How UAW Program Would Have Worked at GM, 1947-56

Average Profit Before Taxes (in Millions)	Ten Per Cent Of Net Capital For Company	Excess Profit (Only on U.S. Operations)	Half of Excess For Executives, Dividends, etc.	One-fourth of Excess Profit For Workers	One-fourth of Excess Profit For Consumers	What Workers Would Have Gotten Extra	Consumers' Share: Rebate On Each Car
$1,486.5	$265.6	$1,113.9	$557.0	$278.5	$278.5	30.8c an hour	$71.03

UAW

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

SOLIDARITY

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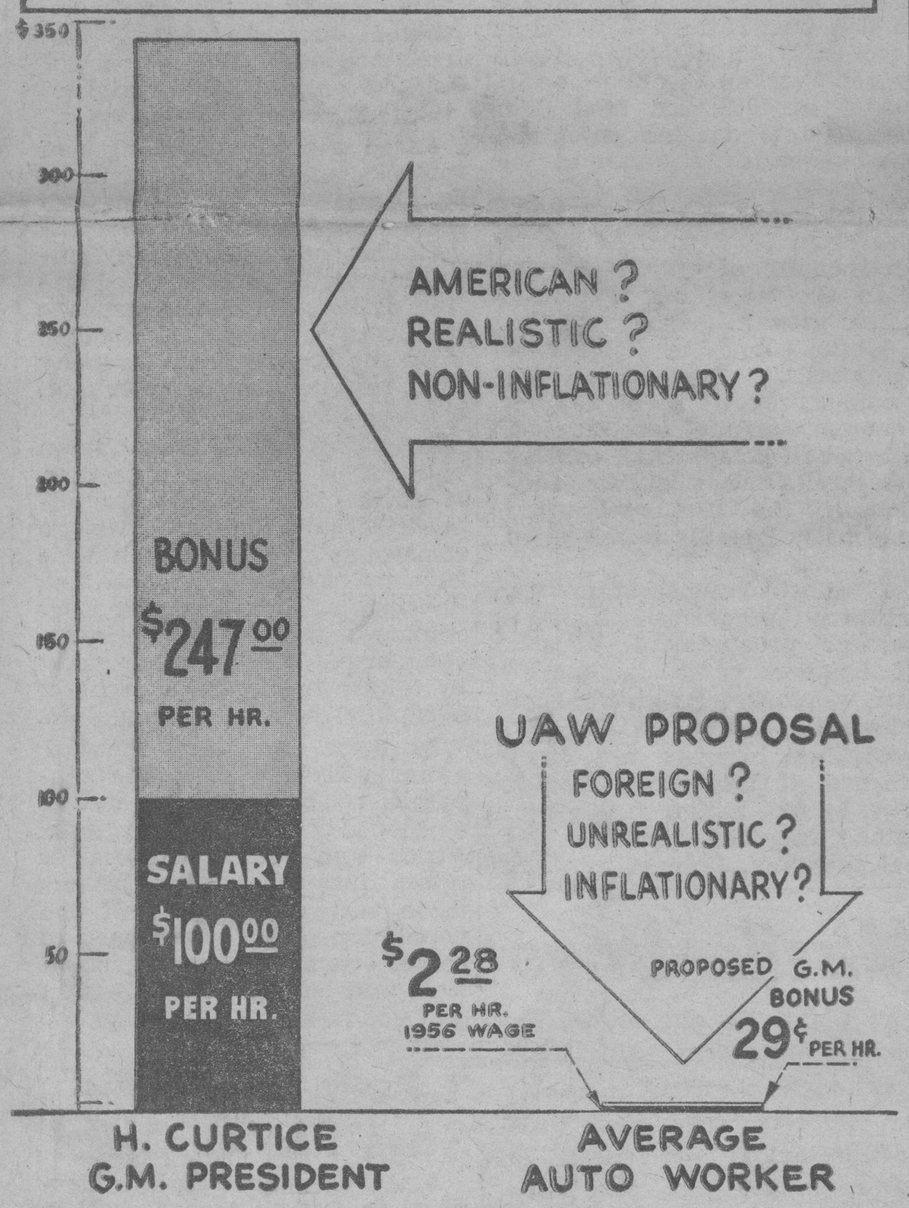
Labor can progress only with the community, not at the expense of the community. We are citizens first.
—*Walter P. Reuther*

5
ERNEST C DILLARD
830 MC CLELLAN
DETROIT 14 MICH

Gains for All Offered In Bargaining Proposal

UAW PROPOSAL IS.....

"Foreign... Radical" — Harlow Curtice
"Unrealistic" — Ernest Breech
"Inflationary" — L.L. Colbert



The UAW international executive board will propose to this week's special convention a collective bargaining program which:

- Meets UAW members' and general consumers' need for greater purchasing power;
- Strikes a blow at artificial inflationary pressures;
- Reverses the present dangerous trend toward more serious recession;
- More adequately compensates workers suffering from layoffs and those who have been arbitrarily cut down to four, three or fewer days of work per week with correspondingly shorter pay;
- Shares equally between workers and consumers the benefits of technological progress in the more highly-profitable companies and provides a more flexible bargaining program to take into consideration the problems of less profitable companies;
- Points the way toward effectively strengthening democracy at home and abroad against the encroachment of communist tyranny;
- Creates a better balance between productive power and purchasing power, so both can move to constantly higher levels.

In fighting for effective measures against layoffs and short-pay weeks by increasing purchasing-power, the board's proposal defers—but only temporarily—the union's basic goal of a shorter work-week on the grounds that both the workers and their nations, the United States and Canada, have other, more urgent needs than increased leisure time in this era of domestic and international crisis.

The board's proposal has been mailed to all local unions and to all delegates to the special convention in order to give them time to study it before making the final decision this week. At the same time it was mailed, it was made public.

What the leadership urges is a program based upon two sets of demands.

The first, applicable to all companies under contract, includes a general, non-inflationary wage increase which accurately reflects productivity increases under full-employment conditions; correction of wage

Continued on Page 8

Watch Wallace Show

The UAW collective bargaining program as adopted by the special convention this week will be explained by President Walter P. Reuther Saturday (Jan. 25) on the Mike Wallace TV show, over the ABC network.

Pension Boost Is Proposed

An increase in basic pension benefits from $2.25 to $2.75 a month for each year of service is included in the UAW executive board's proposal to the special convention.

Also recommended are proportionate increases in disability retirement pensions; automatic adjustment of all pension benefits when living-costs rise; better provisions for early retirement when continued work would impose severe hardship; liberalized eligibility rules, and other improvements.

The board noted with gratification the progress made by the UAW in the pension field, but said "there is still much to be done." A pension hike would not only be just to the pensioners but would help expand the purchasing-power essential to a full-employment economy, the board added.

Part-Timers In SUB Plan

The 1958 SUB proposals to the special convention would do three things:

1. They would increase the amount of the benefits from 65% of takehome pay to 80% and increase duration from 26 to 52 weeks per year.

2. They would broaden coverage by making workers on short workweeks eligible.

3. They would simplify the computation, so any worker could figure out what his SUB would be.

All of this, the UAW insists, could probably be done without increasing the amount of contributions to the funds, which appear to be adequate.

Daily Basis

Payments to those eligible under current contract language would be increased by basing SUB payments on total wages instead of wages after tax deductions. This would amount to 80% of takehome pay. Also additional payments would be made for dependents. Eligible workers could draw SUB as long as 52 weeks where necessary.

The new group protected would be workers laid off one or more days a week because of short-term operations. This would be accomplished by figuring SUB on a daily rather than a weekly basis.

A worker who was given only four days' work would get one day of SUB, etc. A man who worked only one day would probably be entitled to partial unemployment compensation for the week; SUB would then make up the difference, just as it now does when a worker is completely unemployed.

Reuther Rips Big 3 Rejections

Leaders of the Big Three auto companies reacted with such speed and violence to the proposed UAW bargaining program that President Walter P. Reuther charged them with "failure to have read or understood fully our proposal, or a willful attempt to distort its contents."

Ignoring the fact that the whole union proposal was built within the framework of actual productivity increases, actual profits and existing funds, the companies claimed it was extravagant, inflationary, unAmerican and a blow at public confidence.

Reuther's retort was in the form of a letter to Harlow Curtice, president of General Motors. Copies were sent to L. L. Colbert, Chrysler president,

Continued on Page 8

Legislative Record

Next week the usual magazine section will be replaced by the annual legislative supplement, listing the records of your Senators and Representatives in the first session of Congress and pointing up the major issues ahead.

Who Needs School?

In 10 years the 14,000 General Motors executives covered by the corporation's bonus plan collected $636 million in year-end rewards. This is 2½ times what the Eisenhower administration proposes to spend for federal aid to education in the next 12 months.

Douglas Doubts Deeds Match Words; Deplores Pipe Dreams

By PAUL H. DOUGLAS
Senator from Illinois

The President's message made many excellent points, but the real question is what the administration will do to help put them into effect. This will be the real test. For the administration in the past has frequently advocated high-minded and socially-desirable poliices, but has then failed to back up its words with deeds. This has been true of federal aid for school construction, of reciprocal trade and of membership in the General Agreement for Tariffs and Trade.

The President centered his attention upon direct preparations to meet the Soviet challenge. This was desirable. But we shall have to wait to see if his response is going to to be adequate.

More money is needed to develop and to produce the proper intermediate and intercontinental ballistic missiles. It is not clear whether the overall increase of $2 billion for a wide variety of purposes will yield a sufficient total for missiles and rockets as such. There are competent observers, such as the Alsop brothers, who say that it will not. It is also necessary that the organization of this work be freed from the incredible tangle of committees, secretaries and other hurdles in the organizational labyrinth which the so-called "efficiency experts" have created.

Opposes General Staff

My own tentative judgment is that the entire task of research, development, production and final procurement of missiles, rockets and space apparatus should be put under a single management outside the entire Defense Department. This was the way atomic energy was developed under the Manhattan Project set up by Franklin Roosevelt and it has been continued in the Atomic Energy Commission. Thus the AEC does the developing and producing and then furnishes the atomic and hydrogen material to the armed services. In this way, research and development can go forward more rapidly than would happen under military control. The same truth should hold for missiles and rockets.

We should beware, however, of letting our zeal for administrative reform cause us to replace the present Joint Chiefs of Staff by a centralized general staff which would have direct control over all branches of the armed forces. Putting such control in the hands of one man and his direct appointees would centralize power to such an alarming degree as to threaten the liberties of the country.

While the general level of character of the top-notch military men is high, we can nevertheless easily think of military leaders in whose hands such power would be fatal. The history of the German general staff is strong evidence of the reality of these fears. This all-powerful staff gradually reached out for the control of the state, got enmeshed in Hitlerism and wound up as Hitler's tool.

Vague on Economy

Furthermore, if military planning becomes thus separated from execution, it is inevitable that the general staff will impose tasks upon the soldiers in the field and at times upon the civilian population which are impossible to carry out. This is the tendency of all staffs and it accounts for part of the hostility which the men who do the fighting commonly feel towards the planners who sit safely in the rear. At present this tendency is somewhat corrected by the fact that the four separate services are represented on the Joint Chiefs of Staff and can be heard in the formulation of military plans and can introduce a note of realism into what is directed. For both these reasons, I hope that all liberal-minded men and women will be on guard and will closely scrutinize any proposals which are brought forth on this matter.

The President gave only passing notice to economic conditions. He did admit that recently there had been a decrease in production, but he was careful not to call it a "recession" which is the correct term for a slump of intermediate magnitude. He expressed the belief that all would shortly be well; said the administration had already taken some steps to cure the situation and if necessary would take more. He was very vague, however, as to what he planned to do.

My impression from hearing him was that the administration, as in 1953-54, would try to soft-pedal the situation as long as it could, and would then try to brand anyone who tried to bring out the real facts as a "prophet of gloom and doom." I would suggest that it is highly important for organized labor to assemble and make public the actual facts about layoffs and short-time. We should give this material accurately plant by plant, indicating the numbers affected and the reduction in take-home pay which follows. I am busy trying to assemble such material now and I hope others will pitch in and help.

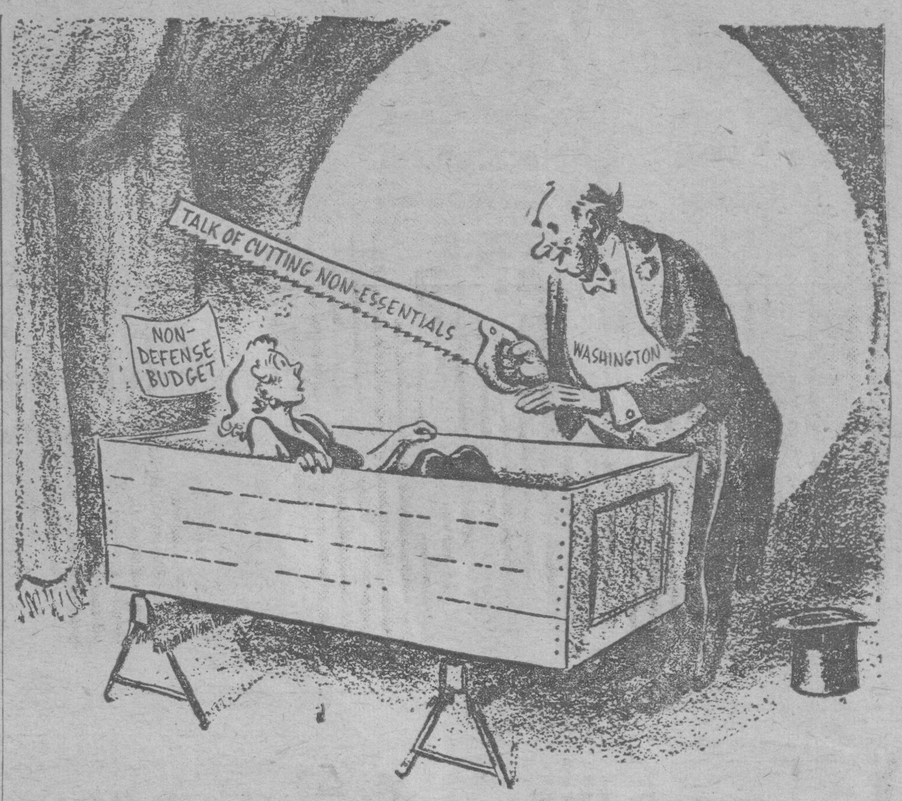
Must Face Facts

No problem can be solved as long as those in power pretend that it does not exist. A frank recognition of our economic difficulties is the first step toward coping with them. A failure to face issues has been the chief fault of the administration in dealing with missiles and rockets. Unless the administration changes its behavior, it bids fair therefore to be our chief obstacle in dealing with unemployment and part-time work. Along with better national defense, we also need to improve social security, slums, housing, education and medical care. We also need to check the growing tendency for our economic and political life to be dominated by a few giant corporations. I don't think the administration has much stomach for this.

Paul H. Douglas is sometimes described as the conscience of the Senate. Although he is a formidable campaigner and gives due attention to keeping his political fences in order, he has never been known to compromise a principle for the sake of a special interest. Perhaps this is because he neither expects nor wants to run for President; perhaps it is because he was drawn into politics, reluctantly, after a long career as a professor of economics. He does not always agree with the labor movement, and vice versa, on specific issues; but he shares the same goals of complete democracy, equality of opportunity, full employment and world peace based upon international justice.

He Mouldered Longer

As sharp-eyed and history-conscious Herman Romps of Local 227 pointed out, last week we gave John Brown an extra 10 years of life. In "Labor History in Pictures" we had the old abolitionist hanged in 1969; actually, of course, the date was 1859. Those type-bugs!



'Don't worry, nothing will actually happen to you.'

'Built-In Unemployment' In Eisenhower's Budget

WASHINGTON—Built-in unemployment is provided in the 1959 Eisenhower budget requests to Congress.

For fiscal 1959, the President proposed a reduction in the total appropriation to $72.4 billion, compared with $74.3 billion asked for the present fiscal year, including $6.6 billion in supplemental appropriations.

Actual spending in fiscal 1959 would be smaller than in any of the post-Korean Eisenhower "economy" budgets, the Washington Post, an Eisenhower supporter in 1952 and neutral in 1956, points out in denouncing the budget as inadequate to "the challenge of the times."

Spending in fiscal 1958 would rise from $72.8 to $73.9 billion, an increase of only 1½%—less than the normal rate of economic growth.

While proposing "shifts of emphasis," the Eisenhower budget proposes more, but not enough, money for missiles, atomic development, military research and scientific education, the Post and other normally-friendly critics point out.

It short-changes other vital military programs, including bomber procurement, dispersal of bomber bases, submarines and weapons for fighting limited wars.

Civilian benefits are to be slashed, if Eisenhower has his way, by $4.4 billion in appropriations and $600 million in actual spending. Programs marked for meat-axe treatment include general aid for school construction, promotion of health and safety in the peaceful uses of atomic energy, disaster relief, hospital construction, public assistance (including relief for the blind, the disabled and dependent children), slum clearance and urban redevelopment, aid to farmers and natural resources development.

Proof that the Eisenhower administration expects continued unemployment is its estimate that 1959 revenues will be only $2 billion higher than 1958 at present tax rates.

Faced with the challenges of sputniks, missiles and economic penetration of the have-not areas of the world by Soviet imperialism problems and by unemployment, mounting education deficits and other domestic problems, the President's budget is, in the Post's words, "in many ways retrenchment and, we fear, a flight from reality."

It ignores the nation's human and material unused capacities. It reveals the Eisenhower administration's pattern in its two remaining years in which time 20 years of neglect of education, housing, water, power, and other resources will either be overcome or made disastrously worse by failure to meet the needs of a rapidly-increasing population.

In these two years the U.S. either will help meet the economic requirements of underdeveloped countries in Asia, Africa and South America or retreat into isolationism, leaving these vast areas and half the population of the world open to Soviet economic, cultural, political and military domination and conquest.

'Security' Hampers Chrysler Missile Drive

WARREN, Mich.—Bucking stiff government security rules, UAW organizers have stepped up their campaign at Chrysler's fast-expanding guided missiles plant here on Detroit's northern outskirts.

Plant workers—many of them highly-skilled technicians—are charged with the task of production of the Jupiter intercontinental ballistics missile as well as the Redstone missile, termed the first stage of a satellite-bearing vehicle.

The organization drive is aimed at production and maintenance employes, office and clerical workers, technicians and professionals "in hopes of establishing some kind of order and protection for workers in as confused and hectic a situation as anyone could imagine," said Norman Matthews, UAW vice president and director of the union's Chrysler department.

Harmonized in the drive are the departments of Region 1 Co-Directors George Merrelli and Ken Morris, competitive shop, office and technical workers as well as Matthews' Chrysler office.

Said Matthews: "There are now about 4,500 employed at Chrysler's expanding guided missiles plant. No one knows how high employment will reach.

"Though the vast majority of workers have had UAW affiliation at some time or other in the past—and know the value of UAW membership—they are finding it almost impossible to organize themselves. Government security regulations make personal contact difficult—except by door-knocking."

Matthews called on all Michigan UAW members to make organizers of themselves by contacting friends who work at the missile plant and urging them to rejoin the ranks of UAW.

Organizers are asking all missile workers to sign UAW authorization cards so that the union can petition for a National Labor Relations Board election.

Missile workers may reach the UAW's special guided missiles organizing committee by writing to the committee at 8000 East Jefferson, Detroit 14.

John Riffe Dies, Ex-CIO Officer

WASHINGTON—John V. Riffe, 54, last executive vice president of the CIO before its merger with the AFL, died here after a long illness.

At the time of his death Riffe was serving the United Steelworkers as an international representative, a position he had held since the merger.

Riffe started work in the Kentucky coal mines at 14 and early became active in the miners' union. He took part later in the formation of the Steel Workers Organizing Committee, which became the United Steelworkers of America. From 1949 to 1953 he headed the CIO southern organizing drive.

'I Believe Ritchie' Says Probe Chief

A retired police inspector testified in Detroit last week that he believes the confession of Donald Ritchie which implicated Carl Renda and others in the murder attempt on UAW President Walter P. Reuther.

Renda is suing the UAW and Detroit and state police officals for malicious prosecution (Solidarity, Dec. 30).

Paul Slack, who headed the police investigation of the shooting, told a circuit court jury that he and Police Superintendent Jack Harvill, then chief of detectives, both felt Ritchie was telling the truth. Ritchie, a Windsor, Ont. hoodlum, eventually fled to Canada and repudiated his story.

Earlier, UAW Secretary-Treasurer Emil Mazey testified that he also believed the Ritchie confession.

UAW SOLIDARITY

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President

EMIL MAZEY
Secretary-Treasurer

RICHARD GOSSER
NORMAN MATTHEWS
LEONARD WOODCOCK
PAT GREATHOUSE
Vice-Presidents

WALKOUT AT LINCOLN which led to victory for Local 36 members in five day strike at Novi, Mich. shown getting under way. UAW members walk off their jobs and set up picket lines.

Michigan Unity Parleys Stymied

With a blunt "we do not intend to comply," Michigan Federation of Labor President George Dean ended the second attempt by the AFL-CIO to bring about a merger of the two Michigan labor bodies.

The next step apparently will be up to AFL-CIO President George Meany and the executive council which meets on Feb. 3.

In a short-lived attempt at merger, L. S. Buckmaster and Joseph D. Keenan, AFL-CIO vice presidents, met with leaders of the two groups in a "show cause" meeting in which both sides of the dispute were presented.

Subcommittee Named

During discussions a subcommittee of five representatives of each group was named to draw up an agenda for future merger meetings. The presence on the MFL committee of Gilbert Clark, president of the Flint Federation of Labor and a member of the expelled Teamsters union, prevented the meeting from continuing.

The MFL later announced that it will hold a convention on Feb. 1 in Lansing which all affiliated unions—including the Teamsters—will attend.

The AFL-CIO executive council's meeting two days following, at which time Meany will have the Keenan-Buckmaster report, is expected to provide the next development in the merger problem.

No further word was available on an earlier report of a merger convention to be held in Grand Rapids on Feb. 24.

Whatever action follows the executive council meeting may well set a pattern for the 13 other states where no merger has taken place.

Ryan Sweeps Election, 3-1

By a three to one margin, UAW Local 104 Secretary-Treasurer William A. Ryan walked away with the special election for a seat in the Michigan legislature.

Running on the Democratic ticket, Ryan defeated fellow UAW member Vincent Murray, head of a unit in Local 889, who ran as a Republican. The two UAW officers were the only candidates on the ballot, having won their respective primaries.

Ryan, a 38-year-old tool and die maker at Zenith carburetor, received 3,027 votes to Murray's 1,861.

Ryan said he will direct most of his attention to unemployment and the falling off of small business in his district.

William A. Ryan

"I am very happy to have the support and confidence of the people of my district," Ryan said.

"I think the heavy Democratic vote in the south end of the district, where these problems are most prevalent, is an indication that the people feel the Democratic party can help them most."

Polio Clinic

MUSKEGON—Western Michigan UAW members and their families are urged to participate in a polio vaccine drive slated for Feb. 1 under the sponsorship of the AFL-CIO community services.

Free shots for children under 14 will be provided at the CIO hall. One dollar will be charged for shots to older children and adults. Hours are 9:30 to 4:30.

Another Firm Moves to Mich.

Another firm has moved to consolidate in Michigan, closing its plants in Tennessee and New Jersey, again giving the lie to the claim that industry is moving out of the state.

Not a single Detroit newspaper reported the recent announcement by the Crawford Door Co., manufacturer of garage doors and door hardware, that machinery and tools of the company had been shifted from two outstate plants to Detroit, concluding a year-long move.

The decision to centralize all of its operations in Michigan came after a study which disclosed that it was less expensive for the company to manufacture its goods in Detroit than to build them in a low wage state and ship them in to Michigan where the workers can afford to buy them.

Victory Ends Lincoln Strike

NOVI, Mich.—Nailing down the "best rate and classification contract in the Ford system," members of Local 36 have returned to work after a five day strike, which brought them virtually every demand they sought.

The strike began at the Lincoln plant on Jan. 6 and ended with the unanimous ratification of the new agreement on Jan. 11. Affected by the strike was the production of Lincolns, Thunderbirds and Continentals.

Sizeable Gains

The improvement in the rate and classification setup came after months of meetings had been fruitless. In addition, the local also won improvements in work standards, health and safety provisions, seniority, relief, preparatory work, wearing apparel, promotions and other contract disputes.

Heading up the negotiations was Sam Fishman, Local 36 president, assisted by Ray Vizina and Marcellus Ivory of the plant committee, and Don Certo, skilled trades chairman.

A Newspaper's Love Affair

How should a community newspaper react when its biggest industry walks out after 70 years, leaving 600 of its workers out on the streets after generations of service? Should it be upset when the reason for leaving is admittedly to find a locale where the people will work for $1 an hour less? Does it have the right to run angry editorials when it learns that the company is leaving despite making profits of over $1 million in 1957?

It would seem that a genuine newspaper would be up in arms, castigating the cold-blooded, calculating corporation.

But that's not what has happened in the case of the Daisy Manufacturing Co. in Plymouth. The weekly newspaper, Plymouth Mail, instead, has been most obliging to the soon-to-depart company.

Instead of stories depicting the plight of the workers, attempting to find other work, seeking to readjust to the change, the paper has printed glowing accounts of the progress being made on the company's new plant in Rogers, Ark., or tributes by the runaway president to the employes he is leaving in the lurch.

Here's a sample of the newspaper "coverage" given the remarks by the "benevolent" runaway employer.

"At Daisy we have been blessed, in the main, with people who are as loyal and as hard working as will be found anywhere in this world . . . You know that I have been unstinting of my praise of you, to your faces, and to others . . . that I have, all over this country, spoken about the high standards of loyalty and productivity we have here."

Very fine words, but what is so holy about a company that is so "loyal" in turn that it is running away rather than pay a decent wage?

Last week two youngsters broke into the plant at night and were apprehended. Their thievery was front paged in the Plymouth Mail. The company, meanwhile, has robbed the townspeople of 600 jobs with no outcry in the press.

Next thing we'll read, the Plymouth Mail will give the company a loving cup when the last truckload pulls out for Arkansas.

Workers Win NLRB Case But Lose on Jobless Pay

LANSING—Despite a federal court decision upholding the right of UAW members to walk off their jobs when working conditions are unsafe, the Michigan Supreme Court has denied the men unemployment benefits for the time they were idle.

The decision by the state court came as a result of a deadlock when the four Republicans justices voted against the men and the four Democrats voted to give the men their unemployment pay.

The action has left lawyers scratching their heads.

In the Jan. 13 issue of Solidarity it was reported how workers at the Richmond, Mich. plant of Knight-Morley Corp. had walked off their jobs when the blower system failed in 110 degree heat. The company fired the men, claiming violation of the no-strike provision of the agreement.

Unfair labor practices were filed against the company and were sustained by the NLRB and the U.S. Court of Appeals.

The decisions in favor of the 17 men involved could result in as much as $300,000 in back pay.

The Michigan court, however, in its decision, has taken a completely opposite view.

Another case, involving 87 other employes of the company fired as a result of a later strike, will come before the same Michigan court later this year. No deadlock is expected then as the court now is at its full strength of nine justices, five Democrats and four Republicans.

Basketball League

PONTIAC—Region 1B's winter basketball league is in full swing with six UAW teams battling for honors.

Kicked off on Jan. 5 under the sponsorship of the UAW regional recreation council and the Oakland county department of parks, the teams meet in doubleheaders every Sunday at the Lincoln Junior High in Pontiac.

Admission is free and all are welcome. First game is at 1 p.m.; second at 2:30.

Participating in the league are teams representing Lincoln Local 36, Amalgamated Local 540, Fisher Local 596, GMC Local 594, and two teams from Pontiac Motors Local 653.

Jaundiced Pay

COLDWATER, Mich.—Eleven members of Michigan State Home and Training School Employees Local 1345 have been granted $11,141 in workmen's compensation because they contracted yellow jaundice during the course of their employment.

TRADE UNION LEGISLATORS will be combating the Republican majority in the Michigan state legislature in Lansing where these 32 union members were sworn in. The state law-making body is split 61 Republicans and 49 Democrats. All 32 union members are Democrats. Among the 13 unions represented here, UAW accounts for eight legislators. The other unions are carpenters, amalgamated clothing workers, sheet metal workers, teachers, papermakers, distillery workers, barbers, railway trainmen, mine workers, office workers and municipal workers.

get rid of those LAUNDRY blues

You can snicker, if you wish, and heave a sigh of thanks for that sleek-looking machine YOU do your washing with, but . . . In 1900 this was the last word in washing machines. The dairy-maid-stool contraption in the center of the lid was called a dolly. **Clothes were turned through the water by the dolly pegs and scrubbed against the corrugated sides and bottom of the cypress tub.** That turn-of-the-century housewife was just as relieved to be freed from the washboard as you are to have a push-button and a couple of dials do your lingerie and your husband's work clothes. But even in this era of wondrous machines, there are still some tricks and tips you may find handy come Monday. If you're not yet in the automatic washer-dryer bracket, you may be doubly interested in these shortcuts culled from **Mike Gore's "Encyclopedia of Household Hints and Dollar Stretchers," Doubleday Doran & Co., $3.95.**

● **Fresh** cake soap will last longer **if it is allowed** to age a few weeks before using. Soap contains moisture and should be unwrapped during aging, so moisture can evaporate.

● **White clothes dry well in sunshine. Colored clothes are less likely to fade if hung in the shade.**

● Instead of measuring out soap, bleach, **bluing**, etc., every wash day, put up proper mixture in glass jars. You can prepare enough to last a few weeks.

● Stockings won't get tangled on an outside clothesline on a windy day if you drop one or two marbles in each stocking before hanging them out to dry. The marbles will provide enough weight to stop the wind from tangling the hose but not enough to pull the stockings out of shape.

● Hang 'em right. They'll wear longer, iron easier. Hang clothing on line at the strongest part: men's shirts, women's dresses, by the hems; shorts by the waistband; men's cotton knit shirts by shoulders; socks and stockings by toes. Avoid hanging any articles by their corners.

● Washing doeskin or chamois gloves? Add a few drops of olive oil to the water. It keeps them soft and pliant.

● **When washing fine sweaters, sew the buttonholes together first so they won't stretch during laundering.**

● Two life savers for blankets: Never hang them out to dry when the winds are strong. Never hang them out in real cold weather.

● Most woolens and silks may be laundered successfully if not exposed to excessive heat or strong detergents. If still soiled after brief washing, it is best to wash again, for a short period, in fresh suds. Rinse twice in water of same temperature as wash water. Press out moisture by gently squeezing. Do not wring.

● Your hand-knit garments will stay in shape with home care. Wash in mild suds, then pat into proper size and shape. Dry thoroughly. When dry, hold steam iron an inch above garment, then move slowly back and forth over entire surface until steam penetrates it thoroughly, never actually touching the garment with the iron.

● **If you've gotten too much bluing into your wash, cheer up. Just rinse the clothes in clear water to which you've added a little vinegar.**

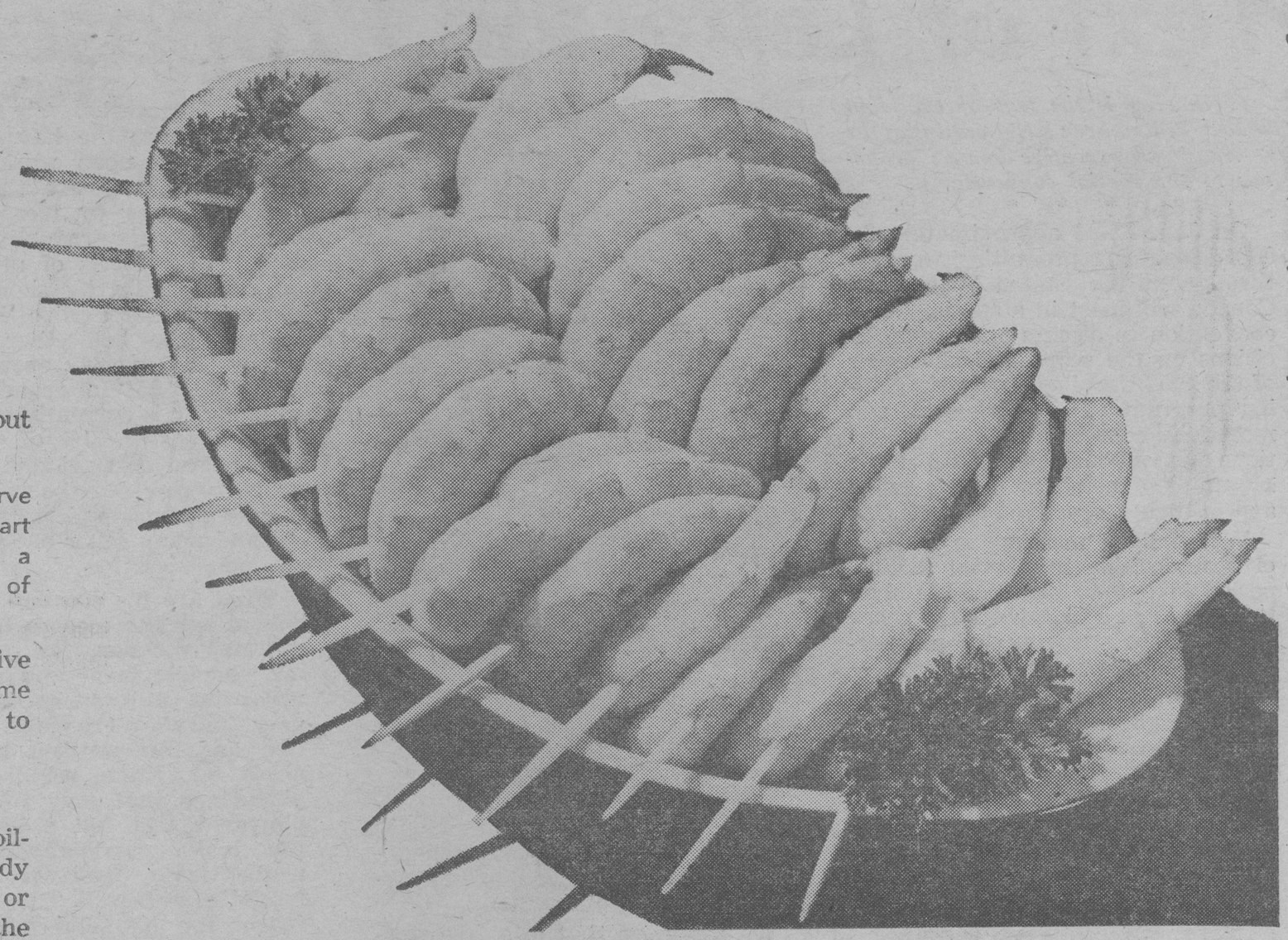
● There is an art to laundering colored garments. Never soak them; the colors may bleed or run. The danger is the same if you leave them lying wet. Don't dry colored fabrics in the sun, as they may fade. Prints or colors should not be ironed in double thicknesses. To avoid streaks and wanderlust colors, don't iron colored garments while too damp.

● **Whiten discolored handkerchiefs by immersing them in cold water to which you've added a pinch of cream of tartar.**

● **To soak or not to soak. Twenty minutes is plenty for cottons. Precaution: Never soak rayons (swells fibers and traps dirt particles) or colored pieces (colors may run).**

● **Save leftover slivers of soap in a jar. When jar is half filled, add boiling water, to make a jelly. It will come in handy for lots of pretreating and light laundering.**

SHRIMP are small but make a BIG hit



There's something so extra satisfying about "finger food," and especially if it's shrimp.

One of the best—and simplest—ways to serve this tasty shell fish is as a cold canape. You start this by making a court bouillon—simmering a heaping teaspoon of pickling spices in a quart of water for every pound of shrimp.

After the bouillon has simmered three to five minutes, add the shrimp and let the bouillon come to a boil again. Let the shrimp simmer two to five minutes—never longer.

Drain them and chill them before serving.

You can clean the shrimp before or after boiling, whichever's convenient. When they're ready to serve, stick a cocktail toothpick in each, or supply a bowl of these colored picks and let the guest spear his own.

For the rest of the meal, if you're in an informal mood, why not platter-up crackers and a minced clam-cheese dip, olives and pickles, smoked salmon, potato or corn chips, radish roses, celery or carrot sticks.

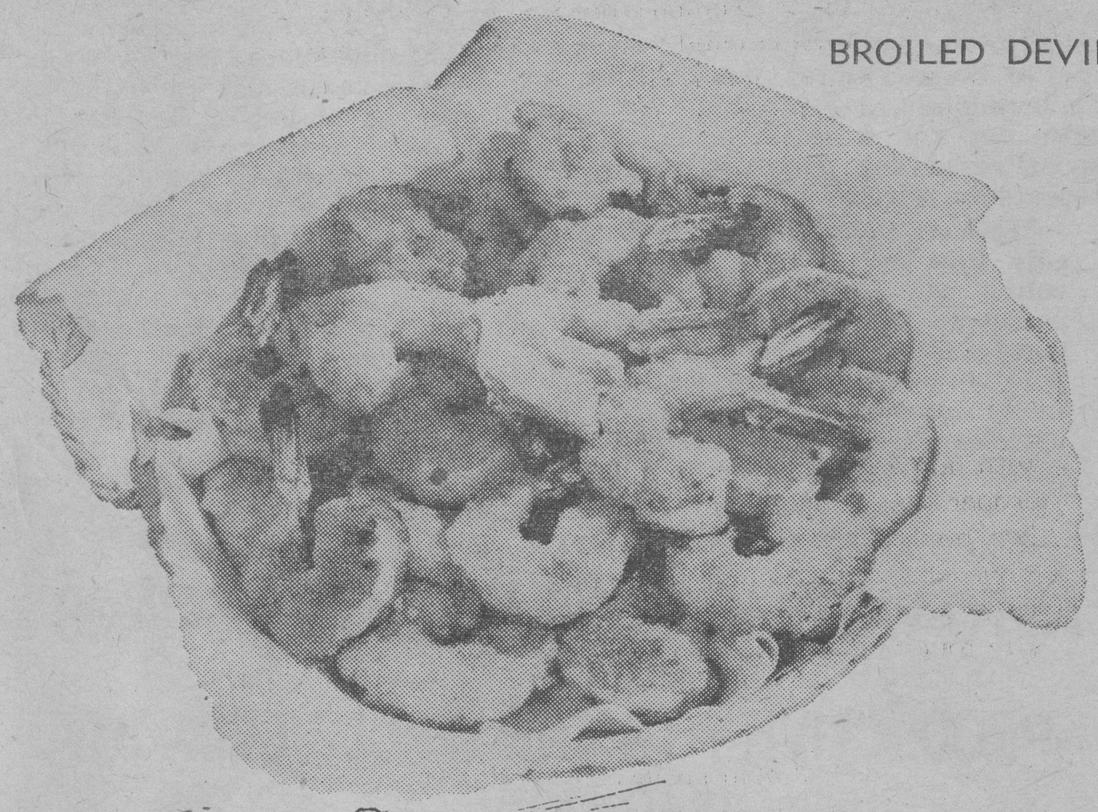
Or, if you've got a sturdier meal in mind, you'll find shrimp an ideal appetizer for the heavier fare to follow.

Why not serve your family OPEN-FACE CHEESE SHRIMP SANDWICHES

½ pound Old English cheese
¼ pound butter or margarine
1 pound shrimp, fresh or frozen
¼ cup chopped onion
1 teaspoon Worcestershire sauce
¼ cup lemon juice
½ teaspoon paprika
6 frankfurter buns

Let cheese and butter soften to room temperature at least four hours. Shell and de-vein shrimp, drop in boiling salted water, bring back to boil, drain and cool. Reserve several (six large ones or 12 small ones) shrimp for garnish and chop or grind remaining shrimp fine. Blend cheese and butter with onion, Worcestershire, lemon juice and paprika. Stir in chopped shrimp. Split frankfurter buns. Spread with shrimp mixture. Garnish with half shrimp (split lengthwise). Place on broiling pan and broil three inches from heat until browned and bubbling, three to five minutes. Serve as snacks or two to a person as luncheon main dish. Makes 12.

BROILED DEVILED SHRIMP are very tasty, too



1 pound shrimp, fresh or frozen
Juice two lemons
¼ cup salad oil
½ teaspoon salt
¼ teaspoon pepper
Dash Worcestershire sauce
Dash Tabasco
Dash hot pepper sauce (optional)
¾ cup fine dry bread crumbs

Shell and de-vein shrimp, but do not cook. Combine lemon juice, salad oil, seasonings and sauces. Marinate shrimp in mixture four to five hours. Roll in bread crumbs. Pre-heat broiler. Broil shrimp five minutes on one side; turn and broil three to five minutes on other side, or until the shrimp turn pink. (If shrimp are very large, broiling may take longer. Be sure the shrimp are done.)

Text of Letter on Proposed Demands

(Following is the text of President Walter P. Reuther's letter outlining the international executive board's proposals to the special convention.)

* * *

On Jan. 22-24 approximately 3,000 delegates representing workers throughout the United States and Canada will meet in a special UAW convention to discuss and make decisions on the scope and character of the 1958 UAW collective bargaining program. These delegates will meet fully conscious of their obligations and responsibilities both to the 1½ million members of our union and to their respective nations.

We shall be meeting to make a critical decision in a most critical period in human history. We shall be meeting at a time when the peace in the world is uneasy and prosperity at home is uneven.

The UAW international executive board has been devoting considerable time and careful study to the development for consideration of the delegates of a collective bargaining program that reflects the realities of both our growing domestic difficulties and the increasingly critical international situation.

We are confident that the special convention will make decisions that will once again demonstrate in a practical and tangible way the guiding policy and philosophy of the UAW—namely, that labor must make progress with the community and not at the expense of the community. We share the belief that free collective bargaining in a free society within the framework of a free economy can make its maximum constructive contribution only if labor and management accept their joint responsibilities and cooperate in an effort to raise collective bargaining above the level of a struggle between competing economic pressure groups.

The leadership of your union and the 3,000-odd delegates to the convention have a responsibility to the 1½ million members of our union and their families. We intend to carry out this responsibility at the bargaining table. The management representatives whom we will face across the bargaining table in turn have a responsibility to their thousands of stockholders. They, too, are obligated to carry out their responsibility.

Responsible to Society

We in the UAW believe that both labor and management must understand and must act in the knowledge that while we each have a responsibility to our separate groups, together we have a joint responsibility to the whole of our society. This joint responsibility of necessity transcends in importance our separate responsibilities. It is in this spirit that the leadership of your union recommends that we shape and implement our 1958 collective bargaining demands, for never before in history have the interests and the future of all groups within our free society — labor, management, consumers—been so inseparably woven together.

EYE-OPENER and Shift-Break recorded reporters' queries.

BATTERY OF MIKES (including several not shown) faced Walter Reuther at press conference.

We recognize that in a free society there inevitably will be differences of opinion between free labor and free management. In a communist or totalitarian state, unity is achieved by absolute conformity. In a free society we must achieve unity in diversity.

While having differences, we must seek a way to resolve these differences that will reflect an understanding that the good of the whole transcends the special interest of any one group. In practice, this means that collective bargaining decisions must be based upon economic power, for only as the power of persuasion replaces the persuasion of power can collective bargaining be made a socially responsible and constructive force.

The leadership of the UAW has shaped its recommended 1958 collective bargaining program based upon the economic facts as they relate to the industries directly under contract with our union, to the developing domestic economic difficulties in the whole economy and to the necessity of our diverting greater economic resources to meet our increasingly critical and enlarged world responsibilities.

What are the economic facts?

At the very time that America, as the strongest of the free nations of the world, must of necessity assume an increasing measure of world responsibility—at the very time when the Soviet Union has successfully launched two earth satellites and captured scientific and technological leadership in the missiles field—at the very time when the American economy should be in high gear creating the economic resources to meet this challenge, the American economy is limping along in recession and our productive capacity is not being fully utilized. The loss of output resulting from failure to fully utilize our total capacity may represent freedom's margin of survival.

Widespread Hardship

Unemployment is on the increase in every sector of the American economy and many tens of thousands of UAW members in the auto industry, the agricultural implement industry and the aircraft industry are already suffering the hardships of unemployment. Many tens of thousands of other UAW members have suffered loss of purchasing-power due to repeated three and four-day workweeks. There is no way to measure the hardships already inflicted upon workers and their families, nor are there any accurate figures to measure the tremendous loss in production represented by the levels of unemployment compounded by short workweeks. The automotive industry, considered the bellwether of our economy, is currently operating at no more than 65% of capacity. The steel industry is currently operating at approximately 60% of capacity. What is true of steel and auto is true in varying degrees in agricultural implements, in aircraft, in electrical and many other of America's basic industries.

What are the economic facts behind and the reasons for the current recession, for increasing unemployment and underutilization of capacity, at the very time when the world situation and our unfilled human needs at home require the abundance that only full employment and full production can make possible? In the words from Business Week magazine of Nov. 9, "The prime reason for this setback is that capacity has outrun demand." In everyday understandable language, this means that we are in trouble because industry's productive power has outstripped the people's purchasing power, and this serious imbalance is growing.

The tight money, the tax and fiscal policies of the federal government, which reflect undue influence by big business, have contributed to the present imbalance, which has been further aggravated by the actions of a few giant corporations exercising monopoly positions in vital sectors of the American economy which have abused their power by raising prices arbitrarily and unjustifiably in defiance of the law of supply and demand.

Our Offers Rejected

The UAW has tried on several occasions through practical and constructive proposals to influence the pricing policies of the Big Three automobile manufacturers who account for more than 95% of the total production of passenger cars in the United States and Canada. Unfortunately, our proposals for a price cut and a more socially responsible pricing policy have been repeatedly rejected.

We have pointed out repeatedly that our economic difficulties will increase and compound so long as government fiscal and tax policies and corporation pricing policies continue to increase the imbalance between productive power and purchasing power.

The UAW has consistently urged that workers, consumers and stockholders share equitably in the fruits of our advancing technology. This is not just a matter of economic justice to workers and their families or to consumers. This is a matter of both economic justice and economic necessity, for only as workers, consumers and stockholders share equitably in the greater abundance made possible by our developing technology can we achieve a dynamic expanding balance between greater productive-power and greater purchasing-power. This dynamic balance is the key to the future of our free economy and the key to the achievement of full employment and full production on ever-higher plateaus of economic activity.

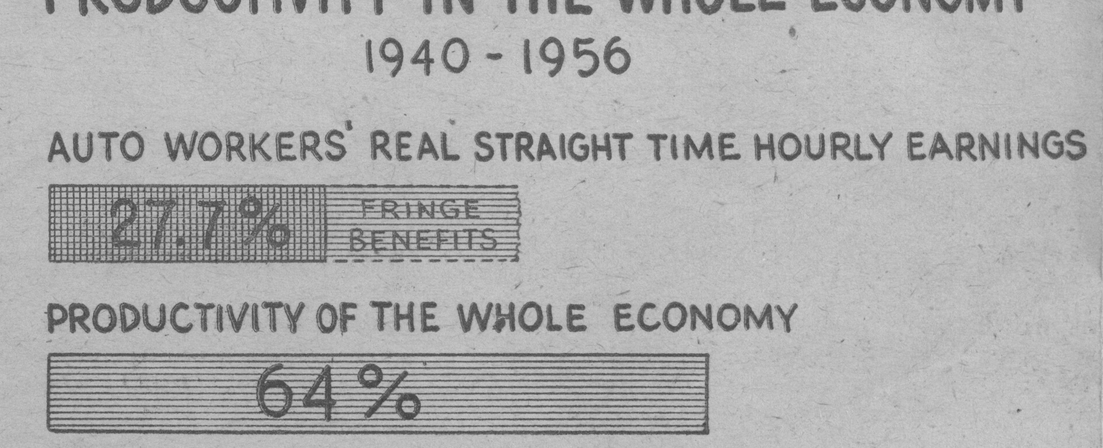
The expansion of mass purchasing-power through higher wages and lower prices is imperative if we are to correct the existing imbalance which is causing recession and mass unemployment. It is this need for greater purchasing-power which we believe should be the top priority matter in our 1958 collective bargaining demands. Accordingly, the executive board of the international union is recommending for the consideration of the delegates to the special convention a collective bargaining program that places the major emphasis upon this essential objective of increasing mass purchasing-power in order to get the unemployed back to work and workers on short workweeks back on full workweeks.

Specifically, we are proposing a two-package approach to our economic demands: (a) a minimum basic demand which will be common for all employers, and (b) a supplementary demand in addition to the minimum for those corporations or companies in a more favored economic position.

Minimum Basic Demands

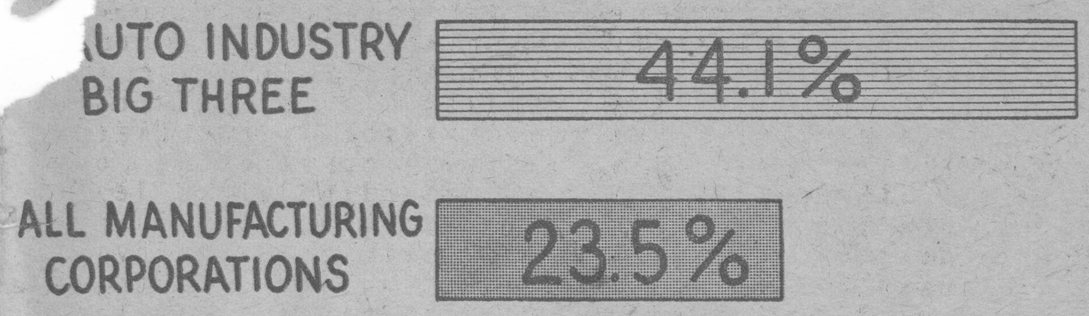
The minimum basic economic demand will consist of:

1. A general non-inflationary wage increase which accurately reflects the improvement in productivity in the economy under full employment conditions.
2. Correction of wage inequities in production, skilled trades and other wage classifications.
3. An increase of supplementary unemployment benefits to adequate levels and the extension of the period of benefits for laid-off workers to 52 weeks.
4. Supplementary benefits for workers whose purchasing-power is reduced because of short workweeks. (Present SUB plans are over-funded and monies already available will in large measure provide these greater benefits.)
5. An increasing measure of security and dignity for retired workers through improved pension benefits.
6. Protection of workers affected



Reuther Explains Plan

AVERAGE RATE OF PROFITS ON STOCKHOLDERS' INVESTMENT 1947-1956



by decentralized and plant movement through transfers, moving allowances and severance pay.

7. Improved hospital-medical-insurance programs to provide workers and their families greater protection for the monies spent for these programs.

We recommend that in 1958 negotiations we insist upon the right of workers to have a voice through their union in the investment of a reasonable percentage of the pension funds, under adequate safeguards, in community improvements such as housing, health facilities and other community needs in the communities in which the workers live to whom the pension funds belong.

To date the investment of these funds has been in the hands of trustees appointed exclusively by the corporations. They have made funds available for luxury housing, office buildings and other business investments completely removed from the communities in which the workers who own the funds live. It is a matter of simple economic justice and morality that monies belonging to workers should be used to advance their interests and to build better communities for them and their families, and not to serve the interests of people who have no equity in the pension funds.

Supplementary Demands

Supplementary economic demands are to be based upon the earning position of each company or corporation using the plans in effect in General Motors and Ford, under which corporation executives share in the profits of the company, as the basis for computing the equity which workers and consumers should share.

The fantastic profits of many of America's giant corporations have been shared by the highly paid executives of these corporations, while both the workers and consumers have been short-changed. In General Motors, for example, during the 10-year period from 1947 to 1956, a relatively small group of executives divided up a bonus of $635 million. We are suggesting, as a basis for our supplementary economic demand, that these corporations, after meeting their basic wage costs, basic salary costs and after setting aside their basic dividends for payment to the stockholders, share the profits in excess of the figure used by GM and Ford for their executives' bonus plan on the following basis:

One-half of the excess profits to go to stockholders and executives;

One-fourth to wage and salary workers;

And one-fourth to consumers through a year-end rebate.

In 1955 negotiations, both General Motors and Ford offered to their workers a stock participation plan. This, the corporations claimed, would enable workers to share in the earnings and the prosperity of the corporations. This stock participation plan was rejected by the GM and Ford workers because of its discriminatory character since workers with the lowest income and those with the largest family responsibilities would have been least able to save monies necessary to participate in a stock purchase plan and would therefore have been denied their rightful equity.

The proposal we are recommending would provide every wage and salary worker with his full equity and would also provide that the consumer would realize his equity on a basis equal to the worker.

This approach of a basic minimum demand and a supplementary economic demand meets fully and completely the arguments which management raised when rejecting our earlier proposal for a price reduction. Managements of the auto corporations contended that they could not cut prices in advance since they could not measure the impact of such a price cut upon their earning position. Under our proposal they would make the price rebate to consumers at the end of the year and after they knew precisely what their profit position was.

BETWEEN QUESTONS, reporters (like these) were busy writing.

Dividing It Up

The same is true as it relates to our wage and economic demands beyond our minimum non-inflationary economic demands. Management would be obligated to meet our basic economic demands and would be further obligated to meet the supplementary demands only if at the end of a year it enjoyed a sufficiently favorable profit position.

The workers' share of excessive profits under the union's proposal would be used by the workers as they democratically decided for any or all of the following purposes:

1. **Additional wage increases.**
2. **Added hospital-medical-insurance protection.**
3. **Added protection against short workweeks and layoffs.**
4. **Added protection for workers affected by plant and job movement and technological change.**
5. **Further pension improvements.**
6. **Additional paid holidays.**
7. **Lengthened vacations.**
8. **Any other purposes which they deem advisable.**

This is an unusual approach to collective bargaining in our industry, but these are unusual times and we believe that this represents an economically sound, morally right and socially responsible approach to collective bargaining in 1958. Such an approach would permit workers, stockholders and consumers to share in the fruits of our advancing technology and would contribute greatly toward achieving the economic balance so essential to the health and the growth of our free country in this critical period of our world history.

In recognition of the critical world situation as dramatized by the Soviet sputniks and of the need to place the major emphasis upon expanding purchasing-power as the most effective way of meeting the serious problem of unemployment and short workweeks, the leadership of the international union is recommending the above program which provides for the temporary deferment of the introduction of the shorter workweek.

Just as our nation in this critical period is required to work out a new order of priorities to meet a new situation, so our union, we feel, is also required to work out a new set of collective bargaining priorities to meet the changed situation. We believe that UAW members and their families share our belief that in this hour of freedom's crisis, the real need is to get the unemployed back to work and to get those on short workweeks back on a full workweek, and that greater leisure for the time being can wait.

Study Committees Asked

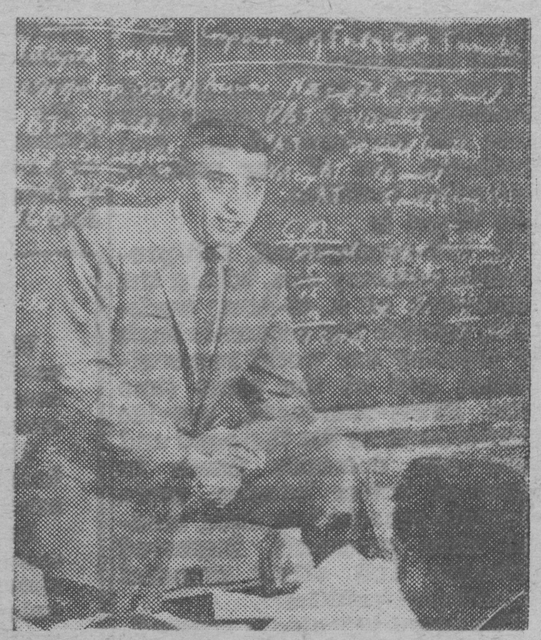
We are, however, recommending that we make as a part of our demands establishment in each major corporation of a joint labor-management study committee on the shorter workweek and the impact of automation and technological advance. Such study committees will examine all phases of the problem of automation and other technological changes which are related to collective bargaining and levels of employment including plant relocation and decentralization, production scheduling, the impact of technological change on existing wage structures and wage classifications, on seniority, on training and retraining, on problems of older workers, etc. We believe that such a joint study committee can do the preliminary work necessary to the introduction of a short workweek when the situation in the world requires the diversion of less of our economic resources to defend freedom and to make peace secure.

The Russian sputniks have dramatized and brought about a clearer understanding of the new dimensions of the challenge that freedom faces. The Russian earth satellites can be a kind of bloodless Pearl Harbor if we will replace smug complacency with bold action on the economic, educational and scientific fronts. We have lost ground not because the Russians are better but rather because we have not been trying, because we have not been fully mobilizing our economic and productive power.

As a nation, we need to raise our sights and get our values in sharper focus and to work out a set of national priorities that will put first things first. We need to strengthen our military posture. We need to overcome our lag in the field of education. We need to expand basic scientific research. We need to do all of these things but we need to do more. We need to raise living standards at home and we need to aid the underprivileged peoples of the world to mobilize their economic resources so that they, too, can share in higher living standards and can successfully resist the Soviet Union's programs of economic penetration and political subversion.

These are the positive aspects of freedom's struggle against the forces of communist tyranny. We need to understand that in the long pull, military power alone will not decide the contest between the forces of freedom and the forces of tyranny. In the long run, the cause of human freedom will win provided we prove that free men under free government working together within a free economic system can do a better job of raising living standards, of broadening educational opportunities, of providing our older citizens with a fuller measure of economic security and human dignity, of gearing our developing technology and our increasing abundance to human progress and to the fulfillment of the higher aspirations of human civilization.

In short, we must mobilize our economic resources so as to deter the peril of war, while at the same time we must work to realize the promise of peace. It is our sincere belief that the practical and constructive collective bargaining recommendations we have advanced will strengthen our efforts and the efforts of the free world to meet the negative challenge of war and to realize the positive benefits of peace.



COMPLEX formula (dig that blackboard!) is explained by Nat Weinberg, head of UAW special projects.

Labor History in Pictures — 6

FLEEING FAMINE and suppression in Europe, millions of immigrants moved into the U.S. as the 1800s passed. They were a mainspring of the cheap labor on which American industry was starting to modernize, thrive and expand.

Dreaming of the "land of opportunity" in which the "streets were paved with gold," these men, women and children arriving by the boatload found themselves, instead, living in crowded, filthy slums (left), working in unsanitary sweatshops (upper right), trying to get by on wages which went from about $2 a week for laborers to $11 a week for the most highly skilled.

They were hired by steel mills, lumber camps, coal mines, garment factories. In these and other jobs they worked 14 to 16 hours a day.

Many of the immigrants lived six to 20 in a single room in the jammed, rat-ridden tenements of New York, Boston, Philadelphia and other cities.

Gradually the soul-and-health-stifling conditions began to draw protests from the immigrants. At first they supported the idealistic political reform movements. Soon, however, they began to turn to the growing American labor movement.

Despite the outcries of employers that a shorter workday would mean a lower day's wage and "workers' morals will suffer if they are absent (too many hours) from the wholesome discipline of factory life," the reformers succeeded in winning a 10-hour day in some states during the 1850s.

And by the time France had presented the Statue of Liberty to the U.S. in the 1880s (lower right), the immigrants were a main source of strength in some of the growing unions.

The painting is one of a series on American labor history by UAW staff artist John Gelsavage.

LET GEORGE DO IT; HENRY DID

In 1914 the old, original Henry Ford said he would rebate $50 to each buyer of a Model T if he sold more than 300,000 cars that year.

In 1957 George Romney, president of American Motors, said he'd LIKE to offer a $100 rebate to each buyer of a Rambler if he sold 180,000 cars in 1958.

Old Henry sold 308,213 puddle-jumpers (two-door model: $975) and he paid off to the tune of $15½ million.

But last week, face to face with a rebate proposal, George Romney changed his mind. He doesn't like rebates; he just likes to talk about them.

Quitting on Short Week? Not Us; Just Holding Off

Times change, and it's a poor union that can't change with them.

This, in essence, is why the UAW executive board decided to recommend postponement of the union's goal of a shorter workweek.

The board noted that while the convention last April voted to make the shorter week a major demand in 1958, the delegates themselves recognized that April 1957 was too early for a final decision — and therefore called for the special convention which is about to meet.

If conditions were the same as they were last April, the board said, the demand would stand. But "every thinking American and Canadian . . . recognizes today that the problem symbolized by the Russian earth satellites has drastically changed . . . the situation."

Moreover, the board statement continued, "our members by the tens of thousands are suffering from short workweeks at the present time; but they are short workweeks with short paychecks . . .

"Our need today . . . is the full production which can come only from full employment . . . and maximum use of our nation's productive facilities.

Still Want It

"A full-employment, full-production economy can, within the framework of a 40-hour workweek, provide the economic basis for meeting our world responsibilities, and at the same time raise living-standards, provide greater security for the aged and meet our domestic needs in terms of better housing, more adequate schools, hospitals, medical care programs, improved highways and other essential community facilities."

The board repeatedly stressed the fact that this was a postponement, not an abandonment, of the shorter week.

In his press conference President Walter P. Reuther pointed out that other far-reaching UAW gains, such as pensions and SUB, had been established as union objectives for years before they were achieved, as one consideration or another intervened.

Thus the shorter workweek remains a basic UAW goal — but in the executive board's view, not this year.

Auto Crash Fatal To Jess Nichols

MILWAUKEE, Wis.—A funeral service was held here last week for Jess Nichols, 49, a long-time UAW staff member who died from injuries suffered in an auto accident. Officers and former officers of Local 72 and members of the UAW staff were pallbearers.

Nichols held various Local 72 offices before joining the Region 4 staff in 1940. He switched to the PAC staff 10 years later, and in 1951 became a national aircraft representative.

He is survived by his wife, Louise, who is still hospitalized as a result of the same accident; a daughter, Barbara, and a son, Jess Jr.

Gains for All Are Seen In Board Bargaining Plan

Continued from Page 1

inequities; an increase in supplementary unemployment benefits and their extension to 52 weeks' duration; SUB payments to workers on short time; improved pension benefits; transfers, moving allowances and severance pay for workers affected by industrial decentralization and migration; better hospital-medical insurance protection.

The second asks supplementary benefits to both workers and consumers from companies whose profits before taxes exceed 10% of net capital. The formula is patterned on those used by General Motors and Ford in calculating their lush bonus plans for executives.

Supplementary Plan

Excess profits, after the 10% return (before taxes) should be divided as follows, according to the union recommendations:

Half should remain with the corporation for extra dividends, executive bonuses, reinvestment or any other purpose;

One-quarter should go to wage and salary workers not included in the executive bonus plan;

One-quarter should go to consumers in the form of rebates in proportion to their purchases during the year.

How this would work in one company (GM) is shown in tabular form at the top of Page 1.

(A detailed explanation of the proposal can be found on Pages 6 and 7.)

In a press conference last week, UAW President Walter P. Reuther made it clear why the union leadership was offering this plan.

Must Be Flexible

Facing half a hundred newsmen and an array of newsreel cameras, Reuther emphasized that the major consideration of the executive board had been the general welfare.

"We must be flexible enough to adapt ourselves to changing conditions in the world," he said. "The Russian sputniks not only affected the thinking of our own government; they affected us all. And the continuing decline in our own economy made us change our priorities, since the great need today is for greater purchasing-power."

The board's proposal, Reuther said, meets both these problems. It offers, in a single package, more buying-power for workers and lower prices for consumers. And it encourages the full utilization of productive resources.

The UAW president noted that both sets of union demands avoided inflationary pressure. The basic minimum demands, he pointed out, were keyed to productivity—just as management has long asked. The supplementary demands, he added, would be drawn from profits already earned; they represent only a fairer distribution, not a new cost.

Moving Plants, Moving Costs

When a plant moves, the workers should be entitled to move with it—together with their seniority rights, SUB credits and all their equity in the job. What's more, the company ought to pay moving expenses.

This is an important item in the UAW executive board's bargaining program. The board also urges adequate severance pay for those who decide not to pull up stakes.

In addition, there should be set up in each major company a joint labor-management study committee on the shorter workweek and the impact of automation and technological advance, the board proposed. These committees would (among other things) work out plans to meet such problems as maintaining full production as the workweek shrinks.

Reuther Rips Big 3

Continued from Page 1

and Ernest Breech, board chairman of Ford.

What's 'Extravagant'?

The UAW president challenged the company argument that it is "extravagant" for a $2.50-an-hour GM worker to share in company profits while $200,000-a-year executives, like Curtice, reap huge bonuses.

Over a 10-year period, he pointed out, Curtice was paid nearly $4 million in salary. If the UAW proposal had been in effect, the average worker would have received about $6,000 in bonuses during the same period.

"Do you really believe public confidence can best be built by a small group of General Motors executives sharing in the excess profits of the corporation while denying workers and consumers their rightful share?" Reuther asked.

As for being "foreign to the concepts of the American free enterprise system," the UAW proposal is simply a version of the long-accepted philosophy of profit-sharing, he continued.

Wrong Before

"We are somewhat at a loss to understand the kind of moral and mental gymnastics that are required to see nothing but good in a profit-sharing plan for executives and nothing but bad in the extension of this principle to workers and consumers," Reuther declared.

The companies' reaction, he went on, "is but the latest addition to your long record of rejection of the reasonable and constructive proposals of the union." GM resisted every advance from paid vacations to pensions, he recalled.

"You are as wrong about our present proposal as you were about pensions and these other matters," Reuther concluded.

Each Divvy Could Differ

If the supplementary economic demands proposed by the UAW executive board to the special convention become a reality, the workers in each company will decide for themselves how to apply the money.

Some may take it all in wages. Some may want better social insurance. Some may improve SUB. Some may increase their pensions. Some may plump for more holidays or longer vacations.

Whether it's any or all of these, or something else entirely, is up to those who get the money.