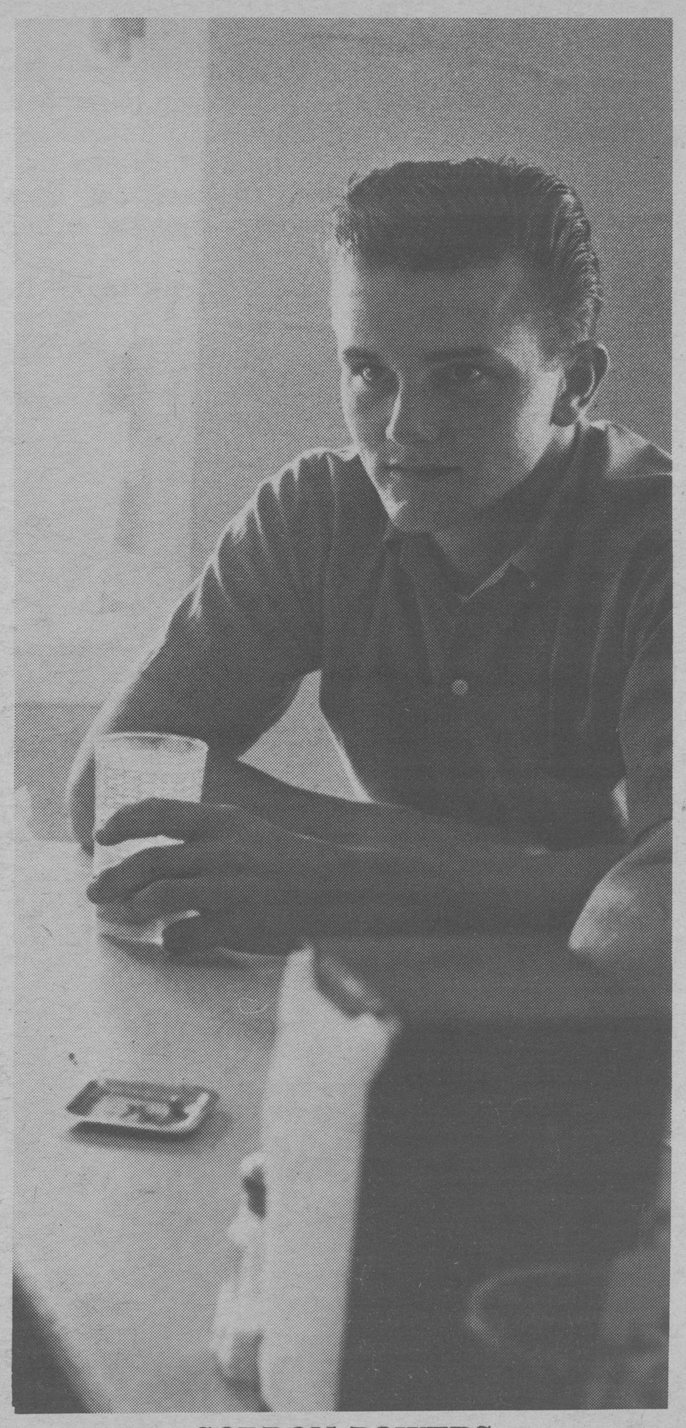
SOLOMON NEWELL
—school for Vincent—



LEONA MIELKE
—the days fall away—



WALTER SCHREIBER
—sightless but not blind—



GORDON POWERS
—Peggy, two children at home—

Home Is the Reservation

Photos by Irv and Colleen King

(Continued from Page 4)

cent months that the Cape Croker band became the second in Ontario to be scheduled for "home rule." But the heavy hand of the Indian Agent has stunted Indian initiative for generations.

"I don't quarrel with government intentions in the past," comments Chief Nadjiwon. "I think most of the time the intentions were good. But the Indian was never allowed to make his own decisions. It hasn't been good for him and it hasn't been good for the government."

Both Chief Nadjiwon and Hill are strong advocates of developing on-reserve enterprises, small businesses that the Indian could run or work for. They would like to see industry locate nearby, too, and offer the Indian off-reserve jobs.

Hill recalls the dozen or so Cape Croker residents who got jobs at RCA's new TV-cabinet plant at Owen Sound, a town of 18,000 some 40 miles away.

"The plant was on the far side of town, making it about a 90-mile round-trip to work each day, and the pay was $1.35 an hour. By the time you take out expenses, they weren't any better off than the people getting welfare. That doesn't help. Money isn't everything but a man has got to make enough to keep his family."

Nadjiwon, who runs a two-man furniture factory on the reserve, thinks Indians will do better when they're allowed to make mistakes and learn from them. Hill thinks one of the things Indians have to learn is that you start small and grow big—not the other way around.

Both men think the Indians can make it. Nadjiwon points to his furniture factory helper.

"He can make anything out of wood. And he can improve any machine we get in here. He's a real wizard with machines."

But he admits Indian work habits are not the white man's.

"If he wants to go fishing at two o'clock, I don't argue," he remarks. "If an Indian wants to go fishing or hunting, you're foolish to stop him."

He adds that unlike the white man, you can't get an Indian to do a job he doesn't like just by giving him more money.

Raymond England of the University of Waterloo, Ont., who has been making some surveys at Cape Croker and other reserves as part of his studies towards his doctorate in regional planning and resource development, agrees with Chief Nadjiwon on Indian work habits.

He indicates he finds racial prejudice may be holding back development of the Indian park on the reserve.

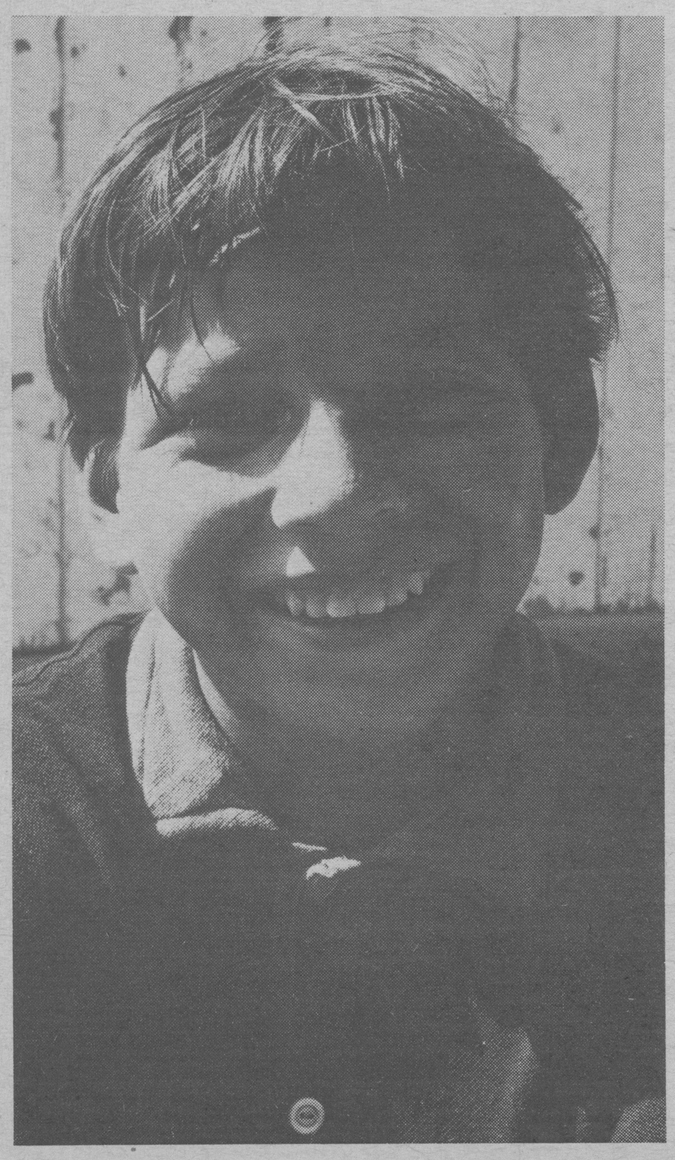
"Some tourists have said they didn't realize it was a park run by Indians until they got here," he relates. "The idea seemed to be that if they had known that they wouldn't have come. Apparently they thought it was a park about Indians, not by them."

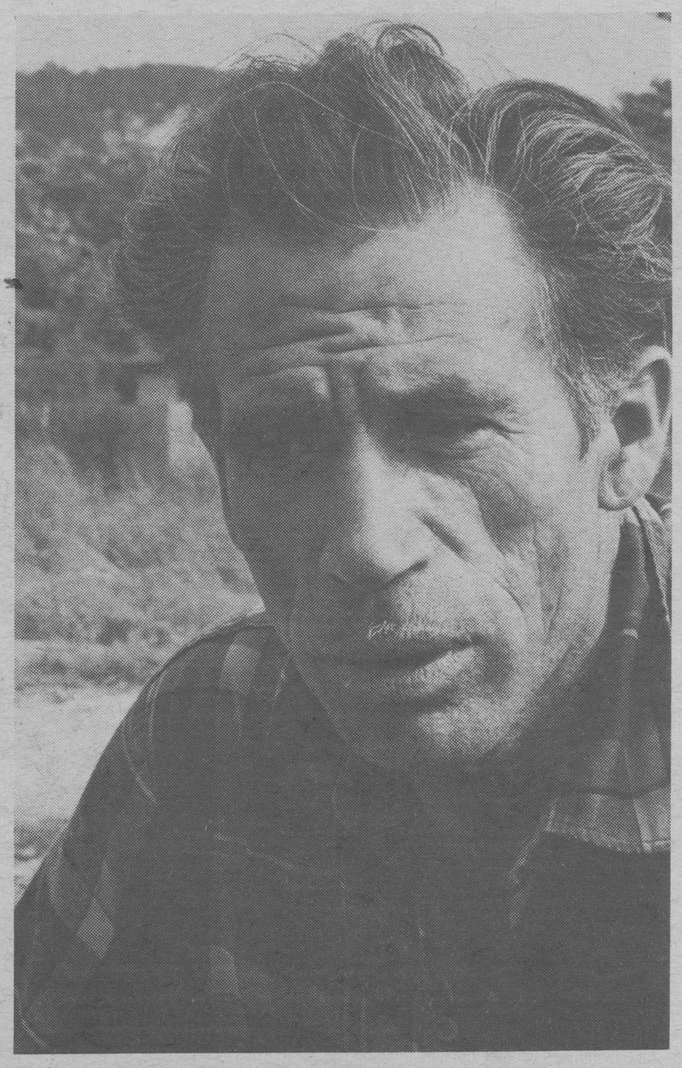
England's surveys show that prejudice is lower among better educated visitors. He foresees tough sledding for the park.

Prejudice? Hill has felt it.

"On a $7,500 house built on the reserve (no running water, toilets, furnace), the allowance for labor costs is $2,500 for whites, $1,000 for Indians? Why should that be?"

Prejudice and unfair treatment resulting from it used to keep Indians from leaving the reserves. But today's young Indians, better educated, are making the breakthrough. For example, about 750 Ojibways call Cape Croker home; but only a little over 400 live there. Toronto, by comparison, has an estimated 15,000 Canadian Indians and a Metro Toronto Indian Center to help them adjust to big city living.





CHIEF NADJIWON
—"promises, promises"—

The pressure of numbers is on the young Indian today, too.

Indian population in Canada is back to around 225,000, calculated to be about the number in the whole country when Jacques Cartier landed at Montreal in 1535.

The population explosion on the reserves has started to come to the attention of Canadian and American politicians. A premier of one of Canada's prairie provinces recently called Indian and Metis (half-breeds) slums in western Canada cities"a social time-bomb" that was bound to go off within a decade.

The bomb started ticking in full view of the 50 million world visitors to EXPO in Montreal last year. The Canadian Indian pavillion (a stylized teepee) proclaimed to the world the perfidy of the white man in his treatment of the Indian.

Among the king-sized blow ups of old treaties signed by the British and Canadian governments with the Indians (and usually honored in the breach) was one involving Cape Croker.

Chief Nadjiwon thinks the Indian claims are so clear and valid that there will be a general adjustment some day. But he doesn't dream of a roll-back to what the Indians owned in 1492. Instead, he is taking part in what he believes will be a long-term practical way of assisting the Indian. In 1964, he helped form the Union of Ontario Indians, of which he is currently vice president.

"Our biggest problem is one of communications among the various reserves," he concedes. "Until a few years ago, we didn't know what was going on at the next reserve or what their problems were. We found out we had pretty much the same problems everywhere. In Canada and the U.S."

The Indians are patterning their union after some of the organizations Negroes have put together in the United States.

He hasn't a moment's doubt that the Indians can do it. "We've been artists, teachers, businessmen, poets, soldiers. The first Indian Member of Parliament was elected this year. We can do it."

The pavillion at EXPO and the Union of Ontario Indians are only two of many instances of Indian organizing across Canada and the United States.

The Canadian government is currently midway through a series of 19 conferences with Indian groups from coast to coast on amendments to the Indian Act later this year. The changes are intended to give more control of Indian affairs back to the Indians.

Hill, whose ancestors in the Six Nations Confederacy had a pretty fair democracy long before the white man got here, thinks it will be the best thing that has happened to the Indians for generations to be allowed to make their own effective decisions. Having been on the outside and knowing how harmful to the Indians' self-respect being wards of the government has been for them, he knows it won't be easy.

We will get away from the promises, promises," he remarks. "The Indian has had too many promises, most of them broken. He's got to learn to do things for himself. It will be the best thing for him."

The TV in Hill's living room is proof that he has no illusions about turning back time or isolating Indians.

On the contrary, his keen support for the idea of hiring a "recreational director" for the children on Cape Croker this summer stems from his pride in the great long-distance runners, swimmers, lacrosse, baseball and hockey players there used to be on the reserve, from his pride in what the Indians had and, more importantly, in what they could have.

Meet what Chief Nadjiwon and Hill call "the people" on Cape Croker and you get the idea that the Indian is coming back.

Not to the impossible dream of rolling the white man back to where he came from, but to the point where he knows again that being an Indian is reason to stand tall.

Most of all, he is beginning to learn that being an Indian, for the first time in generations, is a reason to look forward, not back.

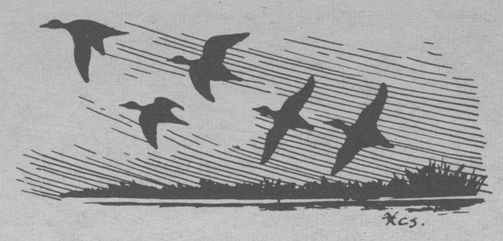
Which Ducks Are Fastest?

By FRED GOETZ
SOLIDARITY Outdoors Writer

Many oldtime scattergunners avowed that a teal was the fastest of all ducks, perhaps influenced by the recognized authority of the day, Francis H. Buzzacott, author of books on outdoor subjects around the turn of the century. He estimated a speed of 120 miles per hour for teal.

Today's wildlife biologists contend that ducks—including mallards and pintails—average 45 miles per hour. So I guess Buzzy wasn't too far off when he estimated speeds from 40 to 60 for these species.

But the teal, today's experts claim, is not as fast as the aforementioned larger ducks. No doubt



its smaller size and erratic flight pattern, which makes it harder to hit, gives the shooter that impression.

And Buzzy wasn't too far off when he estimated canvasback speed at 100 miles per hour. Arthur Kortright, in his book, "Ducks, Geese and Swans of North America," a waterfowler's bible, credits the canvasback with a 72-mile per hour speed; adds another 20 miles per hour "in a strong tail wind."

Today's biologists, in estimating duck speeds, are aided by precision stop watches and tailing aircraft. Buzzy was "calculating, just calculating."

* * *

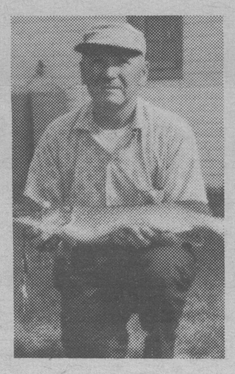
Frank G. Westerman of Lakeland, Fla., a member of **Local 596,** now retired from the workaday world, scored handily on a recent junket to one of the man, water-filled pits in town—14 channel cats in just two hours of fishing.

* * *

Edward L. Barney of Mansfield, Ohio, a member of **Local 549,** says when he gets his fill of summer angling he'll lay off for a spell with an eye toward getting his share of winter fishing later on. "Top spot for ice fishing last season," says Ed, "was Know Lake near Fredericktown. He filled many a stringer of pound-sized bluegill from the fish-lush waters.

* * *

Before getting off the subject of midwest catches, here's a pic of **Steve Kosnita** of Chicago, a member of **Local 1301,** with a chunky pike he nailed down from Lake Pokegama in northern Wisconsin. (Thanks to Mrs. Kosnita who sent in pic and note.)



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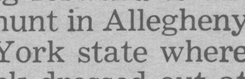
Lewis Carpenter and his wife **Iola,** both are members of **Local 1097,** Rochester, N.Y., and they both are avid hunt-and-fish fans. They'll be looking forward to another successful hunt in Allegheny County of New York state where Lew nailed a buck dressed out at 150 pounds. Hunting with Lew were **Harold Gardner** and **Jack Osborne.** Also members of Local 1097, they also downed a buck deer that dressed close to 150 pounds.

* * *

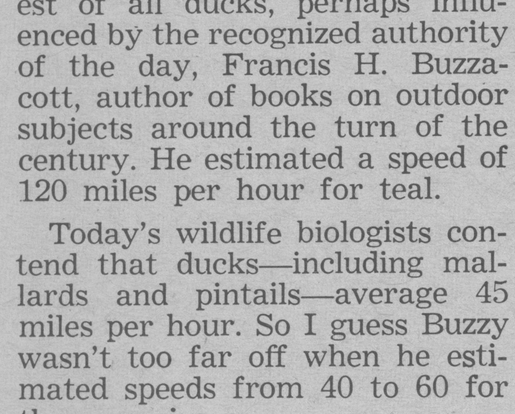
Chalk up a top catch from the saltchuck for **Jim Herzog** of Bridegport, N.Y., a member of **Local 624,** who says he's enjoying his retirement, particularly when he can take off for a "go" at those denizens of the briny off Florida shores. Last time out he nipped a pair of groupers that weighed 23 and 25 pounds respectively; not bad for openers.

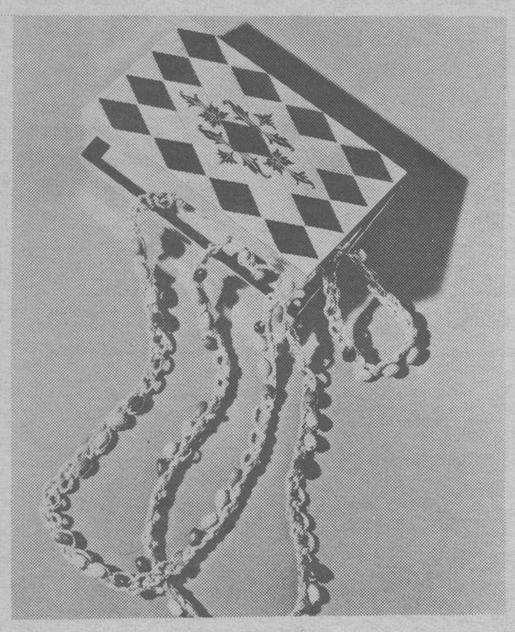
* * *

UAW members in good standing—and members of their families—can earn a pair of fishing lures. All that's required is a clear snapshot of a fishing or hunting scene and a few words about the photo. Mail to Fred Goetz, UAW SOLIDARITY Outdoors Dept., Box 508, Portland, Ore. 97207. Please mention your local number and include your zip code. Of course, retired members are eligible.



These Patterns Are Free





If you save the scraps when a job is done, you can create a pleasing plaything for the little ones of the family. The Mexican doll shown is made of rug yarn and fabric scraps. Instructions are contained in free Leaflet PPE 1353.

To add the personal touch to the latest fashion fad, ropes of beads, crochet your own like those shown. This chained rope is crocheted of gold metallic "Knit-Cro-Sheen." Colored wooden beads are sewn to the loops. It measures one and three-fourths yards long. For free instructions, write for Leaflet PC 9918.

Either or both of the leaflets can be obtained by sending a stamped, self-addressed No. 10 envelope with your request to Needlecraft, UAW SOLIDARITY, 8000 E. Jefferson Ave., Detroit, Mich. 48214.

Easy-to-Build Project For The Handyman

By STEVE ELLINGSON
SOLIDARITY Hobby Writer

This gracious dining table opens to a mighty eight feet and will easily serve ten persons. Half opened, it serves four. Folded, it extends a mere 17 inches from the wall. The 32-inch width is ample for the most sumptuous dinner.

With the exception of the four gate legs, the table was made from a single 4′ x 8′ panel of plywood, so you see—the cost is slight.

You will find this an easy project, even for those who live in apartments and whose principal tool is a sabre saw. Most of the pieces are rectangular, and for a small charge, your lumber dealer will saw them to size for you. The sabre saw may be used for making the legs. An elaborate set of tools is not needed for this project.

Full-size Expandable Table Pattern No. 334 is only 75 cents. Matching Dining Chair Pattern No. 347 is 35 cents.

The handsome trestle desk shown here with Karen Huston is not only adequate, but styled in such a way that it may be used in almost any room in your home. You'll notice that it's designed in such a way that it takes up a minimum of floor space, but still offers plenty of writing surface, plus eight drawers for files and supplies. Trestle Desk Pattern No. 435 costs 75 cents.

Order patterns from Steve Ellingson, UAW SOLIDARITY Pattern Dept., P.O. Box 2283, Van Nuys, Calif. 91409.

Send currency, check or money order. Allow two weeks for delivery; for speedier air mail delivery, add 25 cents per pattern.

Here's a dog house that has plenty of room and is off the ground to keep it dry. The full-size pattern makes it an easy project for man or boy. Ask for Dog House Pattern No. 448 at 75 cents.

Monty Hall and Carol Merrill of NBC's "Let's Make a Deal" show off a three-piece camp kitchen you may want to start now for next season. The table and two cabinets fold for easy transportation and storage. Ask for Camp Kitchen Pattern No. 446; it's 75 cents.

THE INFLATION SEASON:

Beware September's Big Boost In Prices

By Sidney Margolius
SOLIDARITY Consumer Writer

Your living costs will hit a new peak this September before they level off for the fall. Among the problems you'll have to outwit this month by careful buying are higher prices for clothing, bread and housing.

Clothing prices, which have been relatively stable during the recent years of inflation, now are catching up with the price raising parade — especially shoes. You'll notice the difference when you shop this month for school clothes, although prices will ease in October when the fall sales begin.

The truth is that retailers have pyramided the clothing price rise by boosting their tags even more than the increase at wholesale. The stores are taking a bigger profit both in percentage and dollars.

Here's the situation. While wholesale prices of apparel in general have risen 3.6 per cent in one year, retail prices have gone up 5.6 per cent. Normally if retailers raised prices the same percentage as the wholesale increase, they would still get a large dollar profit. But by getting a higher percentage markup too, they have boosted the prices you pay by more than twice the wholesale increase.

For example, the stores' cost for the $100 worth of clothing you buy for your family usually is about $65. If wholesale prices go up 3.6 per cent, that means stores pay the manufacturers $2.34 more. If stores raised their prices only the same 3.6 per cent, you would pay $3.60 more, which is bad enough. But this time they are trying to get $5.60 more for that $100 worth of clothing.

To help restrain your costs, you have to understand that not all stores and manufacturers raise prices by the same amount or at the same time. You should comparison-shop more widely.

This is noticeable this year in the disparity in prices of children's school clothes, with some stores and manufacturers charging significantly more than others. This situation also is noticeable in food. In preparing this report, we found round roast priced from $1.09 a pound to $1.59; bacon, 69 cents to $1.19, and pork loin from 49 to 79 cents.

Here are other tips on September needs.

Children's Clothing

Fortunately, some of the styles the stores and manufacturers are pushing this fall happen to be practical ones. The turtleneck knit shirt is not only currently "fashionable" for youngsters of all ages, it also makes sense because of its warmth, no ironing and reasonable cost (at some stores).

But in buying knit shirts, whether turtle or ordinary tee shirts, look for firm, even knit to avoid the frequent tendency to shrink in length while stretching in width. A blend of synthetic fiber such as acrylic or polyester is helpful both for additional dimensional stability and wear resistance. In all-cotton knit shirts, combed cotton is stronger and smoother than ordinary cotton.

In buying turtleneck shirts especially, look close for resilient knitting at the collar to insure shape retention and wear resistance.

And, fortunately, corduroy is "fashionable" this year for both boys' jackets and girls' school jumpers.

Cars

September is the month dealers cut prices to clear this year's models. But watch out for high-pressure selling. Before you ask the salesman for a quotation, look at the price sticker that all new cars must have. This shows the "suggested retail price" and destination and handling charges.

Figure that on moderate-price cars the dealer has 18-20 per cent margin, or $450-$500 on a $2,500 car. In some cases at this time of year he may also get a "merchandising allowance" of $50-$100 from the factory to help move the factory's remaining inventory. Thus a discount of $200-$300, depending on the dealer's inventory situation and the popularity of the model, may be feasible.

Watch out for so-called "demonstrator" and "executive" models. Not that these are necessarily poor buys if the price is reasonable enough. But you should not consider them the equivalent of a new car, especially if they do not carry the full new-car warranty.

Detroit artist Arthur Roland, who won first prize in the 1968 UAW Summer Art Festival with his oil entitled The Whisper, receives the appropriate citation from UAW Canadian Region Director Dennis McDermott. A Chrysler employee for 10 years, Roland was a member of Local 227.

Win Region 3 JFK Scholarship

INDIANAPOLIS—A girl from Anderson, Ind. and a boy from South Bend have been named winners of UAW Region 3's first Annual JFK Memorial Education Scholarships, Region 3 Director Raymond H. Berndt announced.

The winners are Linda Louis Peyton, a student at Anderson High School, and David Betz, of South Bend's Jackson High School.

Miss Peyton is the daughter of Harold Roy Peyton. Betz is the son of Mr. and Mrs. Laurence R. Betz.

The JFK Memorial Scholarship is valued at $1,000, payable $250 annually for a four-year period at the college chosen by the award winner. The competition is open to sons and daughters of UAW members in the region.

A three-member panel of Indiana University faculty judged the competition.

Edwards' Staffers Get New Duties

International Executive Board Member-at-large Nelson Jack Edwards has assigned two members of his staff to new duties in the Independents, Parts & Supplier Dept., which he heads.

William Callison has been named assistant director of the department. He previously served as assistant director of the Kelsey-Hayes and Budd Depts.

Also assigned to duties in the Independents, Parts Supplier Dept. is International Representative Willie G. Brooks, formerly assigned to the Foundry Dept.

Foundry Conference To Meet In Memphis

UAW's 23rd foundry wage and hour conference will be held in Memphis, Tenn. Sept. 20-22, announced International Executive Board Member-at-large Nelson Jack Edwards, director of the Foundry Dept.

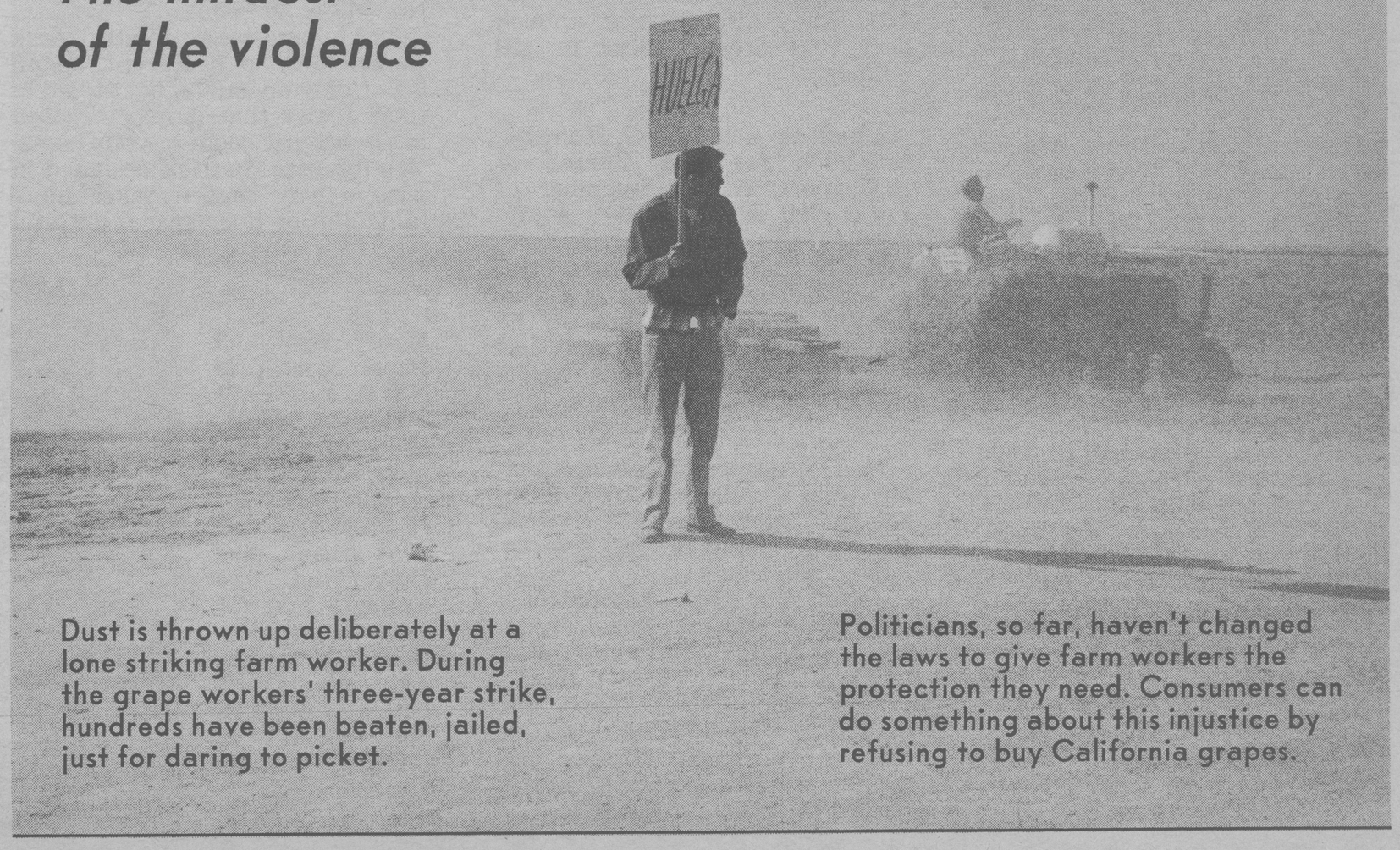
Some 200 delegates from more than 250 foundries around the country are expected to attend.

Seek Changes In Overtime Law

LANSING, Mich.—UAW has called for state provisions to eliminate overtime restrictions based on sex and to make excessive overtime voluntary.

UAW Women's Dept. staff member Dorothy Haener urged the Michigan Occupational Standards Commission to: place strict limitations on the overtime hours that can be required of any worker, regardless of sex, race or age; permit individual workers, as a voluntary matter, to decide whether they want to work overtime; and control overtime for all workers, primarily for health, safety and welfare reasons.

The mildest of the violence



Dust is thrown up deliberately at a lone striking farm worker. During the grape workers' three-year strike, hundreds have been beaten, jailed, just for daring to picket.

Politicians, so far, haven't changed the laws to give farm workers the protection they need. Consumers can do something about this injustice by refusing to buy California grapes.

Dinner Marks Reuther Chair At Institute

DETROIT—Some 2,000 UAW members, representatives of other labor unions, scientists, business men, clergymen, educators and public officials will honor UAW President Walter P. Reuther at an Oct. 19 dinner for "his imaginative, innovative contributions to human advancement."

Under the auspices of the American Committee for the Weizmann Institute of Science, the dinner will be held in Cobo Hall and will mark the establishment, in perpetuity, of the Walter P. Reuther Professorial Chair in the Peaceful Uses of Atomic Energy at the Weizmann Institute of Science in Rehovoth, Israel.

UAW Secretary-Treasurer Emil Mazey is chairman of the International Sponsoring Committee, composed of more than 200 American and international public figures.

Dr. Joel R. Gat, one of the Institute's most brilliant physicists, has been named first incumbent of the chair.

He is directing the research of scientists and the studies of students in the manifold possibilities of the peaceful application of nuclear energy to the problems of the curing and prevention of disease, of discovering new sources of fresh water for arid and infertile areas of the world, of increasing the world's food production.

The Weizmann Institute, founded in 1944, is already regarded as one of the world's "eminent scientific research centers."

The Institute itself is providing half the total cost—$500,000—of endowing the Walter P. Reuther chair. The other half is being subscribed to by the UAW International and local unions, other labor organizations, interested business firms and individuals.

Region 1A Delegates Choose Ivory

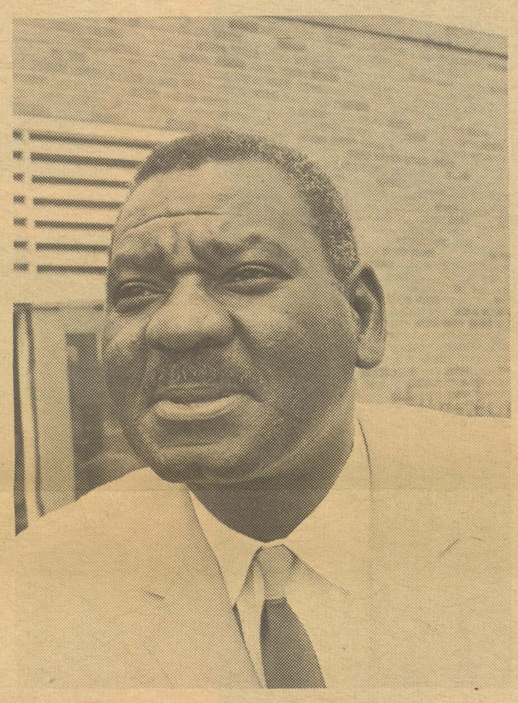
DETROIT—Ford Dept. staff member Marcellius Ivory has been elected director of Region 1A. He succeeds veteran UAW leader Joseph McCusker who died in June.

Delegates to a special regional convention, chaired by UAW President Walter P. Reuther and attended by several International Executive Board members, elected Ivory, of Local 36, over two Local 600 delegates, Robert Battle III and Don Liddell.

The new director of the west side Detroit area region with 74,000 members in 22 locals is a 52-year-old unionist who has been a member of UAW since 1937. He joined Local 236 when going to work at the L. A. Young Spring and Wire Corp. that year. He later worked in three Ford plants and has been a member of Locals 600 and 400 as well as Local 36.

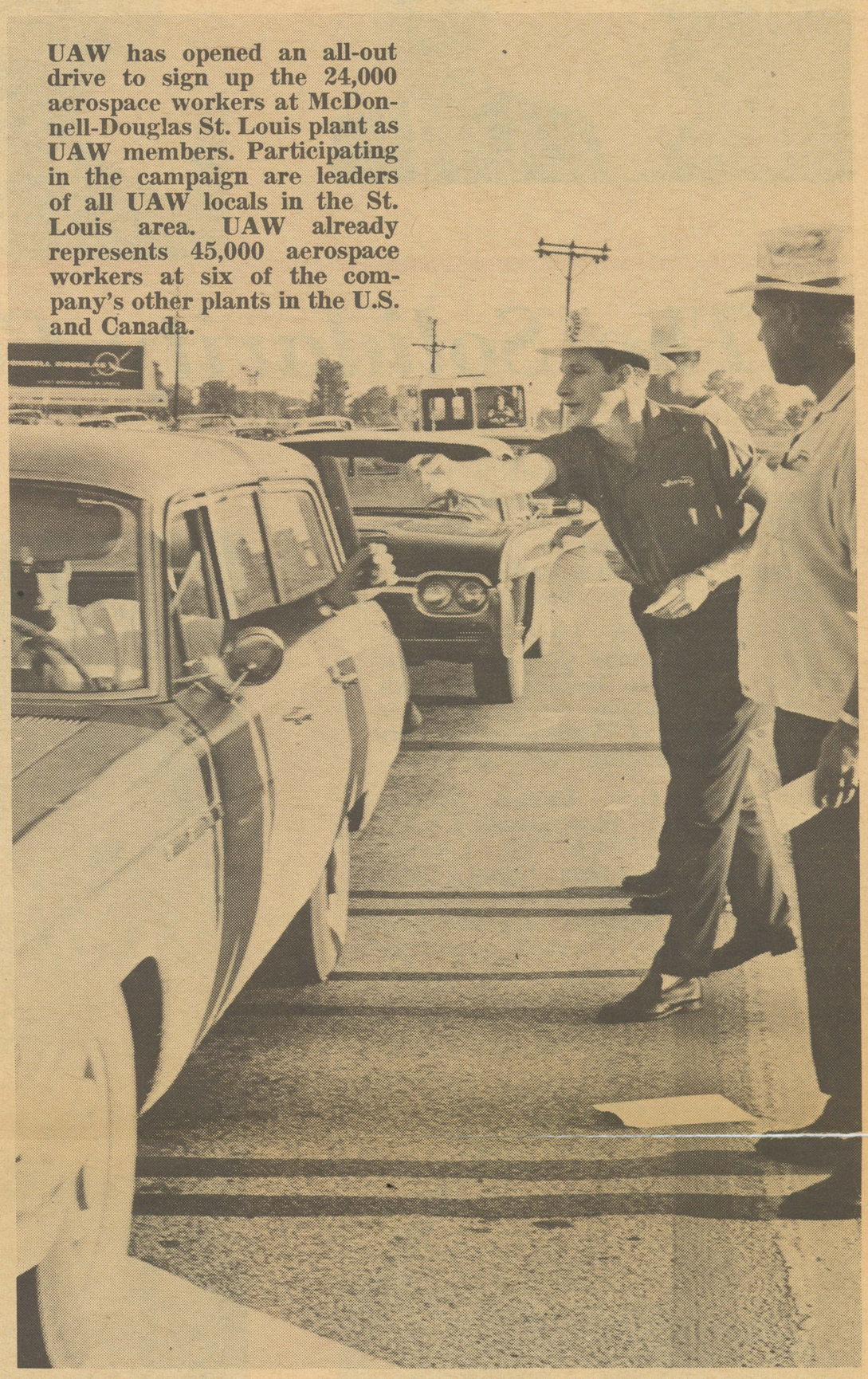
He held elective office in each local, including service as vice president and bargaining committee chairman of Local 400, a union district committeeman at Local 600, and a bargaining committee member at Local 36 until his appointment to the UAW Ford Dept. staff in 1963. At the time of his election, he was assigned to the department's arbitration section, presenting to the umpire the union's position in disputes.

Ivory was born in Dyersberg, Tenn.



MARCELLIUS IVORY
—rises to leadership—

UAW has opened an all-out drive to sign up the 24,000 aerospace workers at McDonnell-Douglas St. Louis plant as UAW members. Participating in the campaign are leaders of all UAW locals in the St. Louis area. UAW already represents 45,000 aerospace workers at six of the company's other plants in the U.S. and Canada.



A New Life For Mrs. Robinson

Mrs. Amy Robinson of Indianapolis is a firm believer that a person can accomplish what he wants with life. Her quiet determination is underlined with just enough firey independence to make the conviction a reality.

This year, after nearly a quarter of a century's seniority as an inspector in International Harvester's Indianapolis foundry, the 53-year-old widowed grandmother graduated from college.

Receipt of a sociology degree climaxed eight years of night school. It fulfilled a life-long dream.

Mrs. Robinson began college once before, when she was graduated from an Indianapolis high school in 1933, but America's greatest depression brought her pursuit to a grinding halt after three weeks. During World War II she relinquished a low paying hospital job and hired in at Harvester. She told herself in those days that "an education, for colored people, doesn't mean much." But just the same, she nurtured the incubating desire for a formal education.

And her education went on, informally.

Leadership ability polished during 14 years as trustee of Local 226 was utilized also in civil rights (Citizens Forum, Inc.) and other civic activities. (She is one of two Negroes and one of two UAW women—the other is Evelyn Benbow of Muncie—on the Indiana Governor's Commission on the Status of Women.)

"The major part of my life has been spent to make me better informed culturally or economically," she surmised, looking back.

The turning point back to college came in the early 50's as she eagerly plunged her help into her daughter's high school homework.

Mrs. Robinson recalled that her mother, a former teacher in Nashville, Tenn. nudged her: "If you're going to get into it that much, you might as well help yourself."

So at the age of 45, the quietly-determined Mrs. Robinson enrolled in night courses at the liberal arts Indiana Central College, six blocks from her South Indianapolis, modest concrete block home.

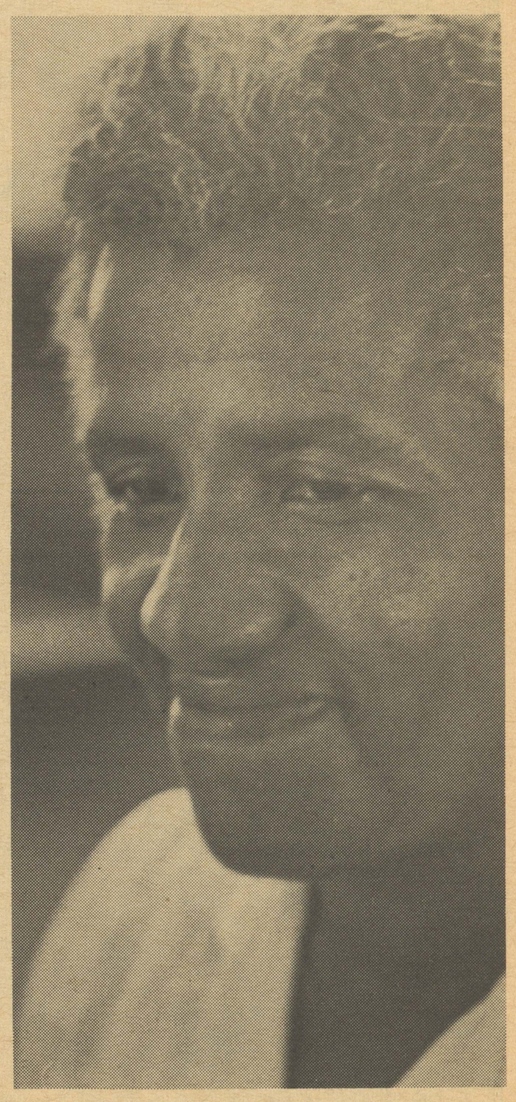
Because of her interest in union activity, Mrs. Robinson enrolled in economics, but required courses in "sociology, anthropology, criminalogy all that stuff (oops, I picked up that jargon from the kids on campus)" soon channeled her energies toward a degree in sociology.

It was the "wrong field" to get help from the UAW-Harvester tuition refund program, the company told her, but it was the field into which she had been drawn. And in sociology she stayed, sometimes not knowing where the next tuition payment would come from.

The question of what a grandmother, past her fifties and a veteran inspector of truck engine parts might do with a degree in sociology scarcely entered her mind.

"This was a challenge I accepted for my mother (who died in 1962). She wanted me to finish —if I never did anything with it.

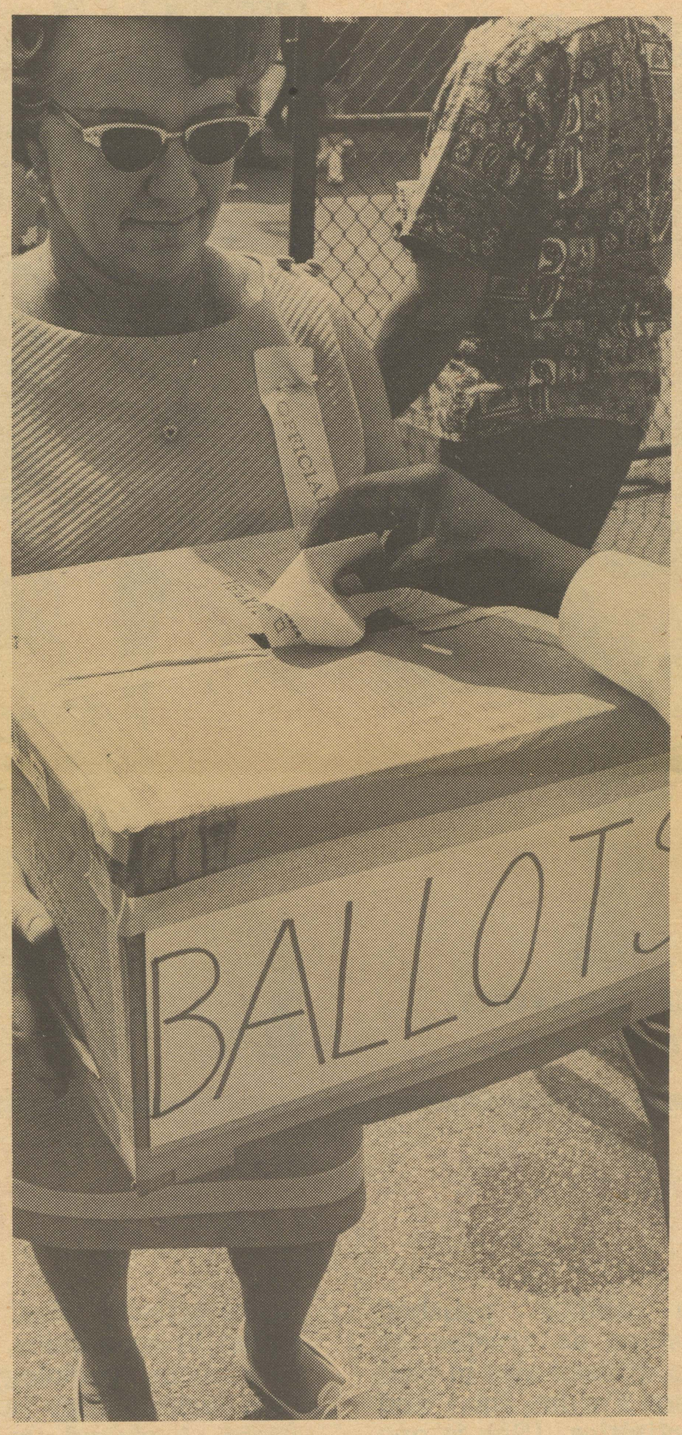
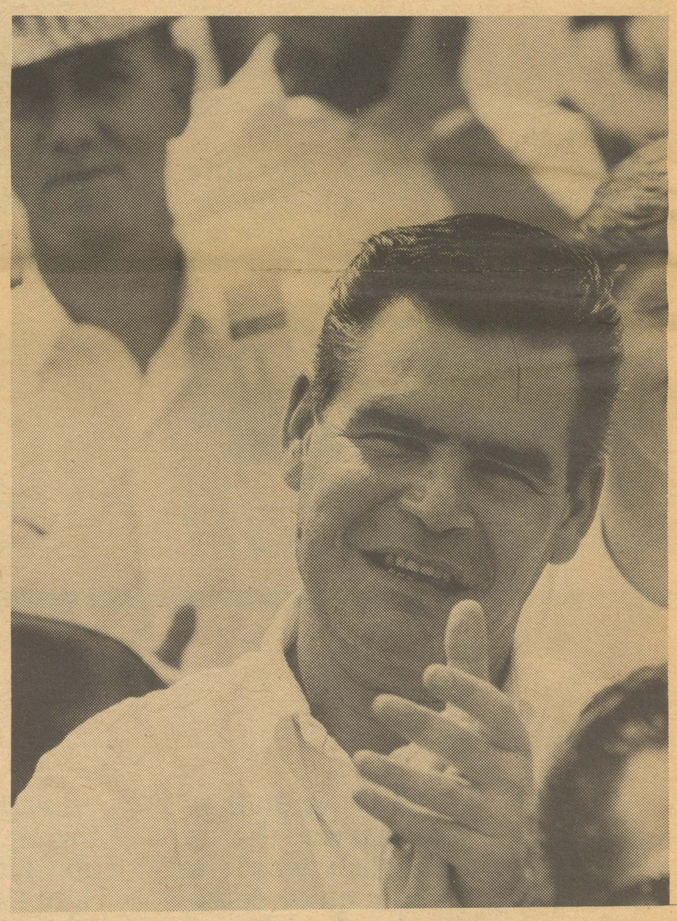
"Education, unlike material things, is something nobody can take from you," she said. College level courses "opened a whole new world of thought," added the woman who proclaimed, simply, "I like to think."



Mrs. AMY ROBINSON
—a grandmother's dream—

The Solidarity Camera

There's an understandable excitement about UAW membership meetings—particularly around contract time—and it shows in the faces of veteran union leaders just as much as in the faces of the union's youngest.

The Long Beach., Calif. sports stadium was jammed to hear how the UAW made out in bargaining with McDonnell-Douglas Aircraft. After all, the hopes of 35,000 or so workers (and their families) were at stake.

Camerman Gene Daniels worked his camera overtime: above, a quick sequence of UAW VP Leonard Woodcock reporting; below, Local 148's president Ed Wianecki answers a member's question; a young lady (right) studies a rundown of contract improvements; a happy member chuckles. And then secret ballot votes are cast. The greatest contract settlement in aerospace industry history was approved overwhelmingly.