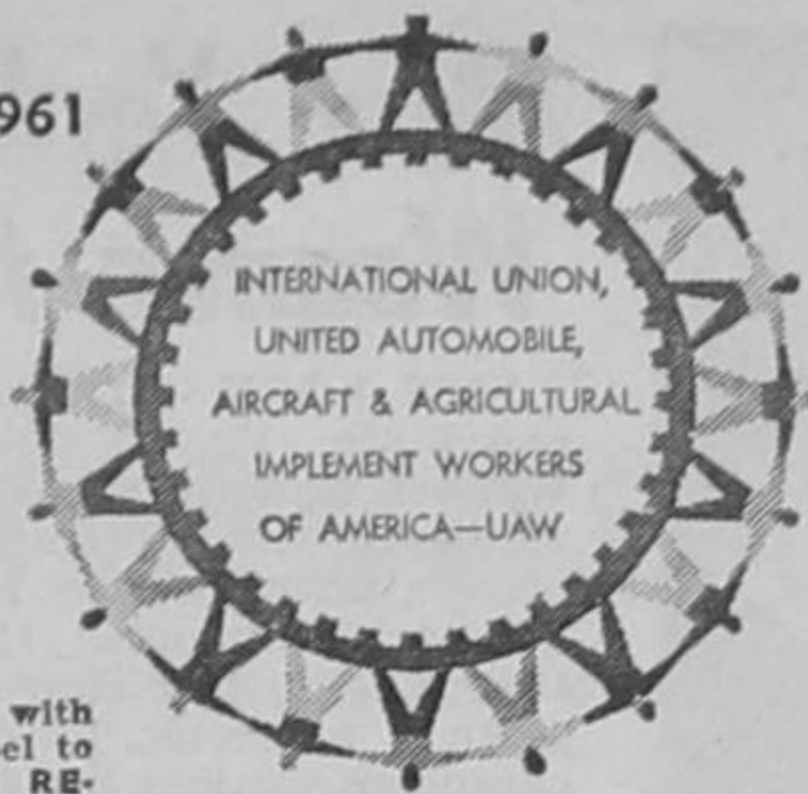


# UAW



# SOLIDARITY

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

## New UAW Contract Called 'Best Ever Won' at Ford



WITH UAW'S GM LOCALS OVERWHELMINGLY RATIFYING the union's new contract with General Motors, top negotiators got together once more—to sign the agreement. Heading the union's top committee were President Walter P. Reuther (seated, second from right) and Vice President Leonard Woodcock (seated, right), while the corporation negotiators signing the pact were led by Louis Seaton (seated, second from left), GM vice president, and Earl Bramlett (seated, left), industrial relations director.

### Agency Shop Agreement Expected Soon at GM

A recent decision by the National Labor Relations Board concerning the legality, under federal law, of agency shop clauses will probably lead to an amendment of the new UAW-GM agreement to include such a clause, according to UAW Vice President Leonard Woodcock, director of the union's General Motors Department.

The board, in a decision late last month which reversed a policy adopted earlier this year, upheld the agency shop as a lawful subject for collective bargaining under federal law.

The ruling came in a case brought by the UAW against GM and involved nine plants in Indiana. Indiana is one of 19 states with so-called "right-to-work" laws. The Indiana law, while banning the union shop, does not specifically outlaw the agency shop.

An agency shop clause provides that non-union members must pay a fee to the union equal to the union dues since they benefit from agreements negotiated by the union and since unions are required by law to represent non-members as well as members in a bargaining unit.

#### Chrysler Next

With a national settlement at Ford, negotiations for a new contract with Chrysler now have moved to the front line.

While the union's bargaining with the corporation has been under way since June 30, Chrysler had not come up with a "Big Three" pattern proposal as SOLIDARITY went to press, UAW Vice President Norman Matthews reported. Matthews is director of the union's National Chrysler Department.

In recent weeks, UAW-Chrysler bargaining has been carried on at the full national committee and sub-committee levels. Matthews also noted that none of the union's locals had reached plant level agreements to this point.

By a vote of four to one, the board reversed a 3-2 decision handed down last February and ordered GM to bargain with the UAW on an agency shop arrangement. The UAW had charged GM with refusal to bargain on the clause and had filed an unfair labor practice charge with the board.

GM contended before the board that the federal Taft-Hartley Act banned the agency shop. Both the union and the corporation agreed that Indiana's "right to work" law as such was not an issue, since the state courts had already ruled that the state statute did not prohibit the agency shop.

The board had dismissed the union's complaint last

Continued on Page 16

News About Detroit's Election, Page 3

### New Kenosha Balloting Set

UAW International Executive Board has directed a new vote at Local 72, Kenosha, Wis., on the recently negotiated UAW - American Motors contract, because of the unfavorable conditions under which the first balloting was held.

The Board's statement announcing the new vote follows:

"At its special meeting, Oct. 11, the UAW International Executive Board gave careful consideration to the questions raised by the failure of Local 72, Kenosha, Wis., to ratify the American Motors agreement.

"The Board considers that the American Motors agreement is an extremely favorable contract both with respect to the national economic matters and with respect to the local union supplementary agreements dealing with working conditions, production standards, seniority, overtime, etc.

"The fact that a majority of the total number of American Motors workers voting on the agreement voted to ratify it attests that this favorable view of the agreement is widely held among American Motors workers.

"We feel that there is

Continued on Page 16

By a near-unanimous vote, UAW's National Ford Council has approved the union's new three-year agreement with the Ford Motor Co. The action, on a vote of 180 favoring the new contract and 4 opposed, ended the national strike of approximately 120,000 Ford workers.

The new contract, providing both wage increases and improved job conditions was termed by UAW President Walter P. Reuther "the most meaningful progress we ever have made at one time in some very difficult areas." Reuther and Ken Bannon, director of the union's National Ford Department, headed the UAW negotiating team.

With settlement of the national strike, plant-level negotiations were stepped up involving those local unions which had not yet reached agreement on local issues. Their plant strikes continued as SOLIDARITY went to press.

The Ford settlement, reached after ten days of a national strike and after 15 weeks of negotiations, was the third in the union's 1961 major auto industry negotiations. Earlier agreements had been won by UAW at American Motors and General Motors.

The new Ford pact was described by Bannon as "the best ever negotiated with the company."

"Building on the achievements of workers at American Motors and General Motors, we were able to negotiate a settle-

#### Bulletin

As SOLIDARITY went to press, UAW International Executive Board announced that it had directed termination of the strike against Ford at all locals except two.

Still out were Local 900, Wayne, Mich., where unresolved union issues were still on the table, and Local 420, Cleveland stamping plant, where the only matters still at issue, the board said, were "several company demands upon the union in which the Ford Motor Co. is attempting to cancel out established local union agreements . . . worked out . . . over the last several years."

Local 600, Rouge plant, still had unresolved issues at seven out of 17 units as SOLIDARITY went to press, but the IEB terminated the strike there after receiving a commitment from the company that it would continue to negotiate in good faith on the unsettled issues.

ment on economic issues and working conditions that spell real progress," Bannon said.

With highlights of the new agreement described in detail in the magazine section of SOLIDARITY, here is a rundown of some of the new gains for Ford workers:

- They will be protected against most of the loss resulting from short work weeks.

- Their surgical and hospitalization insurance costs will be fully paid, whether they are on the job or on lay-off.

- They will continue to

Continued on Page 16

### Strike Averted, Contract Won at Curtiss-Wright

PATERSON, N.J.—A new one-year agreement, featuring wage increases and other benefits for more than 5,300 workers at the Wright Aeronautical Division of Curtiss-Wright Corp. at near-by Wood-Ridge, has been ratified by the members of UAW Locals 669 and 300, it has been announced by UAW Vice President Leonard Woodcock, director of the union's aircraft department.

The two locals had been scheduled to go on strike Oct. 11. The settlement calls for a 5c general wage increase, across-the-board; an additional one to four cents for skilled tradesmen; increases in jury duty pay; improvements in hospital-surgical coverage, particularly for dependents; a better seniority clause and other changes in contract language.

The wage sections of the agreement are retroactive to Sept. 18. The new contract will terminate in September of next year, at the same time as the separate pension agreement. This is the first time in recent years that a Curtiss-Wright pact has been for less than two years.

The negotiating team was led by Robert Ormsby, president of Local 669, which represents production and maintenance workers, and Tom Luzzio, president of Local 300, which represents office and technical workers. They were assisted by aircraft department and Region 9 staffers.

Negotiations are continuing at other Curtiss-Wright plants in Cleveland, O. and North Hollywood, Calif., according to Woodcock.



BEFORE GETTING DOWN to the serious business of discussing the recreational needs of the American people, the group of participants in the 43rd annual convention of the National Recreation Congress recently held in Detroit, do a little bit of relaxing on their own. Shown above are (left to right) E. T. McGowan, Superintendent, Detroit Parks and Recreation Dept.; UAW Vice-President Leonard Woodcock who represented UAW President Walter P. Reuther; Foster Blaisdell, President, American Recreation Congress and Joseph Prendergast, Executive Director, National Recreation Association.

## Americans Seen Shortchanged By Poor Recreational Outlets

Many Americans are being shortchanged in the development of facilities to meet their recreation needs, UAW Vice President Leonard Woodcock told the National Recreation Congress at its 43rd annual convention.

"We in the UAW want our members and our fellow Americans generally to be more, ultimately, than consumers of leisure activity created for them by others," Woodcock declared. "We want them to become creators of leisure activity for themselves."

The UAW Vice President's far-ranging, hard-hitting speech to the approximately 800 congress delegates who met in Detroit related recreation and the use of leisure time to wider problems affecting the entire nation.

Many current recreation programs, he said, are geared to servicing middle-income groups in the outlying areas of cities.

As a result, millions of Americans who live within the "inner city" areas are "for the most part economically and culturally disadvantaged," Woodcock declared.

"They can ill afford even the moderate fees now required for

many park facilities and recreation programs," he emphasized.

Federal action to bring the "full benefits of education and leisure must be viewed as essential investments in the future well-being and defense of this republic," he added.

But, he stressed, recreation and physical fitness programs are hard hit by the refusal again of Congress to provide adequate aid for education.

"We are rich in many ways, yet we remain poor in an understanding that there are many values and many goods that cannot be judged by the ordinary standards of the marketplace," Woodcock said.

"We are poor in an awareness that education for work and leisure must be viewed as a public as well as a private and personal asset. And we are poor in the resolve to follow where these facts lead in order to lay the basis for educational, recreational and cultural regimes of abundance worthy of this society."

Woodcock, moreover, urged the delegates to give full support to a bill already introduced in Congress to create a federal recreation service. He also endorsed federal legisla-

tion, introduced by U.S. Sen. Philip Hart (D., Mich.) to preserve the Sleeping Bear dunes area on Lake Michigan as a national park.

The UAW Vice President emphasized that current encroachment of private and commercial interests on the nation's ocean and inland shoreline resources is "a scandal."

"Unless urgent action is taken to preserve what remains of our natural coastal areas, the scandal will acquire the aspects of tragedy for our children and future generations of Americans," Woodcock said.

Also taking part in the sessions was UAW Recreation Director Olga Madar who served as chairman of a panel discussion on retired workers centers.

### 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, mortgages, and other security holders owning or holding 1 percent 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 appear 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.) 1,301,883.

HENRY SANTIESTEVEAN, 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).

## New York Labor Backs Wagner for Reelection

NEW YORK — Labor-backed candidate Mayor Robert F. Wagner who scored a smashing victory in the September Democratic primary over his regular party-supported rival, Arthur Levitt, has continued to wage a vigorous, hard-hitting campaign against his GOP and independent opponents.

Wagner continues to receive the support of the "Labor Committee to Reelect Wagner" headed by Charles Kerrigan, UAW Region 9A director, and the Brotherhood Party which is composed of several New York City labor organizations.

The mayor has acknowledged the help he received from organized labor in the city during his hard-fought primary campaign and has pledged that if elected he will continue to fight for the things which laboring people consider most meaningful.

Wagner, and his running mates, Abraham D. Beame, candidate for City Controller and Paul R. Screvane, candidate for City Council President have been endorsed by the Liberal party as well as the regular Democratic and Brotherhood parties.

The mayor's chief opposition will come from GOP, Rockefeller-backed, candidate, Attorney General Louis J. Lefkowitz. Lesser opposition will come from several independent candidates, notably, City Controller Lawrence E. Gerosa, running under the banner of the Citizens party.

Kerrigan urged a huge turnout of UAW members and other labor groups to register and vote for Wagner on election day, Tuesday, November 7, 1961. He pointed out that the important thing was to vote for Wagner regardless of the line his name appeared on.

"The Labor Committee for the Reelection of Wagner is not in rivalry with any other labor or liberal group favoring Wagner," Kerrigan said, "the important thing is for all laboring people to get out and vote on election day."

He called for all workers to volunteer their time and energy, wherever possible, to help pull Wagner through.

In commenting upon labor's support for his election, Wagner commented:

"I appreciate labor's support. I believe I have earned it. I welcome it now and will continue to do so in the years to come."

### Night Classes Set For UAW Women

A series of five Wednesday evening classes for members, beginning at 7:30 p.m. Oct. 25, in Solidarity House cafeteria, is being sponsored by Regions 1 and 1A and the UAW Women's Dept., in co-operation with Regions 1-1A Women's Committee.

Among subjects for class community Services for Union Families, Shop Problems, How to Multiply Your Vote, What Makes an Effective Women's Committee, and Understanding your Union.

The classes will end Dec. 6 with graduation exercises and a Christmas party. Eligible students will receive certificates upon completion of the series.

### Skilled Tradesmen To Meet in Reg. 6

LOS ANGELES — The first Regional Skilled Trades Conference for Region 6 is scheduled to be held Sunday, Oct. 22, 1961, UAW Director Charles Bioletti announced.

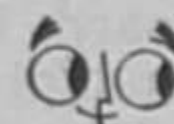
"The problems of the skilled workers are also the problems of our entire union," Bioletti said.

"It is, therefore, most important that local union officers and bargaining committees participate in this conference as fraternal delegates so they can assist in expanding our skilled trades program and provide a broader base of understanding of skilled trades in all sections of our union," the Region 6 director declared.

In view of the large amount of planning necessary to put over a conference as large as this one, Bioletti urged that all local unions wanting to send delegates to notify the Regional Office as early as possible.

The conference will get underway at 10:00 a.m. and will be held in UAW Local 230's hall, 5150 East Gage Avenue, Bell, Calif.

Keep An Ear on Eye Opener



### Chicago Gets 3rd B-Warner Meet

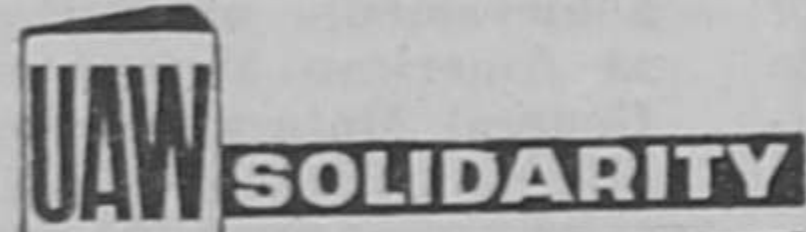
The third Pan Borg-Warner Union Conference will be held at the Morrison Hotel in Chicago on Saturday, Oct. 21, it has been announced by Charles Chiakulas, assistant director of the UAW's Borg-Warner Department.

The conference is made up of a number of international unions holding contracts with the Borg-Warner Corporation. They include the UAW, the Steelworkers, the Machinists, and the Independent Ice Machinery Employees Association.

This conference will be followed the next day by a meeting of the UAW's Borg-Warner Council, made up of locals bargaining with the B-W chain. This meeting will also be held at the Morrison Hotel, according to Chiakulas.

B-W Council delegates planning to attend have been asked to bring with them copies of their various local agreements to provide for a maximum amount of exchange of information with other participating locals.

Both conferences will discuss contract negotiations, now in progress.



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, Secretary  
NORMAN MATTHEWS, Secretary  
LEONARD WOODCOCK, Secretary  
PAT GREATHOUSE, Vice Presidents

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

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, American Newspaper Guild, AFL-CIO



"FOR UNUSUAL CREATIVITY IN ADULT EDUCATION" says the plaque awarded to the UAW Education Department by the Adult Education Association of Michigan. The prize was given for "The Truth About Michigan," a series of educational conferences conducted by the UAW in conjunction with the state AFL-CIO. Sharing the honors here are Carroll Hutton, UAW Education Director (right), and Brendan Sexton, former department director and now the union's Coordinator of Organizing.

Job Rights Grow

# Courts, NLRB Beginning To Nail Runaway Plants

WASHINGTON (PAI) — Growing concern for job rights is beginning to show itself in the way in which the courts and the National Labor Relations Board are cracking down on runaway plants.

Here are some of the striking developments in the runaway shop situation during the past few months:

**On the legal front:** The United States Supreme Court now has before it a case involving the right of workers to retain their old levels of seniority in the event that their plant is relocated elsewhere. An Appellate Court has ruled that such workers have this right. The dispute is between the Teamsters and the Glidden Company's Famous Food Division.

Another Federal judge in Detroit last July ruled that a company moving from Detroit to Tennessee must offer jobs to its present employees at the new location. This case involves Local 80 of the UAW and the Gemmer Manufacturing Company, makers of truck and car steering mechanisms. The judge held that the employees had built up a vested right in seniority over a 20-year period.

**On the NLRB front:** In line with this approach to job rights, the NLRB in several recent cases has sought to give justice to abandoned workers particularly in unfair labor practice cases. Most recent decision on the subject is that of the Philadelphia Dress Joint Board of the International Ladies Garment Workers versus Sidele Fashions which shut down its Philadelphia plant and opened a new one in Ware Shoals, S.C.

The Board has ordered Sidele to provide jobs for its old employees either in Philadelphia or at Ware Shoals, to pay for traveling expenses of workers who want to go to the new

plant and to reimburse those who may have suffered economically as a result of the move.

The NLRB also has moved into the "runaway flag" ship situation by ruling that American unions have the right to organize ships flying foreign "flags of convenience."

**On the arbitration front:** The Sidele case also had repercussions on the arbitration front with an industry arbitrator ordering the company either to re-open its Philadelphia plant or pay some \$350,000 to its workers and the union's Health and Welfare Fund.

Senator Pat McNamara, Michigan Democrat, and Senator Ben Smith, Massachusetts Democrat, have both protested against the "industrial piracy" practices by some states in luring industry away from other sections of the country.

Senator McNamara has introduced legislation which would end the tax-exempt states of municipal bonds issued to attract outside industry while Senator Smith is having a study made of the most effective way of minimizing the impact on a community of a runaway plant.



A MONTHLY PROFIT-SHARING plan, and all election days as paid holidays, are among the features of a new two-year contract recently negotiated between Local 710 UAW and the Regal Plastic Co., Kansas City, Mo. Shaking hands are Leland Cox, president of the local, and J. S. Kivett, company president. Looking on are N. B. Williamson, Vyerl Pierce and Cecil Sturdivant, members of the bargaining committee. The UAW members helped the company become solvent when it got into financial trouble two years ago. It produces the Regalaire bowling bags, shown in the photo, with the UAW union label attached, and provided 24 of the bags as prizes in the UAW area bowling tournament.

## More Doctors Favor Aged Care

CHICAGO (PAI) — "There is rising support in the medical profession" for medical care for the elderly through social security, in the opinion of Nelson Cruikshank, AFL-CIO's director of social security.

"At long last, even the AMA has begun to show a little tiny crack in its position," he told the Allied Industrial Workers.

While the American Medical Association officially "remains adamant," Cruikshank said "more individual doctors" came to the Ways and Means Committee hearings just ended to testify for the Anderson-King bill.

"A committee of 1,000 doctors on the West Coast came in and testified that they were convinced that health care for the aged was only possible under social security.

"This group of doctors told the AMA they wanted the other side presented," Cruikshank said. "The AMA Journal has never presented facts, never reported on the findings of the Department of Health, Education and Welfare, and a paper curtain, as solid as the Iron Curtain, was dropped between the facts and the M.D.'s."

"Then, lo and behold, the last issue of the AMA Journal published an article by Senator Hubert Humphrey which gave the arguments for health care under social security."

This is the first crack in the wall, Cruikshank asserted.

## 10,000 Jobs Seen in Area Redevelopment Program

WASHINGTON (PAI)—Projects which would provide more than 10,000 permanent new jobs initially in areas of chronic and persistent unemployment and underemployment are now pending before the new Area Redevelopment Administration.

This is the gist of a report by Administrator William L. Batt, Jr., to the National Public Advisory Committee named by President Kennedy to help guide the operations of this six-month-old program to put America back to work.

The pending project applications, if approved, would commit some \$27 million of the \$300 million authorized for loans over the five-year life of the redevelopment program, plus \$18 million of the \$75 million in grants.

In addition to the direct effect on employment from the building of new plants, the ex-

**You'll find UAW EYE OPENER**  
WCFL, Chicago 1000 kc  
5:45 - 6:15 a.m.  
Weekdays

**On your radio dial**

pansion of existing plants and the construction of public facilities essential to creating permanent employment opportunities, Batt said, such activities in redevelopment areas will have a "multiplier effect" on employment.

"A number of additional jobs are certain to be generated by the increased purchasing power of workers whose earnings begin or are increased as a direct result of these new jobs," Batt said. "Many of these will be in supporting businesses which may be created or expanded in order to service firms involved in the projects, themselves."

In addition, he said, when ARA invests federal funds for such public facilities as water and sewer systems, access roads or railroad spurs to help a community develop an industrial park, initial employment estimates are based only on firms which are locating there at the time the project is undertaken.

At a later date, Batt continued, other firms may move into the same industrial area as the result of ARA's action, without additional cost to the government.

## Staffer Tapped For Federal Job

WASHINGTON — William Lattimore, a long-time UAW international representative, has been tapped for the Federal Mediation and Conciliation Service in the U.S. Department of Labor.

The official swearing-in ceremony is scheduled for Oct. 16, in this city.

Lattimore, 48, has been a UAW member since 1936 and has held several positions at the local union and international union levels.

His new duties will include the mediating of labor disputes between management and labor unions.

The personable UAW staffer began working in the Dodge plant foundry and was one of the first members of UAW Dodge Local 3 in Detroit.

He served Local 3 as chief steward for several years and was a member of the huge local's executive board for two years.

At the time of his federal appointment, Lattimore was a servicing representative on the staff of UAW Region 1.

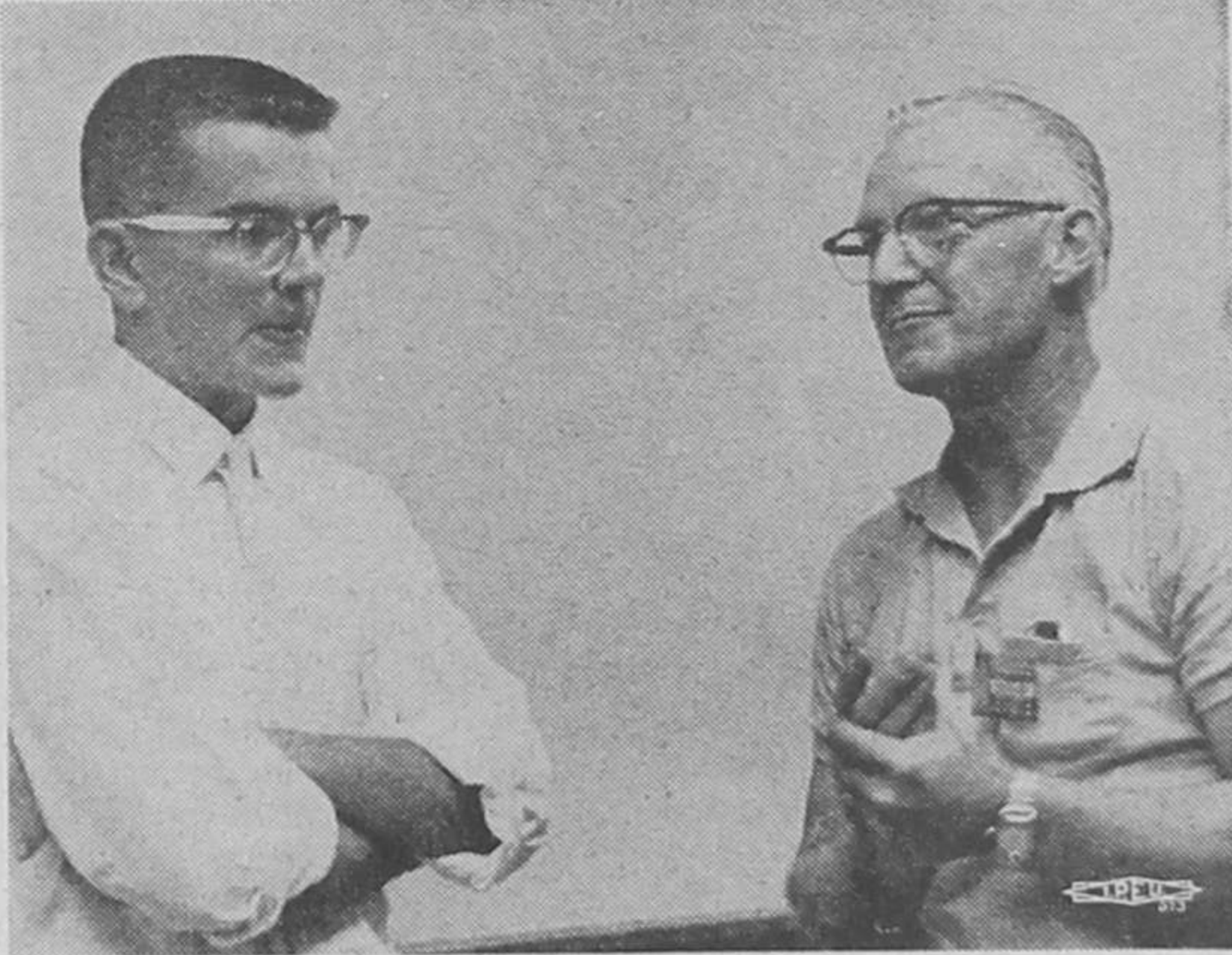
Ken Morris, director of UAW Region 1 expressed regret that his staff was being deprived of Lattimore's services, but he said that he takes with him every good wish of the regional staff for success in his new venture.

"In the years that I have been associated with him I have found him to be a most capable and competent person," Morris said.

"I am sure he will bring to his new position all of the know-how he has acquired during his many years in the organized labor movement."



M. R. LEE, UAW international representative at Wichita, Kan., has been re-elected chairman of the Employment Security Division Review Board of Kansas at Topeka. Appointed to the board as the labor representative in 1959, he was first elected for the chairmanship that year by the business and public representatives on the board, and re-elected every year since.



CHATTING at the Region 3 Summer School at Purdue University are Region 3 Director Ray Berndt, right, and his guest, James Hamilton, fifth winner of the UAW scholarship for students residing at the Excalibur Club at Purdue.



Representatives of local unions and other groups affiliated with the Willys Unit Diagnostic Clinic of Local 12 in Toledo listen to a report from the clinic founder, UAW Vice President Richard Gosser, on its status and on the progress of the adjoining Retirees' Center now under construction. The affiliate representatives held the meeting during their annual tour of the Local 12 summer camp at Sand Lake, Mich.



AN INFORMAL EXCHANGE of views is engaged in by a group of participants at the Labor Conference on Human Rights sponsored early this month by the Philadelphia AFL-CIO Human Rights Committee and Labor Education Association in Philadelphia, Pa. Shown above (left to right) are UAW Secretary-Treasurer Emil Mazey, the featured speaker; George Schermer, executive director of the Philadelphia Commission on Human Relations; James Jones, chairman of the Philadelphia AFL-CIO Human Rights Committee and Ronald Smith, vice-chairman.

## Labor Seen Leading Fight Against Bias

PHILADELPHIA—Organized labor has advanced to the forefront in the battle to eliminate patterns of segregation and discrimination in almost every segment of our nation's life, UAW Secretary-Treasurer Emil Mazey told a Labor Conference on Human Rights, here early this month.

Mazey, the featured speaker at the conference sponsored by the Philadelphia AFL-CIO Human Rights Committee and Labor Education Association, addressed an overflow throng of delegates from labor groups and various civic and social agencies.

"Organized labor has taken the lead to wipe out segregation and discrimination in every facet of American life," he declared, "and this is as it should be, because discrimination and segregation are the twin tools of division used by employers to exploit workers for their own selfish greed and profit."

Mazey emphasized that the goal of the labor movement and the goal of our country should be one and the same: to establish a democracy which guarantees equal opportunities for all and special privileges for none.

"We cannot have a first class country as long as we have second class citizens," he added. The UAW official pointed out that labor pressed forward a two-pronged attack on the evils of bias and bigotry.

"Organized labor fights discrimination on two fronts," he said, "through the support it gives to civil rights and fair employment practices legislation on the federal and state levels and also at the bargaining tables."

In this connection, Mazey hailed the fair employment practices policy agreement recently negotiated between the UAW and American Motors Corp. in their history-making contract.

He praised the document for spelling out in specific, forthright language the anti-discrimination policies the company would follow in the areas of hiring, upgrading, layoffs and apprenticeship programs.

In his address, Mazey lashed out at those organizations which have been blaming organized labor for the hiring policies of employers.

He singled out the National Association for the Advancement of Colored People for its criticism of labor for actions which were obviously the sins of management.

He also took the NAACP to task for its failure to adopt any resolution or statement at its recent convention condemning management and employers' organizations for continued discrimination at the hiring gates.

"It would appear," he said, "that some of the organizations dealing with these problems are only concerning themselves with effect of discriminatory employer practices and not with its causes."

Mazey admitted that some of the criticism of the labor movement was proper and justified inasmuch as some segments of organized labor were not doing as much as much as they could to end segregated local unions and discriminatory hiring practices on the part of the employer.

The UAW official stressed that unemployment tended to sharpen racial conflict, and that full employment was needed to make the maximum progress in wiping out racial discord and biased practices.

He urged that the AFL-CIO Civil Rights Committee develop a more effective program to cope with the remaining pockets of resistance in the fight to end discrimination and segregation.

### Unit Officer Named '60 Now' Organizer

TOLEDO, O.—James C. Pifer, chief steward of the Spicer unit of Local 12 UAW, has been appointed national representative of SIXTY NOW, Inc., a non-profit national organization campaigning for Social Security amendments permitting retirement at age 60 with benefits of \$200 a month plus \$100 for each dependent.

One of the original organizers of the group, Pifer will spend his full time in organizing local chapters of the organization, to which many union members in this area now belong.

The organization, with headquarters here, has already formed chapters in many cities of Northwestern Ohio.

## Critics Silenced on 'Inflation' As Auto Firms Reduce Prices

The ink was hardly dry on UAW agreements with American Motors and General Motors when critics who were aching to yelp "inflation" were choked off by the announcement that AMC was going to lower prices on most of its 1962 cars and GM was going to dip prices slightly on certain of its models.

Two companies' acknowledgment that their new three-year contracts with UAW didn't require any price increases hardly caused a ripple in Detroit's daily newspapers, ordinarily so eager to plaster any UAW contract improvement with the "inflationary" tag.

Automotive News, a weekly trade journal for the industry, headlined on Page 1 the fact that AMC was going to reduce dealer discounts and that GM would, generally, "hold" with no increases on Pontiacs, Oldsmobiles and Cadillacs.

On the other hand, The Detroit News—which had gone out on its own to label UAW demands as "inflationary" with a big, black, eight-column Page 1 headline July 14—acknowledged that prices on some 1962 Chevrolets were going to be \$2 to \$12 lower with a meek two-column headline on Page 3 Sept. 26. It said nothing about AMC's lower prices.

But, then, neither did THE DETROIT NEWS put a big headline over AMC President George Romney's Aug. 26 announcement that the new contract his firm had signed with the UAW "is non-inflationary, either from the standpoint of 1962 or the other two years of the proposed contract unless the cost-of-living increases rise sharply above the rate of increase in recent years."

When Romney went on to say that "as a result of this settlement, we will be able to give our customers in 1962 a better product value than we have heretofore," The Detroit News did not headline this brighter prospect for the consumer.

Other business publications, however, did indicate that with the signing of its 1961 agreements with AMC and GM, the UAW had reached a target it had sighted for its members since 1955.

Of the AMC settlement, Business Week said:

"But it was plain to the Big Three of GM, Ford and Chrysler that the union had at last attained its long-sought goal of an approximate annual wage."

In reporting the GM settlement, the same magazine said:

"He [UAW President Walter P. Reuther] had won at General Motors — where he had to win it — something that will pretty closely resemble an annual wage for hourly workers."

Newsweek reports summed up business attitudes.

Sept. 11, Newsweek said:

"SCRIMMAGE: GM, the steel-shouldered blocking back of the industry, didn't flinch under Reuther's assault. Seaton [GM Vice President Louis G. Seaton] refused to consider any profit-sharing plan, doggedly de-

scribed the giant automaker's original proposal to improve wages, welfare and job security benefits as a 'substantial' one."

Then, Sept. 18, Newsweek said:

"TRIUMPH: The result was a stunning victory for Reuther. Not only has he wedged open the door of profit-sharing; more fundamentally, he has taken a giant step toward his long-range goal of a guaranteed annual wage — and boosted his stock in the labor movement."

(Reprinted from UAW Ammunition, September, 1961.)

## California FEPC Scores Gains During First 2 Years

LOS ANGELES—In a comprehensive, hard-hitting report, the California Fair Employment Practice Commission summed up for Gov. Pat Brown and the citizens of the state an impressive record of achievements during the first two years of its existence.

The commission was created under the provisions of the Fair Employment Practice Act which became effective on Sept. 18, 1959, and which represented a major legislative victory during the early stage of Brown's administration.

The commission's report, rendered informally, recalled that the first fair employment practices vehicle was launched in July, 1940 at the instigation of President Franklin D. Roosevelt.

Since that time—21 years ago—21 states have adopted such laws in one form or another.

The California statute, in essence, prohibits discrimination in employment on account of race, religion, color, national origin or ancestry and provides for commission enforcement plus an educational program.

During the first 23 months of its existence the commission processed more than 1,150 complaints and requests for investigation of alleged job discrimination. In more than one third of these cases already completed, the commission reported, discriminatory practices of some kind were found and corrected through conciliation.

"But these case statistics tell only a fraction of the story," John Anson Ford,

commission chairman, said, "in keeping with the intent of the legislature and the Governor's express wish, much of the work of FEPC has been educational aimed at voluntary compliance by employers, unions, and employment agencies."

Gov. Brown, in commenting upon the progress made in employment practices under the FEP Act, commented:

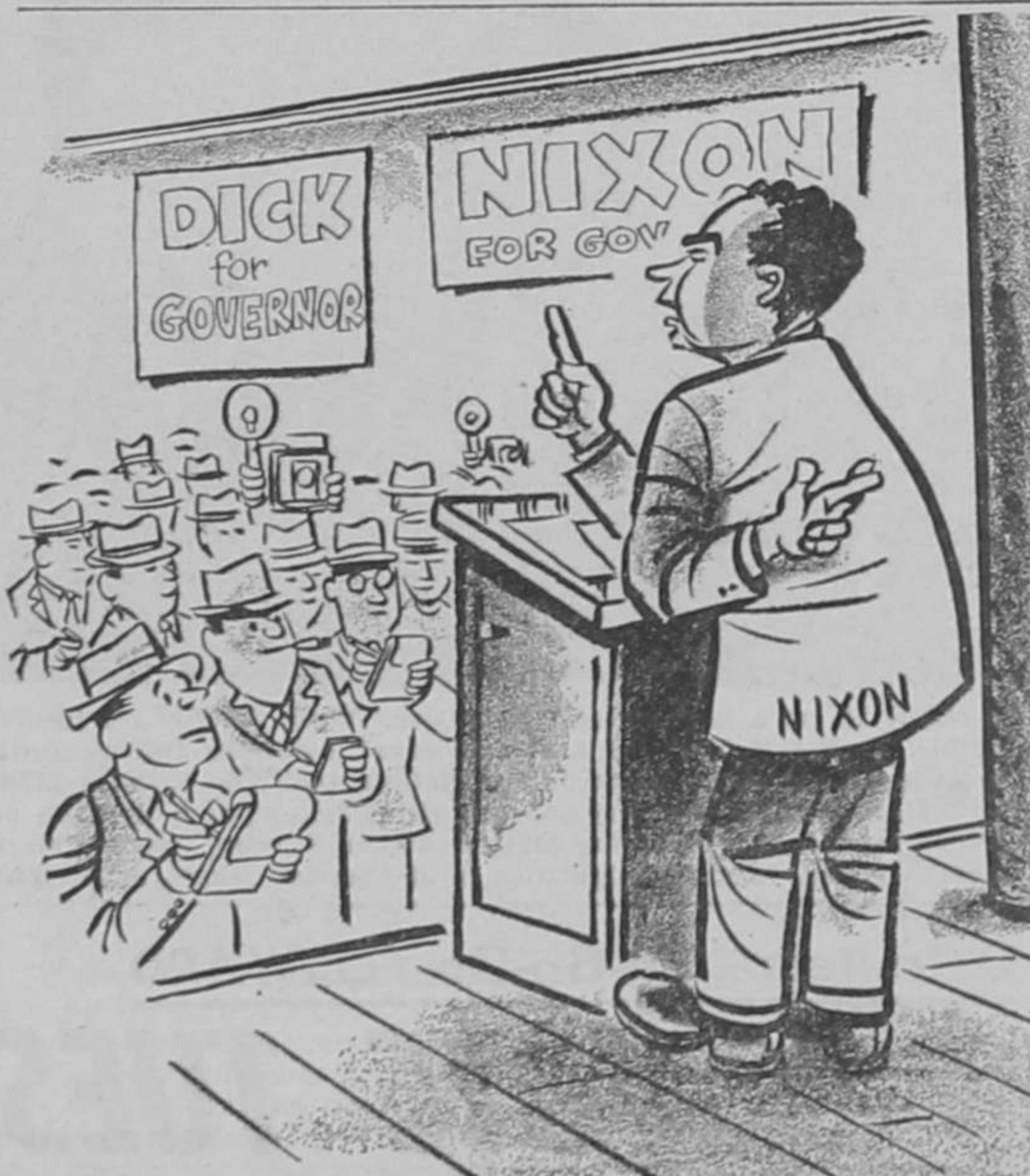
"Two years of administration of the Act have begun to produce the kind of result I had hoped for.

"While there is still a tremendous job still to be done in this area," Brown said, "we are now on the road to winning a strong point for the American way, with opportunity in employment fully achieved for all Californians."

In enumerating its many accomplishments the commission gave a great deal of credit to management, labor, news media, civil rights and other community groups and agencies for its successes.

Among its achievements, the commission report cited the following:

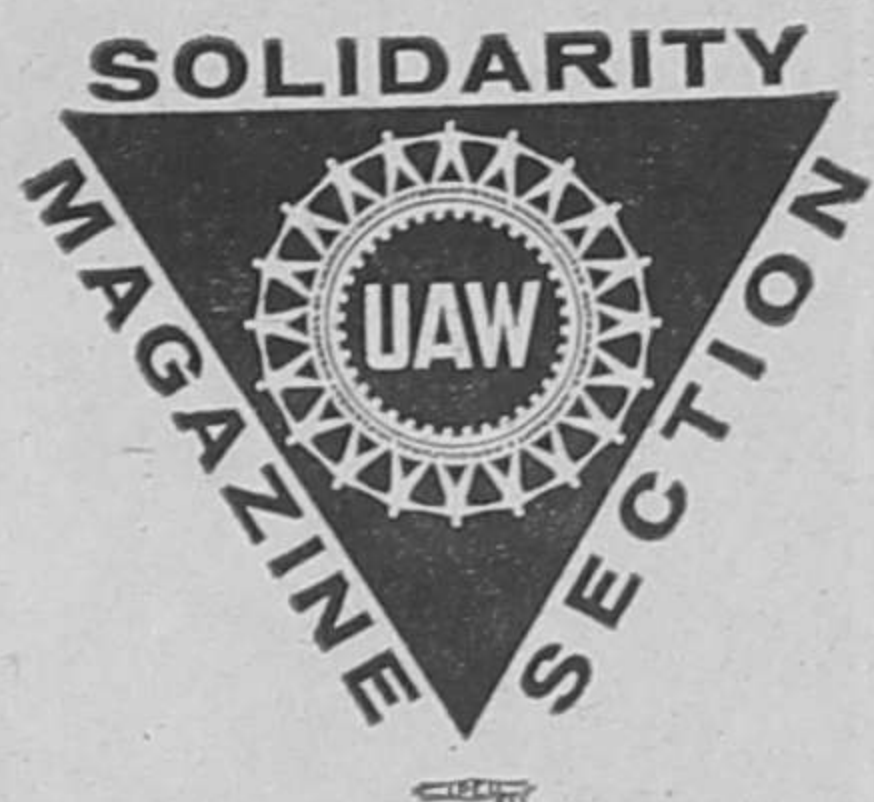
- The promotion of a Negro dining-car waiter to steward, representing the first time a Negro has held this position in the history of a California railroad.
- The first Negro bus operators promoted to supervisory posts in two major transit systems.
- The first Negroes to be hired as route drivers by several dairy companies.



—Cliff Wirth for SOLIDARITY  
'And I Will Not Run for President in 1964'



POINTS under discussion at the "big table" are carefully analyzed by Ken Bannon (left), director of the UAW Ford Department, and UAW President Walter P. Reuther.



SOME POINTS IN NEW UAW-FORD AGREEMENT—

*Altogether They Spell Major Progress*

Economics

- Hourly Rate Up 16c-19c
- Another 12c Into Base Rate
- Keep Living Cost Protection
- Fully-Paid Health Program
- Health Care For Unemployed
- Health Care For Retirees
- Life Insurance Up \$1,500
- SUBenefit Increases
- Short Week Protection
- Pensions Rise To \$2.80
- New Moving Allowance
- Separation Pay Upped
- Higher Jury Pay
- Steelworkers Incentive

Working Conditions

- More Seniority Protection
- Smoother Grievance Procedure
- Outside Contracting
- Workers' Records
- New FEPC Clause
- Act On Demarcation Lines
- Tailgate Won
- Notice On Overtime

**Highlights  
of New  
UAW-  
Ford  
and  
UAW-  
Deere  
Pacts**

# SUB Changes Lift Benefit Rate, Remove Sting of Short Week

Ford workers, their families and a good many communities have reason to look forward to the coming New Year's Day.

That's when the newly-negotiated SUB program goes into effect.

As Ken Bannon, director of the UAW's Ford department, said:

"It'll bring us to within an economic inch of the guaranteed annual wage!"

The basic SUB benefit is increased to 62% of gross pay, plus \$1.50 per week for each dependent up to a maximum of four dependents.

It is expected that for the "average" Ford worker this benefit will equal about 75% of take-home pay.

## EXAMPLES

For a worker with a wife and three children, the new benefits compare with the old as follows:

Benefit (UC plus SUB)				
Wage Rate	Old	New	Increase	
\$2.60	\$59.59	\$70.48	\$10.89	
2.80	63.47	75.44	11.97	
3.00	67.34	80.40	13.06	

It will be possible now for Ford workers to earn enough "credit units" to provide benefits for as long as 52 weeks—one full year.

The ceiling on benefits is raised to \$40 from \$30 per week.

The first \$10 earned from other employers by Ford workers on layoff will be disregarded when benefit amounts are determined.

A special "levelling week" benefit equal to the combined amounts due from SUB and unemployment compensation in the "waiting week period", will be paid to Ford workers laid off out of line with seniority as a result of a so called "turn around layoff."

## Loaning Is Improved

The loan clause has been improved calling for advance notice to committeemen when any deviation from seniority becomes necessary.

With advance notice, committeemen can now thoroughly examine the need for the deviation and negotiate with supervision on the proper method of the loan.

## INCENTIVE WORKERS

Individual benefit rates will be based on the highest wage rate earned by hourly rated workers during the six months (as against the current 60 days) immediately preceding layoff.

Individual benefit rates paid to incentive workers will be related to their "average earnings" rather than to their base hourly rates, as was previously true.

## VIRGINIA AND N.C.

Newly negotiated provisions—which to date have been included only in the UAW-Ford agreement—will more amply protect workers in Virginia and North Carolina—states which outlaw payment during the same week of unemployment compensation and SUB.

A Virginia worker, for example, who has two dependents and earns \$2.80 an hour, will be paid as follows:

- State Waiting Week — No Benefit.
- 2nd Week—\$72.44 from SUB Fund.
- 3rd Week—\$72.44 from SUB Fund.
- 4th Week—\$32.00 Unemployment Compensation.
- 5th Week—\$112.88 from SUB Fund.
- 6th Week — \$32.00 Unemployment Compensation.
- 7th Week—\$112.88 from SUB Fund.

And so on through the full period of lay off.

## SHORT WORK WEEK BENEFITS

In any week when Ford schedules a work week of fewer than 40 hours, workers will be paid 65% of the regular rate of pay for all hours not worked up to 40.

## EXAMPLE

A worker at \$2.80 an hour wage rate who works a four-day week (32 hours) will receive a benefit of \$14.56 for the week in addition to his earnings of \$89.60, for a total of \$104.16 if his short work week results from a management decision to schedule him for fewer hours (except during model changeovers and other limited situations in which he will receive the 50 per cent "unscheduled" short work week benefit.)

If he works only three days (24 hours), his benefit of \$29.12 will bring his total income for the week to \$86.32.

For time lost in unscheduled short work weeks (resulting from mechanical difficulties, stock shortages, cancellation of orders, etc.) workers will be

paid 50% of the regular rate of pay for all hours not worked up to a maximum of 40.

Workers will not be required to apply for short work week benefits. Benefits will be paid automatically, at the same time that workers draw their regular pay for the short work week.

## EXAMPLE

If the short work week is "unscheduled" a worker at a \$2.80 per hour wage rate who works four days (32 hours) during the week will be paid \$11.20 giving him a total income for the week of \$100.80.

In an unscheduled short work week of three days (24 hours) his benefit will be \$22.40 bringing his total income for the week to \$89.60.

## QUALIFYING FOR BENEFITS

Not only are the new benefits much more generous, but, as a result of the elimination of many "fishhooks" from the old agreement, they will be paid to many more workers.

For example: Laid off workers after reporting their layoff may thereafter report by mail, though procedures will vary from state to state because of differing unemployment compensation regulations.

Workers will be paid benefits, even if at the time of layoff or recall they are unable to work on their regular jobs, or other jobs offered them, but still can perform other jobs in the plant for which they cannot qualify because of insufficient seniority.

Workers will be paid benefits, even if they accept or choose to remain laid off rather than take a job they are permitted to refuse under the terms of the UAW-Ford agreement.

Workers will collect benefits even if they are disqualified from unemployment compensation because they received military terminal leave pay or because they are receiving government pensions, disability benefits, or workmen's compensation which were paid to them while they were working.

Workers will collect benefits if they have been automatically retired without pension benefits.

Workers whose benefits previously were reduced because they started a midnight shift on Sunday will receive full benefits.

Workers whose remaining credit units entitle them to only a fraction of benefit will be paid a full benefit.

## Credit Locals — All Successes Didn't Come at 'Big Table'

June 29 signaled the opening of national negotiations on behalf of all Ford workers—but not just at the "big bargaining table" in Detroit.

What is reported, as concisely as possible, in these few pages doesn't tell anything near the whole bargaining story on behalf of Ford workers these past 15 weeks.

Sure, the spotlight was on the "big table."

But negotiating committees in all 85 units of the 57 UAW Ford locals were on the job also. Their important task: finding answers to the many working condition problems within their jurisdiction.

And their range, figuratively speaking, extends to the horizon.

"It is," in the words of UAW

Ford Director Ken Bannon, "a massive display of teamwork. Four or 500 union bargainers working for the good and welfare of 120,000 men and women back on the plant floor."

## GAINS WIDESPREAD

Each unit bargaining committee—whether in an aluminum foundry in Sheffield, Ala., a steering gear plant in Indianapolis, the glass plant in Dearborn, Mich., a Kansas City assembly plant or a West Coast Mercury plant—knew its own problems best.

They could hear plant machinery as they bargained, as they presented the major problems of workers they'd seen just a few minutes earlier. UAW democracy says purely local matters should be resolved locally—and that's the way it worked.

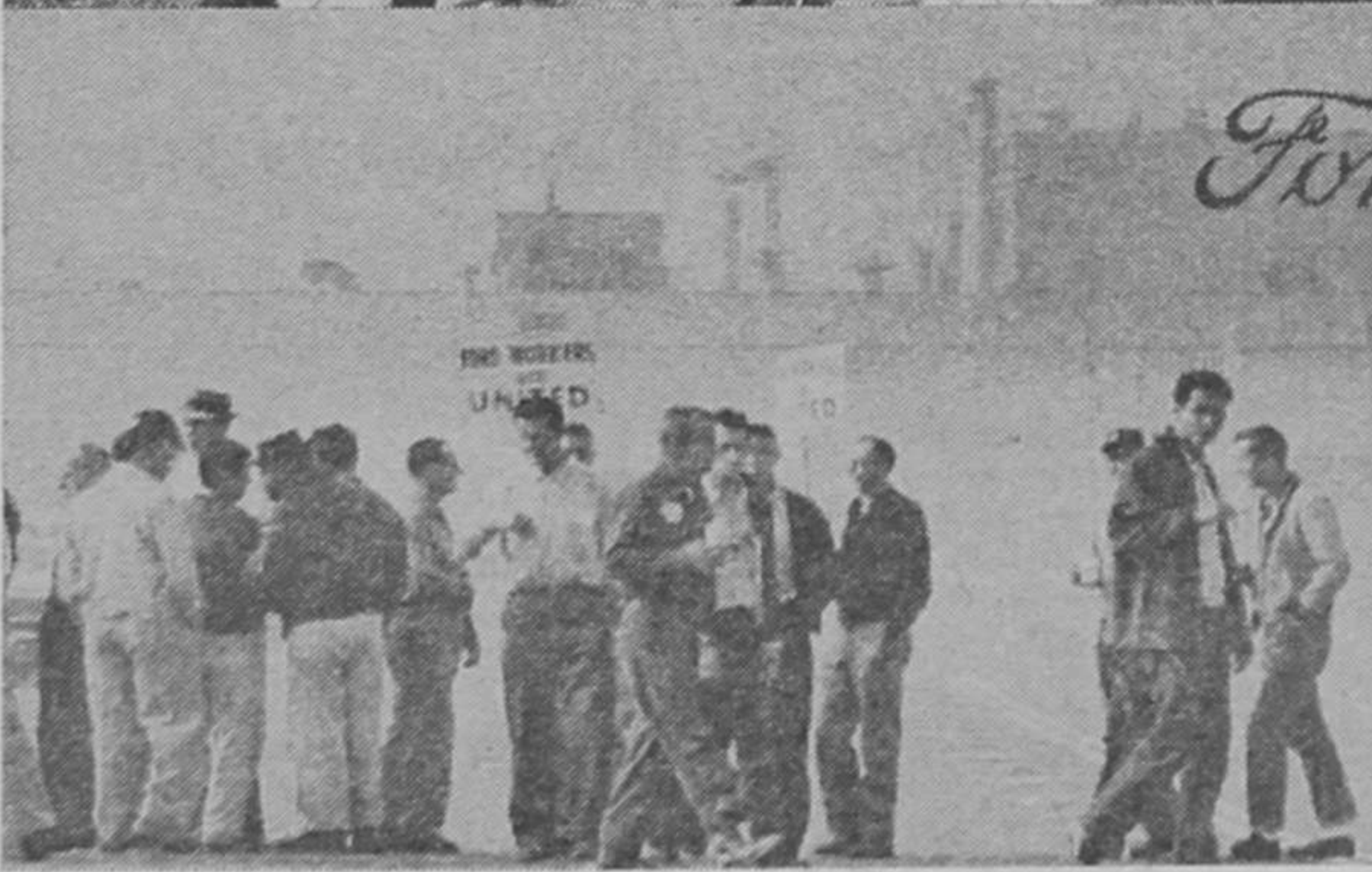
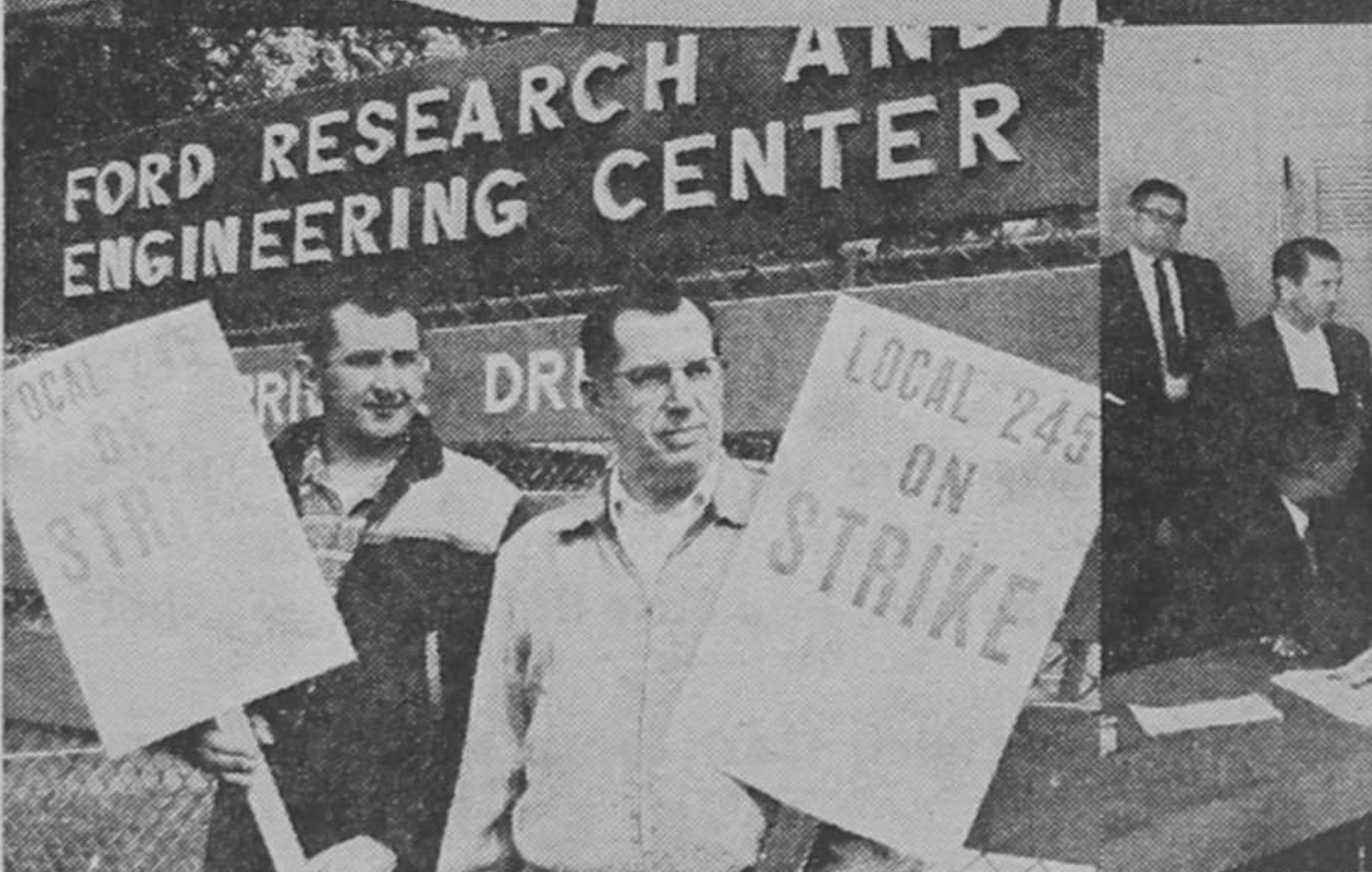
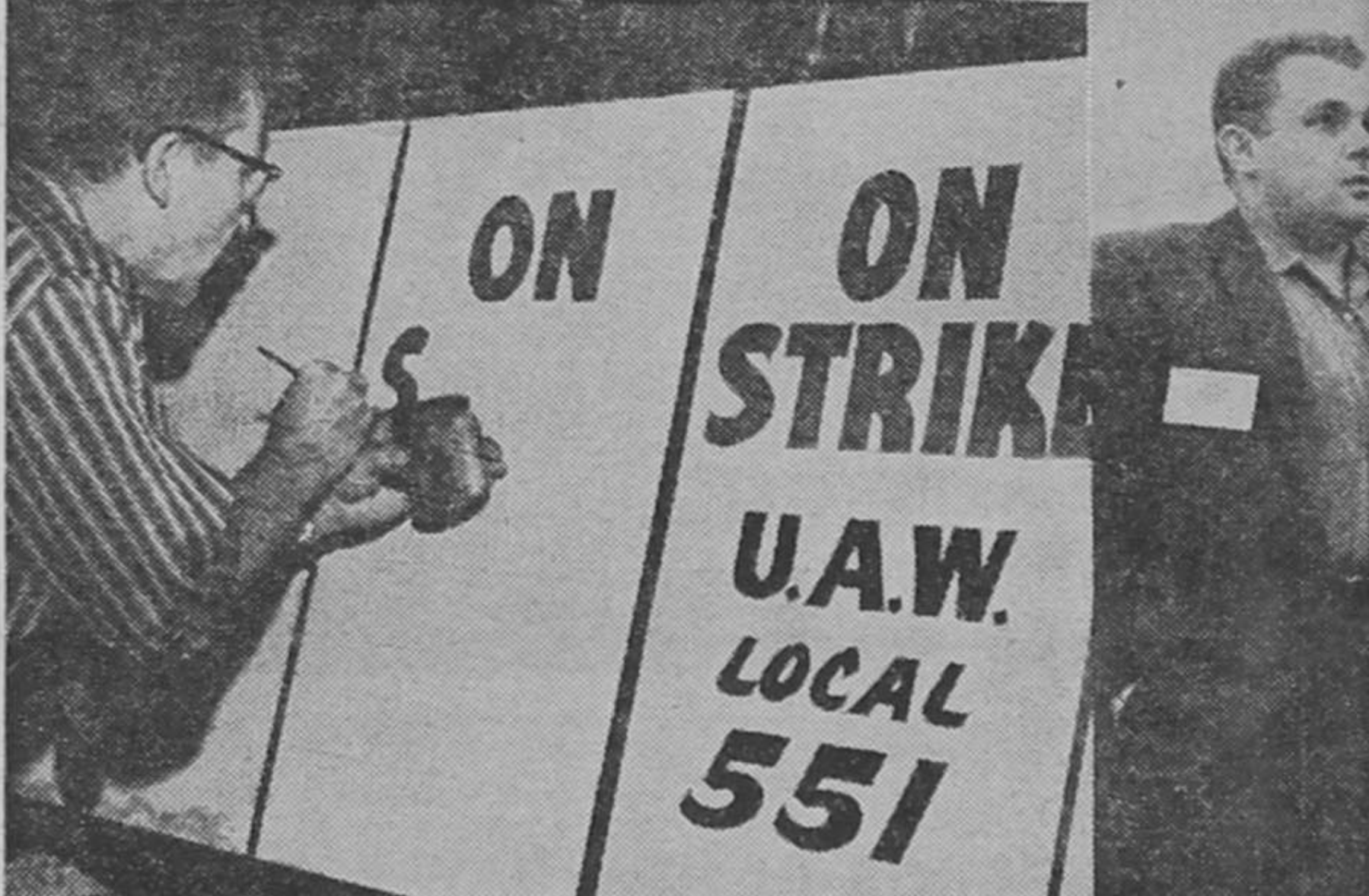
Because it's impossible to record all of the answers

found in all sets of local bargaining, the Ford worker and his wife (as they study the nationally-won gains reported here) should add in all the gains and improvements chalked up as a result of the work of his local union negotiators.

They'll quickly realize this is the year the spirit of the '30s again inspired the UAW. That's when men and women joined industrial unions primarily in search of answers to depressing working conditions.

Automation had made such a return necessary.

The fact that so many working conditions promise to be remedied . . . plus the fact that autoworkers are now within hailing distance of a guaranteed annual wage or salaried status . . . will put 1961 UAW-Ford bargaining into the history books.



AFTER THE LONG, HARD PULL, victory came: Top photo, the UAW National Ford Negotiating Committee. Standing, left to right, John Galvin, Alex Garcia, James Bishop, Gene Prato, chairman; Robert Kirby, behind Prato; Harold Baldwin, Doyle Williams, Carl Stellato and Sam Fishman; seated, Walter Dorosh, Ford Director Ken Bannon, President Walter Reuther, and Ross Reilly.

Second row: Ford Council meets to study agreement. Members of Local 919 strike Ford assembly plant at Norfolk, Va. An unidentified Local 400 picket outside the Ford Highland Park plant admires hat on baby.

Third row: Local 551 gets ready for strike against Ford's Chicago

# SHOWING NOW!

## UAW

# CPA

## AUDIT REPORT

### JAN. 1, 1961 - JUNE 30, 1961

## REPORT OF SECRETARY TREASURER **EMIL MAZEY**

This is a report of our semi-annual audit of the financial records of the International Union, UAW for the six-month period ending June 30, 1961, conducted by Clarence H. Johnson, Certified Public Accountant.

#### RESOURCES

Total Resources of the International Union as of June 30, 1961, amounted to \$57,752,878.17. This is an increase of \$9,214,303.33 since December 31, 1960 when our Total Resources amounted to \$48,538,574.84.

#### LIABILITIES

Liabilities as of June 30, 1961, amounted to \$544,909.29 represented by Unpaid Bills and Accounts, Per Capita Taxes to the AFL-CIO and Canadian Labour Congress, Payroll Deductions and Exchanges.

#### NET WORTH

Net Worth, which represents the excess of Resources

over Liabilities, amounted to \$57,207,968.88 as of June 30, 1961. This is an increase of \$9,082,706.58 since December 31, 1960 when our Net Worth amounted to \$48,125,262.30.

Included in our Net Worth were Liquid Assets of \$44,297,636.55 (Cash on Hand and in Banks and Savings and Loan Associations, U.S. Government Bonds and Notes, Dominion of Canada Bonds, GMAC Debenture Bonds and Certificates of Deposit) and Other Assets of \$13,455,241.62 (Investments in Union Building Corporation, Furniture, Fixtures, Vehicles, Accounts Receivable, Notes and Mortgages Receivable, Supplies for Resale and Stocks).

#### LIQUID ASSETS

Liquid Assets as of June 30, 1961, amounted to \$44,297,636.55, an increase of \$7,687,438.76 since December 31, 1960 when our Liquid

Assets amounted to \$36,610,197.79.

#### INVESTMENT INCOME

Interest and dividend income from investments for the first six months of 1961 amounted to \$891,112.17 and was received as follows: \$703,271.33 from Bonds and Notes; \$161,866.49 from Banks and Savings and Loan Associations; \$25,478.10 from Notes and Mortgages Receivable; and \$496.25 from Stocks in companies with which the UAW has collective bargaining agreements.

#### GENERAL FUND

The General Fund shows Liquid Assets as of June 30, 1961 amounting to \$5,115,469.30 which is an increase of \$1,426,199.28 since December 31, 1960 when our General Fund Liquid Assets amounted to \$3,689,270.02.

During the six months ending June 30, 1961, we made asset expenditures of

\$146,475.53 on our Region 4 Headquarters in Chicago.

We made additional loans to Community Health Association in the amount of \$100,000.

#### STRIKE FUND

Our Strike Fund (Liquid) as of June 30, 1961 amounted to \$38,629,840.18. This is an increase of \$6,238,995.01 since December 31, 1960 when our Strike Fund amounted to \$32,390,845.17.

During the six-month period ending June 30, 1961, we made strike expenditures totaling \$2,080,065.09 from which strike assistance was given to 57 local unions representing 69 plants.

We also made loans from the Strike Fund in the amount of \$1,091,000 to the Metropolitan Hospital during this period.

#### MEMBERSHIP

Average monthly dues-paying membership for the first six months of the year

1961 was 1,008,187 compared to 1,136,140 for the calendar year 1960, a decrease of 127,953 average dues-paying members.

We currently have 124,000 members who are retired and enjoy full membership privileges without payment of dues.

In the near future copies of this report in detail will be in the hands of the officers of your local union and are available for the study of any member of the Union.

I urge you to study this report carefully so that you may become better acquainted with the financial structure and functions of our Union.

Respectfully submitted,

*Emil Mazey*

International  
Secretary-Treasurer

## UAW Finances at a Glance

JUNE 30, 1961

What UAW Had on Hand	
Cash on Hand and in Banks .....	\$16,496,427.90
U. S. Government Bonds .....	15,951,850.00
Dominion of Canada Bonds .....	10,000.00
State of Israel Bonds .....	127,000.00
GMAC Debenture Bonds .....	6,512,358.65
Certificates of Deposit .....	5,200,000.00
Accounts Receivable .....	175,493.72
Mortgages Receivable .....	813,664.23
Notes Receivable .....	2,897,776.27
Inventories—Supplies for Resale.....	56,125.35
Furniture, Fixtures and Vehicles .....	607,233.89
Land and Buildings .....	8,883,131.10
Stocks .....	21,817.06
	<hr/>
	\$57,752,878.17

What UAW Owes	
Per Capita Taxes	
AFL-CIO .....	\$ 128,107.28
AFL-CIO Industrial Union Department .....	18,944.74
Canadian Labour Congress .....	6,234.00
Accounts and Bills Unpaid .....	93,602.27
Payroll Deductions and Exchanges .....	298,021.00
	<hr/>
	\$ 544,909.29

What UAW Members Own Free of Debt. .... **\$57,207,968.88**

## Comparison of Total Resources

### LIABILITIES AND NET WORTH

	June 30, 1961	December 31, 1960	Increase —Decrease
	<hr/>	<hr/>	<hr/>
	June 30, 1961	December 31, 1960	Increase —Decrease
Cash on Hand and in Banks .....	\$16,496,427.90	\$ 8,392,520.39	\$ 8,103,907.51
U.S. Government Securities .....	15,951,850.00	24,172,162.50	—8,220,312.50
Dominion of Canada Bonds .....	10,000.00	10,000.00	—
GMAC Debenture Bonds.....	6,512,358.65	2,473,514.90	4,038,843.75
Certificates of Deposit .....	5,200,000.00	1,535,000.00	3,665,000.00
State of Israel Bonds .....	127,000.00	27,000.00	100,000.00
Accounts Receivable .....	175,493.72	178,970.73	— 3,477.01
Mortgages Receivable .....	813,664.23	829,662.33	— 15,998.10
Notes Receivable .....	2,897,776.27	1,732,970.51	1,164,805.76
Inventory—Supplies for Resale .....	56,125.35	44,775.32	11,350.03
Furniture, Fixtures and Vehicles .....	607,233.89	613,079.03	— 5,845.14
Union Building Corporation —USA .....	8,767,875.85	8,392,200.32	375,675.53
Union Building Corporation —Canada .....	115,255.25	115,255.25	—
Stocks in Corporations .....	21,817.06	21,463.56	353.50
	<hr/>	<hr/>	<hr/>
Total Resources .....	\$57,752,878.17	\$48,538,574.84	\$ 9,214,303.33
Liabilities .....	544,909.29	413,312.54	131,596.75
	<hr/>	<hr/>	<hr/>
NET WORTH .....	\$57,207,968.88	\$48,125,262.30	\$ 9,082,706.58

Minus (—) denotes red figures

## Comparison of Fund Balances

	June 30, 1961	December 31, 1960	Increase —Decrease
	<hr/>	<hr/>	<hr/>
General Fund .....	\$ 5,115,469.30	\$ 3,689,270.02	\$ 1,426,199.28
Strike Fund .....	38,629,840.18	32,390,845.17	6,238,995.01
Citizenship Fund .....	41,510.68	15,817.22	25,693.46
Education Fund .....	10,191.36	17,636.96	— 7,445.60
Fair Practices and Anti- Discrimination Fund .....	35,633.60	44,729.06	9,095.46
Recreation Fund .....	21,974.32	20,129.23	1,845.09
Retired Members Fund .....	314,966.97	302,359.70	12,607.27
Councils Fund .....	199,317.34	218,868.55	— 19,551.21
	<hr/>	<hr/>	<hr/>
	\$44,297,636.55	\$36,610,197.79	\$ 7,687,438.76

Minus (—) denotes red figures

## Comparison of Strike Fund Resources

	June 30, 1961	December 31, 1960	Increase —Decrease
	<hr/>	<hr/>	<hr/>
Cash and Investments .....	\$38,629,840.18	\$32,390,845.17	\$ 6,238,995.01
Notes Receivable .....	1,674,710.00	583,710.00	1,091,000.00
	<hr/>	<hr/>	<hr/>
	\$40,304,550.18	\$32,974,555.17	\$ 7,329,995.01

Trustees  
International Executive  
Board  
International Union  
United Automobile, Aircraft  
& Agricultural Implement  
Workers of America-  
U.A.W.

8000 East Jefferson Avenue  
Detroit 14, Michigan  
Gentlemen:

In accordance with your  
instructions, a detailed ex-  
amination has been made of  
the Cash Receipts and Dis-  
bursements of the

INTERNATIONAL UNION  
UNITED AUTOMOBILE,  
AIRCRAFT & AGRICUL-  
TURAL IMPLEMENT  
WORKERS OF AMERICA-  
U.A.W.

for the six months ended  
June 30, 1961, and as a re-  
sult thereof the following  
financial statements have  
been prepared:

EXHIBIT "A" — State-  
ment of Resources and Li-  
abilities June 30, 1961

EXHIBIT "B" — State-  
ment of Cash Receipts and

# Exhibit 'A'

## STATEMENT OF RESOURCES AND LIABILITIES

ASSETS	
CASH ON HAND AND IN BANKS:	
Demand Deposits .....	\$ 1,151,395.77
Time Deposits .....	15,345,032.13
	<hr/>
	\$16,496,427.90
INVESTMENT SECURITIES—(Cost):	
U.S. Government Securities— Bonds and Certificates of Indebtedness .....	\$10,318,412.50
Federal Land Bank Loans .....	5,633,437.50
Dominion of Canada Bonds .....	10,000.00
State of Israel Bonds .....	127,000.00
General Motors Acceptance Corporation Debentures .....	6,512,358.65
Certificates of Deposit .....	5,200,000.00
	<hr/>
Total Liquid Assets .....	\$44,297,636.55
ACCOUNTS RECEIVABLE:	
Miscellaneous Advances .....	\$ 36,941.50
Rotating Funds .....	133,185.15
Local Unions for Supplies and Literature .....	5,367.07
	<hr/>
	175,493.72
MORTGAGES RECEIVABLE .....	
	813,664.23
NOTES RECEIVABLE .....	
	2,897,776.27
INVENTORIES:	
Supplies for Resale .....	56,125.35
FIXED ASSETS:	
Furniture and Fixtures .....	\$ 1,629,018.98
Vehicles and Equipment .....	27,092.72
	<hr/>
	\$ 1,656,111.70
LESS—Reserves for Depreciation .....	1,048,877.81
	<hr/>
	607,233.89
PROPERTIES:	
Union Building Corporation—U.S.A. ...	\$ 8,767,875.85
Union Building Corporation—Canada ..	115,255.25
	<hr/>
	8,883,131.10
OTHER INVESTMENTS:	
Stocks .....	21,817.06
	<hr/>
TOTAL RESOURCES .....	\$57,752,878.17

## LIABILITIES

CURRENT LIABILITIES:	
Accounts and Bills Unpaid .....	\$ 93,602.27
AFL-CIO Per Capita Taxes .....	128,107.28
Industrial Union Department AFL-CIO Per Capita Taxes .....	18,944.74
Canadian Labour Congress Per Capita Taxes .....	6,234.00
Payroll Deductions and Exchanges .....	298,021.00
	<hr/>
Total Liabilities .....	\$ 544,909.29

## NET WORTH

NET WORTH REPRESENTED BY EXCESS OF RESOURCES OVER  
LIABILITIES ALLOCATED AS FOLLOWS:

Represented by Liquid Assets:	
General Fund .....	\$ 5,115,469.30
International Strike Fund .....	38,629,840.18
Citizenship Fund .....	41,510.68
Education Fund .....	10,191.36
Fair Practices and Anti-Discrimination Fund .....	—35,633.60
Recreation Fund .....	21,974.32
Retired Members Fund .....	314,966.97
Councils Fund .....	199,317.34
	<hr/>
	\$44,297,636.55
Represented by Other Assets:	
General Fund .....	\$11,235,622.33
International Strike Fund .....	1,674,710.00
	<hr/>
Total Net Worth .....	\$57,207,968.88
TOTAL LIABILITIES AND NET WORTH .....	
	<hr/>
	\$57,752,878.17

MINUS (—) denotes red figures.



Statements, Six Months  
 ended June 30, 1961  
 SCHEDULE "C" — State-  
 Funds, Six Months  
 ended June 30, 1961  
 SCHEDULE "B-1"—  
 of Fund Receipts,  
 ended June 30,  
 1961  
 SCHEDULE "B-2"—  
 of Fund Disburse-  
 ments, Six Months  
 ended June 30,  
 1961  
 CERTIFICATE—  
 examined the

Statement of Resources and  
 Liabilities of the  
 INTERNATIONAL UNION  
 UNITED AUTOMOBILE,  
 AIRCRAFT & AGRICUL-  
 TURAL IMPLEMENT  
 WORKERS OF AMERICA-  
 U.A.W.  
 as of June 30, 1961, and the  
 Statement of Cash Receipts  
 and Disbursements for the  
 six months ended June 30,  
 1961; have reviewed the sys-  
 tem of internal control and  
 the accounting procedures  
 of the International Union

and, without making a de-  
 tailed audit of all the trans-  
 actions, have examined or  
 tested accounting records of  
 the International Union and  
 other supporting evidence by  
 methods and to the extent  
 deemed appropriate.  
 In my opinion, the accom-  
 panying Statement of Re-  
 sources and Liabilities and  
 related Statement of Cash  
 Receipts and Disbursements  
 present fairly the position of  
 the  
 INTERNATIONAL UNION

UNITED AUTOMOBILE,  
 AIRCRAFT & AGRICUL-  
 TURAL IMPLEMENT  
 WORKERS OF AMERICA-  
 U.A.W.  
 as of June 30, 1961, and the  
 result of its operations for

the six months ended June  
 30, 1961, in conformity with  
 generally accepted account-  
 ing principles applied on a  
 basis consistent with that of  
 the preceding year.  
 Very truly yours,

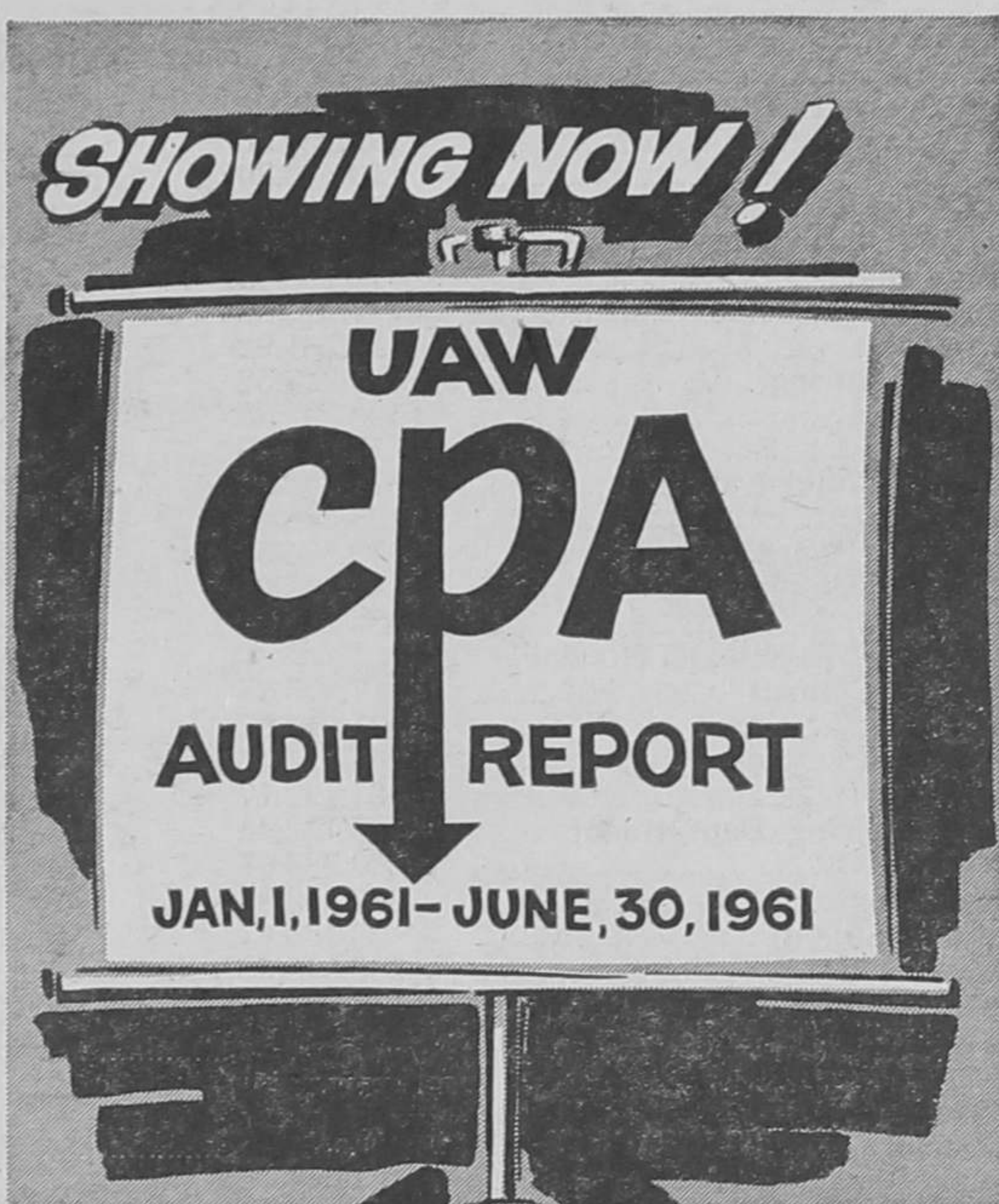
*Clarence H. Johnson*  
 Certified Public Accountant

## Exhibit 'C'

### STATEMENT OF FUNDS

<b>GENERAL FUND:</b>	
Balance—December 31, 1960 .....	\$ 3,689,270.02
Add—Outstanding Checks Cancelled ..	2,271.67
Adjusted Balance—December 31, 1960	\$ 3,691,541.69
Add—Receipts .....	10,620,109.30
	\$14,311,650.99
Less—Disbursements .....	9,196,181.69
Balance—June 30, 1961 .....	\$ 5,115,469.30
<b>INTERNATIONAL STRIKE FUND:</b>	
Balance—December 31, 1960 .....	\$32,390,845.17
Add—Outstanding Checks Cancelled ..	14,775.45
Adjusted Balance—December 31, 1960	\$32,405,620.62
Add—Receipts .....	8,304,284.65
	\$40,709,905.27
Less—Disbursements .....	2,080,065.09
Balance—June 30, 1961 .....	* 38,629,840.18
*—Does Not Include Notes Receivable in the Amount of \$1,674,710.00 allocated to International Strike Fund	
<b>CITIZENSHIP FUND:</b>	
Balance—December 31, 1960 .....	\$ 15,817.22
Add—Outstanding Checks Cancelled ..	699.20
Adjusted Balance—December 31, 1960	\$ 16,516.42
Add—Receipts .....	302,456.10
	\$ 318,972.52
Less—Disbursements .....	277,461.84
Balance—June 30, 1961 .....	41,510.68
<b>EDUCATION FUND:</b>	
Balance—December 31, 1960 .....	\$ 17,636.96
Add—Outstanding Checks Cancelled ..	400.00
Adjusted Balance—December 31, 1960	\$ 18,036.96
Add—Receipts .....	181,473.66
	\$ 199,510.62
Less Disbursements .....	189,319.26
Balance—June 30, 1961 .....	10,191.36
<b>FAIR PRACTICES AND ANTI-DISCRIMINATION FUND:</b>	
Balance—December 31, 1960 .....	\$— 44,729.06
Add—Receipts .....	60,491.22
	\$ 15,762.16
Less—Disbursements .....	51,395.76
Balance—June 30, 1961 .....	— 35,633.60
<b>RECREATION FUND:</b>	
Balance—December 31, 1960 .....	\$ 20,129.23
Add—Outstanding Checks Cancelled ..	48.50
Adjusted Balance—December 31, 1960	\$ 20,177.73
Add—Receipts .....	60,491.22
	\$ 80,668.95
Less—Disbursements .....	58,694.63
Balance—June 30, 1961 .....	21,974.32
<b>RETIRED MEMBERS FUND:</b>	
Balance—December 31, 1960 .....	\$ 302,359.70
Add—Receipts .....	60,491.22
	\$ 362,850.92
Less—Disbursements .....	47,883.95
Balance—June 30, 1961 .....	314,966.97
<b>COUNCILS FUND:</b>	
Balance—December 31, 1960 .....	\$ 218,868.55
Add—Receipts .....	149,064.70
	\$ 367,933.25
Less—Disbursements .....	168,615.91
Balance—June 30, 1961 .....	199,317.34
<b>GRAND TOTAL ALL FUNDS .....</b>	<b>\$44,297,636.55</b>

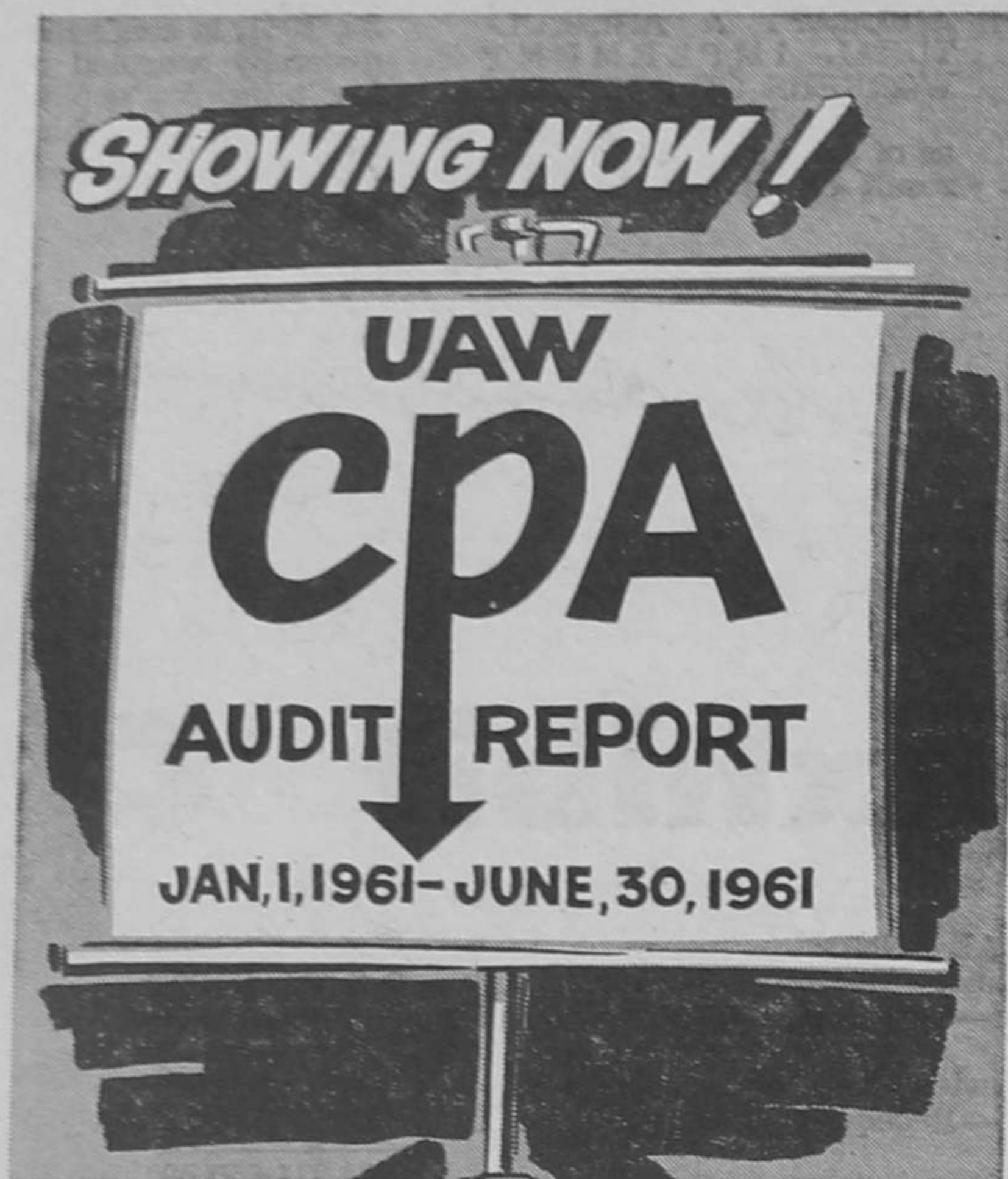
MINUS (—) denotes red figures.



## Exhibit 'B'

### CASH RECEIPTS AND DISBURSEMENTS

CASH ON HAND—December 31, 1960 .....	\$ 8,392,520.39
ADD—Outstanding Checks Cancelled .....	18,194.82
Adjusted Balance—December 31, 1960 .....	\$ 8,410,715.21
<b>ADD—RECEIPTS:</b>	
General Fund .....	\$10,620,109.30
International Strike Fund .....	8,304,284.65
Citizenship Fund .....	302,456.10
Education Fund .....	181,473.66
Fair Practices and Anti-Discrimination Fund .....	60,491.22
Recreation Fund .....	60,491.22
Retired Members Fund .....	60,491.22
Councils Fund .....	149,064.70
Total Fund Receipts .....	\$19,738,862.07
Sale of Investment Securities— U.S. Government Bonds and Certificates of Indebtedness .....	10,509,062.50
Certificates of Deposit .....	1,135,000.00
<b>TOTAL RECEIPTS .....</b>	<b>31,382,924.57</b>
Together .....	\$39,793,639.78
<b>LESS—DISBURSEMENTS:</b>	
General Fund .....	\$ 9,196,181.69
International Strike Fund .....	2,080,065.09
Citizenship Fund .....	277,461.84
Education Fund .....	189,319.26
Fair Practices and Anti-Discrimination Fund .....	51,395.76
Recreation Fund .....	58,694.63
Retired Members Fund .....	47,883.95
Councils Fund .....	168,615.91
Total Fund Disbursements .....	\$12,069,618.13
Purchase of Investment Securities— U.S. Government Bonds and Certificates of Indebtedness .....	2,288,750.00
State of Israel Bonds .....	100,000.00
General Motors Acceptance Corporation Debentures .....	4,038,843.75
Certificates of Deposit .....	4,800,000.00
<b>TOTAL DISBURSEMENTS .....</b>	<b>23,297,211.88</b>
CASH ON HAND—June 30, 1961 .....	\$16,496,427.90



# Schedule 'B-2'

## SUMMARY OF DISBURSEMENTS

### GENERAL FUND:

#### DEPARTMENTS:

Office of the President .....	\$ 81,984.09
Office of the Secretary-Treasurer .....	39,210.10
Office of the Vice-Presidents:	
Gosser .....	41,041.58
Greathouse .....	39,802.17
Matthews .....	29,645.13
Woodcock .....	37,838.09
Accounting .....	80,857.05
Agricultural Implement .....	114,681.94
American Motors Intra-Corporation Council .....	6,913.23
Auditing .....	134,199.40
Auto Lite .....	18,623.91
Bendix .....	7,744.75
Borg Warner .....	10,044.72
By-Laws .....	7,306.89
Champion Spark Plug .....	9,038.23
Chrysler .....	81,200.86
Circulation .....	13,633.80
Clerical Center .....	95,224.55
Community Relations .....	17,734.38
Competitive Shop .....	13,155.45
Dana Corporation Council .....	7,329.90
Die Casting .....	12,761.92
Eaton Manufacturing .....	6,727.52
Ford .....	103,781.88
Foundry .....	13,735.99
General and Administrative .....	673,168.24
General Motors .....	124,245.48
General Motors Board of Review .....	30,350.58
General Motors Umpire Department .....	40,963.06
Legal .....	85,839.17
McQuay-Norris, Walker and Houdaille Industries Council .....	7,975.48
Mack Truck .....	7,011.97
Maintenance .....	263,714.45
National Aircraft .....	61,192.17
National Organizing Department .....	590,732.44
Office Workers .....	30,786.67
Public Relations .....	382,209.84
Purchase and Supply .....	23,433.47
Radio .....	286,645.58
Research and Engineering .....	113,684.07
Skilled Trades .....	96,021.42
Social Security .....	93,250.12
Special Projects and Economic Analysis .....	31,219.66
Spring Council .....	7,476.83
UAW Public Review Board .....	24,098.76
UAW Trustees .....	1,076.56
Unemployment and Workmen's Compensation .....	47,126.67
Veterans .....	9,152.00
Washington Office .....	104,384.82
Women's Department .....	25,827.30
Women's Auxiliary .....	6,976.15
Union Building Expense .....	45,110.64
Employees' Benefits .....	690,802.67
Per Capita Taxes .....	454,684.28
Payroll Taxes—Employees .....	97,648.81

#### TOTAL DEPARTMENTS .....

\$ 5,481,026.89

### REGIONS:

No. 1 .....	\$ 218,240.48
No. 1-A .....	206,473.12
No. 1-C .....	155,699.27
No. 1-D .....	166,422.68
No. 2 .....	153,956.99
No. 2-A .....	130,609.26
No. 2-B .....	126,969.93
No. 3 .....	202,351.23
No. 4 .....	217,498.52
No. 5 .....	213,854.59
No. 6 .....	167,178.76
Canadian Region .....	217,101.81
No. 8 .....	164,930.38
No. 9 .....	243,574.60
No. 9-A .....	224,009.95
No. 10 .....	165,006.31

#### TOTAL REGIONS .....

2,973,877.88

### TOTAL DEPARTMENTS AND REGIONS .....

\$ 8,454,904.77

### ASSET EXPENDITURES FROM

#### GENERAL FUND:

Union Building Corporation—USA .....	\$ 193,825.28
Investments—Stocks .....	353.50
Notes Receivable .....	100,000.00
Miscellaneous Advances .....	27,561.61
Rotating Funds .....	13,142.30
Mortgages Receivable .....	36,000.00

#### TOTAL ASSET EXPENDITURES .....

370,882.69

### OTHER EXPENDITURES FROM

#### GENERAL FUND (PAYABLES):

Exchanges and Payroll Deductions .....

370,394.23

### TOTAL GENERAL FUND .....

\$ 9,196,181.69

### STRIKE FUND .....

2,080,065.09

### CITIZENSHIP FUND .....

277,461.84

### EDUCATION FUND .....

189,319.26

### FAIR PRACTICES AND ANTI-

#### DISCRIMINATION FUND .....

51,395.76

### RECREATION FUND .....

58,694.63

### RETIRED MEMBERS FUND .....

47,883.95

### COUNCILS FUND .....

168,615.91

### GRAND TOTAL DISBURSEMENTS .....

\$12,069,618.13

# Schedule 'B-1'

## SUMMARY OF RECEIPTS

### GENERAL FUND:

Per Capita Taxes .....	\$ 9,881,066.35
Initiation Fees .....	22,272.00
Readmission Fees .....	1,338.00
Charter and Supplies .....	228.00
Supplies .....	18,453.92
Health Institute Per Capita Taxes .....	33,802.71
Escrow Fund—Balance in Treasury .....	30,772.30
Rentals .....	4,370.00
Dividends on Stocks .....	496.25
Interest on Investments .....	53,686.42
Interest on Mortgages and Notes Receivable .....	25,478.10
Miscellaneous Income .....	14,102.56
Miscellaneous Advances .....	41,208.06
Mortgages Receivable .....	51,998.10
Notes Receivable .....	26,194.24
Sale of Property .....	14,000.00
Rotating Fund Advances .....	2,762.91
Exchanges and Credit Memos .....	397,879.38
<b>Total .....</b>	<b>\$10,620,109.30</b>

### INTERNATIONAL STRIKE FUND:

Per Capita Taxes .....	\$ 7,488,400.50
Strike Fund Dues .....	3,908.25
Interest on Investments .....	811,451.40
Miscellaneous Income .....	524.50
<b>Total .....</b>	<b>8,304,284.65</b>

### CITIZENSHIP FUND:

Per Capita Taxes .....	302,456.10
------------------------	------------

### EDUCATION FUND:

Per Capita Taxes .....	181,473.66
------------------------	------------

### FAIR PRACTICES AND ANTI-

#### DISCRIMINATION FUND:

Per Capita Taxes .....	60,491.22
------------------------	-----------

### RECREATION FUND:

Per Capita Taxes .....	60,491.22
------------------------	-----------

### RETIRED MEMBERS FUND:

Per Capita Taxes .....	60,491.22
------------------------	-----------

### COUNCILS FUND:

Chrysler Umpire and Council Per Capita Taxes .....	\$ 17,393.38
Ford Umpire and Council Per Capita Taxes .....	32,642.47
General Motors Umpire and Council Per Capita Taxes .....	42,339.05
International Harvester Umpire and Council Per Capita Taxes .....	32,372.10
Metropolitan Research Bureau of Detroit .....	9,994.43
Retired Members Council— Regions 1 and 1-A .....	14,323.27

**Total .....** 149,064.70

**GRAND TOTAL RECEIPTS .....** \$19,738,862.07

# Wage Gains, Health Cost Savings Shoot Up Workers' Take-Home Pay

Add the UAW-kept promise to win company-paid hospital-medical care for workers and their families to wage increases and you find Ford workers able to enjoy higher than ever take-home pay.

Workers' saving as a re-

sult of fully-paid hospital-medical care will be roughly \$11 a month (average married workers' share of his coverage in Michigan.)

Plus—during the life of the three-year agreement—wages will rise each September in accordance with the annual improvement factor.

For a majority of Ford workers, the 2.5% annual improvement factor now means 7c a year increase.

Putting just the annual improvement factor and the saving on health insurance together, it means that by the time '64 negotiations roll around, Ford worker wages will have risen 16c an hour for many and 19c for most on the annual improvement factor plus a saving equal to 6.7c an hour on health care.

## PRIME UNION GOAL

It took unmistakable rank-and-file feeling—plus hard bargaining—before UAW negotiators could persuade the automakers to begin paying the full cost of medical-hospital care for their workers and families.

But if any one union goal stuck out for all to see, it was the membership's determination to have Ford pay the full cost of such health protection.

To break through in this important area, the UAW agreed to divert 1c of cost of living adjustment (due in Sept., but not yet paid) and 2c from the 1961 annual improvement factor increase.

In exchange for this 3c, Ford agreed to (1) paying the full cost of hospital-medical care for workers and their families,

(2) paying half the same health care for present and future retired workers and their wives, and (3) paying increased pension benefits, plus starting a benefit plan for pensioners' survivors (widows).

Despite this diversion of 3c, the take-home pay of Ford workers will be greater than it would have been if they had received the 3c in wages and Ford had escaped paying the cost of hospital-medical protection.

## RETROACTIVE INCREASE

For example, a Ford worker in Michigan with a family (who would be entitled to a 7c increase under the annual improvement factor) will receive 5c retroactive to Sept. 4.

In return for this 2c, Ford will pay the equivalent of an additional 6.7c an hour to cover the cost which workers otherwise, would have had to pay for their medical-hospital coverage.

This same Ford worker who would normally have received 7c an hour via the improvement factor and 1c via the cost of living clause will, instead, gain 12.04c an hour (after tax adjustment).

This 12.04c an hour means an increase in take home pay of \$20.83 a month.

Diversion of the 2c from the annual improvement factor will not apply in future years. From '62 on, the improvement factor increase will be either 6c an hour or 2.5% of base rate, whichever is greater.

## BOOST JURY PAY

Ford workers are proud to serve on juries.

But it nearly always means a heavy cut in take-home pay.

Under the new agreement, Ford will match the court fee for jury duty—but, in any event, will not pay less than \$10 a day for up to 60 days in any calendar year.

Total, however, may not exceed the worker's daily wage.

## FEPC Clause Is Best Ever

An improved fair employment clause has been written into the new UAW-Ford agreement.

Both company and union agree that the provisions of the agreement apply to all employees covered by the contract, without discrimination.

And in carrying out their respective obligations under the agreement, neither party will discriminate against any employee on account of race, color, national origin, sex or creed.

In addition, a letter of company employment practices policy will now become part of the agreement—for the first time.

Agreement will thus clearly define all the rights (including hiring and promotion) of all workers both present and future.

## Protecting Seniority

The way has been opened for giving workers broader seniority protection on the local level.

Agreement was reached with Ford on language that will permit local unions and local management to resolve layoff problems that have caused high seniority employees to be laid off in one occupational group—or in the labor pool—while low seniority employees continue working in another group.

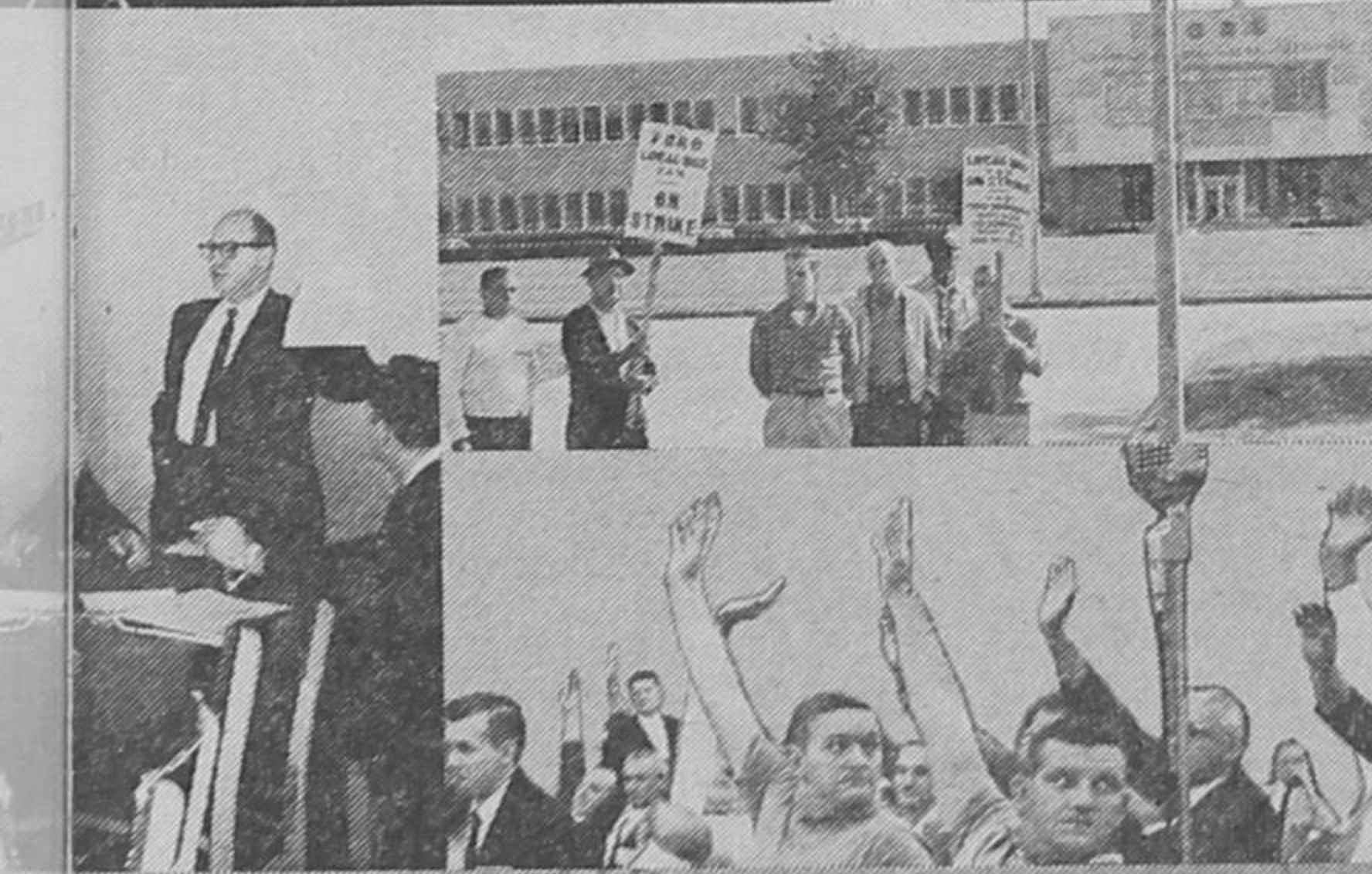
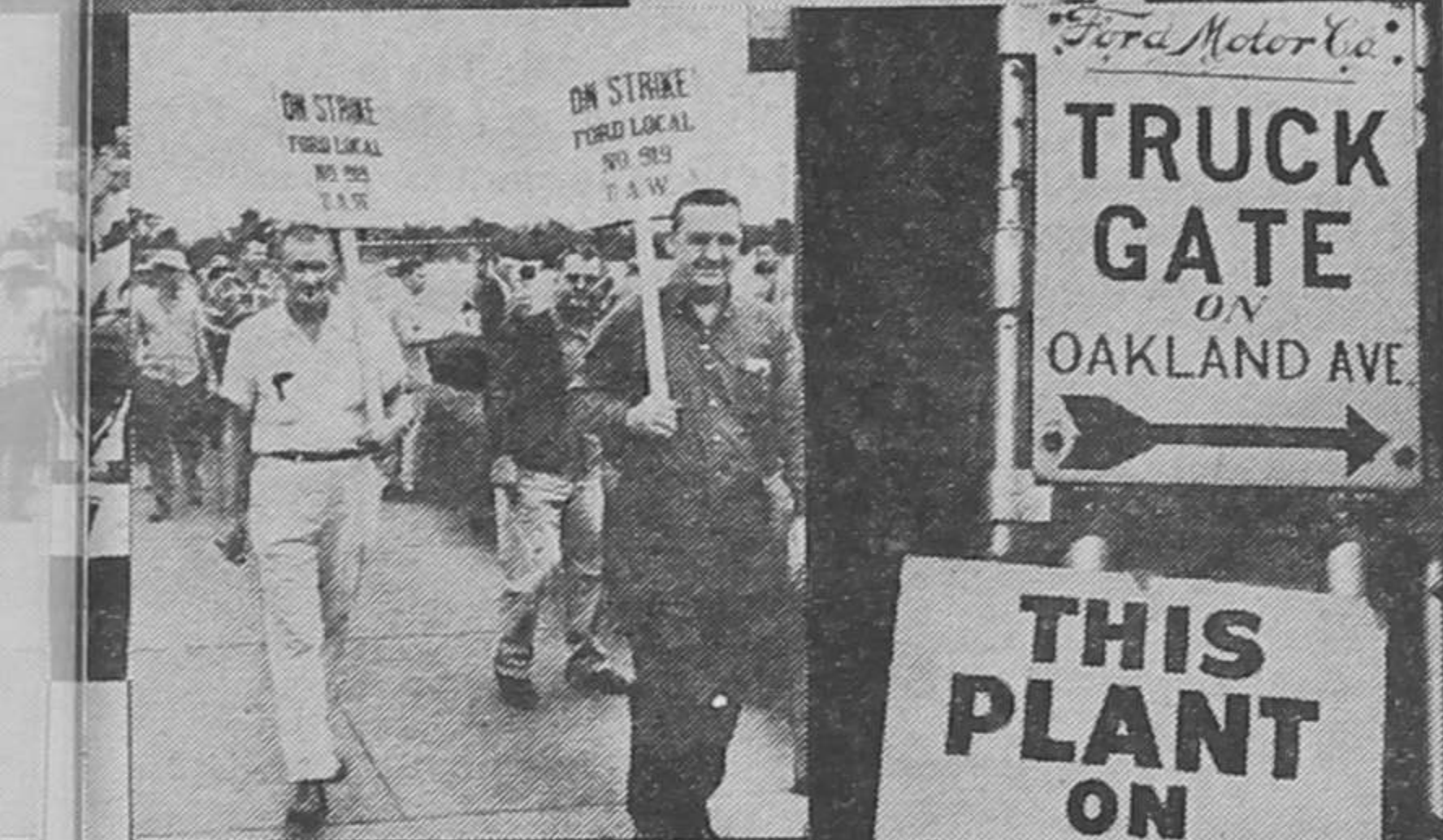
Now, locals are free to negotiate locally on this issue—across group lines and without regard to designated or undesignated classifications—where junior employees are working and qualified, higher seniority employees are laid off.

## Premium Pay

Agreement has been reached on time and a half premium for midnight or #1 shift workers who normally work a Tuesday-through-Saturday schedule.

If these employees are called into work for the #1 shift Monday (Sunday night) they will now receive time and a half for Monday as such.

Any Sunday hours will continue to be at double time.



Amant. Ford Council listens to comments of unidentified member. Fourth row: Members of Local 254, on strike against the Ford Research and Engineering Center in Dearborn, Mich. Assistant Ford Director Nelson Samp, standing left, was among listeners as Ford Director Ken Bannon explains a contract clause. Among members of Local 862 picketing the Ford plant in Louisville, Ky., was Fred Mazze, holding sign at left. Now retired, he was a member of the oldest bargaining committee at the plant. Ford Council votes to ratify additional agreement.

Bottom row: Los Angeles smog partly obscured Ford assembly plant members of Local 923 picket the main gate.

Wake up with "Eye Opener" • Keep up with UAW



GUY NUNN  
Mon. thru Fri.



AID RETIREES, UNEMPLOYED ALSO—

## Ford Now Pays Full Cost Of Health Care Program

Ford workers and their families will now have the full cost of hospital, surgical and medical insurance (Blue Cross-Blue Shield) paid for them by the company.

High on the list of important economic gains negotiated by the UAW Ford bargaining team was company-paid health insurance.

Ford workers can now begin to take home in their paycheck their share of what used to be a 50-50 splitting of the cost of health insurance.

A completely new schedule of life insurance, sick and accident insurance—effective this month—provides across the board benefits that match anything ever won in union negotiations from a major company.

Ford will also pay half the cost of the monthly premiums for Blue Cross and Blue Shield protection for all Ford workers now retired and for those who retire in the future.

Should the U.S. Congress enact legislation providing hospital and medical assistance to retirees, Ford will nevertheless arrange for supplementary coverage and continue to pay for half the retirees' Blue Cross-Blue Shield monthly premium.

Widows of retirees who retire under the new survivor benefit provisions of the UAW agreement will be able to con-

tinue Blue Cross-Blue Shield insurance protection.

### ADDED PROVISIONS

The standards of protection provided by Blue Cross-Blue Shield in Michigan (generally regarded as "standard") will be provided for Ford workers in states where available plans do not measure up to this standard.

Benefit period for coverage by Blue Cross-Blue Shield is extended to 365 days.

The Community Health Association plan (CHA) will be offered to all employees in the Detroit area on a dual choice basis.

Retirees who are not now enrolled for Blue Cross-Blue Shield qualify for half payment of the premium by the company.

### UNEMPLOYED PROTECTED

Premiums will be fully paid for laid off workers for varying periods, on a scale related to the number of SUB credits earned by the worker.

If the laid off worker has earned a sufficient number of credits his insurance premiums will be paid for a maximum of one year.

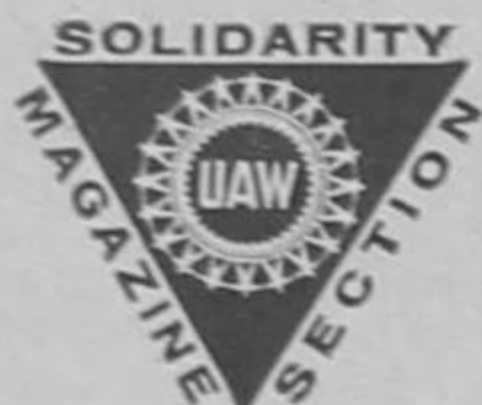
Premiums will be paid by the company for workers on sick leave for a maximum of six months.

Employees on layoff who have exhausted their fully-paid benefits, or employees on leave of absence, may continue protection at group rates for the remainder of 12 months.

# Highlights of

## What the UAW Won

### At John Deere



#### Improved Hospital-Surgical-Medical Care Insurance Fully Paid by Corporation

The Company will continue to pay the full cost of life insurance, which amounts to the highest year's earnings of an employee for the last three years, and also provide for double indemnity for accidental death or dismemberment.

In addition the Company will pay the total cost of the present hospital and surgical program, with the 120 day maximum increased to 365 days.

Upon layoff of an employee the Company will pay 50% of the cost of hospital and surgical from their own treasury for the first six months, and the other 50% from the SUB fund. They will then pay from the SUB fund the cost of hospital and medical care for a period up to an additional six months, based upon SUB credits or length of service, as we may work out.

Employees will contribute one-half of the net cost of weekly indemnity. A new bracket was added for people having earnings of \$3.50 and up, of \$87.50.

A person who exhausts his benefits will have them renewed after a period of one year.

Retirees and their spouses may be covered for all except in-hospital expense by the payment of approximately one-half of the group rate. The Company will pay the cost of insurance for employees who are disabled for the first six months, after which employees may continue at the group rate indefinitely.

Employees leaving the employ of the Company may convert their coverage under an agreement with the Travelers Insurance Company.

#### ANNUAL IMPROVEMENT FACTOR

Add all increases which have been granted since 1955 into the new base rate and establish base rates based upon this new rate.

Give an annual increase of 2.5 per cent of the new base, with a 6c minimum. Increase will come on the first Monday of October in 1961, 1962 and 1963, and will be compounded annually.

Based on 2.5 per cent of the present plant averages of \$3.00 per hour, the increase will average 7.5 cents an hour at present, and increase as rates are increased in future years. (The former increase of 3 percent on the 1955 average wage of \$2.50 an hour also yielded 7.5 cents an hour but allowed no future increase). We also now have a 6c minimum which was not provided under the 3 percent formula.

#### SUBenefits

The Company agreed to benefits similar to General Motors, which are regular benefits, for employees laid off under the regular seniority provisions of the Agreement, of 62% of gross earnings plus \$1.50 dependent allowance, up to four dependents.

Credit units for these benefits would accumulate up to a total of 52.

They also agreed to pay 65% of the gross earnings of unworked hours under 40 on scheduled short work weeks, and 50% of gross earnings for unworked hours under 40 on unscheduled short work weeks such as breakdown, material shortages, etc.

Employees who are laid off out of line of seniority during temporary layoffs or the inventory period, will be given a full 65% of gross earnings the first week even though this may be a waiting week under the State Unemployment Compensation laws.

There is a maximum of \$40 per week on SUB payments under the regular provision of the 62% plus \$1.50 for dependents; however, there is no maximum on any of the short work week benefits.



#### COST-OF-LIVING PROTECTION

Cost-of-living will be continued with a new formula developed which will give a 1/2% increase in wages, based upon the new rates, with each 1/2% increase in the cost of living. All of the cost of living money was placed in the base rates and only 1 1/2% of this will be subject to future decreases in the cost of living.

Improve the limitations of the minimum guarantee in connection with downtime.

Added time study representatives to Sections 10 F and H.

Company agreed to keep all elemental time used in a time study and make it available in the foreman's office or in the department where the job is run. In addition, local unions will have access to the standard data charts which are used to set standards.

Add "defective equipment" to Paragraph B, which is when average earnings will be paid.

Increase the fatigue factor in inherent delay from the present 1.05 to 1.08.

In the future, a transferred employee to either a day work or an incentive classification, who has previously worked in the classification, will receive his rate before transfer or the rate which he previously held in the classification, whichever is higher. If the classification transferred to has a lower maximum than his present rate, he will receive the maximum.

Improve the protective clothing provision.



#### PENSIONS

The present formula for figuring pension based upon a percentage of earnings times years of service will be continued, with a provision that there will be a minimum Pension of \$2.80 per month times years of service and, for persons who become disabled, Pensions of \$5.60 per month times years of service.

All service for employees who leave the employ of the Company, after the age 40, will be vested.

The various options for taking of a pension were left in the agreement with the added provision that any employee who exercises an option can do so by having his benefits figured at a minimum base of \$3.08 per month times years of service, rather than \$2.80.

Present disabled employees who have more than ten years, but less than 15, can now have the option of collecting the value of their life insurance or freezing the life insurance and collecting an amount equal to disability pensions for the rest of their life.

Local unions were given the option to cover local union officers who have lost time under the procedure so that all of their earnings above the minimum will be protected for a percentage pension.

#### JURY DUTY PAY

An employee absent from work because of serving on Jury Duty will get make-up pay to his regular rate if an hourly employee, and to average earnings if an incentive employee, for as long as he is serving in this capacity. (The old contract did not contain a Jury Pay provision of any kind.)

At the conclusion of the negotiations it was agreed that, in return for all of the improvements made in this Agreement, we would agree to drop the 1/2% cost-of-living increase which employees received on September 1. This 1/2% of 1% was based on the 1955 rates and would amount to 1.25c.

However, when you add the 2 1/2% which all employees receive (an average of 7 1/2c,) the employees will receive an average of 6.25c now, in addition to the 1.25c which they got on September 1. This is an average of 7 1/2c, plus a savings in their pay check of the money which they have been contributing for hospital and surgical care.



IN A MEDITATIVE mood were Region 4 Director Robert Johnston, left, and Vice President Pat Greathouse, who led the negotiations for a new contract for the 15,000 workers at John Deere & Co. The agreement, providing breakthrough gains similar to those made in the auto industry, was the first won in the bargaining underway in the agricultural implement industry.

#### ARTICLE IV—DISCIPLINARY ACTION

The Company agreed to remove warning slips from an employee's record after one year.

#### ARTICLE VIII—APPRENTICES

The Company and Union agreed upon a list of classifications in which Apprentices would be employed, and the Company also agreed to give the shop chairman complete information regarding the operation of the Apprentice Program.

#### ARTICLE IX—SAFETY AND SANITATION

Improvements were made in the Safety and Sanitation Article with a provision that grievances of this type be entered in the third step of the Grievance Procedure.

#### ARTICLE XI—UNION REPRESENTATION

The shop chairman will be given two additional hours per week in which to process grievances.

Time study representatives will be allowed to pool their allowed time over a four-week period.

Time study representatives will have the right to investigate all time studies, standard data charts and other necessary material.

#### ARTICLE XII—GRIEVANCE PROCEDURE

The limit for the filing of disciplinary action grievances was increased from three to five days.

#### ARTICLE XIII—UNION SECURITY

All employees in Illinois are required to join the Union after a period of thirty days. The Company and Union will jointly petition and request permission to allow an Agency Shop to operate in Iowa.

#### ARTICLE XIV—SENIORITY

Clarified the rights of any employee to qualify on a job at time of layoff or promotion. (A better understanding on the workings of the break-in-procedure.

Provide that laid off employees do not lose their seniority for at least two years. It was previously a minimum of the length of seniority at time of layoff.

Improved the language in Paragraph D to allow Union representatives to remain at work when employees are sent home.

#### ARTICLE XVI—HOURS OF WORK AND OVERTIME

Uniform language on a twenty minute lunch period on three shift operations. It previously varied from plant to plant.

Improved provision on holiday pay to allow for payment of holidays which fall on Saturday and Sunday and also payment providing the employee works any time within the week in which the holiday falls.

# Education CHECK LIST

Two topics of the keenest importance to the trade union member and his children are going to be discussed in depth all across the land this winter.

These topics are (1) whether or not labor organizations should be subject to anti-trust laws, and (2) whether or not federal aid to education is needed.

UAW local unions can help see to it that all the facts are brought out.

The national subject for college debaters this year is: "Resolved: That labor organizations shall be under the jurisdiction of anti-trust legislation."

A kit filled with printed materials that present organized labor's viewpoint on this issue can be obtained from the UAW Education Department to present to college debaters in a local union's area.

In the kit are six documents: a speech by Franklin D. Roosevelt Jr., an article by Secretary of Labor Arthur J. Goldberg, a pamphlet issued by the United Steel Workers of America, a statement by AFL-CIO President George Meany, an analysis by AFL-CIO of anti-trust laws and union activity and a discussion of right-to-work laws titled "Facts vs. Propaganda."

Here, in compact, easily-read form is the gist of organized labor's stand against attempts to hamstring it even further by making it subject to anti-trust suits.

Here's an opportunity to make the college debater an effective voice for unionism—in a forum where labor's point of view is far too seldom presented.

A single kit for the college debater can be obtained free. Just write to UAW Education Department, 8000 E. Jefferson, Detroit 14, Mich. If you wish to obtain the kit in larger numbers, the UAW Education Department will help you order it from AFL-CIO.

Similarly, debaters in high schools throughout the nation are going to argue the pros and cons of another question: "Resolved: That educational opportunity should be equalized by means of federal grants to all public schools."

Here, those with the most at stake—the students themselves—are going to discuss an issue of grave concern to union members with children.

Again, the UAW Education Department has a kit containing three documents that can help present labor's side favoring federal aid to education. One is titled "Labor—Champion of Public Education." Another is "A Step Toward Real Partnership—Federal Aid to Education." The third is "Fair Taxes for Good Schools." All are publications of AFL-CIO.

The high school debater can read for himself the role labor has paid in making free public education possible in this country, and understand labor's contention that much more must be done—and can only be done through federal aid.

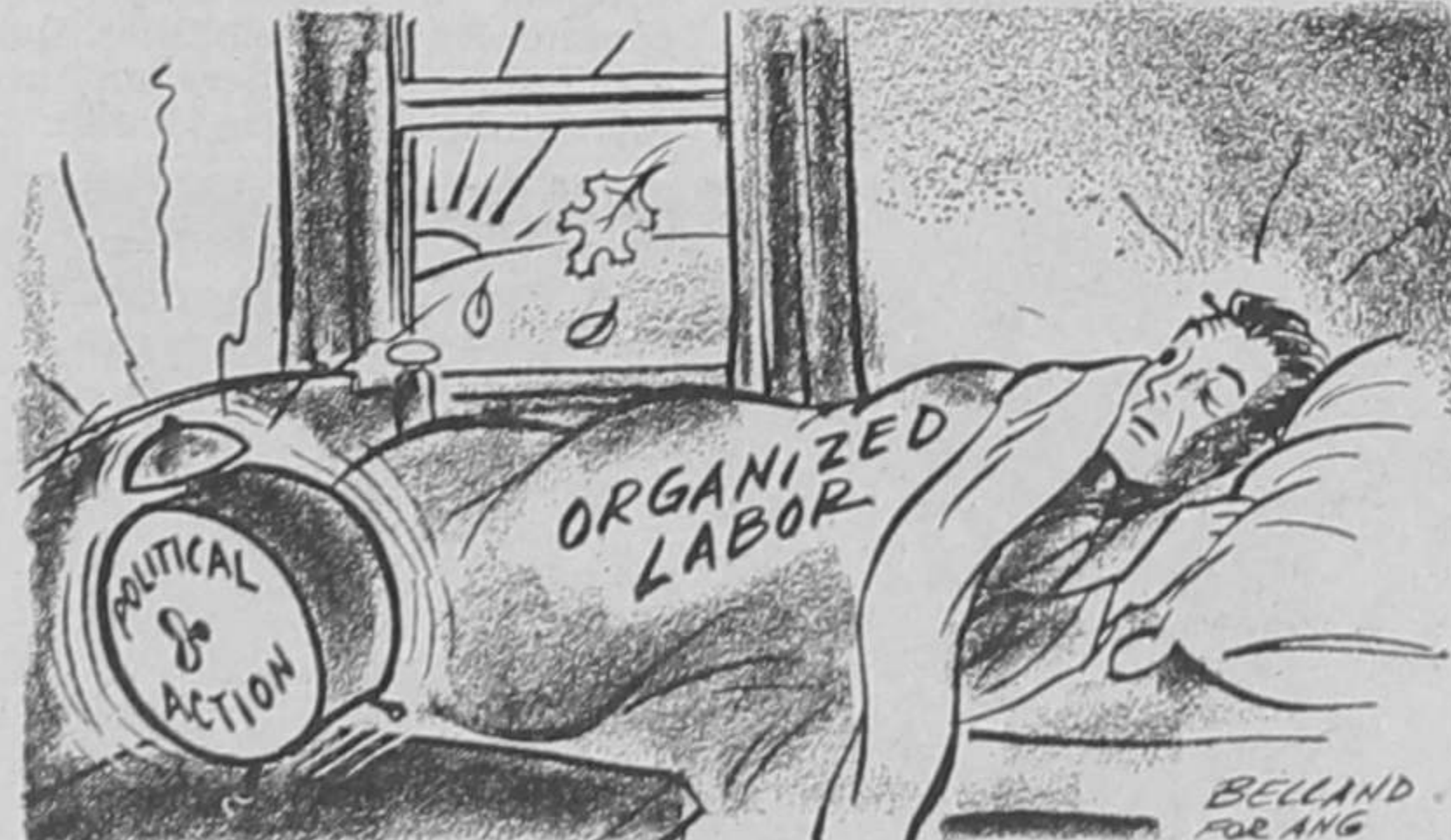
Here, again, a single kit can be obtained simply by writing to the UAW Education Department, 8000 E. Jefferson, Detroit 14, Mich. Arrangements also can be made through the same department for getting a bulk order from AFL-CIO.

It's hard to find a better way to get a point across than with a vivid poster.

Now, it's easy to obtain a collection of posters that make a variety of points important to UAW local union members. The UAW Education Department is offering a group of 15 posters for \$2.50.

Large and colorful, with short, clear texts, they deal with such vital subjects as voter registration, the Bill of Rights, fair employment practices, elimination of racial prejudice, the ICFTU, UAW's film library, the relationship of farm and factory wages, automation, inflation, union goals as opposed to management's aims, the problem of the work week, women workers and the relationship of high employment to national prosperity.

The bundle of 15 can be obtained simply by ordering it from the UAW Education Department, 8000 E. Jefferson, Detroit 14, Mich.



Time To Get Outta The Sack!

## INTERNATIONAL STRIKE FUND FOR SEPTEMBER, 1961

The following is a summary of Strike Fund Income and Expenditures for the month of September, 1961.

The following are the Strike Fund Assets for September, 1961:

TOTAL STRIKE FUND ASSETS,	
AUGUST 31, 1961	\$42,438,479.96
INCOME FOR SEPTEMBER, 1961:	
Per Capita	\$1,198,885.75
Interest on Investments	105,460.79
	\$ 1,304,346.54

TOTAL TO ACCOUNT FOR:	\$ 43,742,826.50
DISBURSEMENTS IN SEPTEMBER, 1961:	5,866,755.94

TOTAL RESOURCES SEPTEMBER 30, 1961 \$37,876,070.56  
There were 14 strikes in effect at the time of this report, involving 120,850 members of the UAW.

## BOOK REVIEW

# More on 'The Wayward Press'

By ALEXANDER UHL

The fact that the American press, owned by millionaires, is overwhelmingly Republican, generally anti-labor and anti-liberal and that its columns reflect this, is an old, old story. But when the story is told by a master-writer, ironic, painstakingly accurate and utterly devastating, then it is a new and lively story.

A. J. Liebling, caustic author of "The Wayward Press" in the New Yorker, has just brought up to date a number of his articles and republished them in paperback book form called The Press, issued by Ballantine Books at 75 cents a copy. It is a big 75 cents worth.

Take what he has to say about today's "great" publishers:

"The men of the new order do not meddle with the locals as long as they come up with the tithe. They are, for the public, faceless and their coups are often inside jobs. Hearst tried to take cities by storm, but the new men prefer a rendezvous at the back gate.

"Mr. Samuel I. Newhouse, the archtype, specializes in disgruntling heritors, or profiting by this disgruntlement. A family feud is grist to his mill, but if he can't get a paper that way he will talk beautifully of the satisfactions of cash, rapidly quoting sections of the capital-gains law as he accepts his hat. If the owner shows him the door, he exhibits no resentment."

WITH THIS KIND of ownership, it is no wonder that anything liberal or pro-labor gets the full treatment from most of the press either on the political front or the labor front. Liebling cites chapter and verse.

Labor is always "stubborn" in the press dictionary, while management is always devoted to "principles." The strikers are always victimizing the public, "not, I could not help noting, the management."

Analyzing the Long Island Railroad strike of 1960, Liebling cites the editorials that berated the railroad unions for callously using "their power to cause intolerable disruption of the daily lives of myriads of innocent bystanders in labor-management rows." But not a word about management and its "power to prevent intolerable disruption."

"The truth appeared to be that neither side had got all it wanted," Liebling declared after the strike was over, "and that what the newspapers called pigheadedness in a railroad conductor is what they call devotion to principle in a railroad president."

Liebling picked up from there to analyze the reporting on the recent maritime strike in New York City which produced indignant cries that "664 maritime workers" were tying up the town by their stubbornness in a dispute with 11 railroads.

"The corollary, that 11 railroad presidents were being equally stubborn," Liebling added, "was left for the reader to figure out for himself.

"No newspaper anywhere in the nation, apparently, has had a kind word for the working man since about 1936 on this point. The press is not lopsided, but unilateral, monolithic, solidary and unanimous."

The Newburgh story of cracking down on relief recipients for the benefit of the taxpayers even if it means taking it out on helpless children is an old one to Liebling. He was writing about the same sort of thing in New York back in 1947 when some of the wealthiest newspapers were headlining stories about the "woman in mink with \$60,000" living on relief in a hotel and how the "lady in mink" became a symbol for claims that

relief "clients" were chiseling the city.

IN THE END the "mink" coat turned out to be a mangy, old garment with a torn lining, the people who had been "living in hotels" at the expense of the

taxpayers turned out to be a handful of people who had been placed in modest hotels for emergency reasons and the grand jury "investigation" that was supposed to shock the world fizzled out into nothing.



UAW's RADIO AND TV shows serve up thought-provoking and stimulating comment upon anything and everything of interest to workers. As an example, Mrs. Esther Peterson, U.S. assistant secretary of labor, appeared on a recent UAW "Telescope" program for an interview by Paul Morris of the UAW Radio and TV Dept. The television show is on the air every week night over Channel 9, CKLW-TV in the Detroit area.

## News for the Locals

6 Minutes A Day  
30 Minutes A Week  
1560 Minutes A Year

are reserved on EYE OPENER for use by local unions. If your membership is within listening distance of any of the 17 stations on which EYE OPENER is broadcast, officers, editors and education chairmen should be taking advantage of this opportunity to maintain contact with the membership 260 times a year.

### Interested?

Then write GUY NUNN, at SOLIDARITY HOUSE, 8000 EAST JEFFERSON, DETROIT 14, for details. A postcard will do. You'll receive complete details and instructions on how EYE OPENER can be put to work for your local; how your membership can be kept informed about meetings, elections, negotiations, social functions, registration drives and community affairs.

Remember: EYE OPENER can be your local's voice

6 Minutes A Day  
30 Minutes A Week  
1560 Minutes A Year

Write GUY NUNN, at SOLIDARITY HOUSE, 8000 EAST JEFFERSON, DETROIT 14, MICH.

Here's where you'll find **EYE OPENER**  
On your early morning dial!

Station	K.C.	Time
California—Los Angeles	.....KRKD 1150	6:00-6:30 a.m.
Connecticut—New Britain	.....WHAY 910	6:00-6:30 a.m.
Waterbury	.....WATR 1320	6:15-6:45 a.m.
Illinois—Aurora	.....WKKD 1580	2:00-2:30 p.m.
		(Wednesdays Only)
Chicago	.....WCFL 1000	5:45-6:15 a.m.
Indiana—Anderson	.....WHBU 1240	6:15-6:45 a.m.
Maryland—Baltimore	.....WCBM 680	6:00-6:30 a.m.
Michigan—Detroit	.....CKLW 800	6:15-6:45 a.m.
Flint	.....WAMM 1420	6:00-6:30 a.m.
Grand Rapids	.....WMAX 1480	6:15-6:45 a.m.
Muskegon	.....WKBZ 850	6:00-6:30 a.m.
Missouri—Kansas City	.....KCMO 810	5:30-6:00 a.m.
St. Louis	.....WEW 770	6:00-6:30 a.m.
New Jersey—Newark	.....WNTA 670	6:15-6:45 a.m.
Trenton	.....WTTM 920	6:00-6:30 a.m.
New York—Buffalo	.....WGR 550	6:00-6:30 a.m.
Ohio—Cleveland	.....WERE 1300	6:00-6:30 a.m.
Pennsylvania—Pottstown	.....WPAZ 1370	6:15-6:45 a.m.

# A Union Summer



(1)

## UAW '61 Summer Schools

A famous general once said that his country's battles were won in its schoolrooms, where its leaders were trained.

Much the same could be said about the role the UAW's 1961 summer schools played in the union's 1961 collective bargaining achievements.

The UAW's 1961 bargaining table triumphs were made possible, in great measure, by the informed and mobilized membership that backed up the program drafted by the Special Convention last spring.

The facts of economic life and the urgency for finding solutions to the problems that workers faced were conveyed, in great part, to the members through the information made available in the 22 weeks of summer schools from June until late in September. The members could act because they got the facts.

The basic summer school course—the Core program—was designed to explore, explain and blueprint the UAW's 1961 collective bargaining goals in terms of the needs of the union's members.

In every UAW region's summer school there were brass-tack discussions of such vital problems as general unemployment and long-term unemployment, job security, income security, technological changes, inflation and recession.

But the '61 summer school delegates—about 3,000 all told—explored much more than the bread and butter collective bargaining issues that lay on the table.

The UAW's legislative program was analyzed in depth, too. These subjects ranged all the way from the need of the nation's aged for medical aid through Social Security to the need of the nation's youth for federal aid to education. Civil liberties and civil rights were discussed. So were legislative reapportionment and upcoming elections.

The trade union's role in international affairs (through

ICFTU) and the tasks it faces in the pursuit of world peace were scanned and debated.

Discussions not only covered the foreseeable problems the union and this nation must tackle in years to come. They also tried to anticipate programs that may have to be drafted for problems that can only be guessed at—such as the extent automation may reach.

Delegates held group discussions, took part in workshops, attended assemblies, heard guest speakers who are experts in various fields, watched films and took side trips that helped deepen their knowledge and widen their first hand experience.

Along with this, newer members studied and discussed some of the tasks they will face in the day-to-day work of their local unions—such jobs as grievance handling, arbitration, local negotiations, community service, local union publications and public relations.

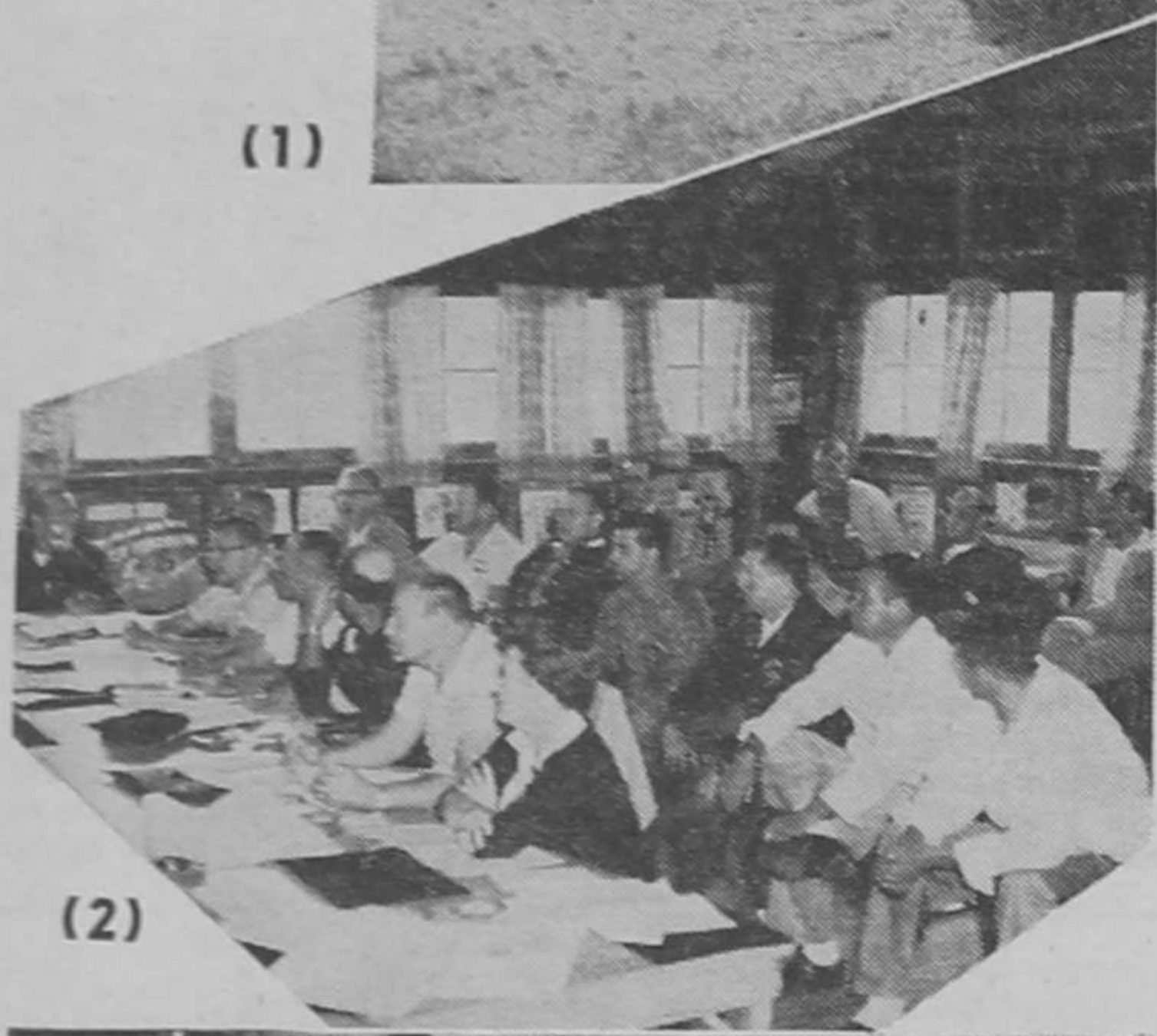
But there was a lighter side to the 1961 UAW Summer School program, too.

There were swimming and boating, softball and other games, barbecues and group singing—in fact, a well-balanced recreation program.

If, as the famous general said, battles are won in classrooms, then the UAW's 1961 Summer Schools helped build shock troops that will stand the union in good stead for the collective bargaining struggles that are sure to come.

As one newspaper, the Los Angeles Sentinel, said after sending a reporter to attend a UAW Summer School:

"As a result of the sessions, the student is a better citizen as well as a better equipped union member. . . The school itself was a dramatic demonstration of democracy in action. . . Los Angeles is richer for this valuable inservice training in citizenship and community responsibilities. Our community is richer for this fountainhead of leadership."



(2)

(1) A class goes outdoors at a regional summer school held at FDR Camp near Port Huron, Mich.

(2) This time the class at Port Huron is indoors, where GM collective bargaining is under discussion.

(3) Economics is the topic for this buzz group at the Canadian regional summer school at Port Elgin.

(4) Every summer school had its song leader.

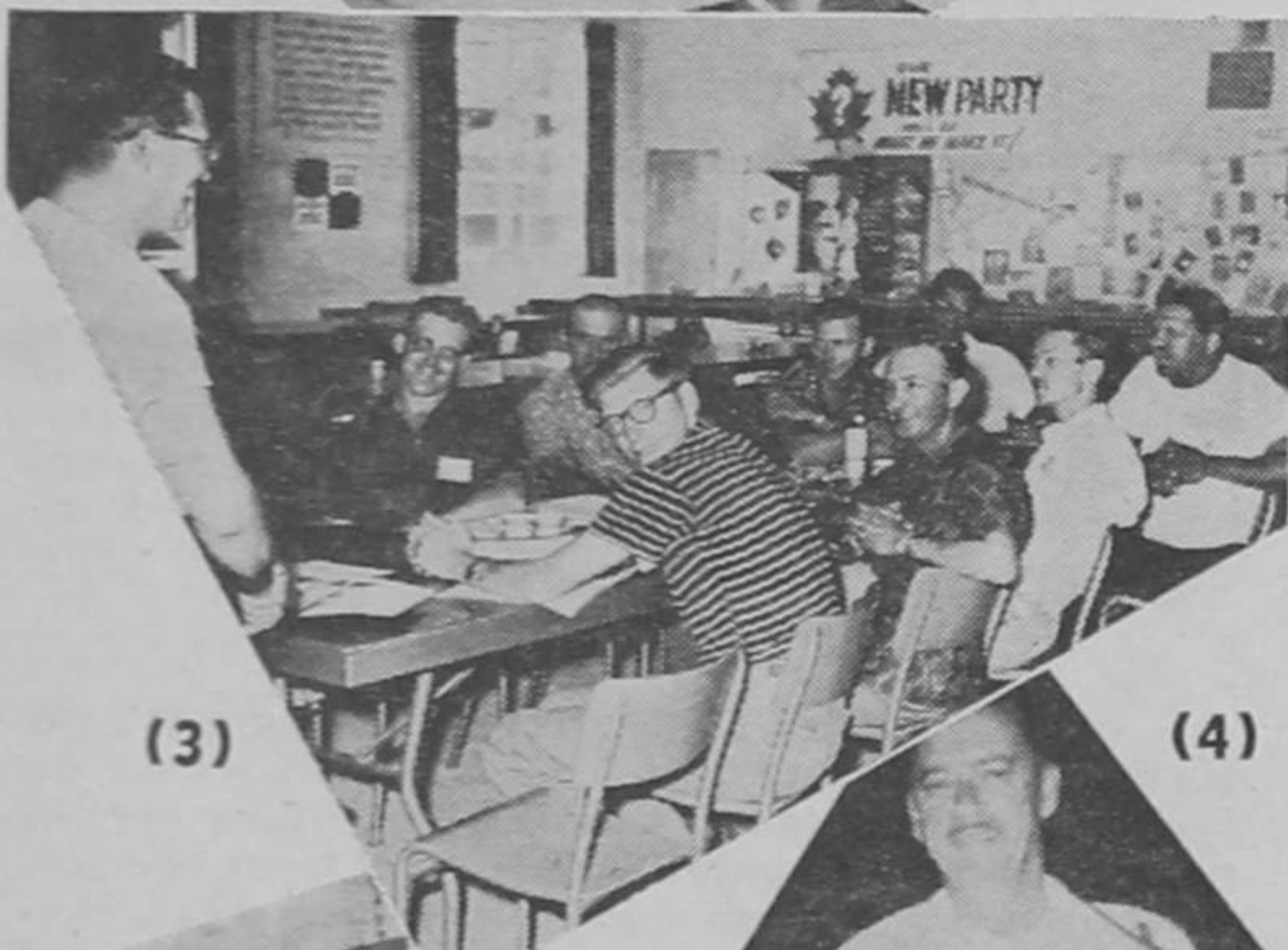
(5) Vice President Leonard Woodcock talks to a summer school assembly about the 1961 UAW collective bargaining program.

(6) Vice President Norman Matthews follows up a summer school speech with some barbecue shared with Region 8 Director E. T. Michael.

(7) Some very high ranking guests come to UAW summer schools. Here Michigan's Gov. John B. Swainson tours with Region 1D Director Ken Robinson and staff members.

(8) University educators come, too. Here one discusses problems with UAW Education Director Carroll Hutton.

(Continued below, right)



(3)



(4)



(5)



(7)



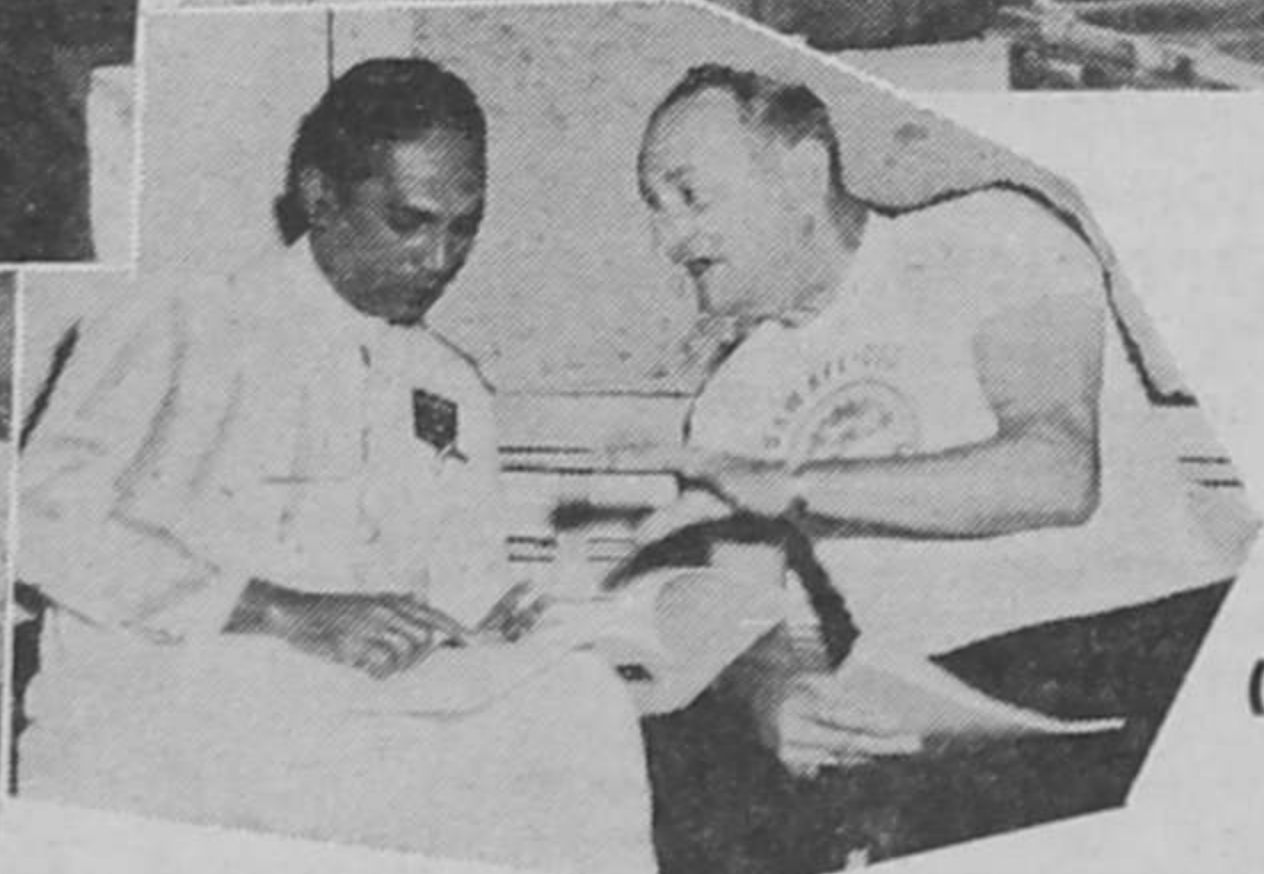
(10)



(6)



(8)



(9)

(9) Region 6 Director Charles Bioletti discusses UAW's programs with a visiting labor leader from Ceylon. Other regions also entertained guests from overseas at their summer schools.

(10) Every summer school happily winds up this way—with a regional director (here it's Region 3's Ray Berndt, center) awarding diplomas.

## U. S. Quizzes Station Banning 'Eye Opener'

WASHINGTON, D.C. — The refusal of station WLW in Cincinnati to renew the UAW radio program, Eye Opener, has prompted an investigation by the Federal Communications Commission and triggered protests from congressional figures and liberal groups.

The FCC move followed a formal UAW protest that the station's action was arbitrary and amounted to "rank censorship." The UAW program featured the commentary of Guy Nunn and presented news from a liberal and labor point of view.

When the UAW sought to renew its time purchase contract with WLW at the expiration of the one then in effect, the union was advised that the Eye Opener program was "unacceptable" and that a new sustaining program which manager Robert Dunville said he considered more in the public interest would be substituted.

Meanwhile, Sen. Phillip A. Hart (D-Mich.) in a speech to the U.S. Senate described the action of WLW as one posing a "very dangerous threat to freedom of communications."

He pointed out that the Eye Opener program presented news and commentary from a "liberal and labor point of view."

"What is important," Hart said, "is that all points of view should be presented over the airwaves for the thoughtful consideration of the American people."

"What concerns me is the question whether the termination of Guy Nunn's program is keeping the liberal-labor point of view off the air and thus threatening the freedom of our communications system."

"I would express the same concern if only the liberal-labor view was on the air and would urge air time for the sharply conservative voice."

Station WLW, which advertises itself as "the nation's station," is a powerful, 50,000-watt clear channel station which has extensive coverage well beyond the Cincinnati and Ohio areas.

The Eye Opener program which was broadcast five times a week from 7:00 to

7:30 p.m. had a Neilson Home coverage rating in Cincinnati 50% higher than the next most popular program at that hour, and several hundred percent higher than other programs.

However, when the UAW sought another time slot for its program the station offered the union a Tuesday night spot only between 12:30 a.m. to 5:30 a.m. These hours would be of little value to the UAW.

William Kircher, AFL-CIO regional director in Cincinnati, has written to FCC Chairman Newton Minow objecting to WLW's action and urging the FCC to follow through with a full investigation of the circumstances.

## Motec Locals Defeat UE Raid

MINNEAPOLIS Minn. — Members of two UAW local unions, Local 1132 in Hopkins, Minn., and Local 1148 here, overwhelmingly defeated a raiding attempt by the UE, a union thrown out of the AFL-CIO because of Communist infiltration.

A total of 1,079 members, nearly two-thirds of the total cast, voted in an Oct. 12 NLRB election for continued UAW representation in the two Motec Industries plants, compared with 689 cast for the UE and 10 for neither union. The UE had petitioned for the representation election following expiration of the UAW contract.



DURING A QUIET moment at the Racine, Wis., UAW Retired Workers Council 3rd annual picnic, Region 10 Director Harvey Kitzman (center, standing) poses with a group of retirees. Well over 1,000 retirees and their families attended the event held on the grounds of the Racine Labor Center.

## Membership Praised For Backing Union

PHILADELPHIA—UAW Vice-President Pat Greathouse praised the Kennedy Administration and Labor Secretary Arthur J. Goldberg in particular, for the quick understanding and realization that UAW demands presented to the Big Three Auto companies and the Agricultural Implement firms were not of an inflationary nature.

Greathouse addressed more than 100 delegates to the 16th Annual UAW International Foundry Wage and Hour Council conference last month.

The delegates, most of whom represented local unions presently engaged in collective bargaining with either the auto or the ag imp companies, listened attentively as Greathouse reviewed the course of negotiations to date and what to expect in the future.

"I want to give complete credit to the rank and file members of this Union," Greathouse said, "for the manner in which they were prepared to back it up in any way necessary," Greathouse said.

He pointed out that planning for the current contract talks had been going on for many months and that there was an understandable tendency to take successes for granted once they had been achieved.

"If we had been willing to accept the old General Motors agreement with perhaps a few minor changes thrown in, I am sure the company would have bought it right away.

"But because we said that we have got to make additional progress for the membership of this Union as we have in the past, we had to demand solutions to our workers problems and be prepared to back it up in any way necessary," Greathouse said.

During the event-filled three day conference the delegates heard reports of the local unions represented at the conference and reports from Paul M. Russo, assistant director of the UAW foundry department, and Bill Humphries of the foundry department.

Russo reviewed the problems which continued to face foundry workers in the U.S. as well as Canada.

"This council has to consider the problems of the unorganized plants as well as the organized plants," Russo said, "for the poor working conditions existing in the unorganized plants affect us all."

Ralph Showalter, UAW legislative director, updated the delegates on the progress made by the Kennedy Administration thus far and what labor might expect in the future from Congress.

He assured the delegates that labor had some good friends in government notably in the persons of Robert C. Weaver, administrator of the Federal Housing and Home Financing Agency; W. Willard Wirtz, undersecretary of labor, and Frank



W. WILLARD WIRTZ —At Foundry Conference

McCullough new chairman of the NLRB.

James Farmer, national director of the Congress on Racial Equality, told the delegates of the harrowing experiences of the freedom riders during their Mississippi ordeal and of his own incarceration in Mississippi jails.

W. Willard Wirtz praised labor in general and the UAW in particular for the responsible, mature brand of trade unionism it had practiced down through the years.

William Troestler, Local 553, Racine, Wis., was reelected president of the Council; James Slaughter, Local 1222, Bucyrus, O., was elected vice-president and James Alexander, Local 306, Detroit, was reelected secretary-treasurer.

## Presbyterians Still Anti-RTW

WASHINGTON—The United Presbyterian Church at its 173rd general assembly has reaffirmed its opposition to "right-to-work" laws.

In a detailed study-paper giving the Church's attitude, the decision was reached that negotiation of a union shop between employer and members of a union should not be taken "out of the collective bargaining process and put in the hands of the government."

The study points out that "a right-to-work law uses the power of the State government to produce in that State a compulsory open shop in all industries, regardless of their size or nature. The absence of a right-to-work law permits management and union in each industry to bargain and work out voluntarily the arrangement that is a workable compromise between their respective interests."

You'll find UAW

EYE OPENER



WCBM 680 K.C. Baltimore, Md. 6:00-6:30 a.m.

On your radio dial

## Unionists Read Labor Papers, Support Political Action

FRESNO, Calif. (PAI)—Do union members read their union newspapers? Do they honor picket lines? Do they support their unions? What about nonunion members?

An opinion survey sponsored by the education committee of the Fresno-Madera Labor Council brought answers to these and a number of other questions. The survey was made by trained personnel.

Here are some of the answers:

Of the union members who receive the weekly Labor Citizen, 94 per cent read all or part of it each week.

Picket lines: 87 per cent of the union members and 66 per cent of the nonunion members said they honor picket lines.

These questions were answered by union members only:

Union membership: 98 per cent think it is a good investment.

Union meetings: 94 per cent believe they are conducted democratically.

Union officers: 88 per cent believe their unions are honestly managed.

Political activity: 87 per cent believe in political action through their unions.

Violation of picket lines: 74 per cent believe that their unions should levy fines for crossing picket lines.

Fair employment practices: 96 per cent support equal employment opportunities regardless of race, color or creed.

Do union members discuss labor, economic and social problems at home with their children? 50 per cent answered yes.

These answers were given by non-union members:

Right to organize: 94 per cent support the law guaranteeing the right to organize.

Fair press: 51 per cent believe unions get fair treatment from the press.

Political office: 54 per cent approve and 38 per cent dis-

approve of union members running for public office.

Corruption: 39 per cent believe accusations of corruption against union leaders have been overestimated; 36 per cent believe they have been underestimated.

Shorter work-week: 60 per cent favor it.

## Gains in Auto Aid Organizing

CHICAGO, Ill. — The gains made by UAW members in new contracts at American Motors and General Motors are opening the eyes of more and more non-union workers to the advantages of UAW membership, Region 4 Director Robert Johnston reported.

Workers in several plants in the region heard of the gains in job security registered in the auto contracts, and then voted for UAW in elections conducted by the NLRB.

Among them were workers at Iowa Industries, a division of the Champion Spark Plug Co. in Burlington, Ia., where 164 voted for UAW and 140 voted for no union.

At Radio Steel Co. in Chicago, manufacturer of motor scooters, 187 of the 260 who cast votes Oct. 6 chose UAW, while 66 voted for an independent union. Seven additional votes were challenged.

At the Bopp Manufacturing Co., Waterloo, Ia., 26 voted UAW and 23 voted no union, of the 54 cast. Five votes were challenged.



A BEAMING QUINTET OF ladies from UAW Regions 1 and 1A anxiously await the signal to climb aboard a European-bound airliner. The lucky gals are part of the group which left for Europe on the UAW European tour. Pictured above at the Airport (left to right) are Mrs. Charles Sporman; Mrs. A. F. Wicinski; Mrs. L. F. Clapper, all of Detroit; Mrs. Alma Lulham, Grand Rapids, Mich. and Miss Mary E. Platt of Ann Arbor, Mich.



**M E E T I N G** WITH VICE PRESIDENT NORMAN MATTHEWS (left), presidents of UAW's Chrysler locals were given an up-to-the-minute report on current national negotiations, talked local bargaining, asked questions, got answers.



**UNEMPLOYED WORKERS** at Chrysler—some of them with as much as 27 years seniority — picketed the corporation's headquarters in Detroit to protest layoffs and Chrysler's overtime policy. Here were two of the hundreds of workers on the picket line.

## UAW Sues to Save Runaway Autolite Jobs

TOLEDO, O.—The UAW has filed suit in Federal Court here to protect the seniority rights of some 500 members laid off when the Electric Autolite Co. moved their jobs to Alabama.

The suit parallels another UAW case in Detroit, in which a Federal judge ruled last July that union members retain rights to their jobs extending beyond the life of the contract. In that case, he ordered the Gemmer Mfg. Co. of Detroit to take its workers along with their jobs when it moved South.

The Toledo suit, filed in the names of five Autolite Unit members of Local 12 on behalf of the 500, charges the company violated its agreement in moving the work from Toledo to a new plant in Decatur, Ala., without giving its members the right to transfer with their jobs. The UAW contract here provides for job security and protection of seniority rights.

The suit seeks the right of the laid-off workers to transfer to the Alabama plant with their full seniority rights, at prevailing wages for their jobs under the contract, and with the full protection of the Toledo agreement.

UAW Vice President Richard Gosser, director of the Autolite Dept., said the Union has sought in vain to get the company to live up to its agreement, and finally had no recourse but to file the suit.

"We have been hoping that this company would

show decent concern for the plight of its employees, who have spent long years in its service," commented Gosser.

"But thus far the company has shown a brutal disregard for both its workers and for the community in which it has prospered over many years. We regret that we have been forced to take this action, but the rights of our members under their contract with the company must be protected."

The UAW has had contractual relationships with Autolite since the founding of the union a quarter of a century ago. The jobs moved South included manufacture of automotive distributors and other components of auto electrical systems.

## Clause at General Motors On Agency Shop Seen Soon

Continued from Page 1

February but the UAW and the NLRB general counsel asked for reconsideration. Supporting briefs were filed by the AFL-CIO, the Indiana Building and Construction Trades Council and several international unions. The board then voted to reconsider.

In its latest decision, the board cited a 1954 U.S. Supreme Court decision, which said:

"This legislative history clearly indicates that Congress intended to prevent utilization of union security agreements for any purpose other than to compel payment of union dues and fees.

## Balloting Set

Continued from Page 1

widespread misunderstanding and lack of understanding among Local 72 members as to the benefits provided by the contract. We noted the unfavorable conditions under which the Local 72 ratification meeting on Sunday, October 8, was held.

"This was an open air meeting on a Sunday afternoon at a time when the World Series, pro football games and the extremely fine weather sharply reduced the number of members present, so that barely 25% of the membership participated in the vote.

"Furthermore, many of those who did vote cast their started and before the agreement was explained.

"In view of these considerations, the International Executive Board, in accordance with the authority granted by the International Constitution, will undertake an educational campaign to acquaint Local 72 membership thoroughly with the provisions of the agreements, and the Board has further directed that following this campaign, a new vote be taken under the supervision of the International Union that will assure maximum participation of Local 72 members so that the true sentiments of the majority of the workers will be expressed.

"The decision to hold a new vote under these more favorable circumstances is made in keeping with the democratic tradition of the UAW even though the International Executive Board has the Constitutional authority to rule that the contract was ratified since a majority of AMC workers who voted have approved it.

## New Pact Won at Deere; First in Ag Imp Talks

### Bulletin

**CHICAGO** — Racing against a strike deadline, UAW negotiators have won a new, three-year contract covering 35,000 workers employed by International Harvester Corp. in 11 cities, UAW Vice President Pat Greathouse announced just as **SOLIDARITY** went to press.

The new agreement follows the "pattern" settlement recently won by the union at GM covering wage increases, better supplemental unemployment benefits, short work week protection and company-paid improvements in medical-hospital coverage, among other improvements.

The contract is expected to be put up for ratification by UAW Harvester Locals by Oct. 22. Its terms will then be retroactive to Oct. 1.

"This is the first time that the UAW has reached a settlement with Harvester without a strike," said Greathouse, director of the UAW Agricultural Implement Department.

"It represents a maturing in labor relations by the company."

**MOLINE, Ill.** — Negotiating on four fronts simultaneously, the agricultural implement workers in the UAW won their first breakthrough in the industry with a pace-setting settlement with John Deere & Co.

Some 16,000 members in eight plants in Iowa and Illinois won economic gains equal in scope to the improvements made in the auto industry, and in addition improved their contracts in many non-economic areas.

The long bargaining sessions here were led for the union by Vice President Pat Greathouse, director of the Agricultural Implement Dept., and Region 4 Director Robert Johnston, whose region includes all the Deere plants.

"John Deere workers can be proud of achieving this settlement without the need for strike action," said Greathouse. "They have won improvements in many areas, building from a solid base and adapting the General Motors contract gains to their own needs."

The settlement came as the Deere contract was expiring Oct. 1, and was ratified overwhelmingly by the members the following weekend, with less than 75 voting against ratification.

Highlights of the agreement are in the magazine section of this issue of **Solidarity**.

Meanwhile, the membership of two other agricultural implement corporations — International Harvester Corp., with about 35,000, and Caterpillar Tractor, with 24,000 — were continuing to work under present contracts, extended beyond the Oct. 1 expiration date.

As **Solidarity** went to press, the UAW negotiating teams at Harvester had served notice to the company of cancellation of the contracts as of 7 a.m. Monday, Oct. 16.

Three separate union bar-

gaining teams have been at work at Harvester for more than two months. Two of them are negotiating for improvements in existing master contracts for production and maintenance workers, and for clerical and technical employees. A third is seeking to write a master agreement for the first time, to cover some 1,200 members working in the company's seven parts depots and three transfer houses. In the past, these have worked under separate contracts.

The corporation, manufacturing farm implements, trucks and related equipment, is the fourth largest under contract to the UAW.

At the Caterpillar Tractor chain, plant-by-plant negotiations are going on at the company's seven plants and depots. Each bargaining unit is under separate contract with the company, although centralized bargaining has been sought by the workers.

At Allis-Chalmers Co., the current contract expires Nov. 1. The central bargaining team of the union is seeking an agreement with the company as to which issues should be negotiated centrally, and which locally. The eight bargaining units with 15,000 workers, are under separate contracts.

## New Contract Won at Ford

Continued from Page 1

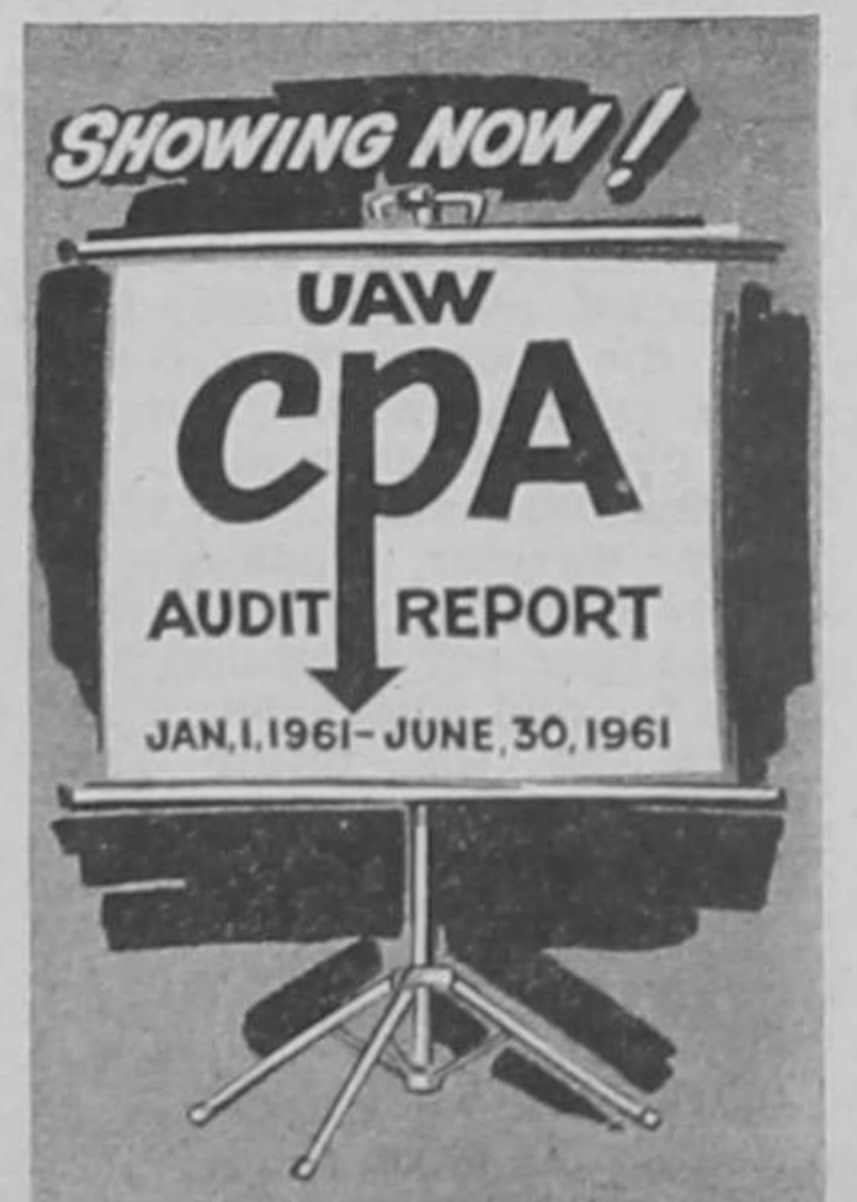
receive the annual improvement factor wage increase of 2½% or 6c an hour, whichever is greater.

• Their real wages will continue to be protected against increases in the cost of living.

• When they retire, their pension benefits will be increased by about \$12 a month on the average, over the benefits now paid retired workers.

• In addition, for them and for the already retired workers, half the monthly premiums for hospitalization and surgical insurance and surgical insurance will be paid.

Moreover, Bannon said, working agreement improvements "have real meaning" for workers. Included in these are provisions for smoother handling of grievances, proper overtime notice, strengthened farming-out safeguards, opening of the way for broader seniority protection on the local level, new ways to solve the widespread problems of lines of demarcation, and more.



See Magazine Section



# Compelling Issues in Spotlight As Detroit Heads for Nov. 7 Election

UAW SOLIDARITY, Detroit Edition, October, 1961, Page 3

## YOUR Help Wanted—



## VOTE!

Big jobs are ahead in Detroit. They involve urban renewal, housing development, school improvement, port expansion, tax problems and much more.

Those jobs must benefit YOU. To do this, the Wayne County AFL-CIO is endorsing candidates in the city election Tuesday, Nov. 7.

Those candidates want your help. They need your votes so, as council members, they can work for the programs that mean more

jobs, more income, more security for people.

You'll get word on the endorsements in plant gate leaflets to be distributed by the union. Pass the leaflets on to your neighbors; talk up the endorsements in your shop.

To build a better future, we must begin now. Start by being sure to vote Tuesday, Nov. 7 for the candidates endorsed by the Wayne County AFL-CIO.

## Vote Tuesday November 7

With Detroit's urgent election looming ahead on Tuesday, Nov. 7 voters have started to spotlight vital issues in deciding which candidates they will support.

Both economic and neighborhood matters were being pinpointed as labor's official representatives met to decide on endorsements of specific candidates based on their records, their actions and their programs.

Word on the endorsements is to be distributed to voters through plant gate leaflets and other material. Voters are urged to pass these along to their friends and neighbors as well as talking up the endorsements in the shop.

At the hub of this year's pressing issues is the need to continue in office—and add to—those city officials working to improve Detroit's human and economic development. The endorsements will specify them.

One of the nation's largest cities and top industrial areas, Detroit has been hit hard in recent years by the impact of three national recessions under the Eisenhower-Nixon Republican administration.

As a result, about one out of every eight workers in the city were on layoff during the last recession's height. Its heavy impact still is being felt by many workers and their families.

Among the programs backed by candidates likely to receive labor's support are urban renewal, neighborhood conservation and improvement, port expansion, and housing development, each of which would spur the city's economy and jobs.

Other compelling issues involve human rights for all citizens, problems involving the city's senior citizens, street resurfacing and traffic, parking facilities, smoke abatement, and improved recreational and library facilities for adults as well as children.

### Seniors Rally To Hear Forand

Congressman Aime J. Forand, retired, author of the basic legislation to provide health care for the aged under social security, will be the principal speaker at a rally of senior citizens to be held Wednesday, November 15, 1961, at 10 a.m. at Cobo Hall in Detroit.

Congressman Forand is chairman of the National Council of Senior Citizens for Health Care Under Social Security, which is the co-sponsor of the rally along with the Detroit Area UAW Senior Citizens Steering Committee.

The rally will be held to assist and to focus attention on the growing need for basic legislation of the type originally proposed by Congressman Forand and now embodied in the King-Anderson Bill.

Congressmen and Senators have noted that success of for legislation providing medical care through social security depends on developing grass-roots support for the bill. For this reason, Congressman Forand has organized the National Council of Senior Citizens and has asked for cooperation and support from all organized groups of older people.

All retired members of the UAW and their retired neighbors, relatives and friends are invited to the rally.

### Ravitz, New For Council, Is City Expert

A new face among candidates for Common Council of Detroit is Mel Ravitz, Wayne State University sociology professor.

His name is familiar to Detroiters because of his active and earnest work on numerous public and private committees and boards in the city's community life.

An expert in urban planning, he formerly was senior social economist in charge of the City Plan Commission's Community Organization Division.

After years of studying Detroit's many problems and working as a private citizen to help solve them, Ravitz decided he could help even more as a public official, making policy. This, he says, is why he is seeking election to Council.

His experiences have led him into new ideas and new approaches to many of Detroit's biggest headaches. Some are:

- Develop public port facilities to encourage Detroit's economic growth;
- encourage more federal government contracts here;
- back federal legislation to outlaw industrial piracy by any state;
- end discrimination in employment and apprentice training;
- reduce or eliminate the personal property tax workers;
- encourage training of work school program;
- strengthen efforts to attract industry and business to Detroit.



SWORN IN as a new federal judge was Wade H. McCree (second from left), a member of UAW's Public Review Board and a circuit court judge in Detroit until appointed to the new post by President Kennedy. Before Judge McCree took his oath of office, his nomination was approved by a U. S. Senate Judiciary subcommittee following a hearing conducted by Sen. Philip A. Hart (third from left). Endorsing McCree at the hearing were Congressmen Thaddeus Machrowicz (left), now a federal judge also, and Charles Diggs, Jr., (right), both of Detroit.



SHOWING his deep concern for the problems of people, Detroit Common Council candidate Mel Ravitz joined the picket line of unemployed Chrysler workers protesting large-scale layoffs and the corporation's overtime policy.

Detroiters — Go-Go-Go FORWARD

# VOTE TUESDAY, NOVEMBER 7

OPPORTUNITY — JOBS — SECURITY



# Torch Fund Drive Opens October 17 With a Top Goal of \$18,350,000.

## Lipshaw Mfg. Co. on Strike As One Year Contract Ends

Lipshaw Manufacturing Company, a Division of Local 174, went on strike Monday, October 2nd, at 10:00 a.m.

The issues are reinstatement of the Plant Chairman, a new contract, wages and working conditions.

The one (1) year contract ex-

pired on September 28, 1961.

The company located at 7446 Central, manufactures hospital and laboratory equipment and employs thirty workers.

Picket lines are manned on a twenty-four hour basis. Cal Fletcher is the Local Representative assigned to the plant.

## GM Strikes End

Fisher Body Livonia Division who walked out on strike at the 10:00 a.m. deadline September 11, settled their local demands and the plant reopened on Monday, September 18.

All employees were recalled to work by Monday, September 25th.

The Ternstedt Division that went on strike on September 12 in support of the Product Engineering Division returned to work Friday, September 15, after an agreement was reached on Product Engineering problems.

Ternstedt had settled their local issues prior to the strike deadline but voted to support their brothers in Product Engineering who are in the same plant.

## Pre-Retirement Planning Classes Start at Region 1A

A seven session course in Pre-Retirement Education started at the Region 1-A Headquarters, 8222 Joy Road, Wednesday evening, October 11, from 7:00 p.m. to 9:00 p.m.

This free course is open to workers nearing retirement and their wives.

There is still time to get the major portion of this course if you attend the next session.

Subjects to be discussed include: What will your retirement years be like; Work and retirement in a changing world; Money and retirement; Health and happiness in retirement; Family, friends and living arrangements; The union, the community and

the retired worker; and Your experiences and plans for retirement.

Answers will be given to such questions as: Early retirement under Social Security; New contract gains for retired workers; Health insurance under Social Security; Widows and survivors benefits; Prospects for low cost housing for the elderly; Retirement living in the South and the West; Union drop-in centers and recreation program and Community services.

If you are over 50, why not bring your wife to these helpful classes at the Region 1-A Office, 8222 Joy Road, Wednesdays at 7:00 p.m.

## Local Standing Committees Elected by Joint Council

The following members were elected to the Local Standing Committees by and from the Local Joint Council:

**BY-LAWS COMMITTEE:** Joseph Szabo (Revere Copper), Phil Terrana (Detroit Universal), Albert Lockridge (American Metal Products), Frank Jarosz (Precision Spring) and James Thompson (Rockwell Standard).

**EDUCATION COMMITTEE:** Edward George (American Metal Products), Albert Divincenzo (Michigan Forge), Norman J. Meloche (Federal Screw), Thais Retell (Avon Tube), Alex Penman (Ternstedt Mfg.), Mildred Szur (Ternstedt Mfg.) and George Lyons (Ternstedt Mfg.).

**ELECTION COMMITTEE:** Orval Brown (Rockwell Standard), Hugh Bowman (Detroit Controls), Earl Lee (Detroit Universal), Fred Cole (Towne Robinson Nut), Frank Jarosz (Precision Spring), Mary S. Belcher (American Metal Products) and Louis Tury, Jr. (Lyon, Inc.).

**FAIR EMPLOYMENT PRACTICES COMMITTEE:** Fred E. Ross (American Brass), Willie Hill (American Brass), Walter Lee Eason (Revere Copper), Charles Jackson (Detroit Controls) and Max C. Zander (Revere Copper).

**HALL COMMITTEE:** Edward Briggs Angeluski (Rockwell Standard), Walter Cabaj (Ternstedt Mfg.), Floyd Bolda (De-

troit Controls) and Zygmant Jamroz (Detroit Stamping).

**POLITICAL ACTION COMMITTEE (COPE):** William Thompson (American Metal Products), Arthur E. Smith (Automatic Products), Joseph J. Neu (Huron Forge), Barney Criscenti (Precision Spring), Frank Nizio (Detroit Universal), Joseph S. Belch (Rockwell Standard) and Max C. Zander (Revere Copper).

**RECREATION COMMITTEE:** Edward Kwasniewski (Roberts Tube), Herman Hunter (American Brass), Joseph Kapanowski (Rockwell Standard), Alex Danilow (Ternstedt Mfg.), Ernest Lee Heath (American Metal), Joe A. Monday (Shatterproof Glass), Joe Nizio (Detroit Universal) and Frank Savitskle (Ternstedt Mfg.).

**RETIRED WORKERS COMMITTEE:** James W. Sears (Precision Spring), John Lewkowicz (Rockwell Standard), Max C. Zander (Revere Copper), Marthat Bradley (Fisher Livonia), James Thompson (Rockwell Standard), Mildred Szur (Ternstedt Mfg.) and Alex Penman (Ternstedt Mfg.).

**WOMEN'S COMMITTEE:** Frances Schultz (Fisher Livonia), Bessie Fuller (American Metal), Thais Retell (Avon Tube), Mary Belcher (American Metal Products), Mildred Szur (Ternstedt Mfg.) and Martha Bradley (Fisher Livonia).



The United Foundation Torch Drive opens October 17th and runs through November 9th, this year, with a goal of \$18,350,000 to operate the 198 agencies in the tri-county area of Wayne, Oakland and Macomb Counties.

The drive has the full endorsement of the International and Local Unions. UAW Vice-President Norman Matthews is Chairman of the Labor Participation Committee in the drive.

Other members of the Labor Participation Committee are: Thomas Badoud, Representative, United Mine Workers; Al Barbour, President, Wayne County AFL-CIO Council; Dan Diamond, Business Manager, Electric-

"Boots" Weir, Secretary Treasurer, Carpenters District Council; Charles Younglove, District Director, District 29, United Steel Workers; Eric DeRoss, Local 174, UAW and Hoy Traylor, Labor Representatives, United Foundation.

President Harry Southwell of Local 174 endorses the drive and urges all units to give full cooperation in meeting the



THAT'S LITTLE MISS TORCHLIGHTER, Ann Rule, with UAW Vice President Norman Matthews at a get-together to preview Detroit's annual United Foundation Torch Drive which starts Oct. 17. Ann is a patient at the Detroit Orthopedic Clinic; Matthews is the drive's Chairman for Labor Participation.

al Workers Local 58; Robert Holmes, Vice-Chairman, Teamsters Joint Council.

Barney Hopkins, Secretary-treasurer Michigan AFL-CIO Council; Fergus Johnson, President, Bricklayers and Masons Local 2; Marion Maciocci, President, Detroit Building Trades Council.

Andrew McFarlane, International Labor Union Representative; Thomas McNamara, Secretary Treasurer, Detroit Building Trades Council; James McGahey, President, United Plant Guard Workers.

George Merrelli, Co-Director Region 1, UAW; Mike Novak, Vice-President, Wayne County Council AFL-CIO; Lucien

goal set for the plants.

Many Local 174 members have availed themselves of the many services offered by the various agencies supported by the Torch Drive.

IF EVERYONE does his or her part to help the fund reach its goal, the money will be raised to make these vital services available to all who need them in the coming year.

Detroit can well be proud of its United Foundation tradition. The give-once-for-all idea originated here and has been adopted by most communities in the United States and Canada.

## Mel Ravitz Has Labor's Endorsement

Only non-incumbent endorsed by the Wayne County AFL-CIO for election to Detroit's Common Council is Mel Ravitz, as-



MEL RAVITZ

sistant professor of sociology and anthropology at Wayne State University.

Dr. Ravitz, who received his Ph.D. from the University of Michigan held the post of senior social economist of the Detroit City Plan Commission from 1953-1960 while teaching at Wayne State.

He is an executive board member of Local 1295, AFSCME and was alternate delegate to the Wayne County AFL-CIO.

## Course in Steward Training To Start Thurs., Oct. 26th

A course in Steward and Committeemen's Training will start Thursday, October 26th at the Local Hall.

The class will be six weekly two-hour sessions from 7 p.m. to 9 p.m.

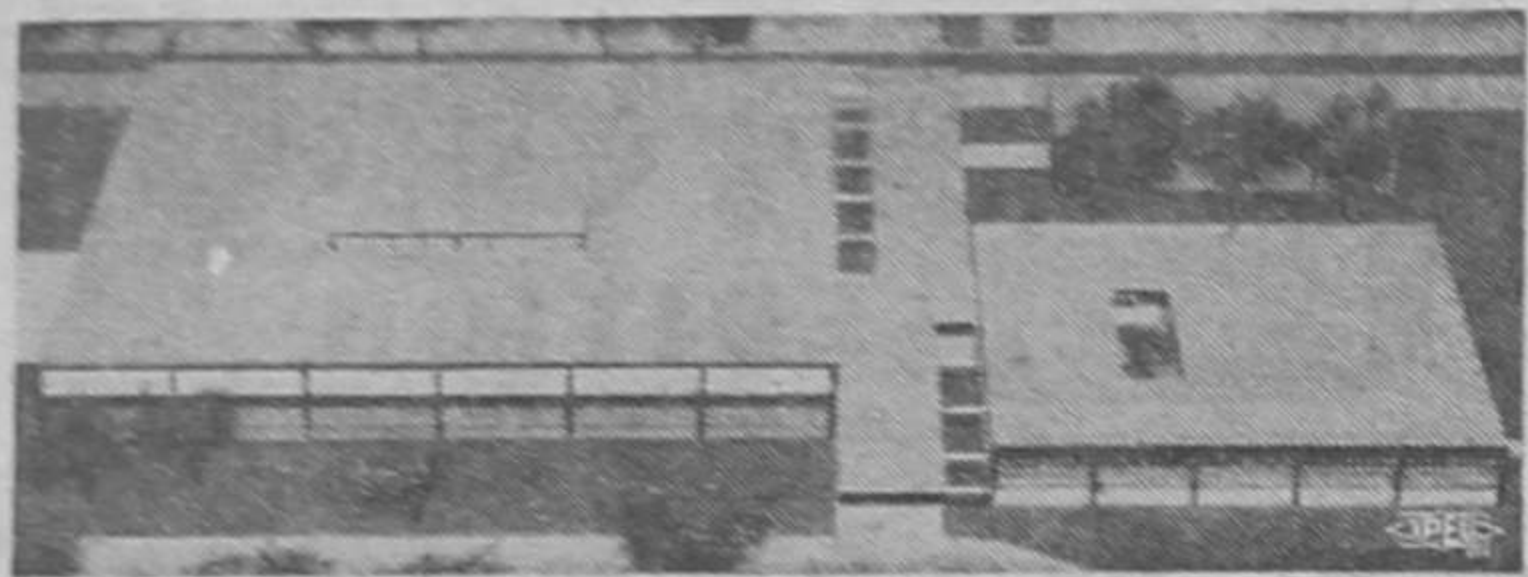
The course will deal with: How to write and process grievances. How to negotiate with management representatives. The art of effective bargaining. How to get your views across. Human relations and other factors in the business of getting along with people.

Several fine films will be shown during this course. Role playing situations and other advanced training techniques will be used.

This class is sponsored by the Education Committee of the Local and is free and open to all.

No registration will be necessary. If you plan to attend these free classes, come to Local 174 Hall, 6495 West Warren, at 7:00 p.m., Thursday, October 26th.

## West Side Local 174



West Side Local 174 CONVEYOR Edition is the official publication of Amalgamated West Side Local 174, UAW-AFL-CIO, 6445 West Warren Ave., Detroit 10. Phone TY. 8-5400.  
 HARRY SOUTHWELL, President CAL FLETCHER, Vice-President  
 ROLAND GARLAND, Financial Secretary  
 JAMES THOMPSON, Recording Secretary  
 MAX ZANDER, BLAINE DAVIS, MARTHA BRADLEY, Trustees  
 ORVEL (GENE) KELLY Guide, ED KWASNIEWSKI, Sergeant-at-Arms  
 GEORGE LYONS, Editor, Member AFL-CIO Labor Press Council

### THE PRESIDENT REPORTS:

## Strong Positive Leadership Makes for Effective Unions

By HARRY SOUTHWELL

All through the recorded history of the world nations have risen and fallen periodically and these movements have always reflected the results of inspired leadership or the lack of it.

The organized labor movement throughout the world has recorded similar declines and advances for the same reason.

**STRONG EFFECTIVE UNIONS** built by positive dedicated leadership have declined and finally disappeared under negative and weak leadership.

What is leadership? Webster Dictionary defines it as, "one who goes before and shows the way, who proceeds or directs in some action, opinion or movement and is followed by others in conduct and undertakings."

Every union official from line steward to president of a national organization is a leader in his particular field of activity. He was elected by his constituents to give them guidance and direction and to initiate and recommend procedure and actions.



HARRY SOUTHWELL

We in the UAW, and particularly Local 174, have been very fortunate in that we started with an abundance of dedicated leadership, men and women who not only build organizations that commanded national respect but went on to fill highly important positions in state and federal offices.

**IN MOST OF THE UNITS** of Local 174 we still have this type of leadership and the present bad economic situation that confronts the membership who are employed by independent or supplier companies will put this leadership to a severe test in this year's contract negotiations.

A weak negative leadership that is politically controlled will refuse to initiate or recommend but will invite the membership to make decisions on important issues that they are not always fully informed on, and if things go wrong, he will insist he was "only carrying out the decisions of the membership."

The membership of any unit has the right and the duty to demand that their elected leader give a full explanation and make a recommendation on all important issues. If he won't do this, he is not worthy of leadership and should be replaced at the first opportunity.

## What Does Labor Want?

Samuel Gompers put it this way:

"What does labor want? It wants the earth and the fullness thereof. There is nothing too precious, there is nothing too lofty, too ennobling unless it is within the scope and comprehension of labor's aspirations and wants. . . . We want more school houses and less jails; more books and less arsenals; more learning and less vice; more constant work and less crime; more leisure and less greed; more justice and less revenge; in fact, more of the opportunities to cultivate our better natures, to make manhood more noble, womanhood more noble, womanhood more beautiful, and childhood more happy and bright."

That statement is as true today as ever. In labor's searching to bring it to fulfillment, we all need to understand one another, to reconcile our differences, and to work together for the common good.

### FIRESTONE FAX

## Earlier Retirement for Workers Would Give Our Youngsters a Chance

By OREN HUBBARD

I pointed out in my last column that even though our committee was experiencing some difficulty in negotiating our contract there would be no serious trouble.

I expressed the belief that our negotiators, on both sides, were too practical, too human, too fair and too honest to allow anything to interrupt our good relations and the normal efficient functioning of our plant.

**THIS ULTIMATELY** proved to be true as evidenced by the endorsement of the committee and the ratification of our new contract by an overwhelming majority at our meeting Sunday, September 24th.

The committee as a whole were treated to a round of applause deservedly and favorable comments were made upon the fair manner in which the company dealt with the Committee.

Some gains were made and some concessions given, but all in all we are quite pleased and happy.

**YOUR EDITOR** apologizes to all and sundry—I was a little mixed up on the clause I mentioned in my last article, although it did not prove a factor, I had it wrong anyway.

I always try never to be too big to apologize—Or too small to accept one.

Remember you people on the afternoon shift: It was quite a notable achievement getting you paid on Thursday nights. If you abuse this privilege by too much absenteeism on Fridays, you may lose this advantage. So, count your blessings, men.

We were also quite pleased,



## Early Retirement May Save Health And Extend Life

**ANN ARBOR** — Contrary to population opinion, retirement doesn't generally result in major physical and mental decline or early death.

In fact, early retirement actually may conserve health and extend life, says Wilma Donahue (Ph.D.), chairman of the University of Michigan Division of Gerontology.

In 1953, for example, when researchers interviewed elder members of the International Ladies Garment Workers' Union in New York, almost half (48 per cent) said their health improved after retirement. One-third said it was the same. Only one-sixth reported it was worse.

Similarly, a 1959 study of more than 100 executives showed that retirement had no effect on physical or mental health, although some tensions were apparent in the transition period immediately following retirement.

In a third study involving health and mortality data of pensioners a large communication firm showed no evidence that retirement hastened death or led to a decline in health. Instead, the findings suggested that mortality was lower in the period following retirement, regardless of the age of the individual involved.

and some surprised, to see Clarence Rose. We thought perhaps that driving without power steering might have tired him.

And, man, the faces we saw at that meeting! Way out! Faces we never see at an ordinary meeting (and it is that kind that makes your union.)

**MIKE GRABOWSKI** has a new Pontiac—with power steering.

Who is the diesel that leaves his work clothes in a local "Bistro" and forgets which one? Thank you, Johnny.

We appreciate the improvements on the front of the parking lot. They are very nice, but we still would like to have those mud holes filled up and some straight lines. How about a black top—we can afford it?

Cross says he would like to see more hand trucks and those that we have put in such a condition that a man can shove them.

**I WAS SADDENED** to learn of the death of Walter Clem while I was on vacation. I liked and respected Walter and regret not having had the privilege of "paying my last respects". My apologies and condolences to his family.

This only further points up the tragedy in such cases where the average man, upon retiring at 65 (most cannot live on early retirement) can usually look forward to only one, two or three years of life on this earth. Hard statistics prove this.

Walter Clem worked hard all his life; in the coal mines, Firestone, and many other places. He deserved a better fate.

**YES, WALTER CLEM** and the millions of Walter Clems all over the country and in all walks of life deserve a better

fate than that which faces them today.

By the same token, the millions of American youth, the delinquents, the near-delinquents, those whose help is needed at home, the broke, the embittered, the despondent, the restless very young of our country, who would and could be greatly benefited by an early retirement, at full pension, for their elders.

These youth, upon whom we must lean so heavily for the future progress and security of our nation, could then become first class citizens, with all the privileges and responsibilities that go with it.

They could get married, have children, bank their money, buy cars, furniture, all the things necessary to a full life and a rewarding one to their community.

**THEY COULD GET** off the street corners and into their own homes—to hold their head high—and to belong.

Our country can do this, they don't need money. There are billions in our Social Security Fund. We only need leaders with enough foresight to see the need—where we are headed and to provide legislation.

We must work together on this two-pronged objective.

Let's give the oldster a future, and the young a present with a future.

**HOPE ITS NOTHING** serious—Rosy's hurried trip to North Carolina.

"Bill" Wentzel is on his annual world series vacation. Pete will have to buy an alarm clock now.

See you next month. Every man's life is a fairy tale, Written by God's fingers, Buenas Noches.

## Union Class for Women Starts Wednesday, Oct. 25 At UAW Solidarity House

Classes for women on the union, its program and goals will start Wednesday, October 25, in the Cafeteria of Solidarity House, 8000 E. Jefferson at 7:30 p.m.

The free course will be six weekly sessions and will deal with the following subjects:

**Community Services for Union Families (How to Secure Them—Policies and Services—Public and Private Agencies). What Makes An Effective Women's Committee (Goals—Programs—Projects—Know-how). Shop Problems (Griev-**

**ance Procedure—Collective Bargaining Gains—Policy—Job Rights, etc.). How to Multiply Your Vote (Recruiting Methods—Campaign Activities).**

**Understanding the Union (Structure and Administration—Role of the Local Union—Your Role in the Union).**

The classes are sponsored by Regions 1 and 1-A Women's Committees, the Women's Department of the UAW in conjunction with Local Women's Committees.

Refreshments will be served at these sessions.

## Settlement at Lyon, Inc.

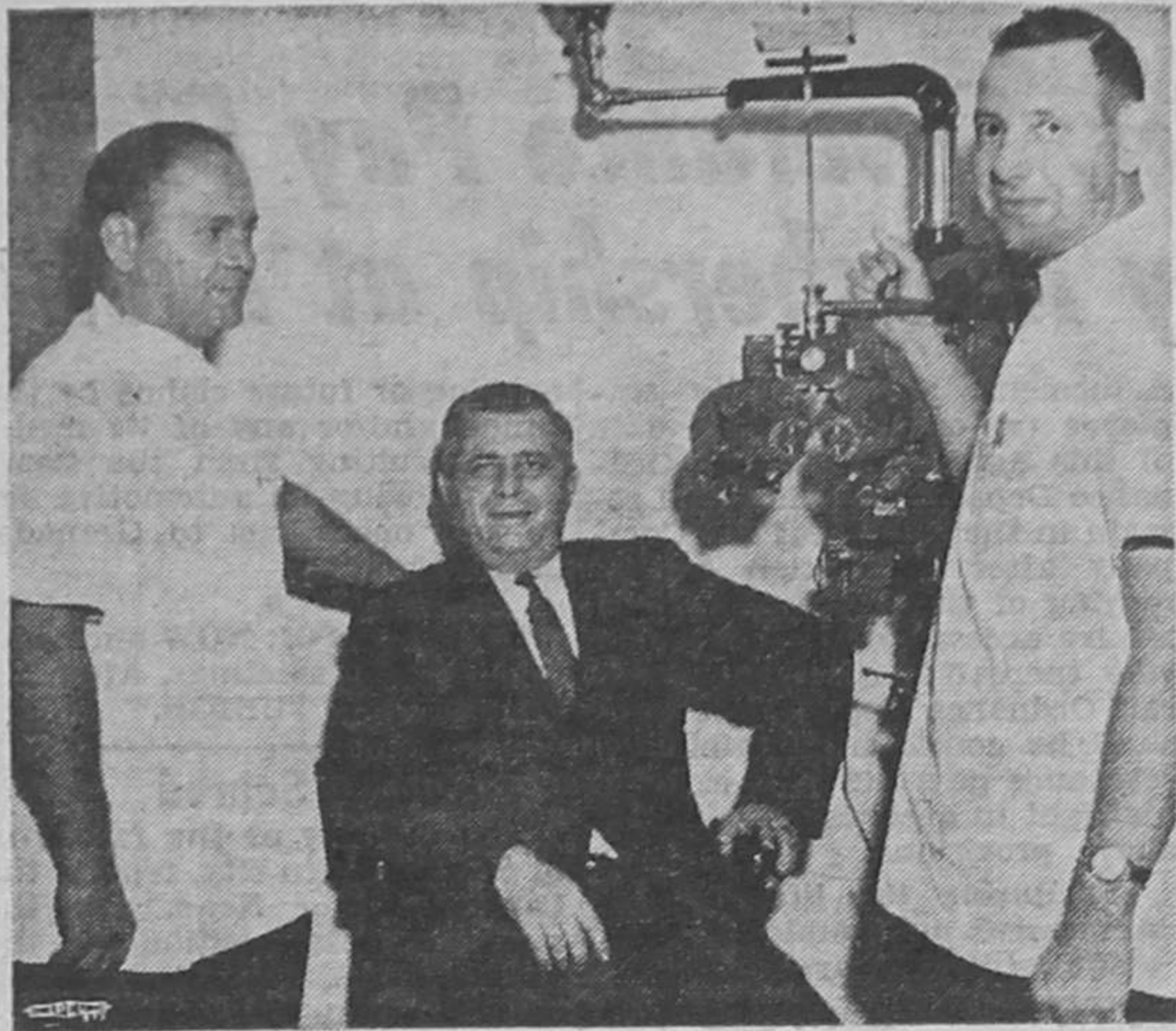
The contract, approved and signed, at Lyon, Inc., we feel, is something new in bargaining at the Local and plant levels. Men with one to ten years seniority are picked up in the severance plan (which is something new) and also have a right to quit and still draw out their severance.

The five-man committee, Ed Reno, Harry Southwell, and the Union Lawyer, John Fillion, feel that the contract negotiated at Lyon, Inc., is something new in negotiations where a plant is moving South.

People up to ten years seniority can have severance. People with ten years and more can have severance plus option in pension plan or cash above and beyond the severance plan. Also, vacation pay is not lost due to severance with the company. A three year contract, six cents (6c) raise or 2½% annual improvement factor, cost of living with 12c added to the base rate and six cents (6c) float. Insurance paid, plus one addition month after lay-off.

All production is moving in a matter of a few months—then the best answer is a severance pay based on loss of jobs—plus a job until the plant moves and a chance of getting to remain at the plant to work on missiles for the government in the near future.

All the above was considered in negotiations with Lyons, Inc. management. We feel a job was well done by the above people to the best of their ability.



Stanley Litwinski, Detroit Brass Plant Chairman and executive board member, is introduced to the new doctor, Wallace Colvin, O.D., at the Co-op Optical Service by Dr. Sidney G. Gilbert (on left). Mr. Litwinski is the Local 174 delegate to the Co-op Advisory Council which includes representatives from all unions affiliated with the Co-op. Nick Sahlaney, Ternstedts, was elected chairman of the council at the June meeting. The Co-op Optical Service, a consumer cooperative, was organized in April, 1960, to give a first quality service to union, credit union and Co-op members. Local 174 members have used the Co-op Optical more than any other single union. The Co-op Optical is at 1320 N. Telegraph, Dearborn, between Ford Road and Cheryhill. Your steward has optical service cards with the hours, address and phone number.

WOLVERINE TUBE

Contract Extended At Wolverine Tube

By JOHN YOUNG

Well, as you know, our contract negotiations are practically at a standstill at the time of this writing.

Our strike vote turned out very good. About 89% favored a strike. The strike deadline was set for September 16th.

A special meeting was called for the 16th of September and a motion was made to reject the company's latest proposal, which carried overwhelmingly.

A second proposal was made to extend the contract indefinitely with a clause that either party has to notify the other 30 days before we could strike. This proposal also carried overwhelmingly. This, I think, was a hairbrained proposal, especially the thirty-day clause, but our committee recommended it 100% and the members went along (the majority anyway) and that is what counts, the majority, that is.

But remember, the majority went along in '58 on our Blue Cross which was recommended by an incapable committee and you can see at the end of each month when about \$6,000.00 of our money goes to pay Blue Cross which the company paid before and which they should be doing now in '61.

I didn't go along with the contract extension because a remark made at the bargaining table is not binding on either party and when the company made the statement that if we would wait until the other companies settled they would equal or better their settlements.

They may equal some little "hole in the wall" company's settlement to hold the line, but if any big company gets a reasonable settlement I personally am not a big enough of a wishful thinker to believe for one minute that Wolverine Tube will hand over a 10 or 15 or 20c raise without a fight.

After two months of negotiations, the best they came up with was about a 3/4c raise, even with a strike threat hanging over their heads.

I think some very interesting questions were asked at the meetings. Especially one about where would the company get the money in December or January to give us a raise if they don't have it now and another question was asked—why we

couldn't get a representative from the International out here and offer some advice. As far as I know there hasn't been a request up to this point for a representative to come here and help us.

I think that we have a good committee now. They haven't proven themselves completely yet but I think they are trying, which is more than I can say about some we have had in the last few years. They are trying to reach a peaceful settlement with the least hardship placed on the members.

I would like to give three cheers to one of our ex-committeemen for breaking the record on the Breakdown Block. They even gave him a water cooler beside his machine so he would not have to spend too much time going to get a drink. I am sure the company joins me in these three cheers. They also cheered the boys in manufacturing for their outstanding performance, then shipped them out the next week.

I think every man should do a fair day's work, but any person who goes around trying to set records to get a pat on the back is lacking somewhere and it isn't his shoe soles.

Well, I see Ray Staggs is getting in shape back in Dept. 30. He must be expecting to be put on production permanently the way he transfers coils and works on machines. Our past steward put him back on salary, but I guess the oath he swore to at the union hall meant something to him regardless of whether he made the boss mad or not. After all, the members are the ones to be represented aren't they?

Two more of our members passed away in the last month. Charlie Kolonis, of the Tool Crib and Stanley Noworol, of Engineering... Our heartfelt sympathy goes to the families of Charlie and Stanley.

The Company is scheduling midnights and days for Saturday work and leaving afternoons at home. We had equalization under Alex MacDonald, but somewhere along the line it passed from the union's contract, which is another sad case of poor leadership in the past.

Let's all join ranks and hope for a better future, and if need be, fight for it.

SHATTERPROOF GLASS

All New Stewards To Attend Classes

By ROSS PATTON, Jr. Plant Chairman

Well vacations are over and everyone is looking forward to the holidays.

Contract negotiations will start on our new contract right after the holidays, so anyone who has any suggestions, please turn them into your committee so that we can get an idea of what you think we should include in our negotiations.

ALSO, PLEASE attend all future meetings as the coming months will be very important to our contract.

We regret that due to the cost of negotiations we will no longer be able to send our sick members the checks that we have been sending to them.

Hope to see a large turn out at our October meeting. The Committee would like to welcome all of the new employees and hope that they attend the union meetings each month.

The business part of the meeting will last only one hour from 4 to 5 p.m.

All new stewards and committeemen are to attend the training classes at the Local as soon as they start.

Flu Increase In Michigan This Winter

LANSING — Michigan residents can probably expect an increase in flu cases this fall and winter warned State Health Commissioner, Dr. Albert E. Heustis, who urged people considered poor health risks to consult with their physicians about flu shots.

He recommended immediate vaccination of persons with heart or pulmonary disease, diabetes and other chronic illnesses; persons over 65; and pregnant women. Those who have not had previous influenza shots should have a second injection in two months.

Persons in these categories were the primary victims among the 657 deaths attributed to the flu during the past four years in Michigan, the commissioner explained. In a great many other deaths, the onset of influenza was a significant contributory factor.

"MANY OF THESE DEATHS could have been prevented by vaccination," Dr. Heustis said. "But once influenza appears in the community, it is too late to protect high risk groups."

"The various strains of influenza usually strike in fairly consistent cycles, but we are overdue for Type B flu outbreaks, which come in four to six year cycles, and we may be in for a major assault from Asian flu, which usually strikes every two to three years."

The commissioner recommended routine annual immunization against influenza for high risk groups, as well as infants, those responsible for the care of the sick, and those providing essential public services.



"We want labor PEACE and we're prepared to FIGHT the union for it."

'We're STILL in the Red'



U. S. Lags Woefully in Social Security Program

For many years most Americans have accepted social security as a civilized approach to erasing the financial problem of growing old. Of late, however, a small but vocal chorus—devoted to the ideals of the 19th Century—has been preaching the philosophy that there is something sinister about federal programs for the aged and that in some mysterious way such programs threaten our freedoms.

If anyone is in the slightest degree frightened by this chorus, he owes it to himself to become familiar with a study just released by the Intl. Labor Organization on the comparative cost of social security, country by country.

The study covers 41 countries and to even the casual reader certain well-founded conclusions are immediately apparent:

- Practically every country in the world has some form of social security.
- Most countries have medical care programs, the product of legislation.
- The countries spending the largest percentage of their income on social welfare programs are the highly industrialized, progressive states of western Europe.
- The United States, which ranks 25th in the listing, is in step with such countries as Portugal and Panama.

It should be explained that the ILO study ranks as social security programs such things as sickness and unemployment insurance, pensions, family allowances, public health services and so on.

To be considered for inclusion in the ILO study, the program must have been set up by legislation and administered by a public, semi-public or autonomous body. Only a few Iron Curtain countries are included, since the ILO did not consider the statistical data made available by them as sufficient.

Here are the top 33 countries listed, with the percentages of national income spent on social security expenditures:

West Germany	20.0	Switzerland	8.2
France	17.9	Poland	7.7
Austria	14.8	Iceland	7.6
Italy	14.2	Israel	6.6
New Zealand	12.8	Panama	6.6
Sweden	12.5	Portugal	5.7
Finland	11.6	U.S.A.	5.7
Denmark	11.6	Japan	5.3
Netherlands	11.4	Tunisia	5.2
United Kingdom	11.4	South Africa	4.4
Ireland	10.8	Ceylon	4.1
Norway	9.9	Guatemala	2.9
Luxembourg	9.8	Turkey	1.2
Yugoslavia	9.5	Viet Nam	1.0
Australia	8.8	India	1.0
Canada	8.5	Taiwan	0.3
Chile	8.5		

The ILO study is released at a time when the question of medical care for the aged through social security is developing into a major issue in this country.

For many of the nations in the world, this addition to social security would be considered relatively minor. Most of our allies, particularly in western Europe, have long since adopted programs of national health insurance which provide protection for all citizens. Countries such as the United Kingdom, West Germany, France and Italy are regarded as free democracies and yet they have found that freedom is better safeguarded when a high priority is placed on the health and well-being of their citizens.

Smart monkey

Under a headline reading Monkey Can't Cross Picket Line; Deal Off, the Toronto Star recently published the following item:

"A \$200 monkey business deal flopped in Toronto Saturday when it brushed up against the Royal York hotel picket line. Toronto circus performer Bob Logan was in a hotel near the Royal York with his pet monkey on his shoulder, when he was offered \$200 for the animal.

"When the prospective buyer mentioned he was staying at the Royal York, Mr. Logan cancelled the deal. 'This is a union monkey,' he said. 'He wouldn't cross that picket line if you offered \$500.'"

AVON TUBE NEWS

# New 3 Year Contract Signed at Avon Tube

By JUANITA STICKLER

Contract negotiations are over. The membership voted to accept the Company's offer of SUB, \$3,500 Life Insurance, \$55 weekly Sick and Accident benefits, \$2.50 for Pension Credits, 3c cash now, while keeping the annual improvement factor and cost of living escalator clause. There were a few changes made in the contract which is for another three years.

While we were finishing the negotiations with the Company, the members presented Marsha Heichel and Everett Earich their watches as their retirement gifts. We have worked with them quite a few years and hope they have many more pleasant years to really enjoy life. Marsha also received money, a lovely robe and slippers from friends in Fab. and Bending. Earich's friends in the Mill had taken up a collection as a special gift for him. Good luck to both of them and may their memories of Avon Tube be pleasant ones.

WE HAD A GOOD turn out for our Stewards Training Session Saturday, September 23rd, but we hope for a better turn out when we get another class set up on Workmen's Compensation, Social Security and Unemployment benefits and possibly SUB. We hope to get this class set up for the first or second Saturday in December and to get men out from the International Union that are experts on these things. Let's make it worth their while to come out. It will be posted as soon as we get it set up.

We started the Stewards' Training class about 9:30 a.m. and those attending were: George Conners, Earl Harvey, Ron McBurney, Clyde Morris, Vern Whipple, Ruth Bradbury, Gernith Flanigan, Mary Crandall, Charley Moore, Bob Thor, Eula Barton, Ed Smith, Tess Retell, Chester Wilder (who arrived in time for lunch), Pat Boettcher and Betty Porter. Mary Crandall's daughter, Rosemary, was a guest for the day.

We had a nice lunch furnished

by the Education Committee, while Gernith Flanigan baked and brought a luscious German Chocolate cake and Tess Retell brought a beautifully decorated cake with "UAW-CIO Solidarity Forever." Everyone said they felt they had gotten a lot out of the class.

We appreciated George Lyons taking the time to come out and teach the class.

A MASQUERADE dance is being planned for the membership November 4th at the Legion Hall, Churchill Road (right behind the Old Dutch Mill) in Auburn Heights. It will start about 7:30 p.m. so every one be there in costume.

Prizes will be given for the best dressed couple, the funniest couple, the best dressed woman, the best dressed man, the funniest dressed woman and the funniest dressed man. See you there.

Tom Walsh and Grela Homelback have hit the 25 year mark with Higbie Mfg. They were presented with watches by Mr. Higbie. They have quite a while to hang around yet, so maybe they'll need the watches that we will give them upon their retirement after all. They sure will have the pension credits racked up.

OUR TRAVELIN' GAL, Edie Sorgen, is back home with some wonderful tales of Europe and her trip.

It sounded awfully exciting and she said she didn't find the little Frenchman but did find a little Italian instead.

She wouldn't tell me why she didn't bring him home tho! She has promised to tell us about the different places they visited and how different things are done over there at our October Union Meeting.



LYON, INC.

# New Contract, Severance Pay Plan Approved by Membership at Lyon

by Milton "Scoop" Brooks

Well, folks, our contract has been approved; at least by a majority of those who attended the Sunday, October 1st, meeting.

Your committeemen and stewards will have copies for information on changes, so if you have any questions, see them.

SOME OF THE CHANGES are: the annual improvement factor wage increase of 2½%; twelve cents of the cost of living allowance has been transferred to the base rate, leaving the cost of living at six cents (6c).

The Pension Plan is to be amended so that your vested rights are automatic after ten years of credited service.

Seniority provisions for some jobs were changed and you may now "bump" Inspection and office cleaning; and if you are experienced, the following jobs: Towmotor, Stockroom and Tool Crib, Ordnance Utility, Plating Rack Maker and Repairman, Mask maker and Repairman, and Dingman.

THE MAIN PART OF THE contract that we probably will be using is as follows:

VI. As a result of the Company moving its automotive accessory operations to Grenada, Mississippi, the parties hereto agree to the following SEVERANCE PAY PLAN:

A. All employees who are laid off as a result of the Company moving its automotive accessory operations to Grenada, Mississippi, may exercise the right to secure severance pay as hereinafter described, with the understanding that upon the exercise of such right the employment of said employee shall be considered terminated with loss of all seniority rights thereafter. In the event he is rehired at a later date, he shall be considered in the same status as a new employee.

B. Eligibility employees shall receive severance pay based on the years of seniority the employee had on October 1, 1961, or on date of his last lay off, whichever is later, in accord with the following:

Employees with one (1) or more years of seniority shall receive Fifty (\$50.00) Dollars for each full year of seniority, plus (\$4.00) Dollars for each additional full month of seniority.

C. An eligible employee may make application for severance pay at any time between the time of his lay off from employment in the automotive accessory operation up to the date he would lose seniority as a result of continuous lay off, as provided for in Paragraph 64G of the present contract.

D. All eligible employees making request for severance pay shall receive same shortly after receipt of their application, but not before June 1, 1962.

E. During the life of this

Agreement, any seniority employee (as of the effective date of this Agreement) in the Ordnance Department who shall remain in the employ of the Company after completion of the moving of the Company's automotive accessory operations, and who thereafter is laid off from said Ordnance Department work, shall be considered eligible for severance pay and may exercise his right in accordance with the above provisions.

F. During the life of this Agreement, any employee who, while still employed by the Company, secures employment elsewhere — thereby losing seniority status as of date he quits—shall, nevertheless, retain the right to make application for severance pay as of the date he normally would have been laid off had he remained in the employ of the company. In such event, the company shall notify the employee of the presumed lay off date and the employee must make application within six (6) months after receipt of said notice, or forfeit his right to severance pay. For purpose of determining severance pay, the employee's seniority shall be considered as terminated as of the date he quits.

G. The parties agree that the above understanding is entered into as a full and complete settlement in lieu of any past,

existing or future claims by the Union and/or any of its members resulting from the Company moving its automotive accessory operations to Grenada, Mississippi.

SO LONG FOR NOW and come to the plant meetings. After all, YOU are the "UNION."

### So Scared

The opening of the fall term in one Southern city, reports the Lansing Labor News, saw the start of desegregation in the second grade. When the mother of one seven-year-old came to pick up her daughter on opening day, she was eager to find out what happened. Waiting until the child was home, and settled down with cookies and milk, the mother asked: "How did everything go in school?"

The answer came promptly. "There was a little Negro girl sitting next to me all day."

Cautiously nonchalant, the mother posed the next question: "What happened?"

"We were both so scared. we held hands all day."



### FEDERAL SCREW WORKS

## Committee Prepares for Contract Negotiations

By NORMAN J. MELOCHE

Hi folks, autumn is here with its blazing colors and what we personally consider to be the most beautiful season of the year in Michigan is now in full swing. We use the word swing because on these clear crisp mornings everyone seems to have a little swing to their walk. Sort of an its great to be alive type of step.

Well folks, by the time you read this our contract negotiations should be well underway. As of this writing we have not yet met with management.

Your committee has had one meeting with our local representative, Phil Terranna, to go over the contract and consider the changes that you people indicated were in order at our last plant meeting.

Our next step, now in process, is to arrange for a meeting with management and have at it. We sincerely hope that by the time our next column is published, we will have successfully negotiated a good contract that is fair and equitable to all.

THE GRIM REAPER made another pass through our ranks recently and brother John Zwickly is no longer with us. John had been an employee of F.S.W. since 1948 and was well known and liked by all of us. Our deepest sympathy to his family.

Poor health has been the unfortunate lot of several of our good brothers and sisters recently.

On the sick list as of this writing are Bros. Cecil Ritchie, Anthony Bujalski, Harold Stane, Frank Wielkopolan, Reece Easton, and sister Mary Balozy. All of the above mentioned with the exception of Mary Balozy and Cecil Ritchie are now out of the hospital and on the road to recovery. We sincerely hope to see them all back on the job real soon.

Rumor has it that our good friend Ed Lapinski turned his hand to carpentry recently and constructed a dog house for

Fred Barton, for Fred's dog that is. Rumor also states that said house was of such immense proportions as to pose a moving problem. Several of Ed and Fred's good friends staged a moving bee and eventually succeeded in moving this canine castle from Ed's to Fred's.

ONE OF THESE house movers swears that they had to raise the power lines to get it through. We frankly think that this is an exaggeration however if any of you have a pooch to peddle, see Fred, for the rumor persists that he really has the room.

Another of our good brothers has reached that magic age of retirement. Thomas "Scotty" Fisher of machine repair terminated his employment at Ye Olde Screws Works as of the last of September. Scotty had been with us since 1937 and was one of the better known and respected employees in the plant. He had served both as a bargaining committee man and a pension and retirement committeeman and done right well at both jobs. The best of health, wealth, and happiness to you in your retirement, Scotty.

It seems that some of our good brothers have been watching the "Roaring Twenties" show on television and developed an urge to visit one of these after hours joints.

After a bit of tipling one recent A.M. they finally talked themselves into it and gaily set forth. Their arrival at the sightless swine was followed, in very short order, by the arrival of a raiding squad from headquarters. The next twenty or so hours were spent in silent meditation in the bull pen.

The consensus of opinion now is that it was very expensive and not hardly worth it. So now Gil, Ray, Joe and Wieners have sworn to do all of their imbibing during legal hours and let the "Roaring Twenties" live only on the video screen. That's it, folks, remember, now is the time to patch your galoshes.

## 'Crash' Retraining Programs Of Little Use to Unemployed

ANN ARBOR—Today's working man ought to have the initiative to acquire extra skills long before he is unemployed, a University of Michigan economist maintains.

Ross J. Wilhelm, U-M instructor in marketing, says "crash" retraining programs for the unemployed offer little real hope.

WHILE ACKNOWLEDGING that retraining does not fail in every case, he notes some "horrible examples" that have resulted from recent "quickie" programs to meet the needs of unemployed workers.

Nearly everybody agrees that there is need for retrain-

ing programs and that in the long-run such programs are the only way anyone can develop the flexibility essential to survival, says Wilhelm.

However, the view that "crash" retraining is the only answer must be dismissed, "in fact we must always be preparing ourselves, both technically and psychologically, for our next job," he stresses.

"And further this is our own responsibility—not the government's nor the company's nor the union's nor that of anyone else. Each one of us is going to be outmoded eventually and if we want to prevent it we had better act on our own and develop flexibility."

CITING THE FARM problem as an example, Wilhelm underscored the difficulties "in persuading unneeded farmers to leave the farms at the same rate that our productivity rises.

These unneeded farmers find themselves in economic difficulty and are able to persuade the politicians to do something for them—and you know the farm surpluses that have resulted.

"We also face essentially the same problem in the case of workers whose jobs have been taken over by machines and where the workers have not been able to find new jobs and end up on relief or the welfare rolls or some other form of charity."



"...After a careful study, we find the company's proposal loaded with legal loopholes."



"And for you girls...we also won a Metrecal break."