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UAW SOLIDARITY

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

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Convention Edition

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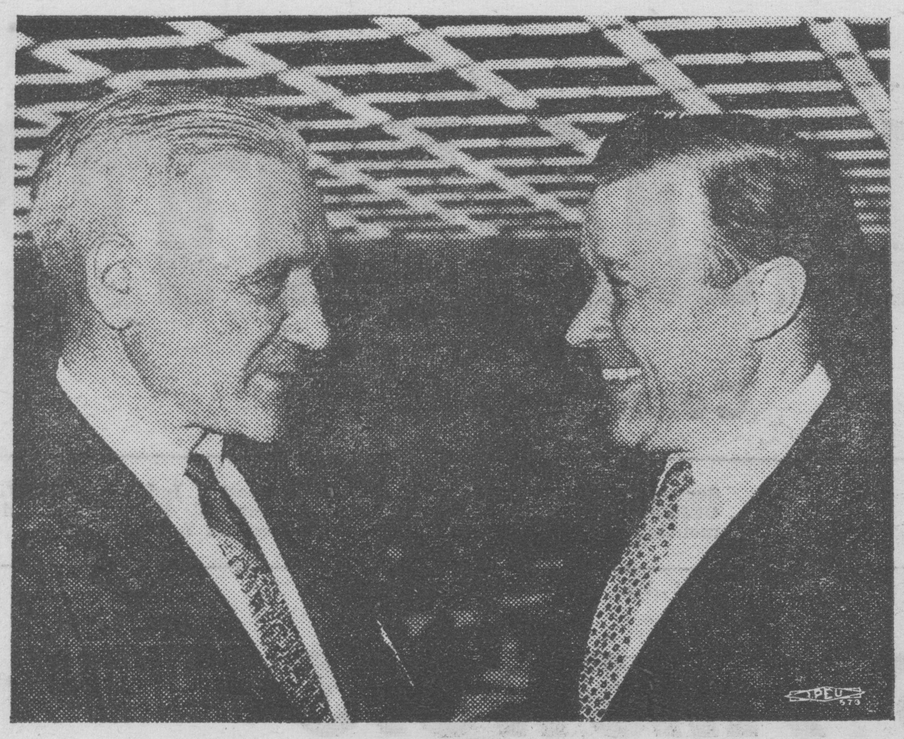
Convention Demands Answers To Urgent Human Problems

Story on Page 3



Malcolm Smith, Oshawa Local 222 president, member of Special Convention resolutions committee, chats with Walter Reuther.

George Burt, Canadian director, chairs Canadian UAW Economic Conference in Windsor's Cleary Auditorium. The 250 delegates represented the region's 65,000 members.

Emil Mazey, international secretary-treasurer, urges Canadian Conference to push national planning.

Pat Smith, Local 439, chairman, Nels Wilson, 222, Jim Maxwell, 676, Ed Bruce, 707, and Keith Brown, 112, form Canadian Resolutions Committee.

Canadian Problems Tackled

Canadian UAW approval for the union's "flexible" approach to 1961 collective bargaining was as emphatic as the American.

Meeting in Windsor's Cleary Auditorium (on the riverfront directly across from Detroit's huge Cobo Hall), 250 delegates, local union presidents and bargaining committees representing the Canadian Region's 65,000 members gave a resounding O.K. to the program nailed down in the previous three days by 2,500 delegates at the UAW's Special Convention.

They also approved a special report of a Canadian Resolutions Committee. The report included variations on the Detroit theme intended to fit Canadian needs.

On both sides of the river, emphasis was on spelling out the problems workers are facing in 1961 and suggesting a wide variety of solutions. Thus, instead of the rigid '30-40-60' position which a minority group favored, both Convention and Conference backed the 'Flexible Reduction of the Workweek With No Loss In Pay,' 'Salaries for All Workers,' and the full range of legislative and collective bargaining recommendations put forward by the Reuther administration.

George Burt, Canadian UAW director, led a discussion of the problem Canadian workers face in a law which says they may not strike during the life of a contract—for **any** reason. U. S. UAW members can strike over production standards disputes and other 'non-arbitrable' matters.

Burt detailed legal advice he had obtained in efforts to find a way to give Canadian members relief from management speed-up attacks. He promised that the International Union would continue to search for a way to free its Canadian members.

As at Detroit, the Canadian Conference recommended contract periods of two years maximum. Sentiment was especially strong for one-year pacts where speed-up problems have been most severe.

UAW President Walter Reuther keynoted both meetings when he said the union would go to the bargaining table with goodwill, but also with strength.

(Please check the rest of Solidarity for extensive reports on the UAW's legislative and collective bargaining position).

PAT SMITH, '439'

"On behalf of the committee . . ."

HUGH McCONVILLE, '195'

"Let's get portable pensions and then . . ."

MARTY CAPUTO, '1067'

"Transfer of operations clauses need . . ."

HERMAN SWANSON, '200'

"Ford efficiency artists cut plant guards . . ."

LORNE CHARLICK, '397'

"We need legislation on 'runaways' . . ."

GORDON LAMBERT, '199'

"Productivity is not our worry . . ."

Convention Charts Two-Front Drive To Strengthen Workers' Security

LEADERSHIP by UAW's top officers was an important ingredient in the democratic processes throughout the convention. Left to right: Vice Presidents Leonard Woodcock and Norman Matthews; President Walter Reuther; Secretary-Treasurer Emil Mazey and Vice Presidents Richard T. Gosser and Pat Greathouse.

The UAW this month stepped up preparations for major 1961 negotiations, armed with a bold, new approach to contract talks hammered out by the union's special collective bargaining convention, held in Detroit, April 27-29.

Approximately 3,000 delegates overwhelmingly voted approval of a crucial two-front program aimed at winning answers to the basic problems of workers and their families.

Detailing workers' problems under 27 specific areas to be taken up at the bargaining tables, the program is aimed at winning more security for UAW members and workers on retirement and putting a stop to high unemployment.

One set of problems involves essential contract issues to be covered at the bargaining table; the other calls for joint union-management action for legislation to help solve broad questions which cannot be answered in negotiations.

"We are dead serious that we are going to find answers to the problems we are talking about," UAW President Walter P. Reuther told the convention.

"We are going to fight on the legislative front and we are going to make a total effort at the bargaining front."

Discussed by delegates in point-by-point detail before they gave it their stamp of approval, the program is keyed to give union negotiators flexibility in pushing for solutions to the problems, instead of specific proposals for contract changes.

With UAW-Big Three contracts running out Aug. 31, negotiations are expected to start in July.

Highlighted by a vast banquet celebrating UAW's 25th anniversary, the convention was held at Detroit's mammoth Cobo Hall. Canadian UAW locals held an additional two-day conference of their own at Windsor, Ontario, immediately following the Detroit sessions. (See story page 7.)

In addition to the main task of charting this year's important collective bargaining program, the convention's outstanding events included:

1: A message to the union from President John F. Kennedy who declared UAW is at the forefront in meeting "today's challenge, that of economic growth and strength in the service of freedom around the world."

2: The firm declaration by Reuther that the union's collective bargaining program "is not a clever gimmick but a

Continued on Page 10

Wide Bargaining Approach Stressed by UAW Delegates

Workers' problems in 11 broad collective bargaining areas are pinpointed for contract negotiations this summer under the comprehensive two-front program voted overwhelmingly by UAW's Special Collective Bargaining Convention.

The program is aimed at securing answers to the problems either at the bargaining table or through legislative action, or both.

The delegates declared through the resolution they approved embodying this year's bargaining principles and priorities that they recognize alternative solutions to the issues are possible.

But they also made it plain that while the union is "flexible" in working out answers to the problems, UAW is "inflexible" in insisting that solutions must be forthcoming.

"Neither the United States nor Canada can be equal to meeting the challenge in the world until they first meet these compelling human problems at home," the convention's collective bargaining resolution section declared.

The bargaining section discussed 11 separate problem areas, some containing several separate issues. The 11 areas are:

- **Creating employment opportunities — reducing work time.**
- **The hourly wage system —salaries for all workers.**
- **Full-week layoffs.**
- **Displaced workers.**
- **Discrimination.**
- **Production standards.**
- **Loss of job security through subcontracting.**
- **Retirement.**
- **Health care.**
- **Wages and purchasing power.**
- **Contract duration.**

Efforts by a group of locals to push a so-called "30-40-60" program — 30 hours work at 40 hours pay with retirement at 60—failed to win convention support by a lopsided margin.

With UAW President Walter P. Reuther moving to bring it

Continued on Page 10

WOMEN UAW members played an important role in the convention, as exemplified by Teresa West (above), Local 212, who served as chairman of the Rules Committee.

UAW Dinner 'Biggest Yet'

The UAW celebrated its 25th birthday opening night of the special convention with a dinner party, and more than 5,700 people came to commemorate the event at Detroit's Cobo Hall.

It was the largest dinner ever held in the long history of the Motor City, Mayor Louis C. Miriani told the crowd

The affair was a special feature of the convention, and the diners consisted of delegates and their wives and friends, UAW officers, staff members and employes, local union leaders and many distinguished guests, led by U.S. Secretary of Labor Arthur Goldberg and integration leader Martin Luther King, Jr.

The Rev. King held the huge audience spellbound with a stirring speech comparing the plight of the Negro today with the plight of labor 30 years ago (see separate story on page 5), and Goldberg told the crowd that American labor faces its own New Frontiers (see story on page 4).

Sen Paul Douglas (D., Ill.), Gov. John Swainson of Michigan, Gov. Gaylord Nelson of Wisconsin, Mayor Miriani and UAW President Walter P.

Continued on Page 10

Broad, Hard-Hitting Legislative Program Overwhelmingly Adopted at Convention

UAW members will have their eyes on legislative goals as well as contract gains this summer under the comprehensive program adopted overwhelmingly by delegates to the union's Special Collective Bargaining Convention.

Spelling out the broad areas of problems affecting workers, the convention emphasized that, along with solutions won at the bargaining tables, specifically-designated new legislation can help provide some of the answers.

The dramatic dual approach is a history-making step in developing bargaining principles and priorities to meet the needs of workers. It recognizes that legislation can affect the economy and raise or lower job security.

The legislative section of the two-front program involves 16 specific suggestions. (The col-

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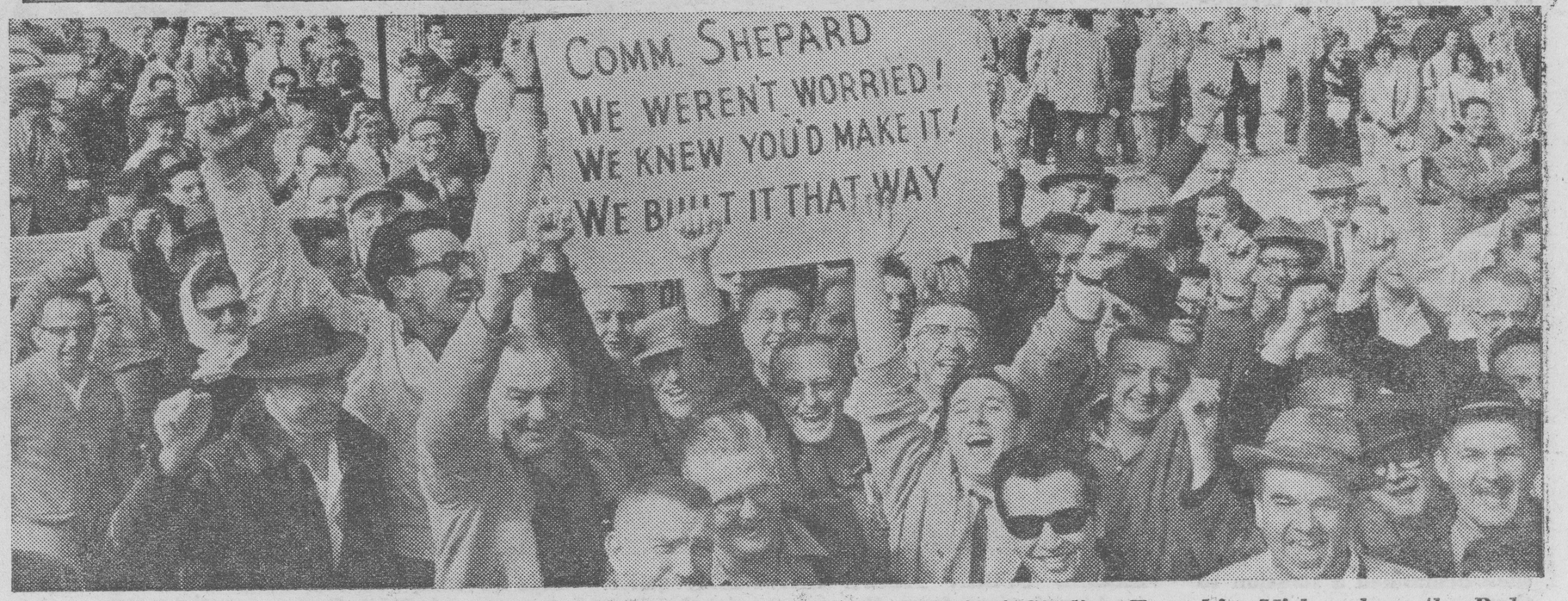


SUCCESS OF THE NATION'S first space shot spelled success for members of UAW Local 1245, too. They assembled the Redstone missile that hurtled the Mercury capsule carrying Astronaut Alan B. Shepard, Jr., into space. The workers cheered Shepard's flight at a celebration at the Chrysler missile plant at Sterling Township, Mich., where the Redstone missiles are built. At the same time, Local 1245 President William Monroe pointed out that heavy unemployment has hit workers there despite the Redstone's success because of government cutbacks.

Vice President Woodcock

Woodcock Asks For Flexibility At Big 3 Talks

Union solidarity and freedom of union leadership to pursue a flexible, unencumbered program at the bargaining table during the up-coming Big Three negotiations were two of the main purposes of the special collective bargaining convention, UAW Vice-President Leonard Woodcock told nearly 2,600 delegates in attendance.

In a vital, hard-hitting address Woodcock told the delegates assembled in Detroit's huge Cobo Hall that if the convention ended with a simple mechanical listing of collective bargaining demands it would tie the hands of union leadership at the bargaining table and invite management to take refuge behind some unrealistic dollar figure and charge that such demands are too costly.

"America today is a community in peril," Woodcock said.

"One can only think about the deteriorating situation in Laos, one can think only about the collapsed invasion in Cuba, and the fact that it is so obvious that the common people in Cuba are supporting Castro," he said.

And, he added, it was in the light of world events that the continuing stagnant economy in the United States would have to be viewed.

Woodcock warned that the owners of the giant corporations would attempt to evade their responsibility by trotting out the old, tired propaganda about foreign imports and all the rest of it, hoping that by so doing they will split the ranks of UAW membership by exploiting the fear and worry of the future that is in their minds.

"But this year of 1961 is a turning point," the UAW official declared, "these men who own these industries, too, are Americans. The time is slipping away from us."

Woodcock left no doubt that the union was in a deadly serious mood regarding such problems as increasing levels of hard core unemployment.

He said that we should not let the management who control these corporations get away from facing these problems. "We should hit them and hit them:

'These are the problems. Help us come up with a solution. Help us not only save the automobile workers but help us save this economy of America so that we can save America, so that we can save democracy and so that we can save freedom.'"

Woodcock urged the delegates that UAW rank-and-file members would have to be brought to the point where they understand the problems and where they then demanded a solution to them.

He added: "This is not a runaway program. This is a program with more guts than this union has ever put together."

Exiled Cuban Unionists Seek Labor's Help

The nearly 2,600 delegates to the recent UAW Special Collective Bargaining Convention led by UAW President Walter Reuther took time out to welcome representatives of the free Cuban labor movement now seeking support for their cause from the organized American trade union movement.

Mario Fontela, secretary general of the free, exiled Revolutionary Democratic Labor Front of Cuba (FORDC) presented a flag of the Cuban revolutionary government - in - exile to the UAW which was accepted by Reuther.

Fontela, 41, is a veteran Cuban trade unionist who formerly was secretary general of the Cuban agricultural union prior to his resignation and self-imposed exile as a result of the communist domination of Cuban labor unions under Fidel Castro.

Fontela was imprisoned for two years for labor union organizing activity under the corrupt Batista regime and after his release he joined Castro's July 26th revolutionary government.

Shortly after the overthrow of Batista, Castro attempted to place communists on the executive committee of the free confederation of Cuban workers (CTC). When the confederation resisted this attempt, Castro dissolved the executive committee and ordered the 33 Cuban trade unions to hold new elections in October, 1959.

Fontela was reelected to the executive committee, but because of the pressure of Castro inspired communists in the labor movement, he immediately resigned. Committee members of 26 of the 33 trade unions also resigned subsequently, while the other seven unions succumbed to communist pressure.

Fontela then left Cuba and is now living in Miami where he is attempting to rally the remnants of the free Cuban trade union movement to fight the Castro - dominated, communist unions in Cuba as well as the rightist Batista supported CTC in this country.

In a prepared statement, Fontela who speaks little English, said:

"In the name of the Revolutionary Democratic Labor Front of Cuba, I appeal to you in this moment when our beloved country is suffering under the worst of dictatorships, the enslaving and oppressive communist tyranny directed by the traitor Fidel Castro and his henchmen."

At the present time he is engaged in soliciting funds to continue his struggle and to gain recognition for his movement from the AFL-CIO. He is being assisted by a fellow trade unionist in exile, 29-year-old Angel Rodriguez.

When he is not touring the country soliciting funds and support, Fontela broadcasts messages of hope and encouragement to suppressed trade unionists in Cuba over the free Cuban underground radio.

"We desperately need your economic assistance. Please help us in this critical hour," Fontela beseeched the convention delegates, "help us to help ourselves to be free and happy again. Our hopes rest on you."

UAW delegates responded generously to Fontela's appeal by contributing nearly $300.

Big 3 Councils Plan Meetings

Representatives from every local union in the Big Three will meet this month and next in Detroit to plan strategy in the forthcoming negotiations.

The National General Motors Council will lead off with a three-day conference in Ford Auditorium May 17, 18 and 19, Vice President Leonard Woodcock, GM Dept. director, announced. About 300 delegates representing the 350,000 UAW members in GM are expected to attend.

The Ford Council will meet a week later, May 24 and 25, with about 200 representatives of the 125,000 UAW Ford workers, according to Ford Dept. Director Ken Bannon. About 300 delegates representing 80,000 Chrysler workers will meet June 15 and 16, Vice President Norman Matthews, Chrysler Dept. director, said.

Seminar for Women Scheduled by ALES

NEW YORK — A one-day seminar for women trade unionists on "Women and Human Rights" has been called for May 27 by the American Labor Education Service. Mrs. Esther Peterson, assistant to the Secretary of Labor and director of the department's women's bureau, has been invited to participate. The seminar will be held at Carnegie International Center, New York.

EXILED CUBAN TRADE UNIONISTS solicit funds to carry on the work of freeing Cuban trade unionism from the communist-dominated tyranny of Fidel Castro at the UAW special collective bargaining convention. UAW delegates contributed nearly $300 to the fund. Pictured above (left to right) are Mario Fontela, secretary-general of the Revolutionary Democratic Labor Front of Cuba (FORDC); Bernie Rifkin, UAW Region 9 education and citizenship staff member and Angel Rodriguez, a veteran Cuban trade unionist who fled Cuba when Castro communists took over Cuban trade unions.

ONE OF THE FEATURED speakers at the 25th UAW birthday banquet was Labor Secretary Arthur J. Goldberg who warned that time was running out in the struggle to regain the nation's economic balance and to begin forging ahead again. Goldberg is shown in the picture above presenting a scroll to the UAW which is being accepted by UAW Secretary-Treasurer Emil Mazey (left) on behalf of the union.

UAW Achievements Lauded by Goldberg

Secretary of Labor Arthur J. Goldberg congratulated the UAW on the occasion of its 25th Anniversary celebration and urged a flexible cooperative labor-management approach to the nation's economic problems now in order that America might start moving ahead again.

"The problems of job security, of a competitive posture in the world markets, cannot be solved by either management or labor unilaterally," Goldberg told the nearly 6,000 UAW Silver Anniversary banquet guests gathered in Detroit's mammoth Cobo Hall.

Goldberg expressed confidence that if labor and management met each other half-way, the nation would begin to forge ahead again on the economic front.

"In the next year alone, we must create 10 million jobs to provide for those presently unemployed, to provide work for new entrants to the labor force, to offer employment for those displaced from farm or factory by technological change, and to put the involuntarily part-time worker back on a full-time basis," the labor secretary said.

"Even if we sought only to maintain an unemployment rate of 4% — and that is certainly an unacceptable minimum — we are still faced with the creation of over seven million jobs in the next 12 months," Goldberg declared.

He outlined four major areas of responsibility that organized labor must assume if it would meet the period of great challenge facing it as the labor movement had met challenge in the past:

● "Good trade unionism is a showcase for democratic procedure. We should advertise more broadly this kind of institution, created by the people themselves, as a voice for themselves in the ordering of social and economic life.

"The labor movement helped create this social order. It is a free institution dedicated to this way of life. It speaks the same language of justice and conscience that one hears throughout the wanting nations," Goldberg said.

● "The second major challenge on the labor movement's new frontier is apathy. The greatest danger to freedom is an inert people; the greatest danger to trade unionism is an apathetic membership.

● **The third great challenge to trade unionism is to cooperate in bringing the benefits of good unionism to areas needing it most.**

"There are many places in our economic life where the dark of the past still lingers: migrant farm workers, caught in a life of squalor, with no voice to speak for themselves; great areas of the nation where working men and women have no effective representation, no common strength to better their conditions.

● "Finally, the fourth major challenge is a broader role of partnership between labor and management. The individual interest of the American business and the American union can no longer be served without reference to the national interest. Both must now move together within a framework of accepted public responsibility."

The Choice Was a Simple One:

'Non-Violence or Non-Existence'

In a powerful, moving address, Rev. Martin Luther King, Jr., hailed the UAW on the occasion of its Silver Anniversary and compared the successful fight of the UAW and organized labor generally to achieve freedom and dignity with the ever-continuing struggle of the Negro to "march from the dark crypt of segregation."

King, a dynamic leader in the Southern battle against segregation and discrimination, paid solemn tribute to the early pioneers of organized labor who fought against the arrayed, overwhelming odds of anti-labor interests.

"Organized labor has come a long way from the days of the strike-breaking injunctions of federal courts, from the days of intimidation and firings in the plants, from the days that your union leaders could be physically beaten with impunity," King said.

"The clubs and the claws of the heartless anti-labor forces have been clipped and you now have organizations of strength and intelligence to keep your interests from being submerged and ignored," he said.

King told the more than 5,700 guests attending the UAW's 25th Anniversary banquet in Detroit's spaciously beautiful Cobo Hall that the Negro could gain inspiration and encouragement for the hard road still ahead from the examples set by labor in realizing its goals.

The young desegregation leader reminded the UAW special convention delegates and their guests that despite the many absorbing problems confronting the Negro today, the Negro was not unmindful of the new problems facing labor as well.

"The autoworkers are facing hard core unemployment," King noted, "new economic patterning through automation and relocation of plants is dissolving the nation's basic industries," he declared.

"We are neither technologically advanced nor socially enlightened if we witness this disaster for tens of thousands without finding a solution."

The basic problem, King contended, is whether we are as concerned for human values and human resources as we are for material and mechanical values. The society that performs miracles with machinery has the capacity of make some miracles for men—if it values men as highly as it values machines, he said.

"Automation cannot be permitted to become a blind monster which grinds out more cars and simultanously snuffs out the hopes and lives of the people by whom the industry was built," he said.

Few people, Rev. King told the attentive banquet throng, were as well equipped to so well understand the problems of the autoworkers as were the Negroes:

"Because we built a cotton economy for 300 years as slaves on which the nation grew powerful, and we still lack the most elementary rights of citizens or workers," he said.

"We, too, realize that when human values are subordinated to blind economic forces, human beings can become human scrap."

In his address, King injected sober note after sober note into his remarks comparing the similarity of the struggle of organized labor and the Negro.

Far from resenting King's sober intrusion upon their festive mood, the UAW delegates and their distinguished guests punctuated the young clergyman's statement time after time with thunderous applause.

He reminded the audience that in the 30's when labor was seeking recognition there were powerful voices which said then—and which are saying to the Negro now: Never—you are not ready—you are really seeking to change our form of society—you are Reds—you are trouble makers—you are stirring up discontent and discord where none exists—you are interfering with our property rights—you are captives of sinister elements who would exploit you.

"Both of us have heard these reckless charges—both of us know that what we have sought were simple, basic needs without which no man is a whole person," King asserted.

In the mid-Thirties, King recalled, the auto industry stood up for its rights by sitting down at its machines, "just as our courageous students are sitting down at lunch counters across the South."

"We are proudly borrowing your techniques," King added, "and though the same old and tired threats and charges have been dusted off for us, we doubt that we shall collectivize a single lunch counter or nationalize the consumption of sandwiches and coffee."

The ties of kinship between labor and the Negro people goes beyond mere tradition, King stated.

"For example:

"Labor needs a wage-hour bill which puts a firm floor under wage scales. Negroes need the same measures, even more desperately, for so many of us earn less than $1.25 per hour.

"Labor needs housing legislation to protect it as a consumer. Negroes need housing legislation also. Labor needs an adequate old-age medical care bill and so do Negroes."

In the political arena, King pointed out, only a liberal—or labor — candidate whether white or black—would appeal to the Negro voter.

"Negroes exercising a free suffrage would march to the polls to support those candidates who would be partial to social legislation," he said, "the campaign for Negro suffrage is both a fulfillment of Constitutional rights and a fulfillment of labor's needs in a fast-changing economy."

King warned his listeners that neither the problems facing labor and the Negro, nor the problems facing the nation and the world today will somehow work themselves out.

"We know that if the problems are to be solved we must work to solve them," he said.

"Social progress never rolls in on the wheels of inevitability. It comes through the tireless efforts and the persistent work of dedicated individuals.

"So in order to realize the American dream of economic justice and of the brotherhood of man, men and women all over the nation must continue to work for it," King declared.

He called upon the audience to join with him in following a course of "maladjustment"—a term borrowed from modern pyschology—if this meant an active rejection of many of the stagnant features in our social order.

"I never intend to adjust myself to religious bigotry. I never intend to become adjusted to economic condtions that will take necessities from the many to give luxuries to the few.

"I never intend to become adjusted to the madness of militarism or the self defeating effect of physical violence."

King declared that in the present day of guided missles and the constant threat of man's annihilation by nuclear bombs that no nation can win a war.

"It is no longer a choice between violence and non-violence," he warned, "it is either non-violence or non-existence."

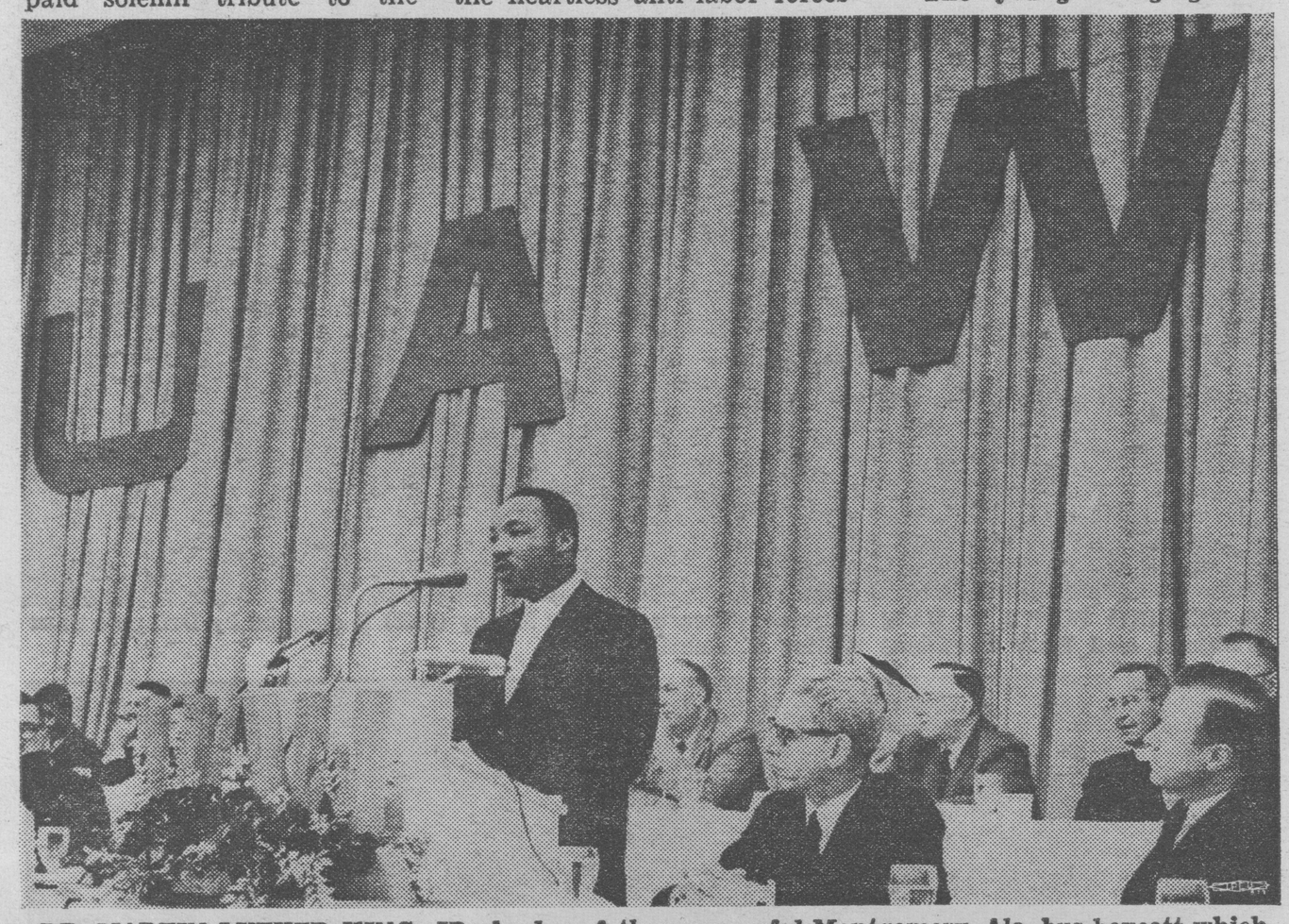
Again picking up the theme of "maladjustment," the hard-hitting, young Baptist minister declared that he was proud to be maladjusted and suggested that he was in the excellent company of such men as the Prophet Amos, Abraham Lincoln and Thomas Jefferson, all of whom had rebelled and cried out against the "adjusted" injustices of their day.

"It may well be that the salvation of our world lies in the hands of the maladjusted," King cried, "and so let us be 'maladjusted' if maladjusted means following in the footsteps of these great men," he said.

In a final ringing plea to his audience of labor leaders and delegates, political and civic dignitaries, King asked that they stand together in the struggle for truth, economic justice, brotherhood and dignity for all men.

He expressed the conviction that if the assembled audience would stand together for these things they would be able to bring into being a bright new day.

"And this will be the day when all of God's children, black men and white men, Jews and Gentiles, Protestants and Catholics, will be able to join hands and sing anew with the Negro slaves of old: 'free at last, thank God Almighty, we are free at last'."



DR. MARTIN LUTHER KING, JR., leader of the successful Montgomery, Ala. bus boycott which led to the integration of the Montgomery bus system is shown above as he delivered his address to the huge audience celebrating the Silver Anniversary of the UAW in Detroit's Cobo Hall.

A HIGHLY TECHNICAL point is seriously discussed by a group of skilled craftsmen during the UAW's special collective bargaining convention in Detroit. Taking part in the talk are (left to right) William Stevenson, assistant director, skilled trades department; Michael Vernovai, Local 1251, Region 9A, skilled trades advisory committee; Richard Odle, Local 57, Region 3, skilled trades advisory committee; Arthur Toucredi and Robert Jensen, both of Local 490, Region 1; Joe Wysocki, president of Local 75, Region 10; Anthony Sparagowski, president of Local 1058, Region 2B; Jesus Chantres, Local 600, president of the tool and die unit and advisory committee member; Jim Schuetz, assistant director of the skilled trades department.

SEVERAL DELEGATES FROM UAW REGION 6 listen attentively to the proceedings during a lively debate on the issue of production standards at the special collective bargaining convention.

'Economic Logic' Termed Power at Bargaining Table

Listing the many severe economic problems which plague the United States and Canada, UAW President Walter Reuther told the delegates to the Special Collective Bargaining Convention that two needs were paramount to win justice for the workers: the need for unity in fighting for their rights, and the need for flexibility in negotiations.

"It's not the resolutions you adopt or the militancy you put in slogans that gives us power at the bargaining table," he declared. "It's the economic logic supported by a membership that knows what it is doing and where it is going."

Because the negotiations would be carried on against a backdrop of economic adversity, Reuther pointed out, the UAW needed to remain flexible in its demands, prepared to pursue the course which seemed best able to solve the problems.

"We would like to suggest," he told the delegates, "that we pose the basic problem and then say to the companies that the No. 1 job is to get the unemployed back to work — that we are flexible on how we do it but we are determined that it WILL be done . . . and then we list things that CAN be done."

He listed the grave problems facing our economy: unemployment, insecurity, lack of enough purchasing power to buy the increasing flood of goods turned out by automation.

Then he listed some of the possible solutions which management and union representatives will consider at the bargaining table, and which elected representatives could consider in the legislative halls:

A shorter work-week; earlier retirement, longer vacations, more paid holidays, control of overtime and outside contracting, a national planning agency, assistance in retraining, relocating and re-employing displaced workers, insuring pension plans, debt moratorium for unemployed workers, control of plant location, federal unemployment compensation standards, improvement in SUB and in health insurance, salary payment by the year rather than wage payment by the hour, and many others.

Citing the crippling unemployment throughout the United States and Canada, Reuther said:

"So we need to ask why is it that we are in trouble? . . . It is quite simple. When you have the tools of abundance, you can keep them fully employed only as you relate them to the needs of the many. But when you gear them to the selfish interests of the few you get in trouble.

"That is why we are in trouble—because the great corporations have been taking more than their share and workers and consumers have been short-changed. Until we correct that, both the economies of Canada and the United States will continue to limp along in low gear with high unemployment penalizing hundreds of thousands of workers in both countries."

When we expand productive power without expanding purchasing power, this lack of purchasing power results in millions of unsold cars and appliances, which brings layoffs, which in turn lessens the purchasing power of consumers even more—and so unemployment breeds more and more unemployment, Reuther pointed out.

The UAW is not interested in "struggling as a pressure group to get more at the expense of our neighbors; we have been struggling to release the economic potential of the abundance of a dynamic full-employment, full-production economy," he said.

He pleaded with the great corporations to "abandon your historic double standards of economics and morality. Sit down at the bargaining table and give your workers that measure of justice and security to which they are due and which the abundance of automation makes possible."

The UAW doesn't want gains at the expense of the consumer, Reuther said. The union wants its share out of the huge funds set aside by the big companies for bonuses, stock option schemes, expansion and other plans "we want our share of that area now, not out of the pockets of the American consumers," he said.

He listed the millions in bonuses and stock options which he said a handful of auto executives have been receiving for years.

The $33.6 million bonus divided among a handful of Ford Corporation executives recently would have given every hourly Ford worker 13 cents an hour for every hour worked in 1960; a recent $88.5 million bonus melon divided among General Motors executives would have provided 12.6 cents an hour for every hourly-rated GM employee, Reuther noted, adding: "we want some of that, for the wage earners who need it."

A TELLING POINT by UAW Secretary-Treasurer Emil Mazey (left) is enjoyed by Delegate Sam Fishman and UAW President Walter P. Reuther.

DELEGATES FROM AIRCRAFT locals in Region 5 confer during the convention with UAW Vice President Leonard Woodcock (third from left), director of the international aircraft department, and Region 5 Director Ted Hawks.

Firm Stand Sought On Work Standards

The resolution on production standards "isn't going to change a single thing in the shop unless we work at the problem at the bargaining table," UAW Secretary-Treasurer Emil Mazey told the special convention, and "the special convention, and "the right to strike over production standards is a weapon we want to maintain."

He pointed out that the auto industry contracts, of all the union contracts in mass production industries, are the only ones which permit such strikes during the life of the agreement.

Mazey, who was chairman of a special committee of the International Executive Board which had held hearings on production standards problems all over the country and in Canada, spelled out a few of these problems.

To make best use of maximum bargaining power, he recommended setting standards on a job just as early during negotiations as possible.

The greatest problem was found in the proper spacing of jobs on moving conveyors in assembly plants, he said.

The mixes of different units where more than one car comes off the same conveyor creates many problems, Mazey pointed out, because you have not only different models but different body styles and different paint jobs.

"We think the manpower ought to be set on the tightest mix," he declared.

"On the question of breakdowns, we found in some plants around the country that when the line broke, the company would speed the lineup. We need contract language stopping this, Mazey asserted.

"On the question of new models, moving from a higher to a lower production schedule, or going from a lower to a higher one, also creates problems. Think about it as it affects your own plant, because the company can change a schedule by a few jobs an hour, reassign all the jobs and give the workers more work and you have a speedup situation. We have to have contract language to meet this problem."

More rest time is needed in some plants, and this has to be worked out in individual negotiations, he continued.

During the hearings, "we talked about the cleaning of machines and management not permitting the worker to take the grime off his hands. The obvious answer is wash-up time before lunch and before quitting time.

"On the question of discipline, while a grievance is being processed, no worker ought to be disciplined" and the company shouldn't get extra production while the dispute is in effect, he declared. "We ought to make is costly for them to violate our production standards agreements."

During periods of "low bargaining power and high management inventories," we have to "examine our grievance procedures and see if we can develop tools" to deal with disputes during such periods when a strike is not the total answer, Mazey asserted.

"Then we have the question of duplicate plants. They may be assembly plants making the same parts, where workers are on strike at one plant while the company works another plant of the same corporation overtime . . . and thus negates the strength of our strike.

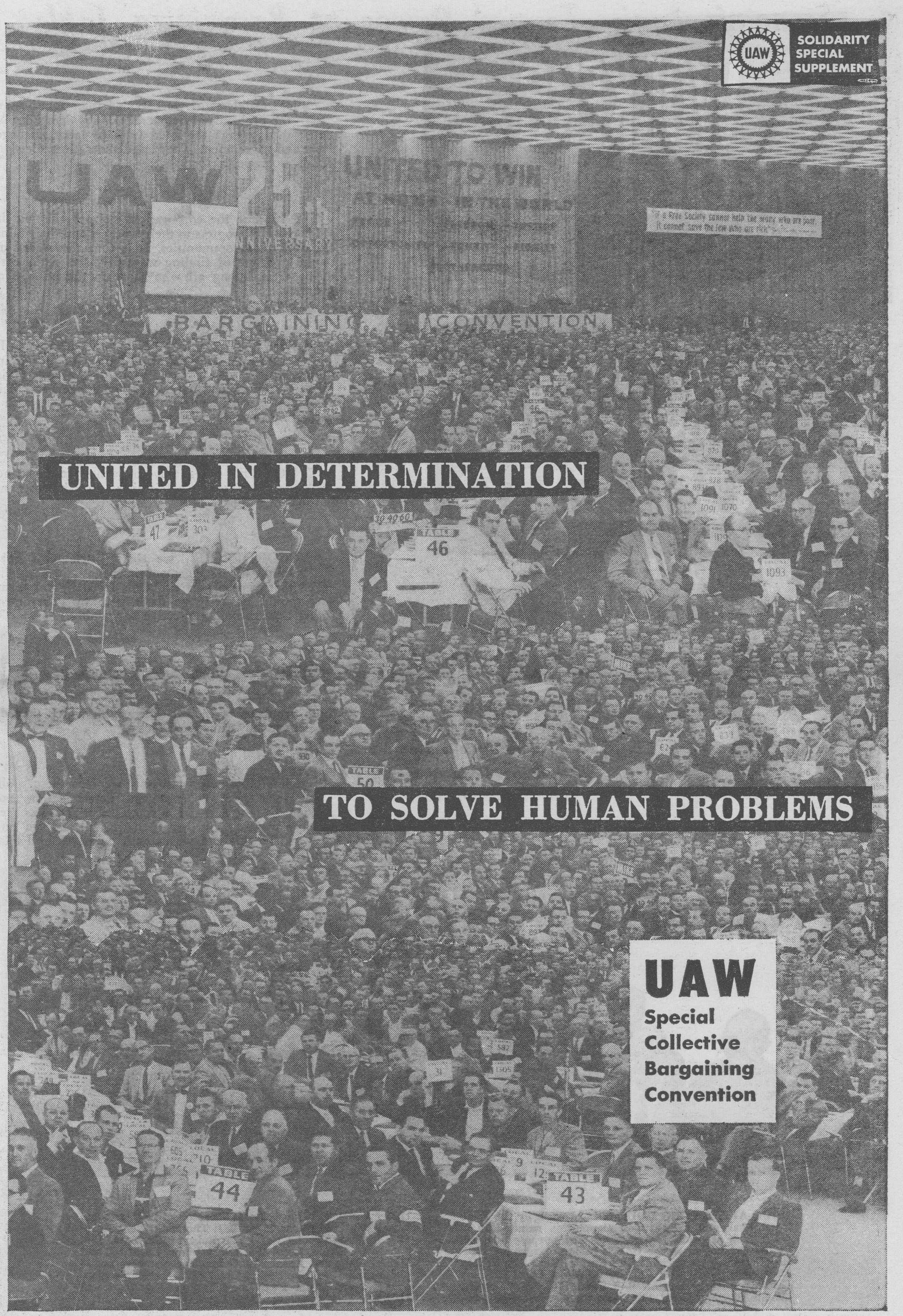
"We want to serve notice . . . that we will not permit our members to become strike-breakers when members of another local are fighting for decent working conditions."

Mazey also pointed to the special problem in Canada, where laws prohibit production standard strikes.

INFORMAL CONFERENCES were almost constant occurrences as the convention progressed. At this one, Region 3 Director Ray Berndt (facing camera), confers with a cluster of delegates.

SERIOUS ATTENTION to convention proceedings occupied most of the time of all delegates. Above, Region 2A Director Ray Ross (dark suit, center) listens with delegates from Locals 402 and 658.

SOLIDARITY
SPECIAL
SUPPLEMENT



UNITED IN DETERMINATION

TO SOLVE HUMAN PROBLEMS

UAW
Special Collective Bargaining Convention

For collective bargaining and legislative programs adopted by the convention, see inside pages . . .

WORKERS' PROBLEMS ARE DEMOCRACY'S PROBLEMS

A digest of the declaration of principles, priorities and purpose adopted by the UAW Special Collective Bargaining Convention April 27, 28, 29, 1961.

"THE problems of workers and their families are the problems of democracy. They demand solutions; they engage the good faith of labor, management and government. They test democratic professions and democratic performance.

"IT IS time the corporations stopped shifting the costs of progress to their workers and their families and their communities. It is time they faced up to the problem of finding ways to share in the costs of progress among all who share in the benefits of progress.

"ANSWERS to that problem must be found. In some cases the answer will lie with private industry which, as it assumes more of the costs of its managerial decisions that now fall on workers and their communities, will tend to make those decisions with a greater measure of social responsibility.

"IN OTHER cases, only through government action can there be a fair sharing of the costs and burdens of progress.

"ACCORDINGLY, we shall listen with open minds if management in negotiations should argue that some of the problems faced by our members should properly be dealt with by government rather than through collective bargaining.

"BUT we shall insist that argument be made in good faith — that the corporations be willing to join with us in seeking governmental solutions to those problems of their workers with which they do not believe they can cope directly.

"WE ARE confident that if we face these problems with courage and determination and achieve the singleness of purpose essential to our free society's working together, then we will and can find answers. To this end we commit ourselves to a total effort."

HOUR AFTER LONG HOUR of hard work by the Joint Resolutions and Constitution Committee resulted in a declaration of principles, priorities and purpose adopted by the convention as the UAW's basic program for 1961 negotiations. Left to right: Alex Garcia, Local 542; Roscoe C. Ingram, Local 674; Furl P. Williams, Local 975, co-secretary; Harry Southwell, Local 174, co-chairman; Lonnie Murphy, Local 148; John Mando, Local 600, co-chairman; Daniel House, Local 365; Robert L. Fliearman, Local 206; Paul Silver, Local 351; Thomas O'Neill, Local 600; Kenneth Brooks, Local 724; Robert Mills, Local 155; Alonzo W. Moore, Local 435; Lacey Dixon, Local 163 and Robert Thimmes, Local 230. Committee members not in picture were Malcolm Smith, Local 222, Canadian region, co-secretary; Lester Fox, Local 5; Pete Neputy, Local 1301 and Charles Zimmerman, Local 526.

Collective Bargaining Program

The Problem of Creating Employment Opportunities by Reducing Work Time

We—UAW members, wage-earners and families everywhere—need jobs. Many more jobs.

That's a key to our economic security.

How can we create the many more jobs we need?

By reducing work time. There are many ways to do this.

- A shorter work week with no loss in pay.
- A shorter work day with no loss in pay.
- A shorter work year with no loss in pay.
- More paid holidays.
- Longer paid vacations.
- "Sabbatical" leaves with pay.
- Control of overtime.

Lowering the retirement age is still another means of reducing work time.

Any one of these alternatives—or a combination of them—leads to creation of more jobs.

Creating more jobs—to help build job security—is a prime UAW objective at the bargaining table this year.

The Problem of Hourly Wage System — Salaries for All Workers

Workers need the security of steadier incomes.

Salaries instead of hourly wages would provide it for them.

They would assure steady work and steady pay from week to week at least.

By giving workers who now are paid hourly the same status and the same security as office workers, they also would put a stop to short-time weeks.

These are the weeks which occur too often, in which hourly workers are sent home after two days' work, or three, or four, and their pay cut proportionately.

The switch from hourly pay to salaries must be started this year.

We propose that management accept the principle of salaried status for hourly workers in this year's negotiations.

We propose that management join with us to create a joint committee to work out methods for putting this principle into operation.

Some hourly workers can be put on salaries immediately. They are the workers holding down jobs in plants where their operations are pretty much like the work done by salaried employees, or where the work flow already provides regular full-time workweeks.

A major step toward giving salaried status to hourly workers and providing relief from the problem of short workweeks can be taken by providing make-up SUB benefits for wages lost as the result of short workweeks.

This would assure them, at least, of income for every hour of the workweek.

The Problem of Full-Week Layoffs

Workers on layoff a full week or more have needs that must be met, problems that cannot be neglected.

More adequate security must be provided for them through the supplemental unemployment benefit plan UAW pioneered in 1955.

Laid-off workers need higher SUB benefits.

They need more than the present maximum of 26 weeks or even 39 weeks of coverage.

Many other problems connected with layoffs of a full week or more also must be faced—and answers found—at the bargaining table. These include:

- Restrictive eligibility requirements.
- Harsh disqualification provisions.
- Discrimination against higher-paid workers who have been laid off.
- Duplication of reporting procedures. (Mail reporting procedures already have been worked out with some companies. They have been put into effect and are working well.)
- Strengthened SUB administrative machinery at the plant level.

With the SUB program, management for the first time in collective bargaining history acknowledged responsibility to provide continuing income for workers even when management had no work for them.

Now is the time to strengthen that principle in practice by improving our SUB agreements.

The Problem of Displaced Workers

The problems of human suffering faced by displaced workers and their families have been rising rapidly.

So have the numbers of these workers permanently separated from their jobs.

Each displaced worker faces two immediate needs.

One is for a temporary substitute for the income suddenly taken away from him and his family.

The other is help to move from idleness into new employment.

Solutions to the basic needs and problems of displaced workers and their families must be found, either through collective bargaining or government or both.

Here is how we propose to approach these problems at the bargaining table in 1961:

1: Preferential hiring rights at major companies for workers of a supplier plant whose jobs are wiped out when the bigger firm decides to perform their work.

2: Relocation of plants should be a matter of mutual discussion and decision under the contract.

3: When shifts to new locations occur, a worker should be able to move with his job.

4: Regular payments by management into an automation fund to finance the costs of moving and relocating workers and their families, retraining, and family maintenance during that period, and other means to cushion automation's impact on workers and their families.

5: Older workers who will not or cannot move also would be entitled to help from the automation fund during a period of adjustment and transition.

6: When a worker has no alternative to separation from his job, he needs enough of a separation payment to tide him over for a reasonable time and to help prepare himself for a new job.

7: Accepting separation pay under such conditions should not deprive the worker of preferential hiring rights at any of the company's plants where there is a job he can do.

He also should receive all his fringe benefit rights, based on past service, if he is rehired.

The Problem of Discrimination

From its very start, UAW has fought against discrimination.

Discrimination because of color . . . religion . . . age.

Discrimination against women. Discrimination for any reason.

That fight continues.

We are pledged to this until discrimination is ended in our plants once and for all.

Because it is immoral, because it hurts the economy, major strides must be made toward that goal this year.

In its public contracts, the government forbids discrimination because of race, creed, color or national origin.

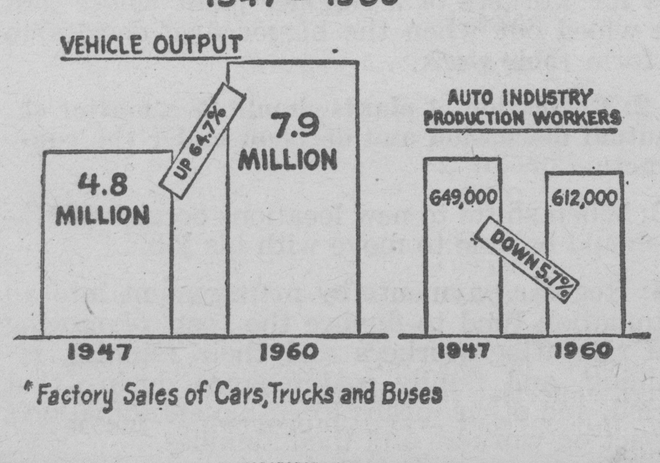
We are determined that managements in our industries provide the same policy. This is one of our objectives in 1961.

We are determined also that this fair employment protection be extended to older and aging workers.

And we insist on contract terms to halt discrimination against women workers.

We must have equal treatment and opportunity for all who work or who seek work in our industries.

VEHICLE OUTPUT* AND PRODUCTION WORKER EMPLOYMENT
1947 – 1960



*Factory Sales of Cars, Trucks and Buses

The Problem of Production Standards

Problems of production standards and work pace are a constant source of friction.

Basically, they involve deciding whether each worker is to be viewed as a human being in his own right or merely as one of the tools of production.

Many varied production standards problems were turned up by the union's International Executive Board Production Standards Subcommittee during its series of hearings with local unions earlier this year.

The local unions pointed up problem areas caused by management attempts to treat workers as production tools. These relate to:

- Establishing standards at the beginning of the model year.
- Increased line speeds.
- The mix of units on the line.
- Management trying to make up for loss of production by increasing the work pace.
- Changes in production standards with no change in the job.
- Lack of compensatory manpower when line speeds are changed to meet production requirements.
- The fact that the worker is constantly paced by the speed of the line.
- The lack of rest from the pressure of the assembly line.
- The lack of time to wash up.
- Discipline of workers who protest a standard.
- Delays in the grievance procedure.
- Management producing the work elsewhere when a production standard strike is authorized.

With some of these, the simple matter of stating the problem points up the answer.

For others, alternative answers are possible.

These must be nailed down by the union and management through collective bargaining.

We reaffirm our determined opposition to all forms of speedup and unreasonable work pace. We insist management negotiate with us adequate protection against it.

We reaffirm UAW's traditional policy insisting on contract provisions which reserve the right to strike over production standards and piece rates.

The Problem of Loss of Job Security Through Sub-Contracting

At a time when creation of jobs is needed desperately, management in a number of plants is threatening the job security of their workers.

They are doing this by sub-contracting away work traditionally done by UAW members.

The sub-contractor who gets the work pays his own employees, who are not members of our union, substandard wages and few, if any, fringe benefits.

We urge the corporations in our industries to announce publicly at once against this kind of unfair, unscrupulous competition.

We affirm our insistence that such sub-contracting is one of our basic concerns in collective bargaining.

Where the corporations in our industries subcontract for parts and supplies, we must seek agreements that they will select suppliers which maintain terms and conditions of employment in line with the dignity of working men and women.

Moreover, management in many plants is using various means to erode our bargaining units by removing work from them.

Solutions under the contract to protect the jobs of our members, therefore, must be found.

The Problem of Re

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SOLIDARITY SPECIAL SUPPLEMENT

Official Convention Photograph

Photo by Morrie Safron
Press Picture Service

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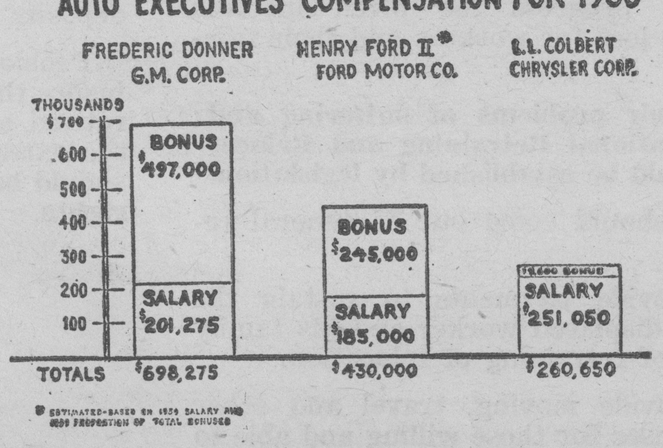


The Problem of Health Care

Prepaid, comprehensive health care coverage is a major need of workers and their families.

In most areas, it is not even available.

What's available, though, usually is much less than what the companies and the union have agreed the members of the union and their families are entitled to.

And that's costing members more and more.

Our members need to be relieved from this growing burden.

Other major industries have faced up to this problem by paying the full cost of health care programs for workers and their families.

Our industries should do no less.

Through collective bargaining, we must encourage development in more areas of high quality comprehensive, direct service prepayment medical care programs.

In addition, collective bargaining this year must provide answers to two other pressing human problems of our members:

1: The need of unemployed or sick workers for continued health care protection beyond the few short weeks they get now following their layoff.

2: The need of retired workers for health care help. The cost of providing this at their own expense has become an intolerable burden.

The Problem of Wages and Purchasing Power

More purchasing power is one of the prime needs both of workers and the national economy.

Without it, we cannot maintain the demand for goods and services to stimulate industry to full production and maintain full employment.

Probably the most important non-inflationary means of boosting purchasing power through collective bargaining, however, is bettering the current wage improvement factor formula.

The present 2½% factor is grossly inadequate. It does not reflect fully the quickened increase in productivity made possible because our technological progress has been speeded up.

The cost-of-living escalator table no longer is fair for the wage-earner because it, too, is out of date.

For the collective bargaining tables in 1961, therefore, UAW serves notice it will permit no tampering with the basic principles underlying the cost-of-living and annual improvement factor wage formula.

Managements in 1961, moreover, must face up realistically to the need for revising the wage formula to reflect its original intent.

It must be brought up to date.

It also must assure our members that their improvement factor wage increases in the future will be figured according to an up-to-date appraisal of the normal rate of productivity advance in our economy.

The Problem of Contract Duration

Economic and technological changes are being stepped up. These create urgent human problems.

They should not be shunted aside because of a prolonged contract to wait for solution.

But under the age of automation's rapidly changing conditions, they often are.

When that happens, problems grow to intolerable proportions.

Our contracts, therefore, must be limited to a two-year maximum if they include cost-of-living escalator and improvement factor provisions.

If they don't, the limit should be one year.

Duration of contracts in Canada must consider that Canadian workers are denied by law the right to strike during a contract's lifetime.

MAKE PLANTS HEALTHIER - - SAFER - - BETTER PLACES TO WORK

New Legislative Goals

National Planning Agency

Despite four recessions in the past 13 years, and a steady stream of national economic hardships before that, there still is no direct action by government and industry to restore and maintain full employment.

Maintaining full production and full employment requires planning.

A National Planning Agency would accomplish this.

Its essential function should be to determine our society's needs which have to be met and the resources we have to meet them.

It then would establish priorities for using those resources and meeting those needs, and develop and recommend the programs to accomplish this.

In short, it would plan ahead to build and keep full employment and a healthy economy.

Flexible Reduction of the Workweek With No Loss in Pay

Creating the many more jobs workers need can be stepped up by legislation, too.

Shortening the workweek on a flexible basis through law, for example, at no loss in pay.

The Convention said this should be done in relation to the level of unemployment.

When we have full employment, the standard 40-hour workweek would apply.

When man-hours are being wasted by unemployment at more than a specified level, the 40-hour week would be reduced to whatever extent needed to provide enough job opportunities to create full employment once again.

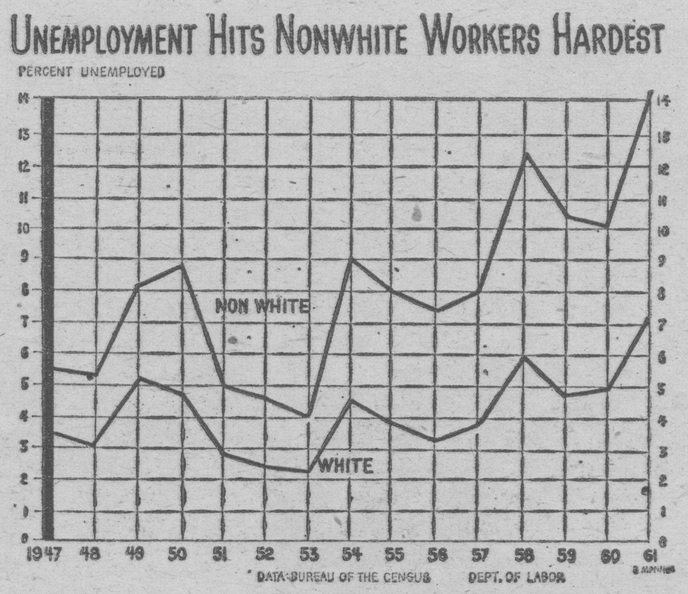
As unemployment then started moving down, the workweek would be shifted in turn toward the 40-hour level.

But because unemployment reflects insufficient ability to buy the goods that are produced, the law also would have to provide for maintaining purchasing power during periods of the shorter workweek.

Large-scale unemployment is a national problem. Therefore, the cost of maintaining full take-home pay during a reduction in the workweek should come from a National Workweek Adjustment Fund, financed by a small payroll tax on all employers.

The small net cost of this—estimated at less than one percent—is far less than the staggering cost of unemployment itself.

We need jobs. This is one way to help create jobs.



Retraining, Relocation, Re-employment for Displaced Workers

Technological progress too often involves heavy economic loss for workers and their families.

To meet their problems of suffering and hardship, a National Retraining and Relocation Fund should be established by legislation.

Its finances should come out of general revenues.

It would provide payments to sustain the technologically displaced worker and his family during periods of retraining or relocation.

It would provide moving, travel and other relocation expenses for those willing and able to find jobs elsewhere.

It would pay the costs of retraining.

And it would meet their other essential needs.

Early Retirement for Workers

Displaced older workers usually find it just about impossible to land a new job.

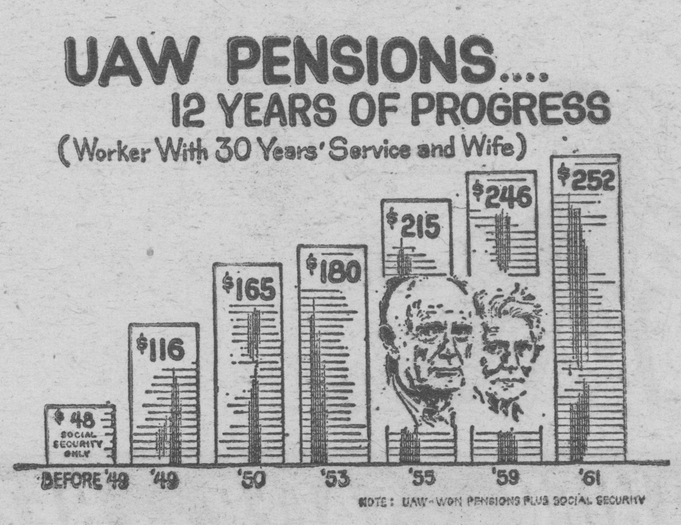
Their aching need can be met humanely by letting them retire without delay.

Out of its general revenues, government should provide special early retirement pensions for displaced workers over a given age—say, age 60—certified as unable to find a new job by the national Employment Service.

That retirement should be at the full amount of a normal government pension.

At the same time, efforts also must be made in negotiations to supplement such early retirement pensions.

In addition to the problem of the displaced older worker, we must move to reduce retirement age below 65, without actuarial reduction in benefits.



Public Reinsurance for Private Pension Plans

Many workers need protection of their pension rights.

They work in plants where pension plans still are far from fully funded because the plans have been in operation only a few years.

Thousands of wage-earners, as a result, have lost their pension security because their employers suddenly went out of business.

This can be avoided by a federal system of reinsurance for private pension funds.

The government established this principle when it began insuring bank deposits to stand behind the promise of private banks that the deposits were secure.

Pension reinsurance, as a minimum, should insure the full pension rights of workers already retired and those close to retirement age. To the extent it is financially practicable, the goal should be the reinsurance of all accrued pension rights.

Federal Unemployment Compensation Standards

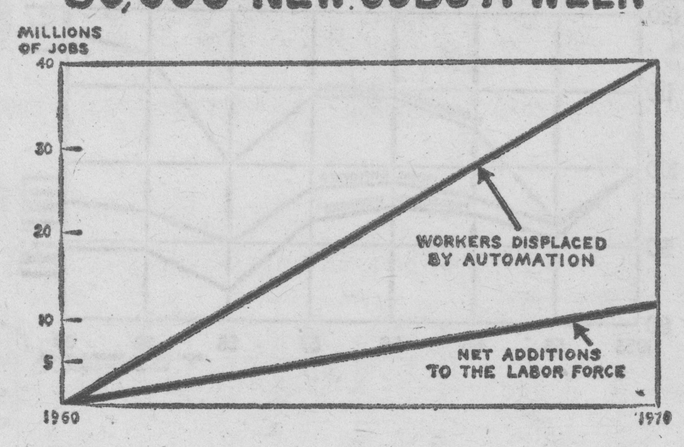
Our unemployment compensation system urgently needs to be brought up to date.

For the current 53 different state, district and territorial programs do not serve the interests of the unemployed worker, the economy, or the employer.

Instead they permit destructive competition among the states to hold down employers' costs by denying human needs.

Needed are:

- Federal standards to do the job unemployment compensation is intended to do—assure the unemployed worker an income related to his normal wage level and standard of living; help sustain purchasing power in a recession and thus act as a brake on the downward economic spiral.
- Continuation of benefits until an unemployed worker gets a suitable job.
- Retraining courses for unemployed workers, if recommended by the national Employment Service, to improve their possibilities for re-employment.



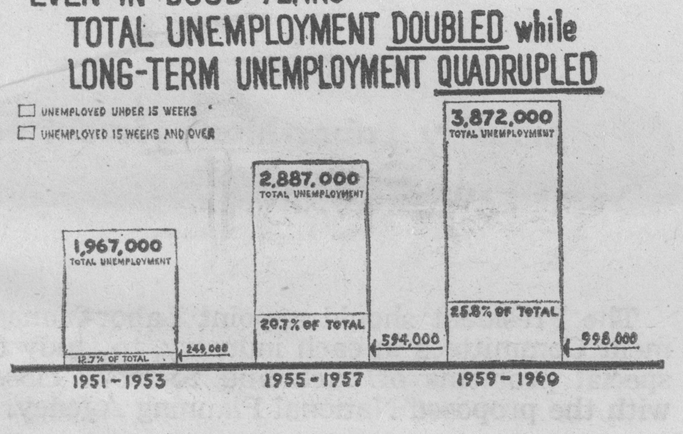
Debt Moratorium for Unemployed Workers

When a worker is unemployed for long, he suddenly may find he stands to lose the household and other possessions he's buying on time.

To avoid victimization of the unemployed by installment-plan retailers, we propose the federal government establish an Unemployed Workers Revolving Fund.

This would provide temporary assistance to jobless workers to help them pay their installment debts within specified limits and under reasonable safeguards.

When again employed, a worker would have to pay back the Fund over a reasonable period.



Security for Defense Production Workers

Defense production workers and their families are among the most insecure in the nation.

Production changes and revisions have brought sudden layoffs to tens of thousands of workers.

These layoffs usually fail to make adequate provision to transfer them to other jobs or help them move to another job elsewhere.

Even more vast problems of displacement can be expected to follow any effective international disarmament agreement, even though it would bring tremendous benefits to the world.

To prepare programs to avoid as many economic hardships as possible for defense production workers and communities, the proposed National Planning Agency should include a Commission on the Economics of Disarmament.

We also propose that the government encourage defense production contractors to be ready for quick conversion to production of civilian goods as soon as military contracts are terminated.

In addition, we propose legislation to protect defense production workers against the financial losses of job displacement when a contract ends.

This is a legitimate cost of a defense production program, and the government should actively encourage contractors to work out practical measures of such protection with the unions of their workers.

Plant Location

Economic decisions—such as a corporation's decision to close an existing plant here and open a new one there—may drastically alter the lives of tens of thousands of people and determine the future of whole communities and regions.

These decisions can no longer be considered anyone's purely private business. They must be considered from the public view with regard to the social and economic problems they create—whole relocation of workers, breaking of old ties, abandoned housing and community facilities, erosion of the tax base, cost of duplicating housing in new communities, and losses to business and professional men dependent on workers' pay checks.

To prevent plant movements based on desire for profit from substandard wages and working conditions, we propose a Taft-Hartley amendment by which workers could be excused from working with goods produced by substandard runaway or unorganized plants.

We propose legislation designed to prevent plant relocation in overcrowded areas, and loans and grants to encourage plant location where unemployment is heavy.

Companies creating distress by moving out should pay a financial penalty to help meet the costs of alleviating the distress.

Privileged tax treatment for communities pirating industry from other areas should be eliminated.

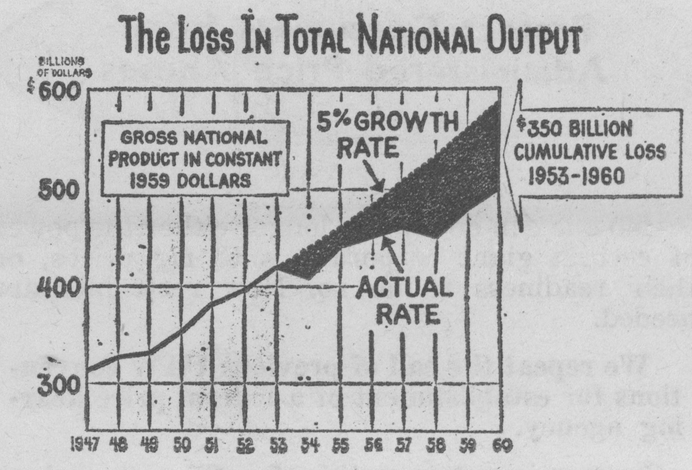
We also must plug tax loopholes which now permit buying out companies to take tax advantage of their losses, and then shutting them down.

Stand-by Tax Reduction Powers To Combat Recessions

Existing stabilizers in the economy—unemployment compensation, pensions and other programs—are not enough to prevent recessions from spiralling downward.

A quick stabilizer would be a temporary moratorium on all or part of income taxes withheld from personal income. This would mean an immediate increase in every worker's buying power.

The President should be given power to temporarily cut or suspend withholding taxes when unemployment reaches a danger level.



International Fair Labor Standards

Because of large-scale foreign investments by U.S. corporations, and other factors, workers in other countries are using the latest technological developments to produce goods at nearly the level of U.S. and Canadian productivity, but are being paid only a fraction of the wages paid here.

The competition with our products is unfair.

Tariffs are not a desirable answer. They raise prices to us as consumers, threaten our market for exports and do nothing to end the unfair exploitation of our fellow workers abroad.

We urge the ICFTU and our governments to amend the General Agreement on Tariffs and Trade to include the principle of international fair labor standards.

Substandard wages in export industries should be raised step by step to levels justified by productivity.

Foreign companies using comparable technology and producing a comparable product should be required, in a reasonable period of time, to meet U.S. minimum wage standards in order to sell their products here.

Gear Automation and Abundance to Needs of All the People

SOLIDARITY SPECIAL SUPPLEMENT

Education for The Age of Automation

Many young people are failing to get the minimum education needed to qualify for jobs in the age of automation. Human resources are tragically wasted and millions of youth are suffering early personal defeat, as a result.

The three areas of primary need are: Elementary and secondary schools; the transition from school to job; beyond the first job experience.

To reduce school drop-outs, we propose an occupational orientation program, financed and co-ordinated by a Federal Youth Opportunities Agency, similar to the New Deal's National Youth Administration.

For the young unplaced jobseekers, we propose a training program similar to the earlier Civilian Conservation Corps.

For the adults with basic educational deficiencies, we should devise a program to train them for more advanced work, and meantime provide a maintenance allowance for family support.

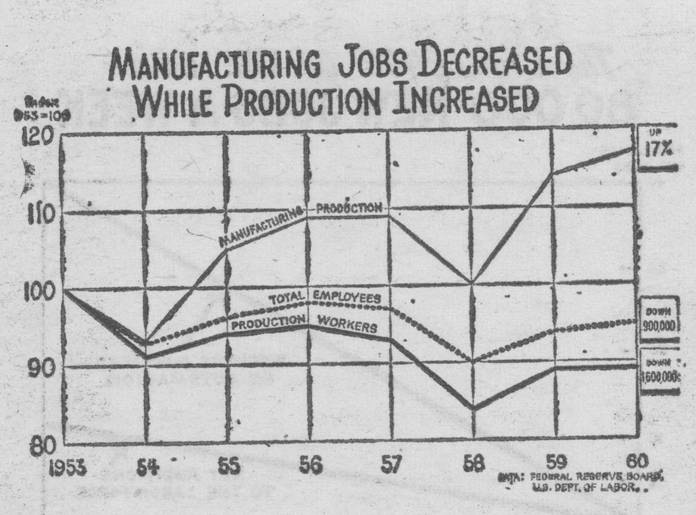
Protect Consumers from Administered Price Abuses

No one can doubt any longer either the power of certain giant corporations to rig prices, or their readiness to do so. New restraints are needed.

We repeat the call of previous UAW conventions for establishment of a federal price hearing agency.

Corporations accounting for 25 per cent or more of total sales in their industries would be required to give 60 days' advance notice of intent to raise prices. The agency would hold open hearings on the proposed increase and publish a full report, to give the public the necessary information for a balanced judgment on the merits of such price increases.

No price control would be involved—the pressure of informed public opinion should serve as a restraining influence.

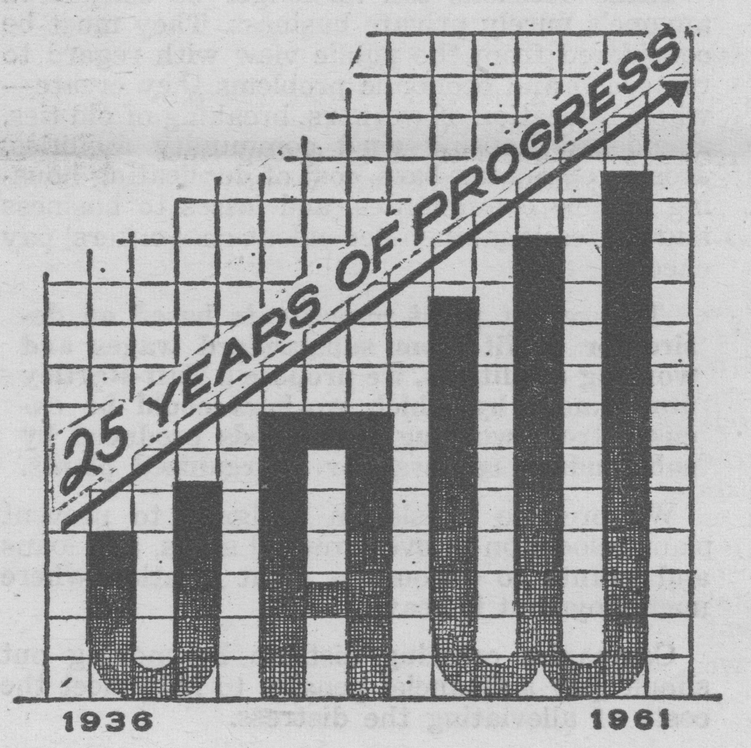


Modernizing Housing Technology

The U.S. and Canada are falling behind in providing adequate housing for millions of families.

The obsolete technology of home construction has kept the price of good homes out of reach of millions, and has held back the expansion of the housing industry.

We call on the governments of both countries to take action for the most effective application of new materials, new methods and other new discoveries to cut costs and improve quality of housing.



Conservation and Development Of Natural Resources

The proposed National Planning Agency should be responsible for conserving and developing our natural resources. Public leadership is needed for protection and renewal of public lands and forests, and for revival and intensification of public power programs.

Also needed are long-range policies on minerals use, water supply and the pollution threat, and on the peaceful use of atomic energy.

This is an area where a National Planning Agency is needed to develop programs for long-range national needs rather than short-term private profitability.

Industry Labor-Management Committees

The President should appoint Labor-Management Committees in each industry, to study the special problems of each and to work closely with the proposed National Planning Agency.

Such committees could be of great service to the firms in the industries, and to the workers and to the government.

They would supplement the work of the newly-established President's Advisory Committee on Labor-Management Policy, which was set up to study and make recommendations for policies promoting "free and responsible collective bargaining, industrial peace, sound wage and price policies, higher standards of living and increased productivity."

GET AMERICA BACK TO WORK

"If a Free Society Cannot Help the Many Who Are Poor,
It Cannot Save the Few Who Are Rich."
—John F. Kennedy
First Inaugural Address

"The Test of Our Progress Is Not Whether We Add More
to the Abundance of Those Who Have Too Much;
It Is Whether We Provide Enough for Those Who Have Too Little."
—Franklin Delano Roosevelt
Second Inaugural Address

NEW IDEAS FOR NEW FRONTIERS

Full Employment
Full Production
To Meet
Needs at Home
Responsibilities in World

Jobs for All Through—
Reduced Work Week
Early Retirement
Longer Vacations
More Paid Holidays
Control of Overtime

End Double Economic and Moral Standards
Abolish Obsolete Hourly Wage System

Full Medical Insurance Coverage - - - Fully Paid by Corporations

Share Abundance - - - Automation
Justice for Workers
Lower Prices for Consumers

Help President Kennedy to . . . .
Get America Back to Work

Improve Working Conditions

United to Win—
Opportunity for Our Children
Jobs for Ourselves
Dignity for Retired Workers

People Have Priority Over Profits

A Good Education for Every Youth
A Steady Job for Every Adult
Security for Every Senior Citizen

Strengthen SUB and Pension Programs

Man Does Not Exist to Serve Industry—
Industry Exists to Serve Man

ASKING QUESTIONS FIRST IN JAPANESE, then in English, a TV-radio team of the Japan Broadcasting Corp. interviewed UAW Secretary-Treasurer Emil Mazey (right) during the Special Collective Bargaining Convention. Mazey's answers were translated into Japanese for rebroadcast throughout the island nation. Handling the interview were Fumihiko Suzuki, chief of the overseas news section of the network's TV news division; Masahito Jakaishi (lower left), reporter, and Zenpei Takase, (standing), cameraman. The team also interviewed Vice President Leonard Woodcock.

Japanese Listeners Tune in Convention

Eyes and ears half-a-world away were tuned in to UAW's Special Collective Bargaining Convention as daily proceedings and views of two top officers were recorded by the Japanese Broadcasting Corp. for rebroadcast throughout Japan.

The TV-radio network, whose headquarters are in Tokyo, had a four-man team at the sessions, including its overseas news chief, a reporter, a cameraman and an engineer.

In addition to filming and taping highlights of each day's events, they recorded interviews with Vice-President Leonard Woodcock and Secretary-Treasurer Emil Mazey.

The questions they asked indicated Japanese interest in UAW's program and point of view as well as in economics, politics and foreign relations.

For example, the UAW officers — interviewed separately — were asked how the union is trying "to solve the most important social problem confronting the United States now —that is, unemployment."

Both Mazey and Woodcock described in detail the program adopted by the convention to create new jobs.

In addition, they pointed out that the question itself indicated the impact heavy U.S. unemployment is having on the interest of other nations in the struggle between the democracies and communism.

Other questions involved UAW's proposals for easing automation's effects on unemployment; Japanese union opposition last year to the new U.S.-Japan security treaty, and opposition by some American unions to importing Japanese-produced goods.

IUD Calls First Women's Conference

WASHINGTON — The Industrial Union Department, AFL-CIO, has called a women's conference to be held in the nation's capital, June 12-14. Announcement of the conference, first to be called by the IUD, was made by Walter P. Reuther, IUD president, and James Carey, IUD secretary-treasurer.

Theme of the conference will be "How can women best contribute to the growth and security of our IUD unions?" Delegates will be from internations affiliated with IUD.

Among those expected to participate in the conference are Sen. Maurine Neuberger (D., Ore.); Sen. Estes Kefauver (D., Tenn.), and Sen. Paul Douglas (D., Ill.). It is expected that a Cabinet member — not yet named as Solidarity went to press—and a representative of the U.S. Department of Labor also will participate.

The conference was called in recognition of the influence of women "as workers, as union members, as voters, as influencers of community opinion and culture," the announcement said.

MONTHLY STRIKE REPORT INTERNATIONAL STRIKE FUND FOR MARCH, 1961

The following are the Strike Fund Assets for March 1961:

TOTAL STRIKE FUND ASSETS		
February 28, 1961		**$35,582,536.92**
INCOME FOR MARCH, 1961:		
Per Capita	**$1,330,700.50**	
Interest on Investments	**402,464.97**	
		$ 1,733,165.47
TOTAL TO ACCOUNT FOR		**$37,315,702.39**
DISBURSEMENTS IN MARCH, 1961		**68,092.59**
TOTAL RESOURCES, MARCH 31, 1961		**$37,247,609.80**

There were 11 strikes in effect at that time involving 1,400 members of the UAW.

Retiree Recalls UAW's History

During the three days of UAW's Special Collective Bargaining Convention, Jack Reed lived 24 years.

The almost-quarter-of-a-century took in important events in UAW history the former five-term president of Local 287 from the time he joined the union in 1937 to when he retired last year.

The 66-year-old Reed and his wife, Evelyn, were guests at the convention where they sat through each of the sessions from start to finish.

Reed joined UAW while it was first being organized at the Warner Gear plant in Muncie, Ind., where he worked as an assembler.

"It was rough in those days," he said. "When I listened to the delegates talk about today's insecurity, it brought back memories of 1936 and 1937 with a rush.

"We didn't have any kind of security at all back then. Wages were about 40 years behind the times. People worked 50 hours a week for 33½ to 38 cents an hour, and you got paid only straight time rates for overtime work.

"The boss would come around and ask you to work overtime. If you refused, you'd lose your job."

Reed, who had high praise for the UAW bargaining program adopted at the convention — he said it "looks like the union will get a lot done" — has continued union activity even though he has retired.

"It's the greatest thing that ever happened to me," he declared. "I've been working hard all my life. Before UAW came, I thought I'd be working right up to the end.

"Instead, now I'm enjoying life," he grinned.

A delegate of the Delaware County AFL-CIO Council and a member of the group since 1939, he recently worked intensely to aid strikers who finally succeeded in winning union recognition at a Muncie hotel for the first time in that city's history.

Local 287's Labor Beacon, reporting the victory, noted, "Jack Reed, five times president of Local 287, who is supposed to be retired, proved to be everything but when 11 pickets were arrested for alleged disorderly conduct.

"This reporter saw him everywhere," the Beacon's account continued, "Court House, City Hall, City Clerk's Office, Records Department, hotel picket line, on the street, Council meeting, and Local 287 union meeting, gathering data, records and facts to back up his plea for solidarity and support for these union leaders who were lodged in the city pokey by the considered irresponsible act of a city policeman."

Reed himself pinpointed his never-ending interest when he spoke quietly of his feeling about his union. "To me, UAW is the greatest thing that ever happened," he said.

"They don't owe me anything; I owe them everything."

JACK REED

'EYE OPENER' exhibit at the convention attracted many of the delegates who were well acquainted with the popular UAW radio program broadcast in many areas throughout the country.

A FIST-POUNDING delegate makes a point in an apparently spirited discussion with his across-the-table companion, but it fails to distract his other fellow delegates who are listening attentively to convention proceedings.

Delegates' Wives Feted At Solidarity House

Wives of delegates to the UAW special convention were entertained at an afternoon tea at Solidarity House during the second day of the convention.

More than 200 availed themselves of the opportunity to tour the union's five-story international headquarters, according to Catherine Gelles, UAW women's auxiliaries representative, who was in charge of the two-hour tour.

The tours around the building were conducted by Solidarity House office employes, and the wives of top UAW officers and board members acted as hostesses at the tea, assisted by members of Detroit and Windsor, Ont. women's auxiliaries.

Each edelgate's wife also received a 25th anniversary corsage. The gals were brought to Solidarity House—on the city's east side—in chartered buses from Cobo Hall, the huge $55 million downtown hall where convention sessions took place.

King, Reuther Talks Available on Record

The UAW Radio-TV Department in Detroit is accepting orders for a long-playing record which, on one side, presents the remarks of the Rev. Martin Luther King, Jr. at the UAW's 25th Anniversary Dinner at Cobo Hall, Detroit, on April 27, with his introduction by UAW Vice President Leonard Woodcock.

On the other side is an 18-minute excerpt of the remarks of President Walter Reuther on the 1961 collective bargaining program delivered at the Special Convention. Price of the record is $2.

UAW SOLIDARITY

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THE UAW SPECIAL collective bargaining convention sustained a high degree of interest and excitement throughout. The attentive group of delegates from UAW Region 9A shown above are listening to debate from the floor on the legislative proposals presented by the joint resolutions committee.

NLRB Slaps Kohler For Non-Compliance

CHICAGO — A compliance officer in the Chicago regional office of the National Labor Relations Board has told the Kohler Co. that it has failed to comply with the NLRB's order of Aug. 26, 1960, calling for full reinstatement of former Kohler strikers and the dismissal of strikebreakers, if necessary.

The finding of compliance officer Raymond A. Jacobson could result in a back pay liability for the Kohler Co. amounting to several hundred thousand dollars, according to UAW Secretary-Treasurer Emil Mazey. It came after the union complained as early as last October that the company had failed to comply. The company had denied the charge.

The finding of non-compliance was based on the following actions of the company:

- It rehired strikers, but not for a regular work week. Former strikers worked only 32 hours, while strikebreakers continued on the job, causing the reduction in the work week.
- It did not make proper offers of reinstatement to some former strikers.
- Jacobson also said that Kohler strikers had a right to refuse the company's offer of reinstatement until the company resumed bargaining, as the board had ordered. As late as last month, the company notified UAW Region 10 Director Harvey Kitzman that it would not resume bargaining.

Jacobson also declared that the company had failed to comply with the board's order by not offering reinstatement to retirees and to workers who had signed so-called "termination slips" under duress, but who had applied for reinstatement.

Two days after the compliance division's finding, all departments of the Kohler Co. went back on a 40-hour week. The company said this was a coincidence, that it had planned all along to return to a longer work week and would have done so even without the NLRB action. It also vowed to fight any back pay claims.

In another development, the Milwaukee, Wis. office of the Internal Revenue Service announced that so far, 1,687 Kohler strikers living in Wisconsin have received income tax refunds of $853,824, including $186,581 in interest payments.

The refunds are on taxes paid on strike benefits, which have been ruled tax exempt by the U.S. Supreme Court.

No totals are available on tax refunds paid to former Kohler strikers now living in other states.

Plant Relocation Evils Scored At Convention

The resolution on the retraining, relocation and reemployment of displaced workers came in for considerable discussion during the special convention.

Thought-provoking comment came from delegate Stanley Greenspan, Ford Local 906, Mahwah, N.J., a representative from a plant which has taken over work formerly performed in Ford assembly plants at Buffalo, Somerville, Mass. and Chester, Pa.

Said Greenspan: "Most of the delegates have probably read of the closing of the Chester plant, a plant which was operating at a profit, a plant with a high quality level, one of the best in the country"

It was closed simply because Ford "could derive greater profits" by sending the work to the Mahwah plant, which is newer and larger, Greenspan pointed out.

Those Chester workers who are transferring the 130 miles are having real problems, he said. Of the 150 Somerville workers who came to Mahwah three years ago, for example, only 27 are left today, Greenspan noted. He said only 112 Chester workers so far have exercised their option to transfer, and of those, 15 have already given up and returned to Chester.

He said his local has made every effort to help the Chester workers get relocated and to find suitable housing for them, but they face "real and serious problems."

"One of the workers, I am sorry to say, who had moved up to Mahwah, became very depressed and faced serious problems. He worked two days, went back to the Chester area and committed suicide," Greenspan told the convention.

"I think there is a real need here. We have some coverage now, but it needs to be expanded . . . We need relocation and transfer allowances as well as governmental action to help solve the problems of these workers who are displaced through no fault of their own," the delegate concluded.

Final Report

The final report of the convention's credentials committee showed that a total of 2,510 delegates registered for the three-day session.

Of these, 326 were special (non-voting) delegates and the rest regular delegates. They represented 760 of the UAW's 1,276 local unions, according to Sam Fishman, chairman of the committee and president of Ford Local 36, Wixom, Mich.

UAW Retired Millwright Becomes Ford Company's 25,000th Pensioner

"They turn them out like magic nowadays."

Speaking almost to himself was James V. Goldsmith, 65, a millwright in Ford's maintenance unit since April 9, 1923.

He held in his hands two plastic model cars—put together by his son, Vernor—one a replica of a sleek '61 Ford convertible, the other of a 1929 model "A" roadster.

He had been describing the great changes that have come with the years, particularly in that part of the company that has been "his" for 38 years.

"All that new machinery! It just makes you wonder," he said. "You get the feeling they'll have a machine someday that'll just go 'whoo-um' and there's a car. Complete!"

Most UAW pensioners feel pretty much the same way—but what singled Goldsmith's thinking out for special attention was the fact that in late April he became the 25,000th Ford worker to retire on a UAW-negotiated pension.

A quiet, gentle man, Goldsmith said: "Nobody's ever made a fuss over me before. Looks like I just made it."

A sprinkling of Ford officials joined UAW Ford Director Ken Bannon at a session of the pension administration board which named Goldsmith the 25,000th UAW-Ford pensioner. Goldsmith and his wife were guests at a luncheon which folliwed.

What's ahead? "I'm staying right here in Detroit. It's my home and I love everything about this city."

Detroit wasn't always Goldsmith's home. He was born at the crossroads town of Ford Deposit, Alabama.

His education ended at the age of 10 when he went to work "lugging bricks and shingles" for his father who was a building contractor.

Goldsmith arrived in Detroit from Cleveland at the age of 27. Behind him were eight or nine years as an apprentice millwright.

"I told them I was a millwright and they put me to work," Goldsmith recalled. "Been on the same job, same place ever since."

More than machinery and faces have changed.

"It seems like it happened all in one day, but it didn't. I'll never forget the day it was all right to smoke on the job," Goldsmith said. "And the day you could move from your job onto the main aisle, or sit down for a breather, or eat half a sandwich on the job without a serviceman right there to fire you.

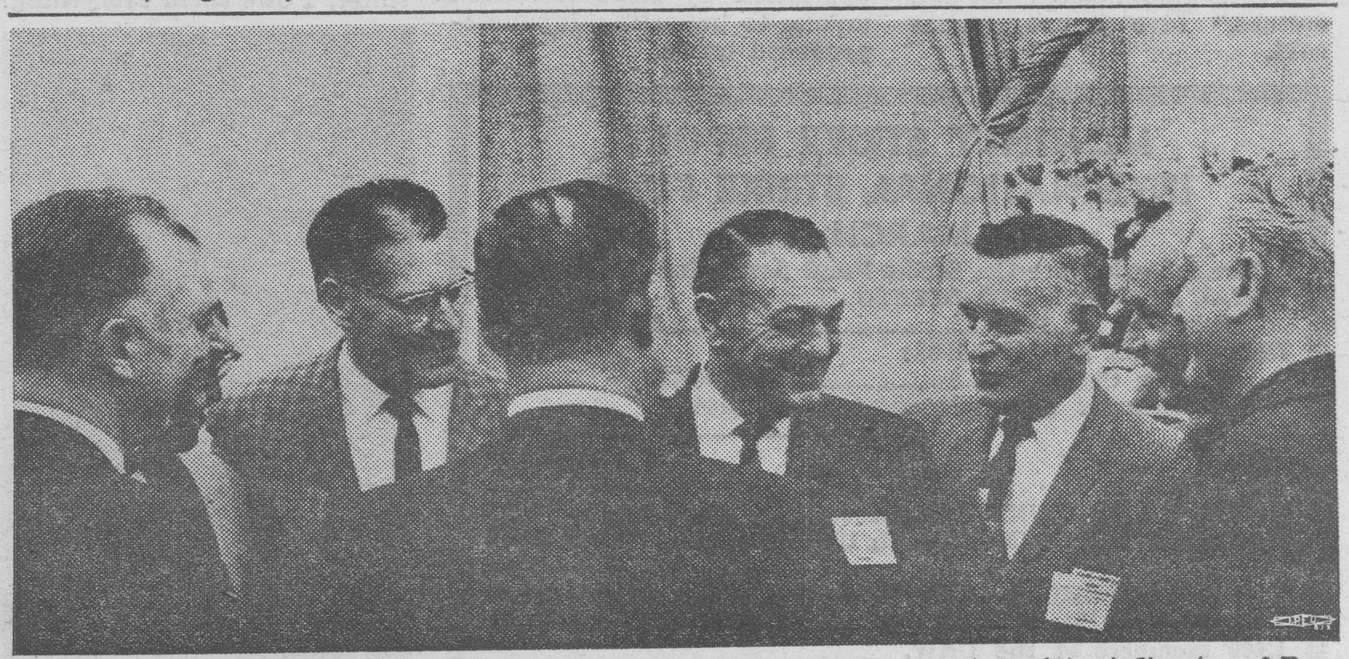
"The union made Ford a good place to work."

Goldsmith said he joined UAW "the first day I could. Before I could join, I just pulled hard for the union. Nobody kids me. I probably would have been looking for janitor work years ago if it hadn't been for my union."

Goldsmith was presented to the convention by President Reuther. He thanked the union for making his pension possible. His wife and son were also introduced.

THIRTY-EIGHT YEARS of employment as a millwright for the Ford Motor Company is what James V. Goldsmith left behind him when he recently retired and became the company's 25,000th pensioner. Here, Goldsmith (left) tells Ken Bannon, director of the UAW Ford department about the not-so-good old days at Ford's before the coming of the UAW.

A TRIO OF THE Joint Resolutions and Constitution Committee members for the special collective bargaining convention discuss a point with Roy Reuther (left), UAW citizenship department director. The members are (second from left) Daniel House, Local 365, Region 9A; Paul Silver, Local 351, Region 1; and Harry Southwell, committee co-chairman, Local 174, Region 1A.



WEST COAST DELEGATES chat with Ernie West (left, facing camera), assistant director of Region 6, and Charles Bioletti, Region 6 director.

The Delegates Came, Listened—and Spoke Up

Delegates Joseph McKinney of International Harvester Local 6, Chicago, and George L. Holloway, Jr., of Harvester Local 988, Memphis, Tenn., congratulated the union for its "splendid job" in fighting discrimination at the Memphis plant.

They made their remarks during a discussion of a resolution on discrimination.

* * *

UAW Secretary-Treasurer Emil Mazey, in a query to the delegates: "I'd like to get a reaction as to what you think about Detroit as a place to hold conventions. How many of you like Cobo Hall? Will you raise your hand? Down. How many don't like it?

"All the Detroit locals have voted against it."

* * *

"One of the older men in the plant was brought to the office for a disciplinary hearing because he had asked for relief. Instead of the relief, they take him to the office, crying in a state of hysteria. We don't think those kind of conditions should be tolerated."—Delegate Walter R. Dahl, Ford Local 325, St. Louis, during discussion on production standards.

* * *

Delegate Hosea J. Bell, Local 403, Muskegon, Mich.: "I was proud to see Brother Goldsmith up there, representing 38 years of labor in this industry, but America seems to be more concerned with who's going to win the Academy Award . . . Well, I'm concerned about my job standard."

* * *

"I don't believe there is another country in the world with a higher retirement age (than ours) . . . This is something to be ashamed of when we have countries like Norway, Sweden, Denmark, Australia, New Zealand and many others which have lower retirement ages than we have.

"Here are countries we gave money to, and they have better social security benefits than we have. We ought to be ashamed . . . to go this far without getting a lower retirement age."—Delegate William Rampelt, Ford Local 1250, Cleveland, O., during debate on early retirement.

* * *

Only last week, General Motors "set up a machine which will replace 40½ men on each shift, with a saving of $286,000 a year."—Delegate James Jones, GM Local 659, Flint, Mich., during discussion of resolution on labor-management committees.

* * *

"What about these big fat turkeys? They are so fat in General Motors and Ford that they are bulging out at the sides . . . I say you should grab some of that fat. Now is the time to grab, take that fat and cut it off and let's give it to everybody."—Delegate John McCarrell, GM Local 544, Pittsburgh, Pa., speaking during debate on resolution to reduce the work time.

"You have to remember, Brother, that all our members don't work for the big fat turkey called General Motors. That is one of the facts we have to keep in mind."—UAW President Walter P. Reuther, in reply.

* * *

"We had better begin to fight now, because tomorrow it will be much harder, and ten years from now it may be too late. Support the resolution (on reducing work time)!"—Delegate Sam Fishman, president of Ford Local 36, Wixom, Mich.

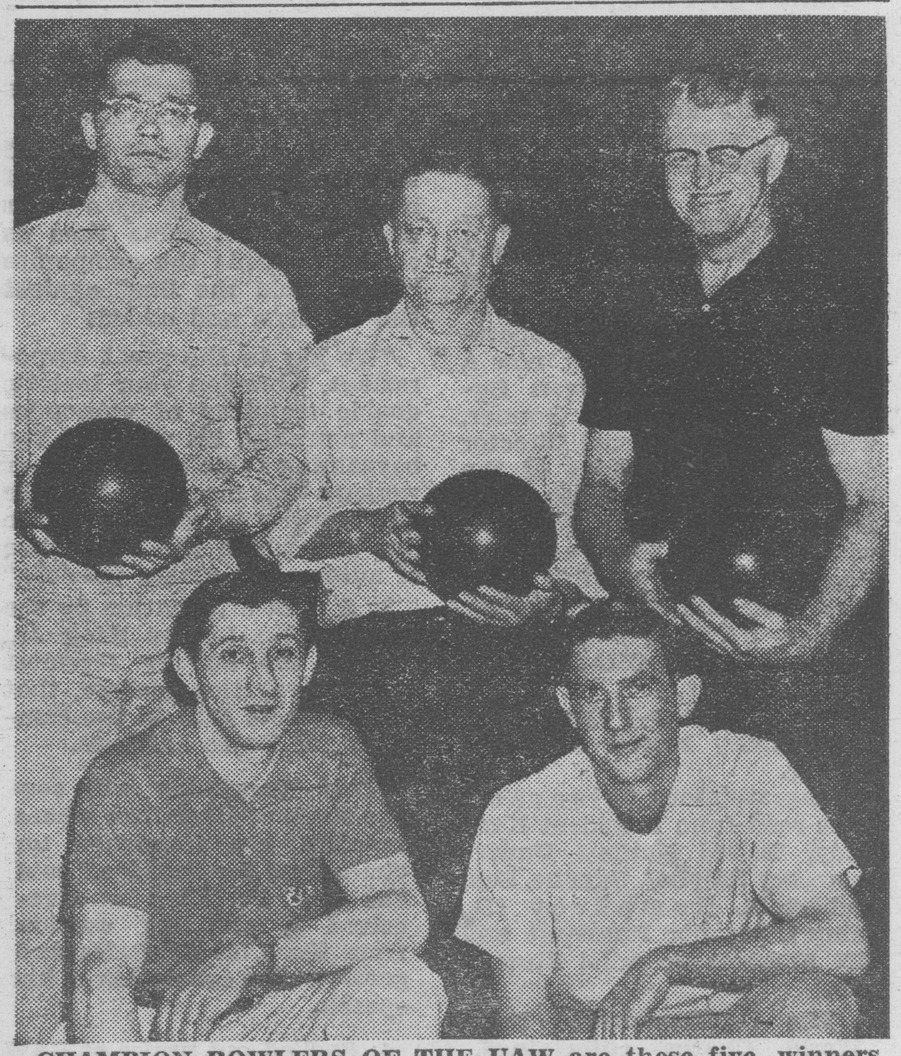
* * *

"A lot of the delegates here have the wrong impression that the office workers who are (already) organized under UAW have Utopia. We do not have Utopia as yet in the office at International Harvester."—Delegate Fred L. Noel, Harvester Locol 305, Fort Wayne, Ind., speaking during debate on salaries for all workers.

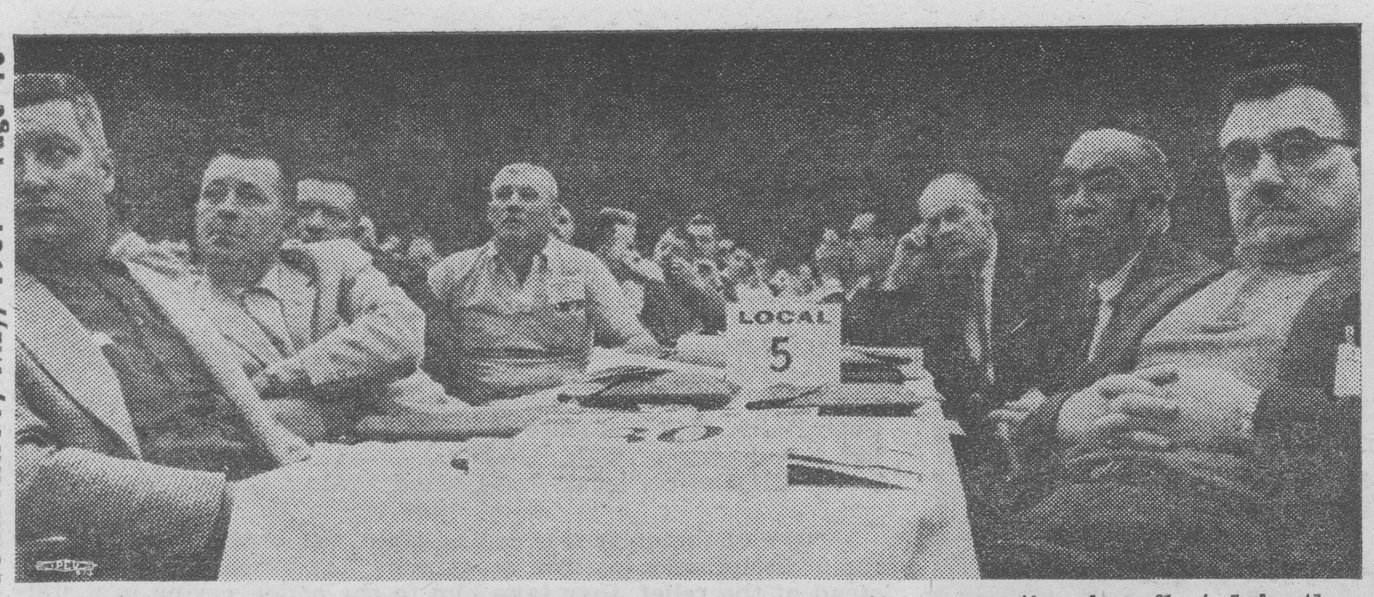
* * *

Unnamed delegate: "I have a motion on the floor that we adjourn."

President Reuther: "How many are in favor of setting aside the rules and adjourning now? Let me see your hands. You see, Brother, your motion has collapsed . . . All those opposed . . . ? The brother is convinced that his motion is lost because HE is adjourning."



CHAMPION BOWLERS OF THE UAW are these five, winners of the First Annual UAW Team Finals Championship last month in Windsor, Ont. The team, Lamson & Sessions No. 4, is the entry of Local 217, Cleveland, and scored a total pinfall of 3,076. Second-place men's team was the McDonough Five from Local 343, Plainsfield, N.J., with 3,061 score. Winner in the Ladies' Division was the Thunderbirds of Local 42, Mt. Clemens, Mich. The 60 teams in the Finals were the survivors of the nearly 1,000 teams who participated in 10 regional tournaments in Michigan, Ohio, New York, New Jersey and Canada.



SERIOUS NATURE of the discussions that went on during the convention is reflected in the close attention being given the proceedings by delegates of Local 5.

Wide Bargaining Approach

Continued from Page 3

up for a vote to see if the convention was willing to consider it, the proposal garnered fewer than 175 votes among the 2,600 delegates. At least 525 votes were needed for consideration.

Reuther termed the idea "too narrow.' He pointed out that the broad program recognizing alternative answers to the workers' problems include the basic idea of the proposals that were being suggested.

Reuther emphasized that the union wants the cost of contract gains to come out of the huge funds set aside by the companies for bonuses, stock options and similar purposes.

"We don't want to raise the cost to the consumer," he said. "But there is a tremendous difference between raising the price to the consumer and raising the cost of production of an item. It is called 'setting aside.'

"The Ford Motor Company, for example, put $2 billion worth of it in new expansion. It is in bonuses. It is put in stcok options."

Referring to the recent company announcement that Ford was dividing $33.6 million in stock bonuses among a small group of executives, the UAW President said the money would have given every hourly worker in every plant in the United States 13 cents an hour for every hour worked in 1960.

Similarly, General Motors' $88.5 million in bonuses would have meant an additional 12.6 cents an hour for every hourly-rated G.M. worker, he added.

Moreover, he noted, one Ford executive recently exercised his stock option to pick up 12,000 shares of company stock at $21 a share.

"He could have sold the 12,000 shares the other day for $81 a share and made in one day $720,000. I say we are not going to stand still for that sort of thing and deny our workers their share," Reuther said.

"How many more pounds of hamburger do you think a Ford Ford executive will buy out of that $720,000 additional income? But you give that $720,000 to the Ford workers, to the unemployed, and they will go into the butcher shops and buy the things they need for their kids. That is what we are talking about."

The convention also called for limiting contracts to be negotiated this year to "two years as a maximum" if they include cost-of-living and improvement factor provisions, and to one year for contracts which do not contain these sections.

"Duration of contracts in Canada must take account of the fact that our members in that country are denied by law the right to strike during the life of a contract," the convention stated.

UAW Dinner 'Biggest Yet'

Continued from Page 3

Reuther were among the other speakers.

The dinner celebrated the founding of the UAW at its first constitutional convention, held in South Bend, Ind. from April 27 to May 2, 1936, and more than one speaker recounted the union's achievements during the intervening years.

The guest list read like a "Who's Who", ranging alphabetically from Rabbi Morris Adler, chairman of the UAW's Public Review Board, to Whitney M. Young, Jr. of the National Urban League, and including such well-known figures as Sen. Philip A. Hart (D., Mich.) and Donald MacDonald, secretary-treasurer of the Canadian Labour Congress.

Many veterans of the UAW and the labor movement were introduced, including John Brophy, now with the AFL-CIO Industrial Union Department; George Edwards, now a justice of the Michigan Supreme Court; Adolph Germer, who was CIO Regional Director during the early days of the UAW; Richard T. Leonard a former UAW vice president now with the IUD; Valentine Reuther, father of the UAW president, and R. J. Thomas, former UAW president, now assistant to AFL-CIO President George Meany.

UAW Secretary-Treasurer Emil Mazey served as toastmaster.

Congratulatory telegrams were read from President Kennedy, United Nations Undersecretary Ralph J. Bunche, Sen. Hubert H. Humphrey (D., Minn.), Eleanor Roosevelt and UN Ambassador Adlai Stevenson.

The UAW-sponsored New World Chorus entertained, finishing its selections with the singing of Solidarity Forever, in which it was joined by the audience.

Caterer Al Green told Solidarity that the dinner required the services of 360 waitresses, 50 busboys, 55 dishwashers and 60 cooks.

Two-Front Drive

Continued from Page 3

sound approach to put your union in the strongest possible position to do the best job possible for our membership and their families."

"We are trying to find answers to these compelling human problems of workers, of insecurity, of unemployment, by stating the problems and pointing to a number of possible solutions," he said.

"We are flexible on the solutions. We are inflexible in our resolve to find a solution."

The UAW President referred to recent announcements of huge management bonuses coming at the same time as announcements the companies "would hold the line" against the workers, and added:

"We say to the great corporations, 'abandon your historic double standard of economics and morality. Sit down at the bargaining table and give your workers that measure of justice and security to which they are due and which the abundance of automation makes possible."

3: A firm affirmation by the Rev. Martin Luther King Jr., one of the South's foremost anti-seggregation leaders, that wage-earners gain in the campaign for Negro suffrage.

This "inevitably will sow the seeds of liberalism where reaction has flourished un challenged for decades," said the Rev. Dr. King who received a standing ovation from the 5,700 delegates and guests at the conclusion of his speech.

4: Spelled-out praise of UAW as "a powerful force for good' which is honest, clean, democratic and dynamic. The praise came from Secretary of Labor Arthur Goldberg in his banquet speech in which he detailed four major areas of responsibility that unions like the UAW will be asked to assume."

Bold Legislative Program Adopted at Convention

Continued from Page 3

lective bargaining matters are described in a separate story on pages 3 and 14.)

The legislative section calls for quick congressional action to combat unemployment and step up economic growth, meet today's vital national needs, restore full employment and economic health, provide new world leadership in science and technology, and regain the prestige we have lost abroad.

Here are the 16 legislative priorities suggested in the program adopted by the convention:

- A National Planning Agency to help build and keep a healthy economy.
- Flexible reduction of the workweek with no loss in pay.
- Retraining, relocation, reemployment for displaced workers.
- Early retirement for displaced older workers.
- Public reinsurance for private pension plans.
- Federal unemployment compensation standards.
- Debt moratorium for unemployed workers.
- Security for defense production workers.
- Plant location.
- Stand-by tax reduction powers to combat recessions.
- International Fair Labor Standards.
- Education for the age of automation — expanded employment opportunities for youths and adults.
- Protect consumers from administered price abuses.
- Modernizing housing technology.
- Conservation and development of natural resources.
- Industry labor-management committees.

"Of most immediate urgency, we must adopt a genuine full employment program as broad in its scope as the unemployment problem which we have to solve," the legislative program reported by the conventinon's Joint Resolutions and Constitution Committee declared.

"We must tackle with determination the problem of rising unemployment in the whole economy, and of chronic unemployment in the growing number of distressed areas," it added.

Noting the role of automation and technological progress in developing a growing "hard core" of unemployment, the legislation section said that automation is being used to produce abundance.

Because the nation is not yet developing plans and programs to manage this, it added, "it will clog the wheels of our economy and create serious dislocations, recessions and more unemployment.

"The distressed areas of our country, the areas of persistent, widespread, hard-core unemployment, and the persistent movement to higher plateaus of unemployment nationally give us some foretaste of the price of failure to understand and master the economics of abundance," the report said.

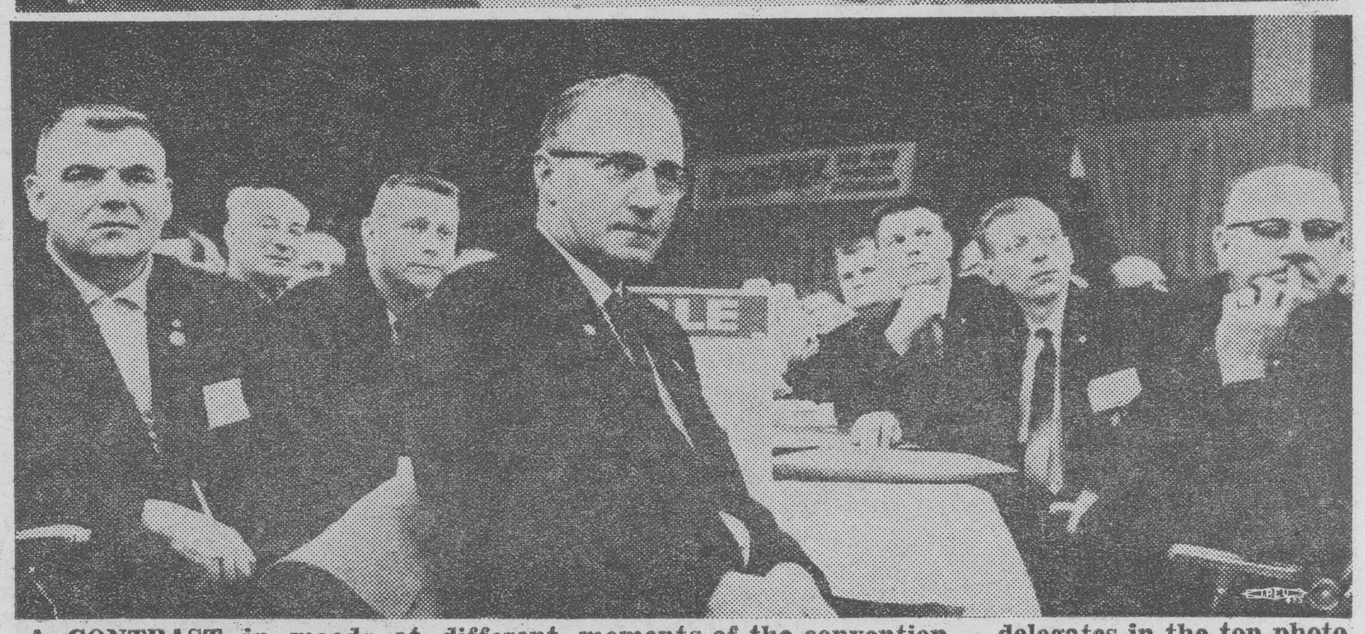
Referring to the economy's effect on job security, the report noted that four recessions have taken place in the past 13 years.

At the same time, it reported, Labor Secretary Arthur Goldberg has estimated that 10,400,000 additional jobs will have to be created to wipe away the nation's unemployment.

"Measures which only go far enough to start the economy on the upturn will not create the additional jobs needed to solve the unemployment problem," the convention report declared.

"After meeting the present unemployment crisis, we will have to continue creating new jobs at the rate of about 4,100,000 a year in order to keep unemployment from increasing. We must develop programs that will continue to create 80,000 new jobs every week over the next 10 years."

Without adequate planning to meet these and similar basic needs, the report indicated, unemployment and job insecurity of workers and their families will remain.



A CONTRAST in moods at different moments of the convention — delegates in the top photo enjoy a bit of relaxation during a convention lull; those in the bottom photo listen intently as convention business gets underway.

Aircraft Workers See Aid for Auto

The UAW's negotiations with the Big Three auto makers this summer for new contracts will be made a little smoother because of trailblazing by the members in the aircraft and missile industry.

That was the consensus of feeling among the delegates from the locals in that industry to the Aircraft and Missile Conference in Detroit just before the Special Collective Bargaining Convention last month. And that was their feeling, too, as they participated in the deliberations of the convention and helped formulate proposals for the bargaining table.

In the one area where auto workers will be facing perhaps their gravest problems—the area of automation—the workers in the aerospace industry have already faced some of the problems and developed some new approaches, the delegates pointed out.

That is why the UAW aerospace locals have insisted that the companies keep them informed about developments in automation, Vice President Leonard Woodcock, director of the UAW's Aircraft Dept., told delegates to the conference.

In response to a major problem facing all production workers, because of the inroads of automation, the aircraft workers came up with the idea of extended layoff benefits, he added. This approach to the problem of "permanent layoffs" may serve as a guidepost in the forthcoming auto industry negotiations, delegates said.

One "hidden" contribution by the aircraft workers to the auto industry negotiations was pointed out by Vice President Woodcock. In last year's negotiations, a determined assault by aircraft managements against the cost-of-living escalator clauses in the UAW contracts was turned back by the union negotiators. "The fact that we won that fight will help all other segments of our union when their negotiations come up," he explained.

Statistics showing the 35 per cent drop in employment of production workers in the aircraft industry was presented to the conference. From July 1957, when 574,200 production workers were employed in the industry, employment dropped by 203,200 to the February 1961 total of 365,600.

While thousands of production workers have lost their jobs in the industry, more and more white collar and professional workers are coming in. Ten years ago there were three production workers for every white collar employe in the industry. Five years ago, there were two blue-collar jobs for every white-collar. Now, the ratio is about one engineer, technician and other professional employee for every production worker.

To meet the growing problem, the Special Convention adopted a section of the resolutions calling for a national committee to plan for reconversion of defense plants, and for the payment by industry and government of the cost of relocating and retraining displaced defense workers.

In addition, Secretary-Treasurer Emil Mazey urged local unions in the defense industries to establish committees to explore the possibilities of peacetime production in their plants.

REPRESENTING THE UAW MEMBERS of North American Aviation at the National Aircraft and Missile Conference in Detroit last month were these delegates. In front, back to camera, from left, are Bob Bateman, president of Local 927, Columbus, O., and secretary-treasurer of the NAA Council; International Rep. Jim Stern of the National Aircraft Dept., and Jack Hurst, president of Local 887, Los Angeles, and the Council.

PROBLEMS OF THE AIRCRAFT INDUSTRY came in for serious discussion among these delegates from the Douglas Aircraft UAW locals to the National Aircraft and Missile Conference in Detroit. Left to right are Wise Stone, assistant director of the National Aircraft Dept.; John Keck, Local 148; Otis Womac and Virgil Bowden, Local 1093, and O. W. Reynolds and Walter B. Keever, Local 243.

News Capsule

Hard-Core Figure Up; Jobless Drop Seasonal

WASHINGTON — A decline in unemployment between mid-March and mid-April was only seasonal, and hard-core joblessness still remains even higher than before, the Labor Department reported.

With an unemployment drop of 533,000 last month, the total stood at 4,962,000, slightly under the post-war record set for the month in 1958. The number of persons out of work 15 weeks or longer rose by 266,000 during April to reach a total of 2,128,000. More than 900,000 of them — Negroes, unskilled and older workers — have been seeking work in vain for a half-year or more.

$1.25 Minimum Wage Law Passes Congress

WASHINGTON — President Kennedy's minimum wage bill, assuring raises by September for 2,500,000 workers, was passed by Congress May 3. The law calls for $1.25 minimum hourly pay by September, 1963, and extends the minimum-pay protection to an additional 3,624,000 workers, mainly in retail establishments.

The bill, which had been heavily backed by the AFL-CIO, was a compromise between a liberal Senate measure, which would have covered 4,086,000 new workers, and a more restrictive House bill which would have brought only 1,200,000 new workers under the minimum protection.

Rail Men Lose Fight For Jobs in Mergers

WASHINGTON — The Supreme Court has repected a suit by railroad unions to keep employees of railroads that merge at work after the merger.

The court, by an 8 to 1 decision, said workers could be dismissed for economy reasons after the merger provided they were properly compensated. The railroad unions' argument was based on an Interstate Commerce Act provision which requires protection for employees of merged roads.

New Law Gives Aid To Depressed Areas

WASHINGTON — Federal aid for 110 economically depressed areas in the nation — including many auto and aircraft cities — is expected to begin flowing out this summer in the wake of a $394,000,000 bill signed into law by President Kennedy May 1.

The law will provide funds for construction of public utilities and industrial sites and for retraining of displaced workers, in communities designated as chronically depressed. William L. Batt, Jr., Pennsylvania's secretary of labor and industry, was appointed administrator of the new agency.

Detroit Rally Asks Quick Action As 'Hard-Core' Joblessness Stays

With a somber backdrop of continuing near-depression unemployment, some 7,500 unemployed workers met in Detroit's Coliseum last month to urge action from Congress and the state legislature on the nation's greatest problem.

Shortly after the "Get America Back to Work" rally, sponsored by the UAW and the Wayne County AFL-CIO Council, the U.S. Dept. of Labor issued figures to show that "hard-core" long-term unemployment was staying high. The April pick-up in employment was seasonal and had been expected, the department's report noted.

The workers at the rally heard both encouraging and warning words about the state of the economy from President Walter Reuther, Congressman John O'Hara (D. Mich.), Michigan Gov. John Swainson, and Detroit Mayor Louis Miriani.

They then unanimously adopted a resolution calling on Congress to support President Kennedy's program for full employment, as well as a temporary suspension of withholding taxes to provide for greater purchasing power by workers, and a moratorium on debts and installment payments.

Automation, and the imbalance between productive capacity and purchasing power, were cited by speakers as the cause of the mass unemployment which has gripped the nation.

Reuther pointed out that unemployment is inevitable when the workers — the great bulk of the consumers — are unable to purchase the products of automated factories and farms. Congress must work toward correcting this imbalance, he said.

Governor Swainson told the rally that many of the nation's unemployed will never return to their jobs because of automation.

"They have been displaced by machines that do the work faster and more efficiently," he said. "We're in difficulty because the worker is a consumer and the machine is not."

Bearing Council Airs Problems

TOLEDO — Mutual problems of workers in the bearing industry were discussed at a three-day conference of the UAW International Bearing Council last month at headquarters of Local 14, the Bunting Brass and Bronze unit of which is affiliated with the Council.

Delegates re-elected their present officers: President Thomas Stewart; Vice President Allen O'Hara; Financial Secretary-Treasurer John Riley and Recording Secretary Norman Meilink. They chose Baltimore for their next meeting in October.

"Here We Go Again" On Pricefixing Caper

WASHINGTON — The Government rejected 15 identical bids on $1,250,000 of electrical equipment sought by the Interior Dept., and Interior Secretary Stewart L. Udall said he was "amazed" that the electrical equipment makers were still offering identical bids, despite recent U.S. court action against pricefixing practices.

REFLECTING THE SERIOUSNESS of the unemployment situation were these workers, among the 7,500 who attended the Unemployment Rally in Detroit's Coliseum last month to hear talks by President Walter Reuther, Michigan Gov. John Swainson and others. **(Story above)**

UAW Celebrates 25th Anniversary

—Story on Page 3

UAW'S SILVER ANNIVERSARY was celebrated at a memorable banquet attended by some 5,700 the evening of the opening day of the special convention. Some of the personalities, color and excitement of the event are captured in the full-page montage above. In the upper left hand corner, behind the huge floral piece which was in front of the speakers' stand, is UAW Secretary-Treasurer Emil Mazey, who chaired the evening's program. A few of the many veterans who helped build the UAW who attended the banquet are shown in the photo strip across the top: (left to right) Richard T. Leonard, former UAW vice president and now with the AFL-CIO Industrial Union Department; Adolph Germer, CIO Regional Director in Detroit when UAW was founded; Mrs. Germer; Leo Krzycki, who played a key role in early organizing drives; John Brophy, old-time mine worker and one of the "founding fathers" of the CIO, and Mrs. Brophy. Sen. Paul Douglas (D., Ill.), one of the banquet speakers, is shown at left-center, while apparently facing him as he speaks are UAW President Walter P. Reuther, Secretary of Labor Arthur Goldberg, Michigan Governor John Swainson and the Rev. Dr. Martin Luther King, Jr. To their right is UAW Vice President Norman Matthews. In the photo strip below them is (left to right) Mrs. Leonard Woodcock, UAW Vice Presidents Woodcock and Pat Greathouse, Mrs. Greathouse, Mrs. John Swainson and Gov. Gaylord Nelson (D., Wisc.). At bottom left is UAW Vice President Richard T. Gosser, while at bottom right the UAW New World Chorus which sang several stirring songs is shown in action.

(Photo montages front and back pages by Jack Maschhoff, artist, and Irvin King, photographer.)