Vol. 6 No. 10 Oct. 1963

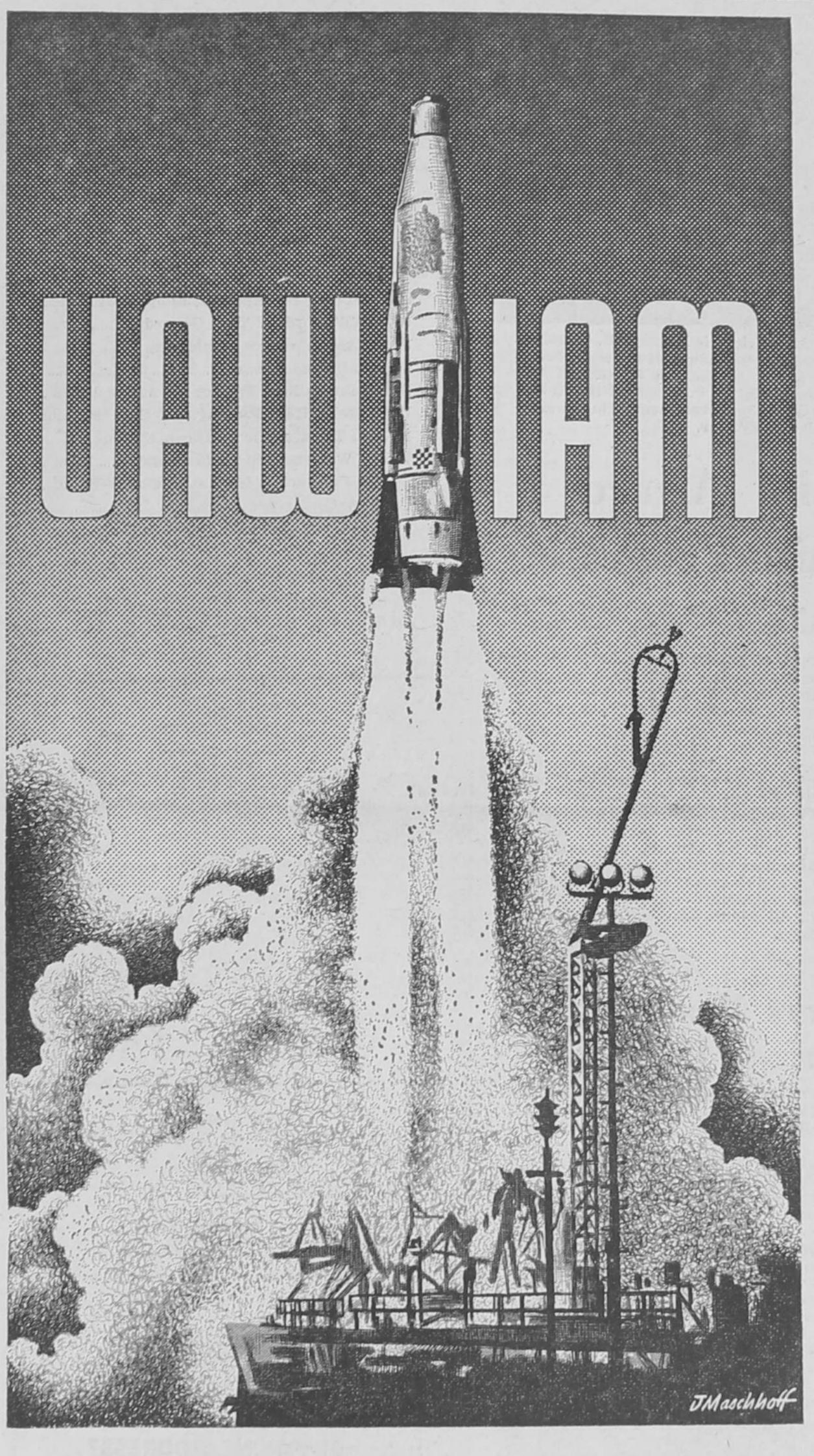


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SOLIDARITY

AUTOMOBILE, AEROSPACE & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA



Joint Conference
Urges Government
To Form Commission
To Recommend New
Aerospace Pay System

-See Page 3

Have We
REALLY Looked
At Automation?

-See Pages 4, 5

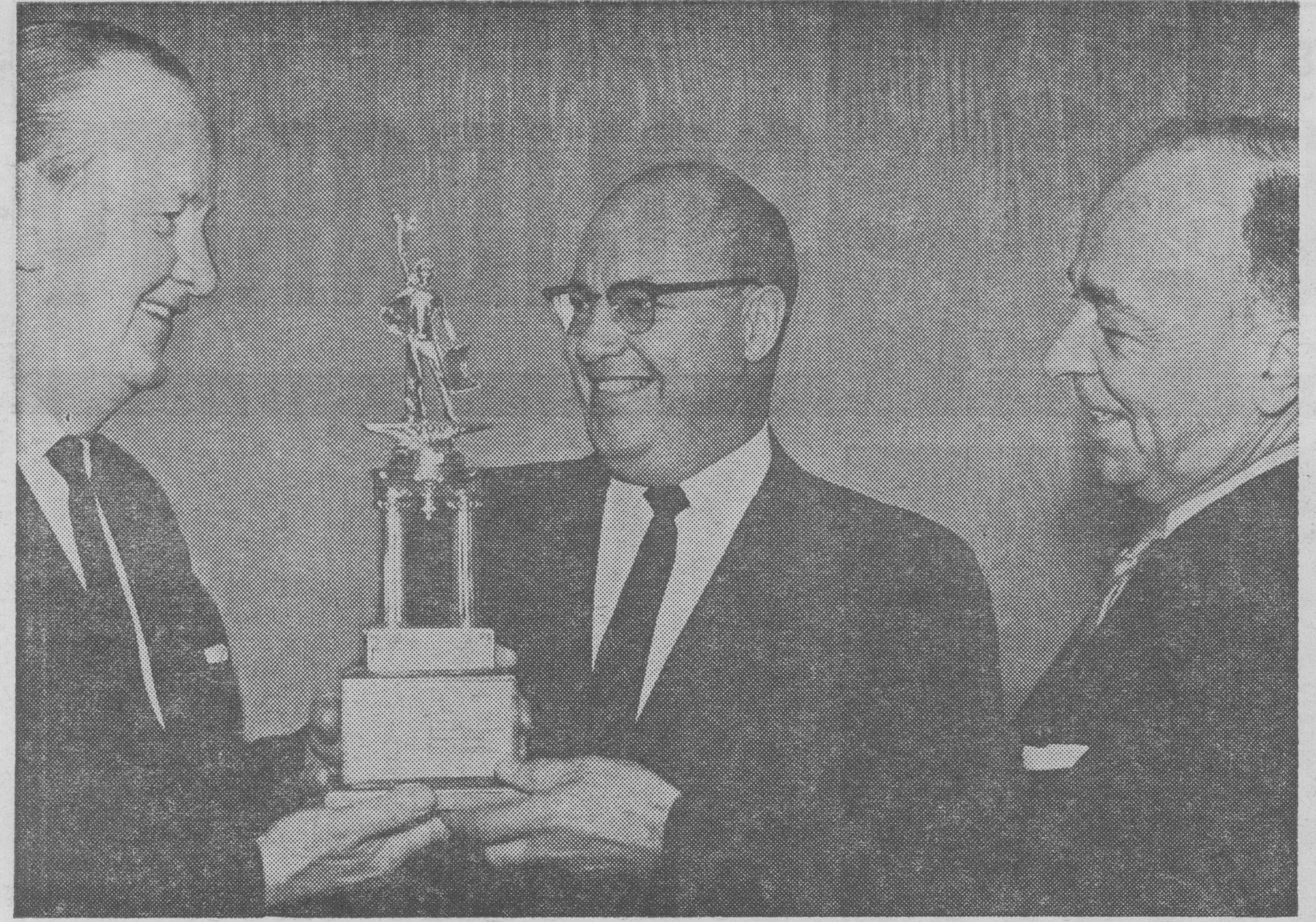
Automation Wiping Out Foundry Workers' Jobs

-See Page 11

Presidential Report Challenges Nation:

Create More Equal Opportunities for Women

-See Page 10



KEN BANNON (center) accepted the U. S. Labor Department's William F. Patterson Apprenticeship Memorial Award on behalf of the UAW which was named jointly for the honor with the Ford Motor Co. for their mutual efforts "to develop trained manpower to maintain world

leadership." At the right is Kenneth D. Cassidy, Ford vice president for industrial relations. Presenting the award at the left is Richard T. Leonard, assistant to the President of the AFL-CIO Industrial Union Department. The award was established last year.

UAW, Ford Receive Joint Award For Their Apprenticeship Program

been presented the U.S. Labor Department's William F. Patterson Apprenticeship Memorial Award for their continuing efforts "to develop trained manpower to maintain world leadership".

The silver trophy was presented to Ken Bannon, UAW International Executive Board member-atlarge and director of the union's National Ford Department, and Kenneth D. Cassidy, Ford Vice President, Industrial Relations.

The award was established last year to memorialize the late William F. Patterson who served as the first administrator of the Labor Department's Bureau of Apprenticeship and Training.

Its presentation was made by Richard T. Leonard, assistant to the President of the Industrial Union Department, AFL-CIO, who represented the National Awards Committee. Representing the Labor Department at the ceremonies were John N. Shouligan of the Office of Industrial Promotion in

Washington and William A. Price, Michigan State Supervisor of the Apprenticeship and Training agency.

"Development of apprenticeship programs such as yours is a contribution to our economic growth and well-being," the UAW and Ford were told in a letter of commendation accompanying the award.

"Your wholehearted cooperation in providing training opportunities to minority groups is most encouraging. By this action, you have demonstrated a recognition of the need for equality of opportunity for all the country's young workers."

A national management-labor committee selected the UAW-Ford apprenticeship program after reviewing more than 100 industry programs. More than 800 apprentices currently are enrolled in the combined shop and classroom program which offers 26 courses from automotive mechanics to wood pattern-making. All courses are open to eligible hourly-rated workers.

UAW-ATA Tour of Mexico Offers Members First Hand View of Latin American Problems

Now that Latin America's future has become so much a concern for every U. S. citizen, UAW members who have wondered what it's really like "south of the border" can find out for themselves at what is the best travel bargain available.

UAW-ATA Tours is offering a two-week trip to Mexico, Nov. 17 through Nov. 30, for \$430 that includes virtually all expenses, if as many as 25

register for the tour.

Those interested must register by Nov. 7.
Those UAW members and members of their immediate families who are eligible for the tour will find when their jet plane lands in Mexico City that they are going to witness a cross section of history.

Each day will provide a variety of experiences.
On the same day it will be possible for them to look at ruins and relics dating as far back as the Aztec civilization and, a few hours later, tour modern skyscrapers (see picture below right).

They will see fisherman on Lake Patzcuaro using the most primitive methods and then visit the world-famed luxury vacation resort town, Acapulco.

They will take part in the excitement of a bull fight in Mexico City and, another day, watch the quiet, delicate work of the silversmiths of Taxco. One segment of the trip will be a five-day

International Strike Fund FOR SEPTEMBER, 1963

There were 14 strikes in effect at the time of

this report involving 3,500 members of the UAW.

journey from Mexico City to San Miguel Allende and back following the "Route of Independence," a tour of the sites that mark Mexico's social revolution.

For sportsmen there will be opportunities for deep sea fishing and swimming. For all, there will be meetings with representatives of the Mexican labor movement, particularly from the International Metalworkers Federation and ORIT.

ATA representatives will greet the travelers, side trips will be made on air-conditioned buses, first class hotel accommodations will be provided and an English-speaking courier will accompany members and their families throughout the tour. Ample time will be alloted for shopping and souvenir hunting.

For further information, UAW members can write to UAW-ATA Tours, 8000 E. Jefferson, Detroit 14, Mich., or phone 926-5471.





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DIFFERENT ADDRESS?

On the reverse side of this page is a label with your name, mailing address and local union number. If this is not correct, or if you intend to move, please affix label to this form in space allotted and fill in form and mail to UAW Solidarity, 2457 E. Washington St., Indianapolis 7, Ind.

Affix label from your paper in this area

PLEASE PRINT

Local Union	************	
Plant		000000000000000000000000000000000000000
Name		***************
New Address		000000000000000000000000000000000000000
City	Zone	State

UAW-IAM Conference Urges Government To Create Commission To Recommend New Aerospace Pay System

"he unions are again ready to assume their responsibilities. We hope the industry will be equally responsible."

With these words, UAW Vice President Leonard P. Woodcock called upon the aerospace industry to join with the UAW and International Association

tion of Machinists
(IAM) to take
steps now to avert
future labor crises
in an industry vital to the nation's
defense.

Woodcock's challenge to the aerospace industry to cooperate in moves to assure stability in collective bargaining came in a closing speech he made to some 300 representatives of the IAM and UAW meeting in Los Angeles in the Third Joint IAM-UAW Conference. The delegates represented 500,000 workers in the industry.

The two day conference was highlighted by the unanimous adoption by the delegates of a resolution urging President John F. Kennedy to estab-

lish immediately a tri-partite commission to recommend a new wage system for the industry.

The commission, to be composed of representatives of labor, management and the federal government, should

"begin its work this year before the pressures for negotiating new agreements in 1965 begin to mount and a new crisis is upon us," the resolution said.

Workers in the aerospace industry "are saddled with a 20-year-old system of determining wage rates" es-

tablished in 1943
by a group of large
air-frame manufacturers in Southern California, the
resolution charged.

The 1943 wage system, adopted by the War Labor Board in an attempt to stabilize wages during World War II, "has been a constant source of disturbance, friction and conflict in the industry," the resolution said.

"... It has been misused by individual companies to gain competitive wage advantage in the industry at the expense of their workers."

the resolution urged that the commission "examine past, present and projected manpower needs in this industry so all

parties may gain a better understanding of the magnitude of both personal and community problems created by irregular and fluctuating employment . . ."

LEONARD WOODCOCK

Recommendations for an "employment security program for laid off



'Workers are saddled with an outmoded system misused by individual companies'

workers comparable to those existing in other industries," should be made by the tri-partite commission, the resolution said.

In 1962 a Presidential panel headed by Dr. George W. Taylor recommended that the aerospace wage system be overhauled thoroughly.

The resolution said the commission should be granted the following authority:

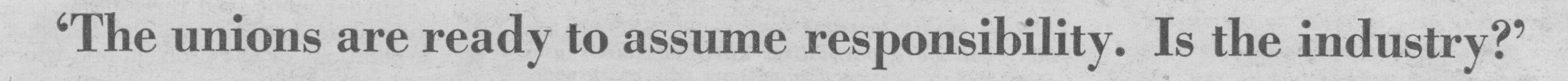
- 1. To study and to make recommendations for a more equitable and up-to-date system of determining wage rates.
- 2. To examine past, present and projected manpower needs in this industry so all parties may gain a better understanding of the magnitude of both personal and community problems created by irregular and fluctuating employment and to make recommenda-

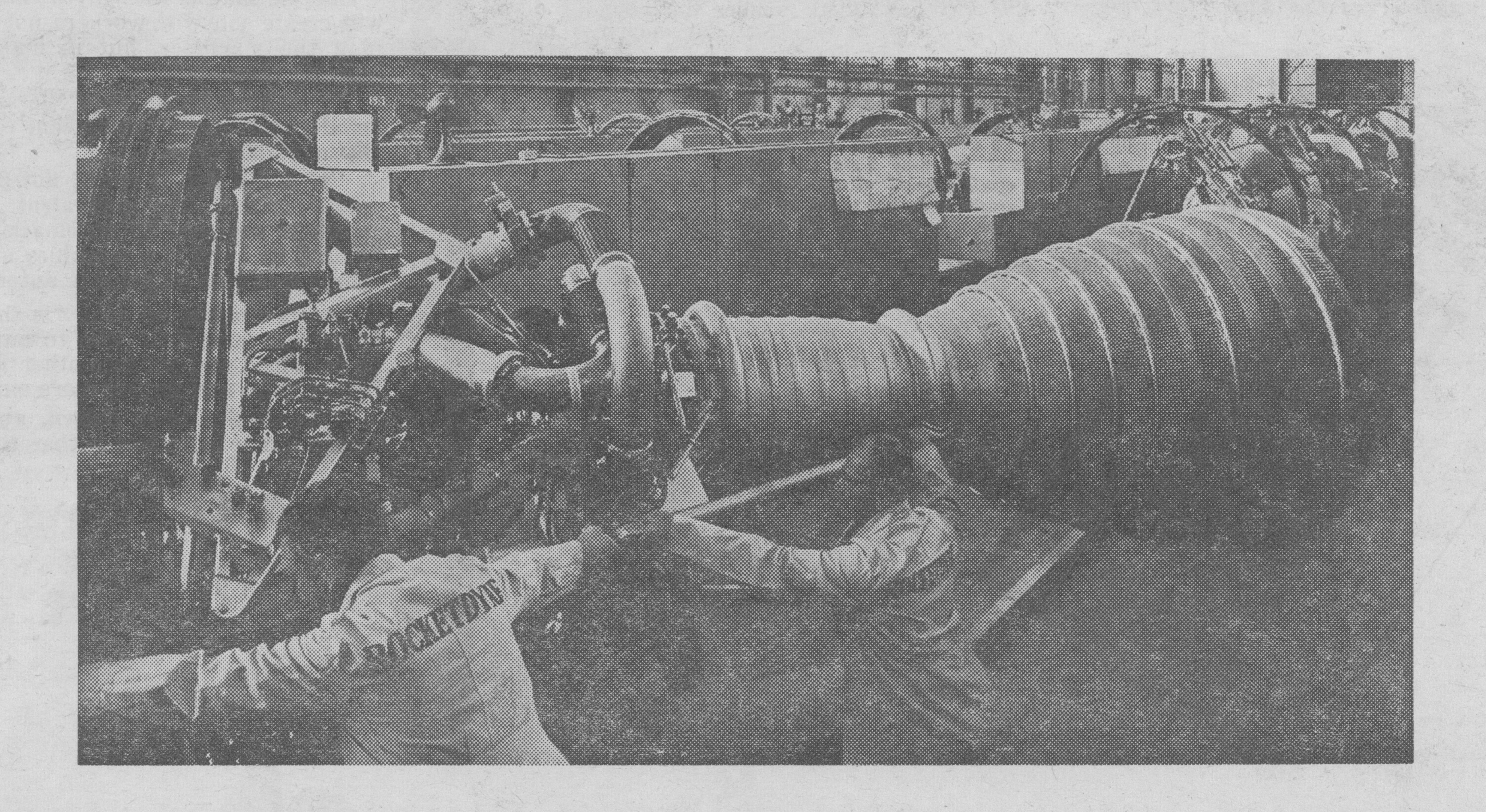
tions for an employment security program for laid off workers comparable to those existing in other industries.

a major portion of the time to work in five major committees. The committees presented reports on employment security and union security, apprenticeship and training, new plant and in-plant organizing, erosion and dilution of the bargaining units and wage structure and job classifications.

The conference was opened by IAM Vice President P. L. (Roy) Siemiller, who served as co-chairman of the conference with Woodcock.

Stephen N. Shulman, deputy assistant secretary of defense for civilian personnel and industrial relations, addressed the delegates on the need for better communication among the aerospace industry unions and the Federal government.





Have We Really Looked At Our No. 1 Problem—

Are we swallowing 'myths' instead of facing facts about the effect it will have on us and our society?

"If we fail, we are handing our children an invitation to disaster."

A man made this bleak warning recently while testifying before a Congressional Committee. He also said:

"Failure to perceive the dimensions and the gravity of the human problems we are facing represents a moral breakdown of the gravest dimensions.

"On the other hand, by meeting and overcoming the challenges that confront us, acting in the common good, and by conquering ourselves as we have conquered the natural forces around us, we can gain the rich rewards of our scientific ingenuity for ourselves and for generations of Americans yet to come."

Was he discussing the space race?

Or the cold war?

Or communism in Latin America?

Or school dropouts?

Or a cure for cancer?

No, he was talking about what has suddenly become the No. 1 problem of our nation—the problem of industrial automation, the swift and continual replacement of men by machines in our factories.

Was he a permanently unemployed worker, wondering pathetically what had become of his job and how many more like him would soon be in the same sinking economic boat?

No, he was a successful manufacturer of automation equipment who knows coldly and exactly what the consequences will be from the devices his firm is building.

He had come before the Senate Labor and Public Welfare Committee to plead that it recognize and assume the role that government must undertake in finding a solution to this problem.

He is John I. Snyder Jr., chairman and president of U.S. Industries Inc. He is also co-founder and co-chairman with Al J. Hayes, president of the International Association of Machinists, of the American Foundation on Automation and Employment.

He was speaking, he said, because "neither our company nor the other automation machinery manufacturers possesses the kind of resources that enables us to bear the full burden, to assume the full responsibility for all those people affected in one way or another by our machines.

"This simply is not the kind of responsibility that can be delegated to any one company or even group of companies.

"It is too large, too all-encompassing, too serious a responsibility not to be every-

Snyder's testimony received widespread coverage in the press because of his estimate of how many jobs were being lost each year through automation.

He said it was 40,000 a week — or over 2 million a year — an estimate which was 10 times larger than that made a few days before by a productivity expert of the Labor Department's Bureau of Labor Statistics.

Furthermore, Snyder added, "We must keep in mind that automation is not only displacing people directly, but also indirectly through what are called 'silent firings' in reference to workers who would have been hired for jobs eliminated by automation."

Snyder said the low estimate—"gross underestimate," in his words—of automation's rapid inroads on employment is traceable to the public's persistent belief in what he called several "myths" about automation.

"Because they are so widely accepted," he said of these myths, they "have a deep tranquilizing effect on many of those who otherwise might make effective contributions toward solutions to the human problems created by automation."

Snyder mentioned three other beliefs about automation which are the basis of current evaluations of the problem and which he says are mistaken.

One, he said, is the "myth that automation will create jobs for workers not only in running the machines, but in maintaining and building them.

"The hard truth here," he said, "is that modern automated equipment requires very little maintenance.

"If it did not, it would not pay to operate it; and if the equivalent number of workers replaced by automation were required to build the machines and systems, there would be no point in automating."

Another myth, he said, "is the belief that those who lose their jobs to automation can be retrained and put into other jobs requiring higher skills and paying more money."

"As studies have shown, automation is more likely to reduce rather than increase

The success of society will depend upon its ability to enjoy leisure'

"N THE LONG RUN, the problem of the rich countries will be to examine and

rich countries will be to examine and challenge the ideology that makes work more important than leisure and suggests that consumption is valuable of itself without reference to the service that can be rendered by the goods purchased.

"It will be necessary to see what aims the individual should adopt to make sense of his life, whether there are ways in which he can spend his days happily without working or whether a certain amount of labor would add to his satisfaction.

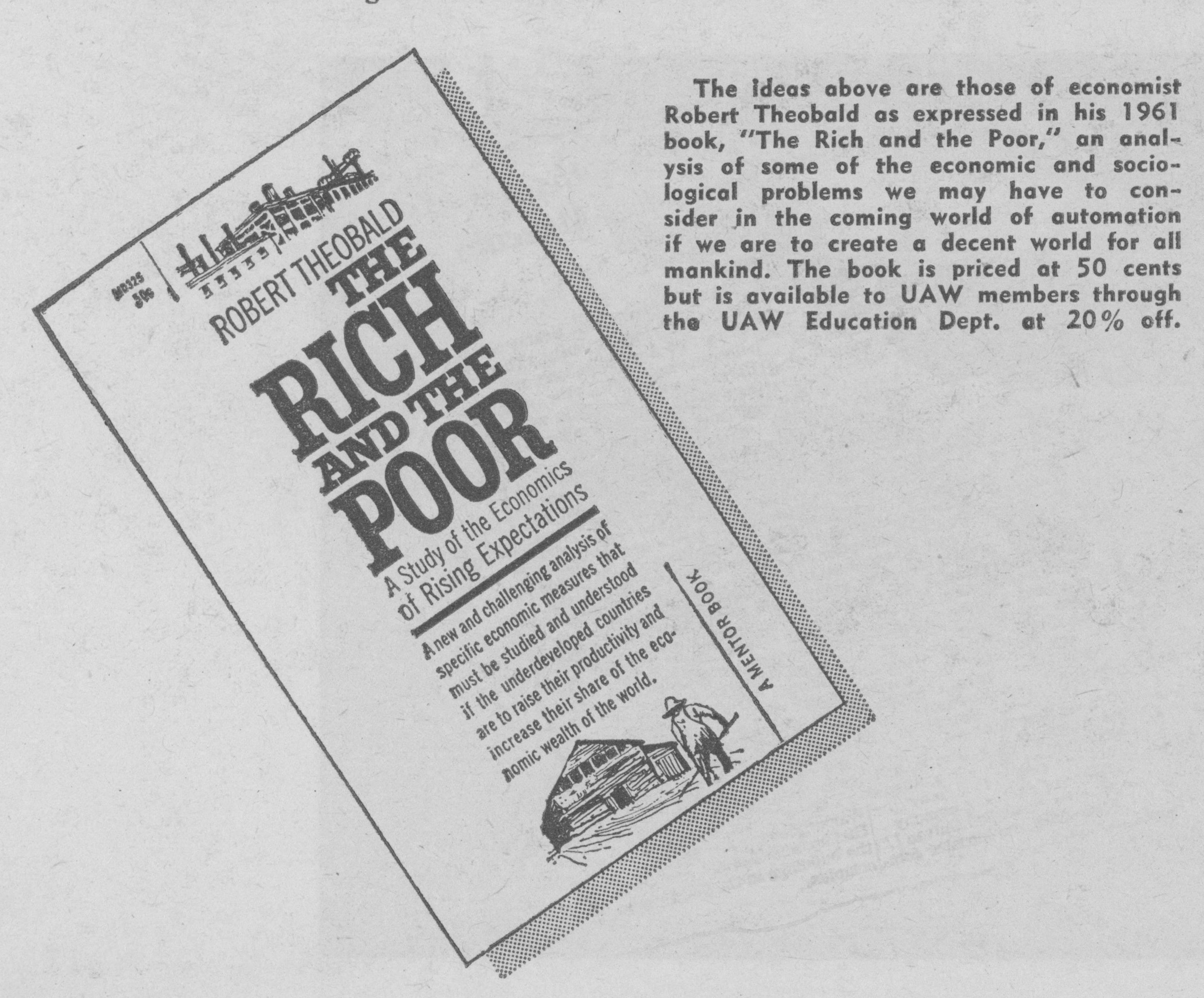
"This does not mean that an attempt should be made to destroy the idea of the dignity of work, the sense of achievement that comes from a job well done; indeed, there is perhaps a need to rebuild this ideal, which has been tarnished by the prevalence of mass production techniques, where the individual attends a factory only in order to obtain the consumer goods he wants rather than to gain any satisfaction from work.

"Some would argue that this is not the

moment to raise such questions, that it is too soon to tell whether new consumption needs will be developed to take up all the available production, and too early to challenge the ethic that has made work, saving and consumption into a way of life.

"This view is unrealistic; events are forcing this reconsideration — the younger generation is no longer satisfied with the old aims, believing they are inadequate. Even if this were untrue, we could not afford to delay our re-examination, for ideas do not change instantaneously...

"The generation that is being educated now will live into an age when money will cease to be an adequate measure of of the value of goods—if indeed it ever was; when greater production and productivity will cease to be a major goal; when hours of work will be less than half those of the present time and the success of society will depend upon its ability to enjoy leisure; when space travel will be a possibility. Their education must fit them to deal with the complexities of this future world."



the demands for skills and aptitudes and, besides, many workers are just not retrainable, due to their levels of intelligence, education and age.

"Still another myth," Snyder went on, "is that workers replaced by automation in one part of the country can find jobs in other areas.

"The truth is that the workers thrown out of jobs are usually those who are least able to move. They are the lower paid, the older, the unskilled.

"Either they cannot afford to move from an economic standpoint or they are psychologically incapable of beginning a new life in a strange area."

Why does Snyder—whose profits are probably going to increase as more manufacturers turn to automation—warn the government?

"I have mentioned these myths or misconceptions because I feel strongly that they are unfortunately serving as easy palliatives for those who either cannot or will not come forward and grapple with the human problems caused by automation.

"It is much easier to look for proof that these problems do not exist than to admit their existence and move ahead towards a solution."

Snyder said that this "general failure to face these problems, the attempt in many places to avoid them, to my way of thinking, represents a national moral weakness."

He also labeled it "an indication of a common failure to judge and understand the severe nature and extent of the thrust of this technological revolution."

What then is his answer?

"In the coming months and years, if we are to survive as a nation," Snyder said, "we will need new sociological and economic ideas to solve the problems we face in this area.

"All of us, whether our desks are in the Congress, or in business offices, or at union headquarters, must work together as never before—to come up with such new ideas.

"We have a moral obligation to make a substantial contribution towards solving the problems that accompany rapid technological change."



TRANSFEROBOT 200, one of the automation devices made by the firm headed by John I. Snyder, Jr. (above), is designed for use on production and assembly lines. It can pick up and turn over pieces, transfer or rotate them, weld, stake rivet, oil or glue them. One man operates it.

· . an economic revolution?

"ME ARE ON THE threshold of an economic revolu-tion whose achievements, consequences and social upheaval may be as great as achievements and upheaval which flowed from the industrial revolution."

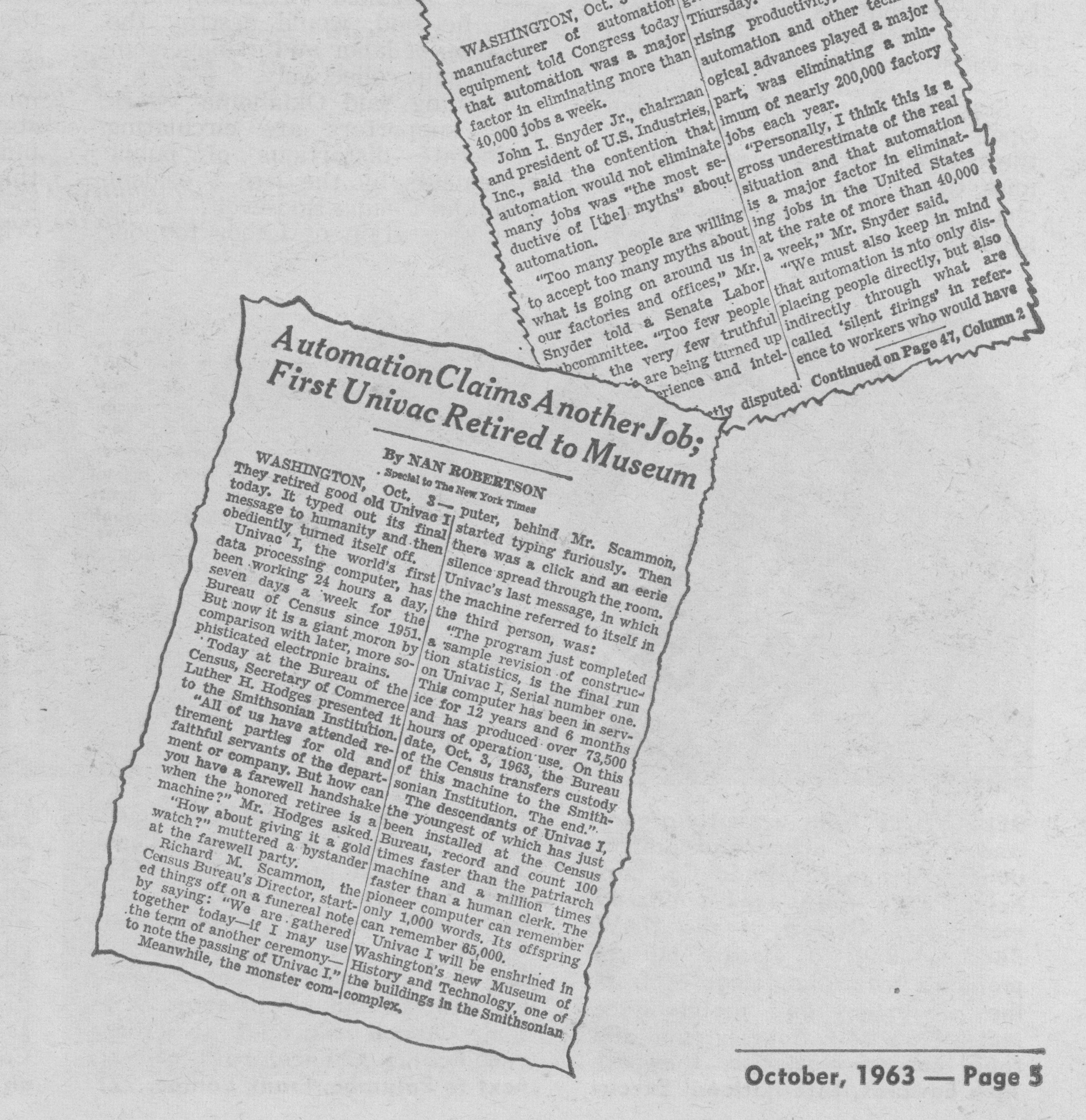
That "revolution," said Rep. William F. Ryan (D., N.Y.), is automation—and it is "with us now."

Ryan said this in introducing a bill in the House which would set up a Federal commission on automation.

Ryan's bill outlines a five-member board appointed by the President, with one member from labor, one from management and three from the public, all to work full

They would have three tasks:

- 1. To study and bring together all other studies of automation, whether by government, labor, management or education.
- 2. To hold meetings and discussions of automation by authorities from all these fields, and
- 3. To make this information available to the public and to make reports and recommendations to the Congress and the President.





A NEW CONTRACT covering UAW members at a company which "ran away"back to Michigan was signed by Region 1A co - director Bard Young (seated, left) as Newton Skillman Jr., (seated, right) president of the Crescent Brass Co., gets ready to sign, too. Looking on are (standing, left to right) UAW International Representative Phil Maggio of Young's staff; his wife, Carolyn Maggio, financial secretary of Local 408 which represents workers at the plant, and Clarence Contratto, president of the local. Young described the agreement as a "good first contract."

'Good First Contract' Marks Runaway's Return to State

Five years ago, the Crescent Brass and Pin Co., which had operated in Michigan for 54 years, left Detroit for the so-called "climate" of lower-wage Georgia.

Today, the company has moved back to Michigan where UAW Local 408 and Region 1-A co-director Bard Young have just signed a first contract with the firm's new president, Newton Skillman Jr.

"We lost 60% of our automotive business while operating in the south," Skillman said.

Michigan Regional Feature

The company manufactures metal parts for foundries. The parts are used in pouring automobile engine blocks.

Said Young, "The good first contract that UAW now has signed with Crescent

proves that bargaining table problems can be solved when both parties work out the answers

in good faith." Skillman, who became president of the firm earlier this year after the former top executive died, said the company had moved to the plant

at Americus, Ga., although most of its business was done here in Michigan. However, industrial difficulties plagued the firm as it sought to operate in the southern state. Skilled craftsmen needed to run the specialized machines were not available. The

three-weeks course through which the firm sought to train skilled workmen "just didn't work," he said.

And there was a lack of tool and machine shops that could help work out problems when the plant was in trouble in Americus, he added.

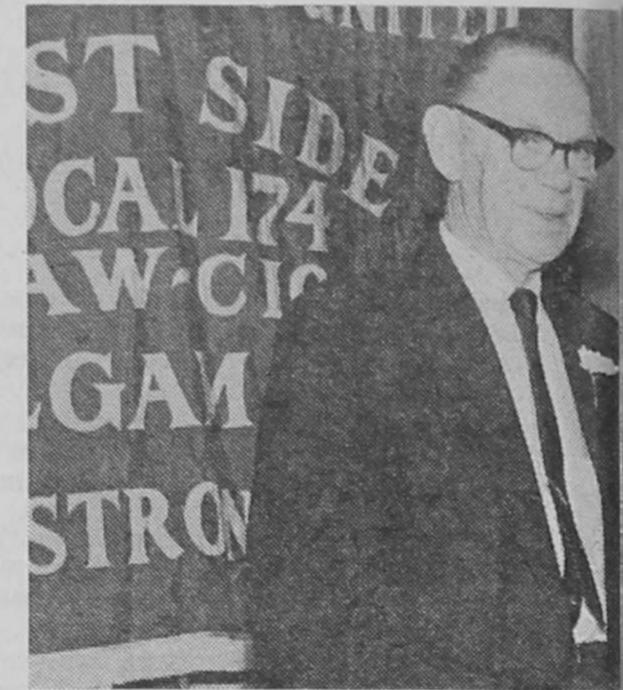
"Moreover, we're automobile industry suppliers, and when they want things, they want them right away. We can come through fast in Detroit but not when the plant is far away in Georgia," said Skillman.

The firm will continue to produce nails at its Americus plant. "However, we've got to get back the business we lost when we left Detroit, but it will be a struggle," he commented.

Young emphasized, "We're glad the plant and its jobs have returned to Michigan. We're also glad for what that return signifies—that this state, which is a fairer wage area, does provide a better economic climate, better location and superior skills for workers and industry."



October, 1963



At a testimonial dinner honoring him for his long years of service to both his union and the labor movement, Harry Southwell (left), who had served as Local 174 president from 1947 until he retired a few months ago, receives a UAW plaque from Roland Garland, the local's new president.

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Mr. Constitution' Retires

Full Insurance Coverage Won For Local 414 Retirees

HASTINGS — UAW Local 414 has won company-paid full Blue Cross-Blue Shield coverage for retirees at the E. E. Bliss Co. here.

Region 1-D Director Kenneth W. Robinson hailed the agreement as "a milestone in union-won bene-

fits for pensioners."

"Big Three" auto manufacturing contracts, for example, provide that only 50% of the premium costs of Blue Cross-Blue Shield coverage is paid by the companies for retirees.

The new two-year Local 414 contract also calls for wage increases of 4c an hour this year and next. plus improvements in pensions, holiday, vacation and jury duty pay, shift premiums, and sickness and accident and life insurance.

Active payroll employees at the company already had fully-paid "Blues" coverage, Raymond Powell, international representative, who represented Region 1-D in negotiations, said,

869 Member Happy When Vicki Vocals



Whenever Raymond J. Gagne, a Keller operator at Chrysler's Nine Mile Press plant, hears Vicki Carroll's lovely voice singing via radio, his heart jumps. She's his daugh-

And the UAW Local 869 member has been doubly proud recently, for the dark-haired singer has been signed to a recording contract by Decca, one of the nation's top disc firms.

Her new record, "The Girl You Left Behind" is going great guns,

Vicki, who uses her first two given names as her stage name, began singing "professionally" when she was about 13. She organized bands, and sang with them at amateur shows and for teen-age hops in the Ferndale area where the family resides.

Among stars with whom she's appeared are "Peg Leg" Bates, Tex Ritter, John Bromfield, Roberta Sherwood, Sebastian Cabot and Johnny Ginger.



DELEGATES from recently-organized technical, office and professional units in the Budd Co. participated in the semi-annual meeting in Detroit of the UAW Budd council to discuss mutual problems with the delegates from the production and maintenance units. From left front, around the table counter-clockwise, they are Jack Edwards, International Executive Board member and Budd Council director; Don Beamon, 1122, Council president; Joo rara, 813, Council recording tary; Bill Callison, internain representative; George Man Region 1 co-director; Andy Fl bo, 813; behind him, George son, Council financial section and Ronnie Chance, both next to Palumbo, Frank Lampin Harry Scullion, John L. La and Ed Hesson, all 813;



-Pages 6, 7



Mr. Constitution" has and more than 500 for officials and rankexped their hats to him

West Side Local 174 and chairman of the Committee at every ention since 1949.

the huge gathering of de Michigan labor offiestimonial for South-AAW President Walter Local 174's first presimary-Treasurer Emil

Michigan AFL-CIO

for civic and governmers in praising Southvears of service to lacommunity were fortohn B. Swainson and wards, Detroit police er and former Michigan court justice who was larly members of Local

came to the United thy after World War I, tome years of activity is labor movement. In organized Local 174's Products Division. A the International Union, wed Local 174 as vice ecording secretary and

Constitution," he has n to unionists all over because of his expert of UAW's governing



Bartee, Region 3 staff; Bill Kehoe, and Ken Waters, 1122; Pete Horwatt, 306 P&M unit; Alex Kress and John Peters, 306 TOP unit; Erwin Baur, 306, Council vice president; George Rutledge, 1287, and Pete McBlain, 757, and Ted McManus, assistant director of the Council. TOP units in Budd include Locals 757 and 1287, Philadelphia; Local 861 in Gary, Ind., and a unit of Local 306, Detroit.

How Much GM Could Do For Workers With Its Super-Profits!

General Motors, which made more money last year than any corporation in world history, could have cut prices, raised wages and still made substantial profits, UAW Vice President Leonard Woodcock told a special conference of Region 1-A local delegates.

Woodcock, who also is director of the union's National GM Department, said the corporation's pricing policy is geared to pull in 20% profit after taxes on an output of only 180 working days a year.

GM's 1962 before-taxes profit totaled \$2,934 million, a 66% increase over the previous year, Woodcock pointed out.

With 102 delegates attending, the conference was aimed at obtaining suggestions from local union officers and committeemen on bargaining objectives for 1964 contract negotiations. Similar meetings are to be held in other areas.

Region 1-A Co-Director Bard Young told delegates that unemployment is as much a management problem as the union's, and said overtime work should be made "so expensive" for the corporation that it would have to hire new employees.

Joseph McCusker, co-director of the region, emphasized the value to the union of obtaining ideas on possible bargaining goals from local committeemen and officers.

WAGE COSTS should not be a factor in government contract awards, Erwin Baur, right, president of Local 306, declared during a breakfast meeting of Detroit East Side labor officials and Congressman Harold M. Ryan (D., 14th District), left. Baur said contract bidders can undercut established wage rates by using out-of-state low wage scales to obtain a government contract in a more - highly industrialized area. Among the large group of unionists at the breakfast meeting, one of a series Ryan is conducting with community groups, was UAW International Representative Earl Reynolds.



Fish Catches UCS Labor Post

GRAND RAPIDS—Enoch Fish of UAW Local 730 here has been named staff representative of the Grand Rapids and Kent County United Community Services Labor Participation Department.

He replaces Mrs. Martha Reynolds who had been promoted to the labor staff of Michigan's United Fund.

An active member of the UAW Local since 1953 when he went to work at General Motors' Fisher No. 1 plant here, Fish has served as a member of Local 730's executive board, bargaining committee, COPE committee, and pension and community services committees, and also has been active in the union's retirees program.

Labor Relations

Challenging opportunity for a specialist on our CORPORATE INDUSTRIAL RELATIONS STAFF.

Position requires a minimum of 5 years' experience negotiating UAW contracts and grievance arbitration. Degree or equivalent—appropriate salary.

P.O. Box 299, Detroit 32, Michigan

Burroughs Corporation



An equal opportunity employer

TWO DAYS after the Burroughs Corp. filed objections to the election in which its workers decisively chose UAW as their bargaining representative, the company advertised in the New York Times for a "Labor Relations" specialist with a minimum of five years experience negotiating with the UAW. Meanwhile, UAW's International Executive Board approved 1313 as the number of the new local, as requested by Burroughs workers.

Romney 'No' Costs Michigan \$12 Million in Federal Funds

Because the Republican-ruled Michigan Legislature refuses to liberalize the restrictive aid to dependent children of unemployed workers law it passed earlier this year, the state is losing out on about \$12 milloin annually in federal funds to aid the youngsters.

U.S. Secretary of Health, Education and Welfare Anthony J. Celebrezze emphasized this when he visited Detroit this month to take part in the city's annual Columbus Day celebration.

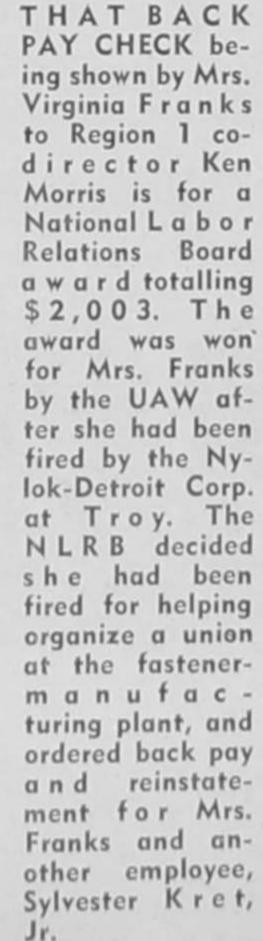
Despite the heavy loss of ADC-U funds to the state, Gov. George Romney was quoted as saying he does not intend to ask the legislature to pass a liberalized law to permit Michigan to obtain the money that would help the youngsters.

As passed by the legislature, the Michigan law would permit ADC-U payments for youngsters of only those parents who normally qualify for state unemployment benefits.

But the federal government insists that the benefits should not be restricted in that way.

"You cannot tell a father who worked at a garage employing only two or three men that he can't get ADC-U while the man who worked across the street at a place employing 500 is eligible," said Celebreeze.

"And you can't require that the father must work 10 weeks or 20 weeks before he becomes eligible for these benefits which involve federal money," he added.







PROBLEMS involved in state and municipal police activity when union organizers sought to handbill the Monroe Auto Equipment plant at Hartwell, Ga., were taken up with Georgia Governor Carl Sanders by UAW. At the meeting

were (left to right) Herb Butler, UAW International Representative; Herb Green, Citizenship-Education representative for the Atlanta area; Gov. Sanders, and Region 8 Director E. T. Michael.

Stop Mob, Georgia Plant Ordered

TLANTA, Ga.—The Monroe Auto Equipment Co. has been ordered to stop "permitting and encouraging its employees by mob action" to assault union organizers at its Hartwell, Ga., plant and to halt interference with efforts to organize workers there.

The order came through a stipulation signed by company and UAW officials which was filed

with the U.S. Fifth Circuit Court of Appeals by the National Labor Re-Regional office here. eel Ure

lations Board's regional It followed filing by the union of an unfair labor practice charge

against the Michiganbased corporation after company employees twice assaulted union organizers distributing leaflets near the shock absorber manufacturing firm's Hartwell plant.

The stipulation also directs management to post notices in the plant stating it will not permit or engage in the actions covered in the order.

Meanwhile, UAW officials led by Region 8 Director E. T. Michael met with Georgia Gov. Carl Sanders to discuss the role played by state and local police when union organizers were attacked and their leaflets burned outside the Hartwell plant in July.

Although the police were standing by after having been informed by the union ahead of time that the leaflets were to be distributed, they did nothing to prevent or halt the assaults.

Among those attacked were UAW Vice President Pat Greathouse, organization director Nick Zonarich of the AFL-CIO Industrial Union Department, Textile Workers Union secretary-treasurer John Chupka, IUD organizing coordinator James Pierce, and Joseph Mooney, one of Greathouse's UAW organizing assistants.

Organizers were scheduled to renew leaflet distributions at the plant as SOLIDARITY went to press. Further violations of the stipulation agreement after it is entered by the federal court as an enforcing order is punishable in a contempt of court action.

News from



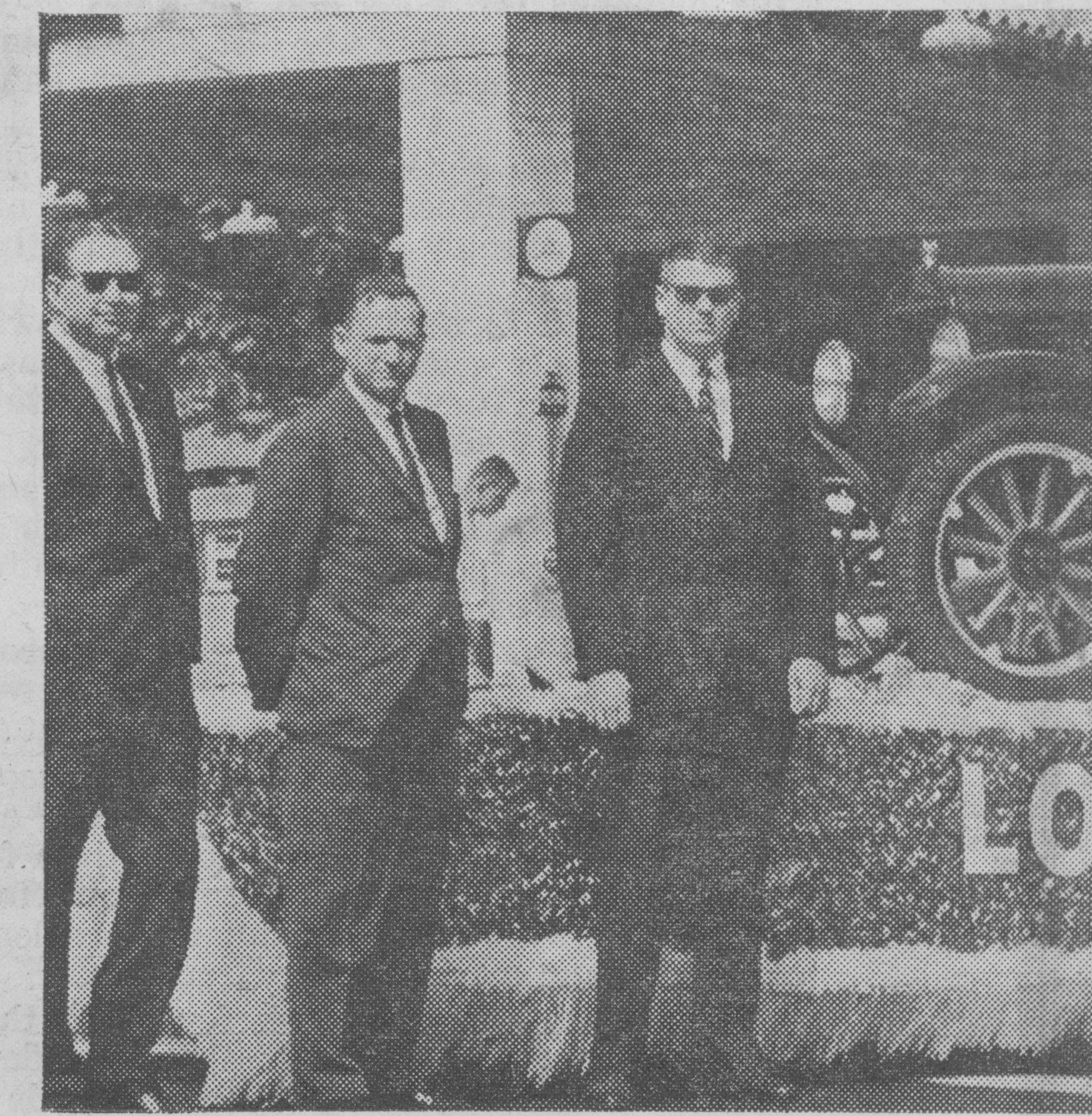
October, 1963-Pages 6, 7

Reg's 3-5-8

UAW - INTERNATIONAL UNIC

PROUD MEMORIES of labor's great gains for workers everywhere in the nation were recalled by the float sponsored by UAW Locals 10, 472 and 882 in this year's Atlanta,

Ga., Labor Day p right at the floc Thompson, Local & ertson, Local 882 Local 882 presid



UAW Drives to Abolish T

DALLAS, Tex.—A hard-hitting campai tax as a condition to vote in Texas is unde as one of the major participants, Region ! announced.

Representing the union in the campaig the Region 5 staff who formerly served a Local 848, Grand Prairie.

"The poll tax is nothing more than a fo for the right to vote," said Hawks. "To citizens are not truly able to spare the ar result are denied their right to vote. Beca ly undemocratic practice, it should be don

Oklahoma Court Doubts RTW Signatures

OKLAHOMA CITY, Okla. — A State Supreme Court referee has ordered sponsors of a mis-named "right to work" initiative petition to produce evidence that almost 105,000 names of a referendum petition containing some 212,000 signatures are valid.

A citizens' committee which includes officials of the Oklahoma State AFL-CIO has charged that the signatures in question should be thrown out on grounds of forgery, duplication, non-registration as voters and other irregularities.

Supreme Court Referee Marian Opala turned down a motion by the referendum supporters to dismiss the citizens' committee charges. He then told the "work" group's attorneys to present evidence of the validity of the sig-

Meanwhile, John M. Redding, director of the National Council for Industrial Peace, charged that Oklahoma's "right to work" supporters are "flagrantly misquoting" and "deliberately distorting" the public statements of government officials "in a calculated attempt to deceive the American people" to support their measure.

The so-called "right-to-work" law, he said, would destroy the freedom of labor and management to bargain collectively.

Redding said Oklahoma "work law" supporters are circulating deliberate distortions of public statements by the late President Franklin Delano Roosevelt, American Federation of Labor founder

Samuel Gompers, and Oklahoma Gov. Henry Bellmon to deceive people into thinking that they supported "right-to-work" laws.

Redding said the statements attributed to Pres. Roosevelt and Gompers dealt with completely different matters than "right-towork" laws and the union shop. Mrs. Roosevelt, shortly before her death, had described the out-ofcontext quotation attributed to her husband as "a shameful fraud on the American public."

Moreover, the quotation attributed to Gov. Bellmon "completely misrepresents" the position of the state's top official. Gov. Bellmon himself has emphasized repeatedly that he did not authorize the statement being circulated by the "right-to-work" group.



DELEGATES from recently-organized technical, office and professional units in the Budd Co. participated in the semi-annual meeting in Detroit of the UAW Budd council to discuss mutual problems with the delegates from the production and maintenance units, From left front, around the table counter-clockwise, they are Jack Edwards, International Execu-

tive Board member and Budd Council director; Don Beamon, Local 1122, Council president; Joe Ferrara, 813, Council recording secretary; Bill Callison, international representative; George Merrelli, Region 1 co-director; Andy Palumbo, 813; behind him, George Wilson, Council financial secretary, and Ronnie Chance, both of 92; next to Palumbo, Frank Lampe, 92;

Harry Scullion, John L. Lawson, and Ed Hesson, all 813; Frank Bartee, Region 3 staff; Bill Kehoe, and Ken Waters, 1122; Pete Horwatt, 306 P&M unit; Alex Kress and John Peters, 306 TOP unit; Erwin Baur, 306, Council vice president; George Rutledge, 1287; Pete McBlain, 757, and Ted McManus, Council assistant director. (Story on Page 9.)

7,500 in Job Train 1,113 Set for 23 1

CHICAGO -- More than 7,500 unemployed and under-employed persons have been approved for training in 145 institutional projects in the states of Minnesota, Illinois, Indiana and Wisconsin under the federal Manpower Development and Training Act.

This was reported by Joseph Borus, regional administrator of the U.S. Labor Department's Bureau of Employment Security. The projects involve 7,552 trainees at a cost of \$9,860,668 in this four-state

A report released by Secretary of Labor W. Willard Wirtz shows that through June 30 of this year:

In Minnesota—30 projects have been approved for training 675 persons at a cost of \$1,298,897.

In Illinois — 71 projects have been approved for training 4,985 persons at a cost of \$5,814,527.

In Indiana — 23 projects have been approved for training 1,113 persons at a cost of \$1,548,694.

In Wisconsin —21 projects have been approved for training 779 persons at a cost of \$1,198,550. In his report Wirtz said that the

Manpow ing Act combati of longin encor planning

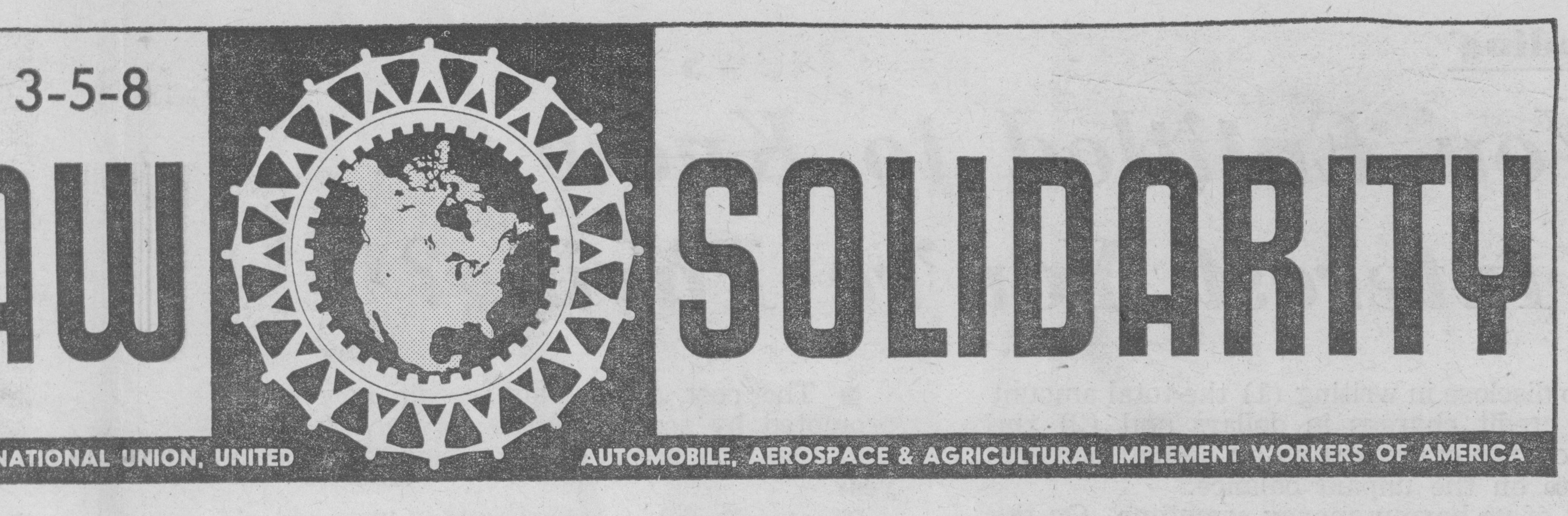
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bolish Texas Poll Tax

tting campaign to abolish the poll 'exas is under way here with UAW nts, Region 5 Director Ted Hawks

the campaign is F. F. Medrano of erly served as sergeant-at-arms of

ore than a fee charged to a citizen Hawks. "Too often, lower-income spare the amount of fee, and as a o vote. Because this is a completehould be done away with."

Indiana Locals Quick on COPE

INDIANAPOLIS, Ind. — It took only a few days after the start of this year's COPE dollar contribution drive for two UAW Region 3 local unions to get voluntary contributions from all their members, Regional Director Raymond H. Berndt reported.

The 100% tallies, Berndt

said, were reported by Local 586, LaPorte, and Local 531, Lafayette.

The Local 586 report to Berndt's office came from Walker S. Bray, president, and Robert Wasowski, financial secretary. Local 531's report was signed by Howard A. Turner, president.

Training in 4 States under Federal Act; 23 Indiana Projects at \$1,548,694 Cost

Manpower Development and Training Act "has proved its worth in combating one of the basic causes of long-term unemployment, and in encouraging sound manpower planning based on research.

Nationally, over 75 per cent of the men and 40 per cent of the women enrolled in courses under the Act, are heads of families or households.

Over the country, much of the training is being provided to individuals with limited educational attainment. Approximately 40 per cent of the country's trainees have not completed high school. One out of every ten trainees had a grade school education or less.

Depending on the skills being taught, length of the training courses vary. Average length of courses is 22 weeks; however, many such as practical nurse, auto mechanic and electronic technician take 52 weeks, while others such as nurse's aide, auto service station attendant, solderer, wirer, and assembler, may require only about six weeks.

The local public employment service determines the occupations in which there is need for training and screens and selects the candidates.

Wirtz emphasized, "We have found that reaching the hard-core, long-term unemployed is the most challenging aspect of the training program. So many of the people we are aiming at just do not possess the basic education which would permit them to absorb conventional training. Congress has before it now amendments which would provide greater assistance to those unemployed who have low educational backgrounds. I hope these amendments are speedily approved."

> A HIGHLIGHT of the "Partners in Progress" parade at South Bend, Ind., was the UAW Local 9 float, and the youngsters emphasized the point that the union is a vital factor in working for a better tomorw. On the float were (rear) Rosella row. On the float were (rear) Rosella Soos, daughter of Local 9 president W. E. Soos and his wife; and (front) Timmy Dixon, son of Mr. and Mrs. William Dixon, and Patty Woody, daughter of Mr. and Mrs. Lawrence Woody. Approximately 115,000 persons viewed the parade through downtown South Bend.



A 77-YEAR-OLD LIFELONG Democrat fulfilled an ambition by getting to meet Sen. Vance Hartke (D.-Ind.) when the lawmaker came to New Castle, Ind., to open his re-election campaign. Hartke, told of the ambition of the elderly, bedridden man who is a double amputee, took time out to visit Jake Wilson at a New Castle nursing home.

Tax Cut in '63 Seen by Hartke

NEW CASTLE, Ind.—Indiana Sen. Vance Hartke (D.) fired the opening gun in his campaign for re-election by predicting a federal income tax cut by the end of the year that "will astound all the skeptics."

Hartke, a member of the powerful Senate Finance Committee, passed up a White House reception to meet with some 400 city and county Democrats at the party's annual Jefferson-Jackson Day dinner.

The federal tax cut that is coming, he declared, "will benefit the working people of the country and would give the economy a new lease on life." A cut in taxes, he added, "will put hundreds of thousands of people to work."

The Senate Finance Committee now is considering President Kennedy's tax cut proposals, and probably will come out soon with its own version of the measure. Hartke commented. "I am more interested in a realistic and fair tax foundation for the country, and this will be the result, I predict, of this year's session of Congress."

The senior Indiana Senator, who voted in favor of the test-ban treaty because of growing radiation dangers to health as a result of nuclear fallout, also said state and local governments should supply money for education but indicated his doubt that they could adequately meet education's increasing need for funds.

Officials of Indiana's 105 school districts now receiving federal funds, he said, have told him they "are not controlled by Washington."



Page 8-October, 1963

"Truth-In-Lending"

Are You Entitled to Know What Interest You're Paying?

Special to Solidarity

Have you borrowed any money from a gangster lately?

Joseph Valachi, the gangster who recently was "singing" to a Senate committee about Cosa Nostra, admitted modestly that he had a "legitimate" sideline, too—he was a loan shark.

Valachi, who has talked freely about some of the more lurid aspects of his past, told the Senators that he achieved a reputation among New York loan sharks as "the best shylock in town."

He charged his "customers" 20%, Valachi



Douglas

said. His biggest profits came from "re-loans" — standard, 12-week debts that were extended at an additional and compounded 20%. Valachi called such transactions "sweet loans, Senator... gravy."

The thought that can send cold chills down your spine is that Valachi's activities in the loan business are outstripped

by "respectable" loan sharks who prey on honest men and women—many of them union members.

These loan sharks are not gangsters; they just operate the same way.

If you are thinking of borrowing some money, better listen to Sen. Paul Douglas (D., Ill.), first. What he has to say may save you from the rapacious grasp of a gangster-like loan shark.

Senator Douglas is fighting for his Truth-in-Lending bill (S 750). He has held hearings around the country, taking testimony about interest rates ranging from 50% to 340%, paid by victims of loan sharks.

Senator Douglas' theme is very simple: "Every individual has the right to know

what he is paying for credit."

His bill would not regulate costs, charges or interest rates. All he is asking is that the consumer be told the whole truth about credit, so he knows what he is getting into when he borrows.

Under the Senator's bill, loan makers would

have to disclose in writing (1) the total amount of the credit charges in dollars and (2) the dollar charge expressed as an annual percentage rate on the unpaid balance.

Most of us borrow money sometime. On the average, an American family pays \$18 out of every \$100 of after-tax income to meet installment and mortgage debts.

The average consumer is often either unaware or badly misinformed about the credit charges and interest rates he pays for various types of credit.

As Senator Douglas asks, how many ordinary borrowers know the following?

• The small service charge of $1\frac{1}{2}\%$ a month on department store charge accounts is often a true annual interest rate of 18%.

• The 3% a month plan of small loan companies is really 36% a year.

The $4\frac{1}{2}\%$ new car financing plan of some commercial banks is really about 9% a year.

The advertised 5% rate on home improvement loans is not less than a 6% first mortgage, as it seems, but nearly twice as much or about 10% a year.

The so-called 6% rate for financing used cars offered by some dealers is at least 12% a year and sometimes very much higher: 18% to 25% a year or more.

The cost of teen-age credit now being promoted by some retailers as only "pennies per week" is sometimes as high as 80% a year.

Senator Douglas says that his bill would allow the consumer to shop for credit and compare prices as he does now for a TV or a washing machine.

"Honest and ethical merchants will be greatly helped by the 'Truth-in-Lending' bill, just as honest and ethical merchants have always been helped in the past by other federal labeling or full-disclosure legislation," Senator Douglas says.

President Kennedy supports the Douglas bill.

"Excessive and untimely use of credit arising out of ignorance of its true cost is harmful both to the stability of the economy and to the welfare of the public," the President has said.

What are the chances for the Truth-in-

Lending bill?

Right now, the fate of the bill is in the hands of the Production and Stabilization subcommittee of which Senator Douglas is chairman. Members of this subcommittee and the full Senate Committee on Banking and Currency are apparently almost evenly divided. Expressions of public support could tip the balance in favor of the bill.

Joseph Valachi, "the best shylock in town," undoubtedly would have opposed the Truth-in-Lending bill. How do you feel about it? Write to Senator Douglas and tell him.

So They Can Make Music.



REPRESENTING UAW's musically talented families are these two 18year-olds, who spent the summer studying at the National Music Camp, Interlochen, Mich., as winners of the union's first annual scholarships in music. They are Cecelia Elizabeth Buchman, Bowling Green, O., whose father is a member of the DeVilbiss unit of Local 12, Toledo, and David Gene Tubergen, Holland, Mich., of a Local 284 family there. Cecelia is in Bowling Green State University with plans to become a teacher of instrumental music herself. David, who would like to become a professional musician, is in Hope College in Holland. They were among 1,477 young people from around the country and abroad who studied during the summer at the famed music camp.

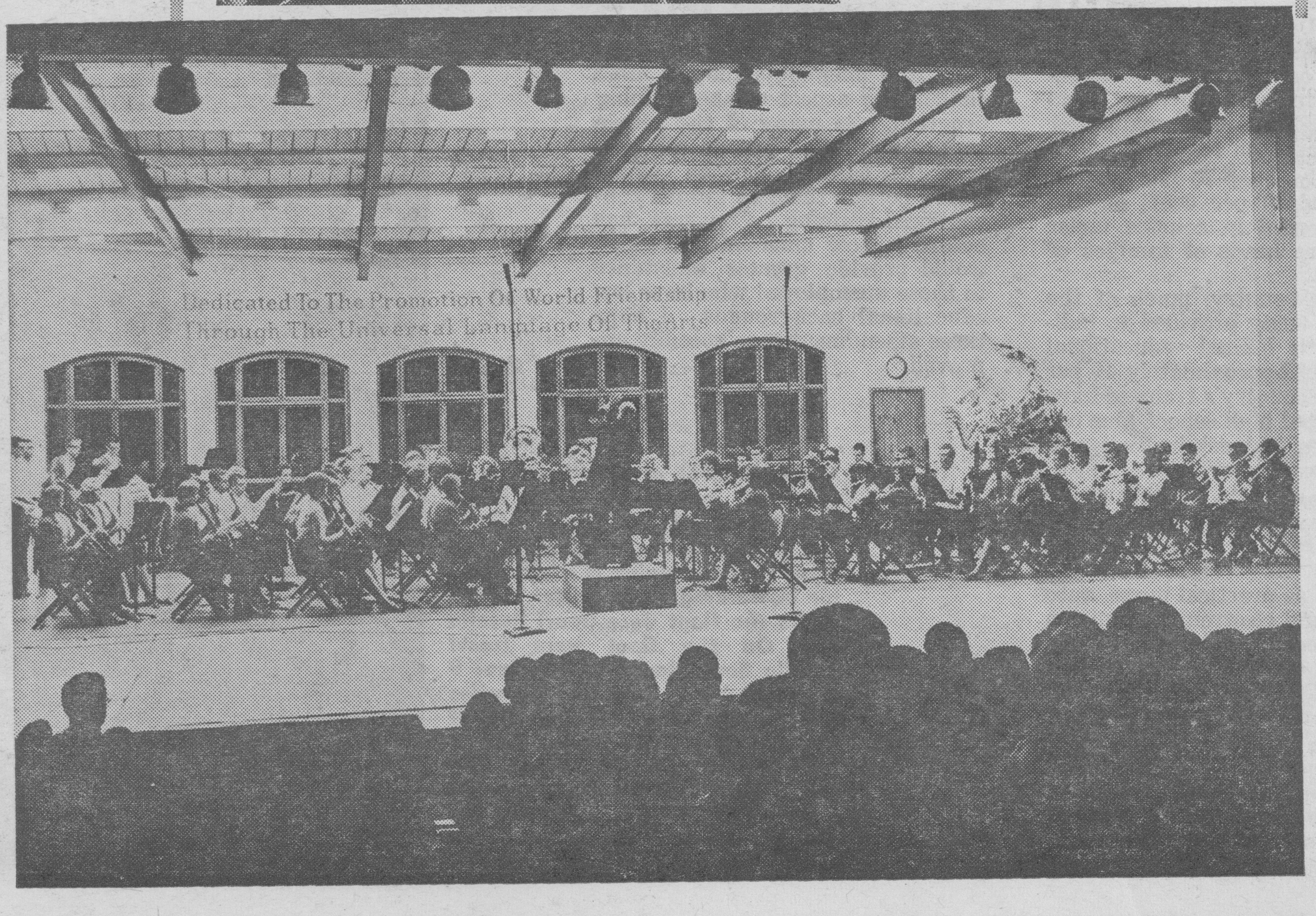
Mail Early -Overseas!

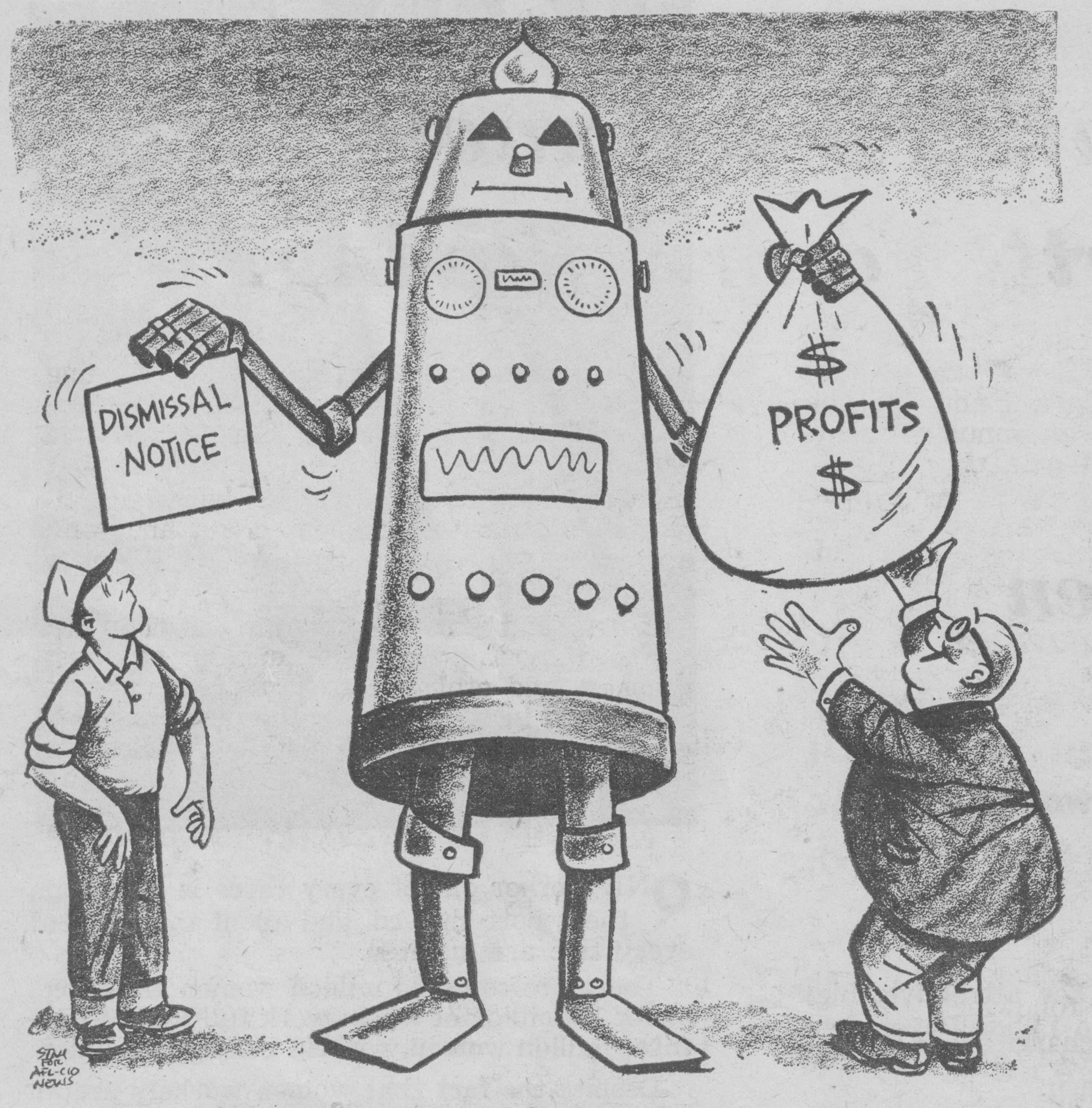
The following instructions covering Christmas mailings to the Armed Forces overseas are announced by the U.S. Postoffice:

Greeting cards for Armed Forces personnel overseas may be mailed at any time, but if they are to have reasonable expectation of delivery by Christmas, patrons should deposit such cards prepaid at the first-class rate of 5 cents per ounce, prior to Nov. 20, and after that the air mail rate of 8 cents per ounce, prior to Dec. 10.

Parcels destined for delivery to personnel of our Armed Forces overseas should be mailed between Nov. 1 and Nov. 20. If sent as air parcel post, parcels should be mailed between Dec. 1 and Dec. 10. It is recommended that mailers do their mailing as early within these periods as possible.

Christmas time provides an excellent opportunity for everyone to advise their correspondents of their correct mailing address complete with Zip code.





Something's Out of Whack

-from AFL-CIO NEWS

UAW for NLRB Rule Against Bias by Unions

the UAW has urged the National Labor Relations Board to rule against racial discrimination by labor organizations.

The UAW's position, presented in an "amicus curiae" brief filed with the NLRB in Washington, involves a complaint of unfair labor practices based on charges of racial discrimination within another union.

The complaint was brought by Local 2, Independent Metal Workers Union, against Local 1 of the same organization. Workers involved are employed by the Hughes Tool Company.

In its brief to the NLRB, the UAW said flatly that "in our view, racially discriminatory bargaining representation is an unfair labor practice."

The UAW noted President Kennedy told Congress in his civil rights message Feb. 28, 1963, that he already had "directed the Department of Justice to participate" in cases involving charges of racial discrimination against local unions "and to urge

the National Labor Relations Board to take appropriate action against racial discrimination in unions."

The union also emphasized that other cases of discrimination which do not involve race should be settled in the courts rather than by the Labor Board.

on this basis, the UAW said, it urged the Second U. S. Circuit Court of Appeals Oct. 14 to reverse a 3-2 Board decision against the Miranda Fuel Company and Teamsters Local 553.

The case involves alleged discrimination by the union against one of its members but the charges did not contain any racial taint.

Constitutional and legal standards, UAW told the NLRB, permit the Board to rule in cases where only distinctions based on race can be shown.

But in non-racial complaints, the inquiry must deepen into economic and social issues which require the Board to make "substantive economic adjustments among competing groups of workers."

1,200 New T-O-P Members Have Joined Budd Council

The technical, office and professional workers of the Budd Co. have joined hands with the company's production and maintenance workers in tackling their mutual problems, it was reported by Jack Edwards, UAW Budd Council director and International Executive Board member.

Delegates from four recently-organized UAW technical, office and professional locals attended the semiannual meeting of the UAW Budd

UAW Wins 1800

UAW Wins 1800 At Pratt-Whitney

MONTREAL — The UAW was certified October 19, 1963 on behalf of 1800 workers at Pratt & Whitney company, manufacturers of aircraft engines.

The certification applied for last January marked the culmination of two-year organizational campaign. It also brought the union more members than it had been able to sign in the French speaking province of Quebec in 20 years.

George Burt, Canadian UAW Director, called the certification a "breakthrough" which should lead to important new gains for the union.

Intra-Corporation Council in Detroit this month, and officially joined with the production and maintenance delegates in a discussion of the problems common to all Budd workers.

Some 1,200 white collar workers employed in four Budd plants now are represented by the UAW in their dealings with the company.

The union represents a total of about 14,000 Budd employes in local unions in Detroit, Philadelphia and Gary, Ind.

Reporting on the collective bargaining plans of the union, Edwards told the delegates that top level committees were meeting to formulate UAW's 1964 collective bargaining demands in the auto industry and supplier plants.

The Budd white collar workers, whose contracts expire at varying dates, are organized into Local 757 and 1287 covering two Philadelphia area plants; Local 861, Gary, Ind., and a unit of Local 306, Detroit. Production and maintenance workers are represented by a unit of Local 306 in Detroit, Local 1122 in Gary and Locals 92 and 813 in Philadelphia.

President of the Budd Council is Donison Beamon, who also is president of Local 1122. Erwin Baur of Local 306 is vice president and George Wilson of Local 92 is financial secretary-treasurer. Recording secretary is Joseph Ferrara, Local 813.

Board Orders Back Pay For 370 at Local 1198

NATIONAL Labor Relations Board trial examiner has recommended reinstatement and back pay for approximately 370 members of UAW Local 1198 in Union City, Tenn., who were not called back to their jobs at the American Metal Products Co. plant although they called off their short strike almost two years ago.

At the same time, NLRB examiner Horace A. Ruckel of Washington said the company is guilty of unfair labor practices and that its actions "clearly prolonged" the strike.

Mazey said the examiner's recommendations "go right to the heart of the matter of whether a company can seek to do away with a labor organization by actions which discriminate against a union and its members."

And E. T. Michael, director of UAW Region 8 which includes Local 1198, said he hopes the American Metal Products firm "will not only follow the government examiner's recommendations" but also "now negotiate with the union in good faith and for the benefit of the employees, the plant and the community."

Although neither the company nor the union would comment on the possible cost to American Metal Products of the back-pay award, the Union City Daily Messenger, the community's newspaper, estimated that Local 1198's members would have a total of about \$3 million coming to

them under the trial examiner's recommendation.

the recommendation would receive an amount equivalent to what he normally would have earned from Jan. 18, 1962, when, Ruckel said, management started its refusal to bargain with the union. Subtracted from those back wages would be any net earnings of the employee since that date.

Ruckel said the strike was an economic one when it began on Nov. 14, 1961, and that he did not agree with the union's claim that the company had engaged in unfair labor practices before the walkout.

But, he said, it became an unfair labor practice strike on Jan. 18, 1962.

Management not only hired replacements for the strikers at lower wages, he said, but also cut the wages

wages, he said, but also cut the wages of employees returning to work. Both actions were carried out without notifying or consulting the union, Ruckel said. This, he added, constituted an unfair labor practice.

Moreover, said Ruckel, the company's actions in hiring non-union workers to replace the strikers, particularly after the union members unconditionally offered to return to their jobs, were undertaken "with the aim and object not only of destroying the union's majority but of destroying the union as an organization."

"The union obviously could not accept this situation and survive," the NLRB official said.

UAW Sends 10-Man Team To Meet African Unionists

the UAW is sending a ten-man mission to Africa as part of the union's program to establish closer relations with labor leaders of the developing nations.

The mission, to be divided into three teams, will be headed by Victor Reuther, director of the UAW International Affairs Department.

Team One, which will visit the North African countries of Tunisia, Morocco, Algeria and Egypt, consists of Bard Young, Detroit, co-director of Region 1A; Joseph Berry, Allen Park, Mich., of the International Auditing Department, and Horace Williams, Chicago, a UAW Local 6 committeeman.

Team Two, which will visit the West African countries of Guinea, Ghana, Uganda and The Congo (Leopoldville), consists of William Beckham, Detroit, administrative assistant to UAW President Walter P. Reuther; Dan Cassey, Detroit, assistant director of the UAW Auditing Department, and Bert Bothe, Baltimore, assistant director of Region 8.

Team Three, scheduled to visit the East African nations of Nigeria, Kenya and Tanganyika, includes Ken Robinson, Grand Rapids, Mich., director of Region ID; Warren Jennings, Colum-

bus, O., president of UAW Local 513, and Leon Bates, Indianapolis, International Representative, in Region 3.

All of the teams will also stop off in Belgium, Cyprus, Israel and Italy.

The mission's itinerary starts Nov. 12 with briefing at the United Nations in New York by G. Mennen Williams, assistant secretary of state for African affairs; William Attwood, former U.S. ambassador to Guinea and a well-known journalist, and by the ambassadors of the African countries to be visited.

The mission's members will receive a further briefing in Brussels by the African specialists of the International Confederation of Free Trade Unions (ICFTU) and the International Metalworkers Federation (IMF), and in Tel Aviv, Israel, by African leaders at the Afro-Asian Institute there.

While in that city, they will also participate, with UAW President Walter P. Reuther, in the dedication ceremonies of the Walter Reuther Youth Center.

At the end of the tour, all three teams will discuss their findings with ICFTU leaders at a seminar in Rome. They will return to the U.S. Dec. 17.

In the countries to be visited, they will meet top union and government leaders.

Master Pact for 12,000 Members Will Be Goal at Cummins-White

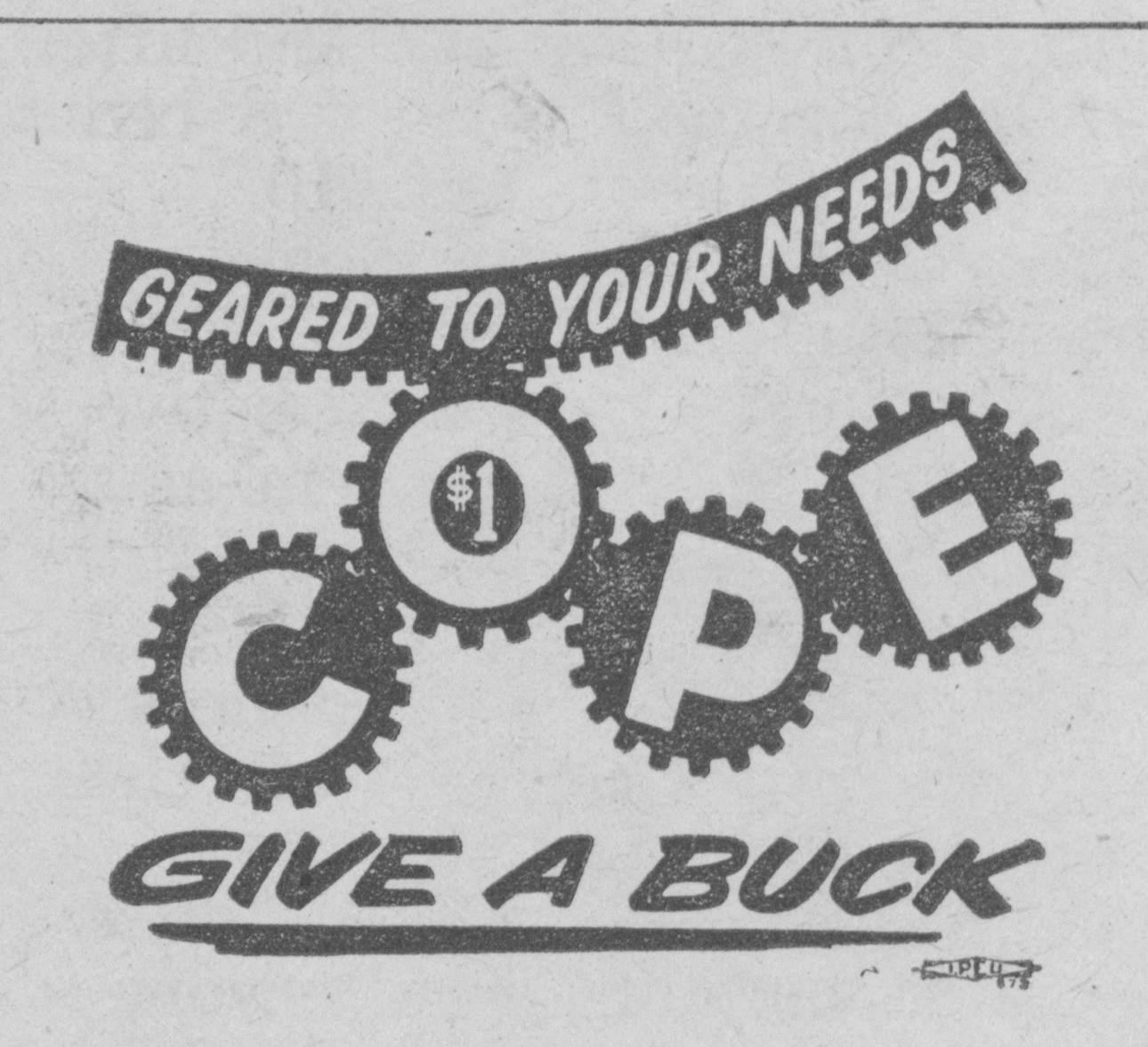
master contract, to cover all 12,000 UAW members in the newlymerged Cummins - White Motors
chain, will be sought by the UAW in
the next round of bargaining.

This was resolved by delegates to a recent meeting of the White Motors Intra-Corporation Council in Minneapolis, it was reported by Region 2 Director P. J. O'Malley, who is director of the Intra-Corporation Council.

Problems created by the recent merger of the two firms will be carefully studied by the International Union, Andrew Burney, assistant director of the council, told the delegates.

Where necessary, efforts to organize any unorganized plants in the newly-merged chain will be intensified, Burney added. The 12,000 UAW members at Cummins-White Motors are represented on the Council by 12 locals.

Council officers elected at the meeting are: Charles Warner, Local 32, Cleveland, president; William Quiggley, Local 131, Philadelphia, vice president; Murray Sorenson, Local 337, Hopkins, Minn., recording secretary, and William Cole, Local 32, financial secretary-treasurer.



New Presidential Report Challenges the Nation To Create More Equal Opportunities for Women

Wages still lag behind even for skilled women partly because of their political inactivity

By Gerda Range

A NEW book—about women—is on President Kennedy's reading list.

It is the 86-page report of the President's Commission on the Status of Women.

The report, called 'American Women,' was presented to the President Oct. 11 by Mrs. Esther Peterson, assistant secretary of labor and executive vice chairman of the Commission.

The day the report was given to President Kennedy was the birthday anniversary of Mrs. Eleanor Roosevelt, first and only chairman of the commission.

Seven Key Areas Explored

In carrying out its work from the time of its formation by an executive order in December, 1961, the commission explored seven key areas:

Education and counseling, home and community, women in employment, labor standards, security of basic income, women under the law and women as citizens.

The 24-member Commission—13 women and 11 men—was aided by more than 300 persons drawn from various groups, including the labor movement.

Mrs. Caroline Davis, director of the UAW Women's Department, served on the commission's committee on private employment.

It was Mrs. Peterson, who has an extensive labor union background, who handed the study to President Kennedy. She discussed it in an exclusive interview for UAW-Solidarity.

AMERICAN WOMEN, the report of the President's Commission on the Status of Women, may be purchased from the Superintendent of Documents, Washington, D. C., Zip code 20402, for \$1.25 a copy.

AS we sat chatting in her attractive, high-ceilinged office in the Labor Department, Mrs. Peterson spoke with animation and thoughtfulness about women.

"... I think the opportunities for American women are tremendous," she said. "I think there's a great responsibility on the part of the American women to walk through the doors that are being opened for them."

As the report points out, many doors of opportunity have opened for women since 1900. But, Mrs. Peterson admitted, many restrictions and discriminations remain.

"In lots of areas, we find limited opportunity for top jobs," she said. "We find very often there is not equal access to many professions...

"Large numbers in our society, as the report says, are still working in the low wage occupations. I think that's because we put a low economic value on women's work and I hope we can change this. I think the report may help that."

Discrimination Against Women Workers

We pointed out to Mrs. Peterson that the UAW has found specific examples of discrimination against women workers. Some employers, the UAW Women's Department has found, misuse state laws intended to protect women—such as limitations on weight lifting—to block promotions for women workers, dismiss them or not hire them.

"Does the work that the commission has done suggest a solution to this problem?" we asked Mrs. Peterson.

"Yes," she said. "In fact, it takes a very good look at laws of this kind . . . There is a feeling that these laws must be looked at on the basis of an individual's capacities . . . the commission felt very strongly that protective laws like weight lifting should apply to men and women."



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ONE worker out of every three is a woman, the report showed, and about three out of every five are married.

There are some 23 million women employed, about 17 million of whom work full time. About three million women workers belong to a union.

Despite the fact that women workers are an important part of the nation's work force, the facts show they generally get paid less than men in the same skill or experience ratings.

In 1961, earnings of women working full time averaged "only about 60% of those of men working full time," the report said.

'Minority Group' Status for Women

Although women outnumber men by some four million, they receive 'minority-group' status in many areas, the report pointed out.

But, they cannot place all the blame on the men. Women, themselves, must share some of the responsibility for being treated like secondclass citizens.

As the commission report points out, the failure of women to use their vote "converts them into a minority."

Available statistics show "women's rates of participation to be lower than men's, alike in the proportions of adults who register and in the proportions of registrants who actually cast votes," the commission report states.

"Additional efforts are necessary to interest and educate women on public issues, prepare them for more constructive activity in the national parties, and stimulate them to seek elective and appointive office."

MRS. Peterson remains enthusiastically optimistic about the opportunities and potential contributions of American women.

"If they exert themselves and show responsibility," she said with firmness, "and they are willing to be trained . . . I would say that the sky's the limit for American women."

The commission's report was presented to the President as a living memorial to one woman who made the sky her limit in serving humanity—Mrs. Eleanor Roosevelt.

And so we asked Mrs. Peterson:

"Since the report marks the birthday of Eleanor Roosevelt, we know it's intended for a guide to action . . . What can we in the union movement, in the UAW and as individuals do to bring about these improvements?"

Many Things Can Be Done

This was Mrs. Peterson's forthright answer:

"There are so many things that you can do. I would recommend that this report be studied by the locals. I would recommend that they pick an area—suppose it's maternity leaves, suppose it's minimum wage coverage, suppose it's counseling and guidance.

"Have these groups find out which are the issues that mean a great deal to them, and then associate with other groups in the community. If it's legislation that's required, then that legislation can be drafted and endorsed and lobbied through.

"These are practical methods that deal with our American system of democracy. We will implement this report only if we have a broad degree of citizen participation.

"The women must want to do this, and the men must want to see it done."

Gerda Range (left) is a free lance writer in Washington who has written articles for several magazines and special columns for Solidarity. This article is based on an exclusive interview she did for Solidarity with Mrs. Esther Peterson (right), Assistant Secretary of Labor. She is a member of the American Newspaper Guild, AFL-CIO.

Automation Wiping Out Foundry Workers' Jobs

More than 500 foundaries Shut down in six years

The life-and-death problems facing foundry workers were spotlighted by the announcement of the closing of yet another old-line foundry in Cleveland—an announcement made on the eve of the 18th annual Foundry Wage and Hour Conference in that city late last month.

This time the dying plant was the National Casting Co., the largest and one of the oldest in Cleveland. Some 700 UAW members will lose their livelihood. Only a few years ago, the foundry employed twice that number.

This hardening of the arteries, and then swift death, is the disease afflicting the entire foundry industry, says Nelson Jack Edwards, UAW International Executive Board member and director of the Foundry Dept.

The Disease Is Serious

And the disease, he adds, can be traced directly or indirectly to the technological revolution, which is swiftly changing this industry, one of mankind's first and most enduring industrial arts.

How serious is the disease?

The statistics show the mortality rate. Just six years ago, in 1957, there were 5,758 foundaries in the United States. Now there are 5,219. Some 539 foundries have shut up shop -nearly one out of every ten.

And this drastic and rapid loss took place despite the many new foundries that made their appearance during that time—foundries with new and automatic equipment, new methods, new processes.

To pinpoint the statistics, take Cleveland itself, once a center of foundries. In the past 10 years some 4,500 UAW members lost their jobs when 13 old-line foundries closed down, reports William Humphreys, assistant director of the Foundry Dept. Besides National Casting, only one employed 500 or more workers. Half of them employed less than 200 each.

What's the trend in the industry? Where does it go from here?

The answer, given to the Foundry Conference by UAW President Walter P. Reuther, by Edwards and by the delegates themselves, has a familiar sound to all UAW members: More production with fewer workers. Larger, more automatic plants-but, in number, many fewer.

"The small foundry which cannot or will not automate is as good as dead," says Edwards. "It's just a matter of easing the pain and setting the date of the funeral."

The era of the highly trained journeyman, whose fashioning of an intricate mold and casting was a real work of art, is rapidly coming to an

Not all displaced foundry workers

will be pushed out of the industry, of course.

"Many foundry workers will require retraining to operate the new equipment, as the production of castings becomes more a science," Edwards points out in a departmental report.

he more-production-fewer-workers story is revealed, but not completely, in the statistics.

In 1949, about 252,000 foundry workers in the U.S. were producing 13,793,-182 tons of castings, or 54.73 tons per worker.

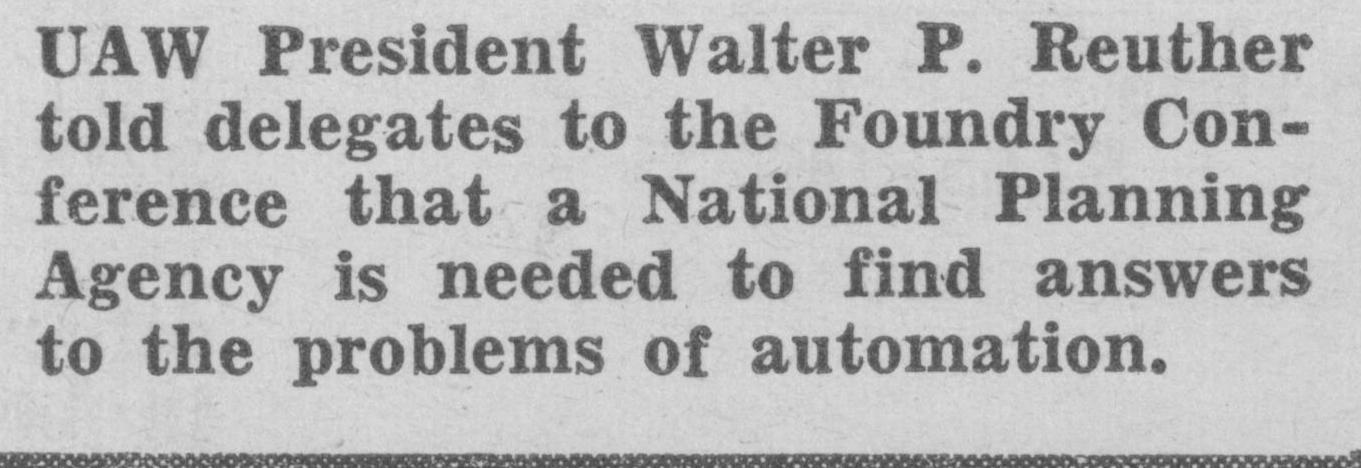
Last year, the figures show, 221,000 were producing 15,053,253 tons of castings, or 68.11 tons per worker.

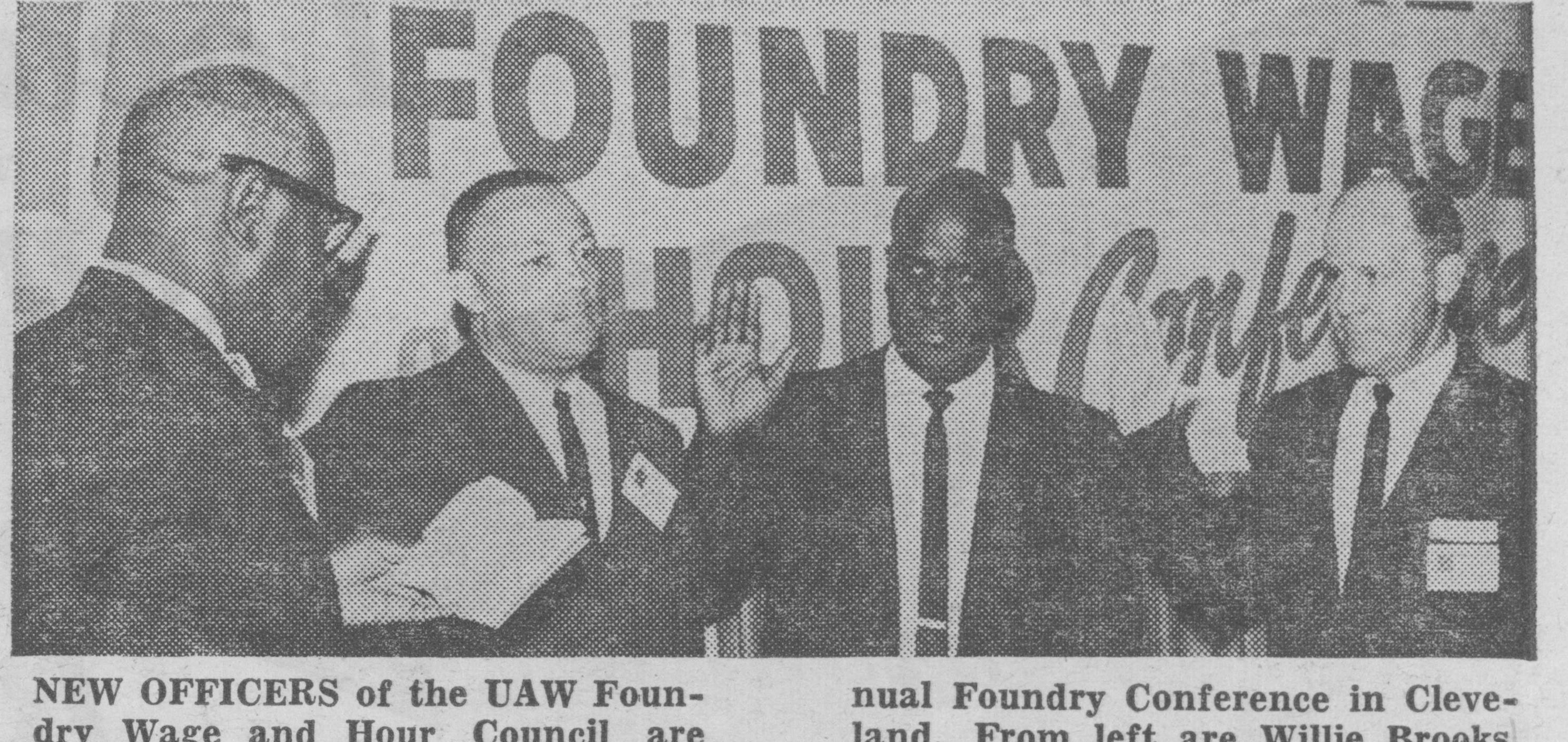
In other words, 31,000 fewer foundry workers were producing nearly 2 million more tons of castings last year than 13 years ago.

Nor do the figures reveal the entire story, the report points out.

"Along with new methods and automated machinery have come thinwall, lightweight castings enabling foundries to produce many more castings with the same tonnage of iron," says Edwards—so that in terms of numbers of castings, 31,000 fewer foundry workers are producing several millions of casting more.

> The effects of automation on the die-casting workers will be the principal subject of discussion at the annual conference of the UAW Die Casting Council in the Taft Hotel in New York City Nov. 22 and 23, Nelson Jack Edwards, director of the UAW Casting Die Casting Dept. announced.





dry Wage and Hour Council are sworn in by Nelson Jack Edwards, International Executive Board member and Foundry Dept. director, after their election at the 18th an-

As in the automative industry, almost every production process can be tremendously speeded up by the new technology.

For example, a shell molding machine with three operators can produce in 12 days. Five skilled coremakers are also eliminated by the machine. Percentage-wise, use of this machine reduces manpower by 66% and increases production by 91%.

A shell coremaking machine, with two or three operators, can produce as many cores in a day as 17 skilled coremakers can—and with the operators requiring much less skill.

In his talk to the conference, Reuther pointed to the central problem in automation — how to harness this technological abundance to provide benefits for every segment of society.

National Planning Agency

A National Planning Agency, he pointed out, would be an invaluable tool in enabling us to find answers to the problem.

The UAW, both in its 1961 Special Collective Bargaining Convention in Detroit, and in its 1962 Constitutional Convention in Atlantic City, called for establishment of a National Planning Agency, "the essential function of which should be to determine the needs which have to be met in our society, and the resources we have to meet them, to establish priorities

land. From left are Willie Brooks, Local 453, president; James Taylor, Local 653, secretary-treasurer, and Robert Routson, Local 975, vice president.

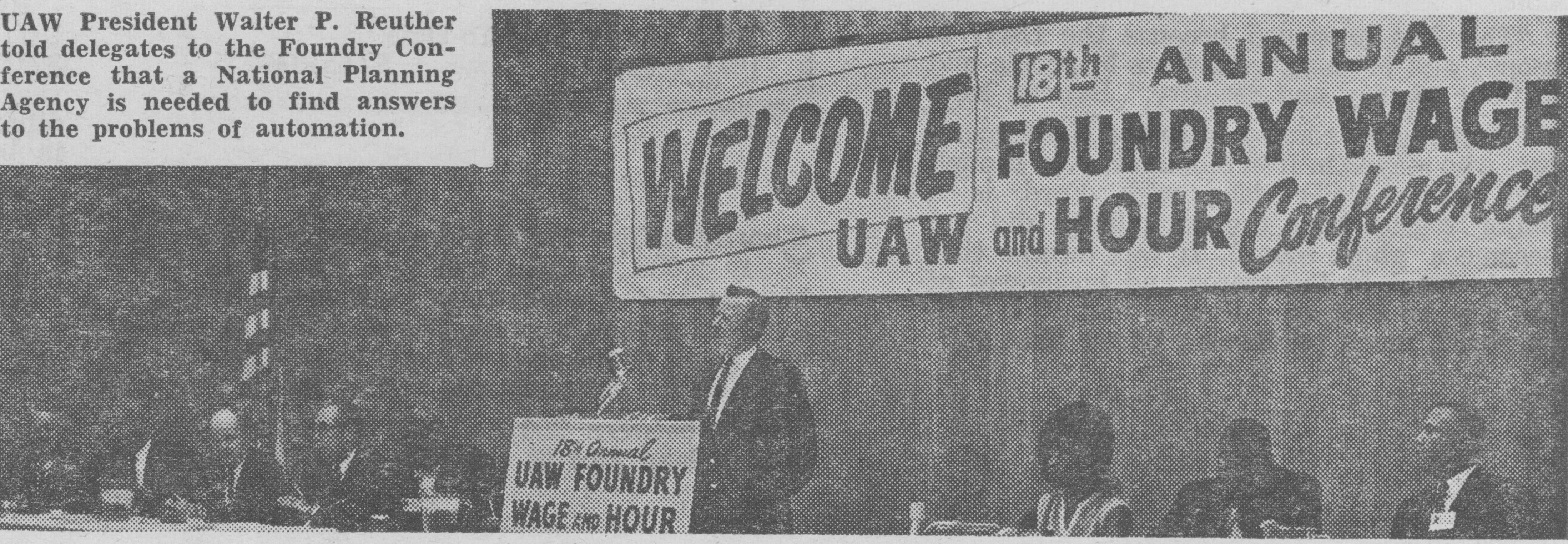
with regard to the use of those resources and the meeting of those needs, and to develop and recommend programs to meet those needs."

The resolution adopted by the delegates added:

"Such an Agency could also act as a clearing house for information as to what is actually happening in our economy... we are today practically flying blind into the age of automation... no agency today has the responsibility or the resources to maintain a continuing study of the impact of automation."



FOUNDRY Conference delegate presents his local's view on an issue under discussion.



The Skilled Trades Man Reports

THE Skilled Trades Department is moving into high gear on detail work for the 10th Annual International Skilled Trades Conference to be held in Chicago, January 23, 24 and 25, 1964. More than 1500 UAW members and alternates are expected to attend.

The Call to the Conference has been sent to all Local Unions. Deadline for credentials is November 15, 1963. All lost time and travel expenses for delegates must be borne by the local un-

ion they represent. Moreover, all resolutions for this Conference should be submitted to the International Skilled Trades Department by December 15, 1963, as spelled out in the Call.

The Skilled Trades Department suggests that election of delegates be held as soon as possible. As soon as the Department receives the request, the credentials and hotel reservations will be sent to the various participating locals.

DAST Conferences of Skilled Trades workers show these facts:

The first Skilled Trades Conference was convened in Chicago, Illinois on March 3 and 4, 1951.

There were 190 delegates from Local Unions; 29 delegates from the old Councils: 51 visitors and fraternal delegates. Attendance total was 270.

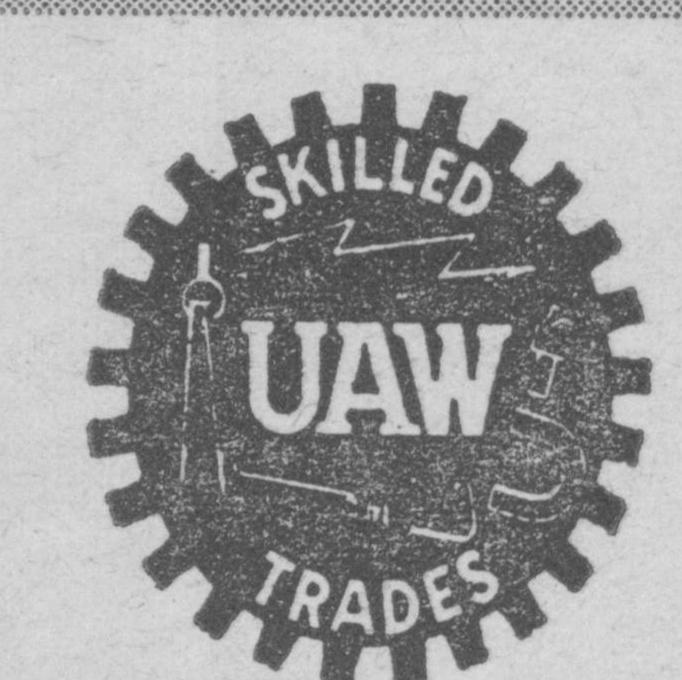
Since that first historic Conference, the wishes and hopes of the skilled workers in our Industrial Union has been steadily progressing. But problems still face us.

Our most recent Conference was presided over by UAW President Walter P. Reuther, with more than 1,000 delegates, fraternal delegates, visitors, and staff participating. That was second only in attendance to International Constitutional Conventions. Following is the participation in each of the last nine Skilled Trades Conferences:

1951 270; 1952 572; 1953 508; 1955 758; 1956 993; 1958 1112; 1959 849; 1960 1102; 1962 1017.

The average locals participating in the Conferences was over 300.

We expect the 10th Annual International Skilled Trades Conference to surpass all others in attendance and participation.

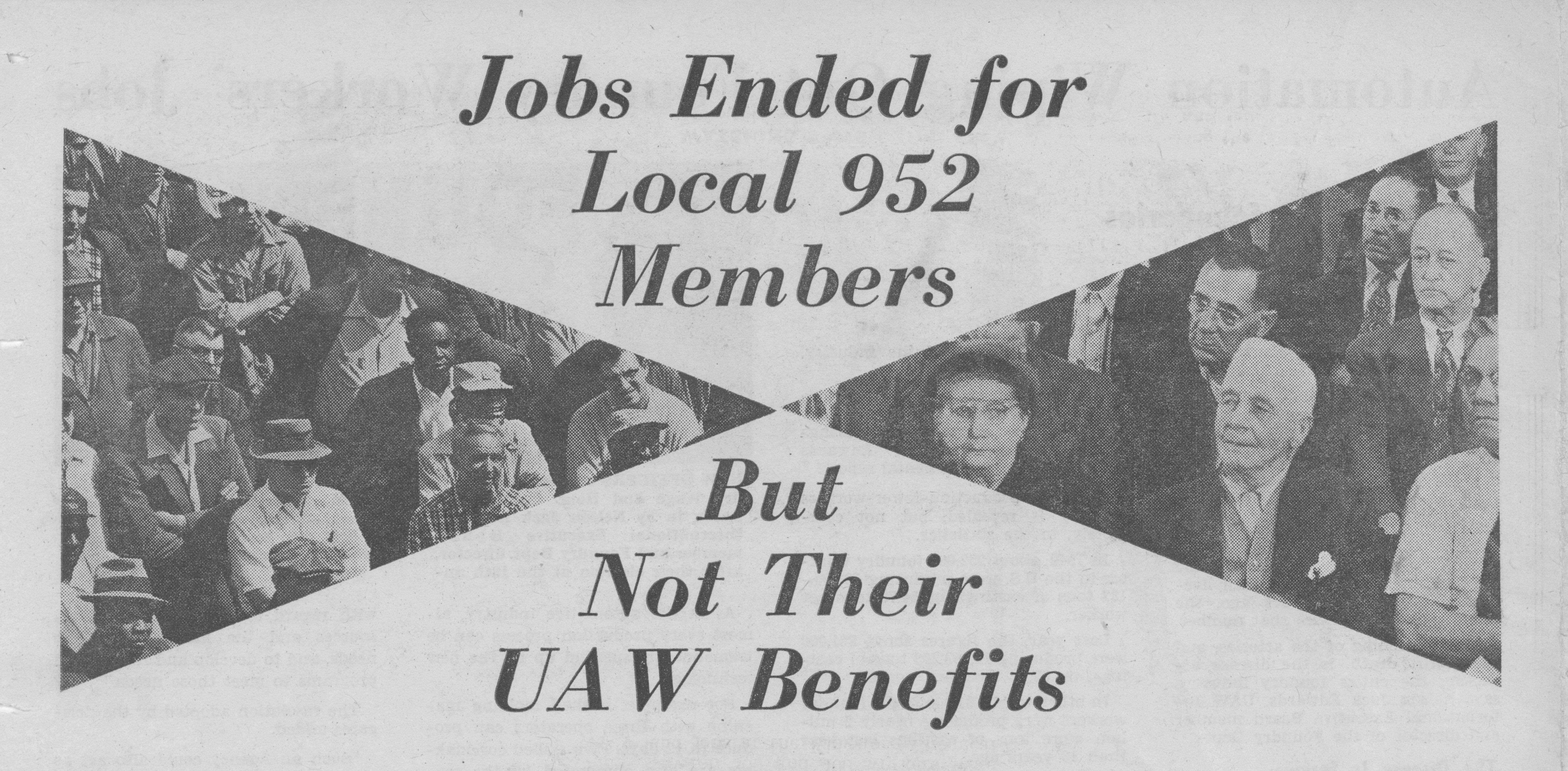


COMETHING most skilled tradesmen never thought would be introduced in Machine Tooling techniques was the foreman's "old adage" that it sure was too bad the shaper and planer could not cut on the backstroke.

But it's being done in Coventry. England. There a tool holder for shapers and planers has been developed to allow operators to cut both ways—on the forward as well as the reverse stroke.

This attachment is claimed to fit any American or European shaper or

Next, where will they adapt the broom—on the front stroke or back stroke?



When the Ford Motor Co. shut down its once-booming plant at Iron Mountain, Mich., in December, 1951, UAW National Ford Department Director Ken Bannon made a hard-and-fast commitment to the members of Local 952 whose jobs were being wiped out.

"The UAW will not forget about you," said Bannon to an overflow meeting at the Iron Mountain high school. "Even though you will not be paying dues to the union, we will continue to work in your behalf."

Recalling his commitment, the UAW Ford Department director said this month, "We have fulfilled it." Figures compiled by the UAW-Ford Motor Co. Retirement Board of Administration emphasize his words.

They show the falsity of anti-labor comments that a union is "nothing more than a dues collection agency."

Even though Local 952 "went out of business" and stopped collecting its members' dues when the Ford plant closed its doors almost 12 years ago, the one-time members of that UAW local have since received a total of \$2,-651,067 in UAW-won benefits through the union's contract with the giant auto corporation.

"This has happened because the UAW is people, and because we believe in people and in their dignity and security," Bannon said.

"That money coming in to the UAW members who stayed in Iron Mountain even though they lost their jobs with Ford is a major reason why the community did not become a 'ghost town.' It was income that people spent in the stores and businesses of the city, so that even though many jobs disappeared, much purchasing power did not."

They stopped paying dues to UAW Local 952 in 1951 when Ford's decision to close down its Iron Mountain, Mich., operations wiped out their jobs there.

But that didn't stop UAW's concern with the welfare and the future of the people whose jobs were affected by the company decision, and the people who were the wives and children depending on those workers.

Here is a compilation of the money these people have received in UAW-won benefits in the 12 years since they stopped paying dues to UAW Local 952.

Receiving Benefits:	
Normal (273 retirees)\$	1,635,236.28
Early (128 retirees)	
Level Income Early	
(16 retirees)	23,309.43

Disability (33 retirees) 170,612.83

Total (450 retirees)\$2,050,971.47

Deceased - Received Benefits:

Normal (135 retirees)	530,514.82
Early (8 retirees)	9,262.45
Disability (18 retirees)	60,318.51

Total (161 retirees)\$ 600,095.51

Total Money Paid-To-Date (611 retirees)\$2,651,067.25

Shortly before the shutdown, approximately 2,800 workers had jobs at the Iron Mountain plant which turned out wood bodies for Ford station wagons. The shutdown came as a result of the shift to metal bodies for the vehicles, the company said at the time.

Only between 300 and 400 workers were able to land jobs at the Kingsford Chemical

Co., which took over the Ford property in the upper Michigan city and operated it until it, too, shut down there just two years ago.

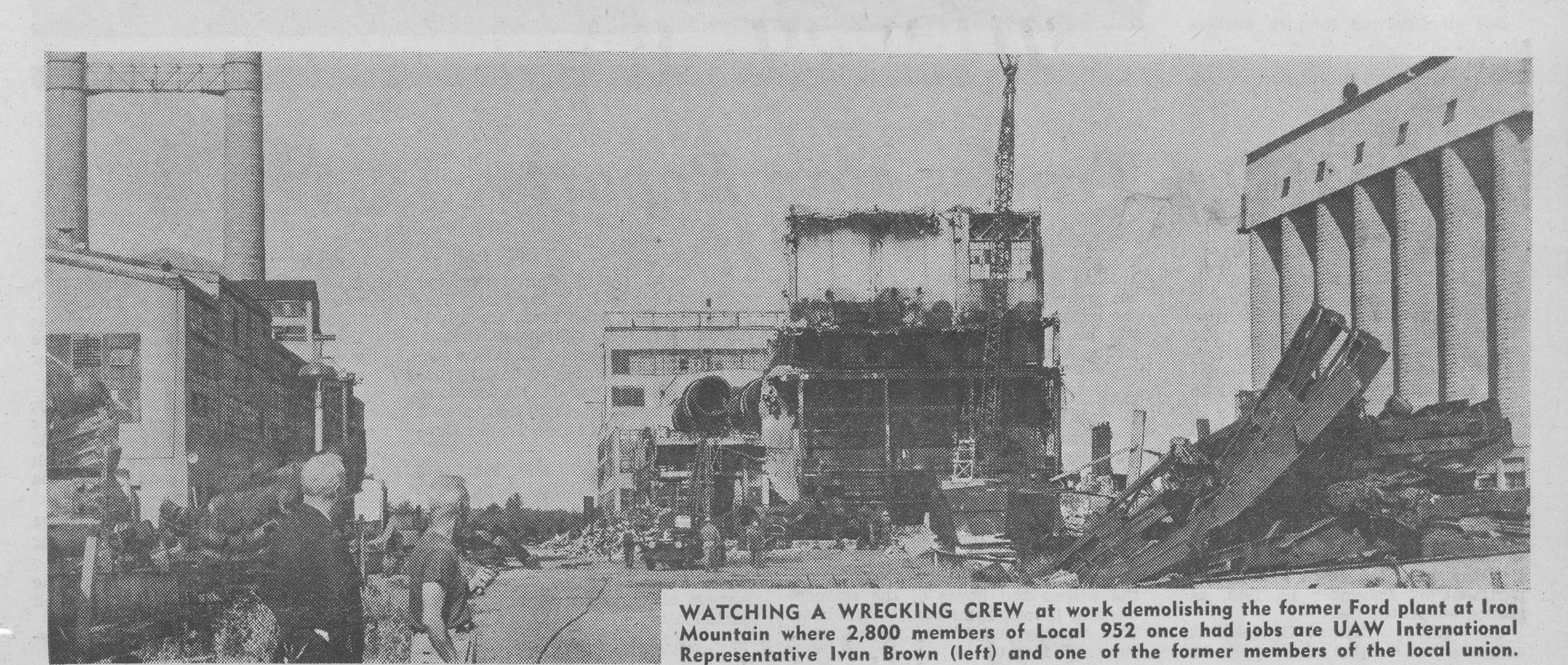
The remaining workers either tried to find other jobs in the area, took their early retirement, or fended for themselves in some other way. Some 450 others, moreover, took advantage of the UAW agreement with Ford, to get work at out-of-town plants of the company.

"When Ford shut down the plant, the UAW only recently had negotiated the first pension program with the company. It was very limited, providing benefits of only \$100 a month including social security, and its eligibility rules were very strict.

"But as the union won an easing in those eligibility rules, more and more Iron Mountain people became available for the UAW-won pension at Ford. If they had 10 years of service when the plant had been closed, they also had a vested right to the UAW pension program at Ford. That means that as more former Iron Mountain workers reach retirement age, they become eligible for a pension benefit," Bannon added.

By last month, therefore, 450 of the former Iron Mountain Ford workers had received \$2,050,971 in pension benefits over the 12-year period since the plant was closed. Another 161 had received a total of \$600,095 in benefits before their death.

Of the retirees alive today and drawing benefits under the union-negotiated program, most live in the Iron Mountain area, said Kenneth W. Robinson, director of UAW Region 1-D which includes the Upper Michigan community.





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1005 UNION PERINTED P

October, 1963



Over five hundred friends of Harry Southwell attended a dinner in his honor at Roma Hall in Livonia September 25th. He was presented with many gifts and plaques by the Local, Region, International and Councils. Shown above top left, Local 174 President Roland Garland presented Brother Southwell with a beautiful plaque from the Local membership plus a check from the party receipts. Top right, UAW President Walter P. Reuther spoke in glowing terms of Southwell's contribution to the Labor movement. 2nd row, left, Ted Ogar, Editor, Michigan AFL-CIO News, did a masterful job as Toastmaster. 2nd row, right, part of the large crowd in attendance. 3rd row, left, August Scholle, President, Michigan AFL-CIO Council presented Brother Southwell with a plaque commemorating his service as a board member of the Council. 3rd row, right, former Governor John B. Swainson congratulates the Southwells and thanked them for their contribution to his election as Governor. Bottom left, Regional Director Bard Young presents Mrs. Southwell with a gift from the Region. They also gave Harry a fine AM-FM transistor radio. Bottom right, Emil Mazey, Secretary-Treasurer of the UAW read a resolution of commendation from the UAW Executive Board. Brother Southwell received many other gifts from units of the Local. Members of the Committee who planned and conducted the affair were Floyd Bolda, Chairman; Alex Penman, Secretary; John Hamner, Paul Staples, John Lewkowicz, Ed Laws, Albert B. Lockridge, Fred Cole, Stanley Gretka, Wilton James, Charles Stewart, James Robson and Blaine Davis.

West Side Local 174

West Side Local 174 Conveyor Edition is the official publication of Amalgamated West Side Local 174, UAW-AFL-CIO, 6495 West Warren Avenue, Detroit 10. Phone TY. 8-5400.

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JAMES THOMPSON, Recording Secretary

MAX ZANDER, BLAINE DAVIS, MARTHA BRADLEY, Trustees ALBERT B. LOCKRIDGE, Guide; ED KWASNIEWSKI, Sergeant-at-Arms GEORGE LYONS, Editor, Member AFL-CIO Labor Press Council.

Safe Thinking

When you stop to think about it, what is "safety?" Isn't it just a commonsense way to do a job without exposing yourself to needless dangers that can be eliminated or controlled?

There's an old story that illustrates safe thinking. It's the wonderful banquet they had. about the Missouri farmer who always tramped over his land and killed off the rattlesnakes before he began plowing.

When his neighbors kidded him for wasting plowing time, he drawled, "Mebbe so, but if I don't kill the critters today when I'm looking, they're liable to kill me tomorrow when I ain't." He had learned that job hazards had to be controlled before he could work safely.

The next time, before you start working, think of the faulty heaters and poles and Missouri farmer and look for the "rattlesnakes" on your job.

Are the machine guards in place? Is the electric hand tool grounded?

Is your work area free of tripping and slipping hazards?

Do you see protruding nails in boards, kegs or boxes? Are you wearing your safety goggles?

Should you wear gloves? Shouldn't you roll up your sleeves?

Do you have the right tools for the job?

It takes very little time to prepare your surrounding and yourself to do a "safe" job. Hours of misery and suffering lie in wait for you if you plunge in without first looking for the dangers and doing something to get rid of or control them.

Celebrezze Hits Romney on ADC-U

DETROIT - The appearance of Secy. of Health, Education and Welfare Anthony Celebrezze in Detroit served as a reminder of Gov. Romney's stubborn refusal to support an aid-to-dependent children of the unemployed (ADC-U) bill that would meet federal standards.

Celebrezze, who was in Detroit to take part in Columbus Day festivities, blew the whistle last Spring on Romney's attempt to push through a highly restrictive ADC-U measure.

The Romney measure did not meet federal standards because of its provisions to exclude thousands of children from receiving benefits. The Romney program was so restrictive that only about onethird of the unemployed families would qualify.

denied benefits to unemployed workers not covered by the unemployment compensation law We won't forget the pleasant and to agricultural workers. The Republican governor rejected all efforts by Democrats to liberalize the bill so that it met the federal standards.

Celebrezze said the Romney program was "too restrictive from a humanitarian point of We want you to know we'll miss view."

IMPORTANT NOTICE

Below is a questionnaire regarding a possible Pre-paid Prescription Service for our members. For a yearly membership fee of \$15.00 if you are married (\$10.00 if single), a member and his family would pay for the first \$35.00 (\$25.00 No hardships for you were if single) needed by them during the year. Any additional Prescriptions needed would be paid for by the service.

So that we may know if you would be interested in this plan, please will out the questionnaire and either bring in or mail your answers to the Local Union Office.

Your Local is looking into a Pre-paid Prescription Service for you and your family. So that we may gather more information and facts concerning your needs and interest in obtaining this service, it is VERY IMPORTANT that you either bring in or mail your answers to us at the Local Union Office.

- 1. How old are you?
- 2. Ase you single or married?
- 3. How many members in your immediate family?
- 4. Do you live East or West of Woodward Avenue?
- 5. What amount of money did you spend for prescriptions for your family in 1962? \$.....
- 6. Would you be interested in joining a Pre-Paid Prescription Plan?

REMEMBER . . . we need your answers to the above questions so that we can offer this service to you as soon as possible. Don't delay - MAIL your answers to us TODAY.

FIRESTONE FAX

Our Thanks To The Firestone Co. For The Fine New Bowling Shirts

By OREN HUBBARD

Now that we are, once again, in the beautiful, lovely season of late autumn, I could dedicate well. I have a great deal of rea few well chosen words about spect for Mr. Southwell and the the fall, about the season I job he has done, but I just love, about the wonders of Michigan, the wonders of living in it.

I could praise the fine crop of new young workers we have now. Joe.

Real nice kids.

I could tell you what a fine season our golfers have had (including Zanley's shaving). And

I could congratulate the company for the new bowling shits for everyone. I could re mind all and sundry to prepare for those high fuel bills, and to check their radiators.

I could tell Kirkman it's time to fix those broken windows, holes in the parking lot.

We could regale you with the wonders of ice-fishing or bowhunting (are you listening, Joe?)

WE COULD WISH the bowling league good luck-and that they all hit 600.

We could give our very "Low" opinion of Governor Romney with his income tax, fiscal reform and cruel treatment of our senior citizens (Maybe we'll get out and work and vote next time!)

We could tell you how happy we are to see "Dick" Cox up and about again. But we won't. We'll have none of that, we won't even mention them.

Instead, we will print a poem which we consider most appropriate and timely, which expresses the opinion of many of us and which was written by Fuller Truitt, our thanks, Fuller. TO ROSIE:

The Romney bill would have Rosy, old boy, you're leaving us here.

to live in North Carolina, words,

that you have left behind you.

Time is fleeting and you'll soon be one,

to start on your retirement, you a lot,

When you enter your new inviroment.

You never asked for a lighter load, Nor ever to be favored,

You've done a man's job here and did it well,

wavered. Michigan is a wonderful place, Someday you'll come back for awhile.

Be sure and stop at Firestone, Let us enjoy, once again, that rosy smile.

So, Rosy, old boy, we'll just say "So long,"

That's much better than "Goodbye," To say that word and mean it

Just might bring a tear to the

eye!

-Amen



"Sir, that merger you brilliantly executed with Consolidated. . . It turns out that we already own them!"

to illness, to attend the Testimonial Dinner for Harry Southcouldn't make it.

ness of Joe Woryn. Hurry back, quietness and the luxurious pri-

Since I have been out of the See you at the Cider Mill.

Sorry: That I was unable, due shop for almost 3 weeks, I have no doubt missed a few things that I might have wished to pass around-I hope.

How about those guys, Huff and Graham, with those trailers up north, with the trout streams, the ski slopes, the deer runs, the Also sorry to learn of the ill- color trails, the north air, the vacy? Man, they got it made.

AMERICAN STANDARD CONTROLS

Woody Ferguson is New Rep. At Amer. Standard Controls

By FLOYD BOLDA

There were some nostalgic moments in the plant last week ment. Jack Marko (1) is coming when we bid farewell to Cal along nicely after a mild attack. Fletcher, who has been our rep- A speedy recovery to all of them. resentative for fifteen years. Thank you for everything, Cal, and success in your new office.

edge the welcome selection of Many years of happy loafing, Woody Ferguson as our new Ann. representative.

Conditions in the plant have been seriously tense for the past few weeks. After several summit meetings with management a faint ray of light has broken through, we hope that it gets much brighter at the future meetings.

There were two tables of American Standard members in attendance at the Southwell Testimonial Dinner. A fine time was had by all at a wonderful send-off for our past president.

Dale Skaags (5th floor) is convalescing at home after serious surgery and is now biding his time to re-enter the hospital for some additional cutting.

Loraine Magyar (5) is ill at home. George McKeever is in the to the Conveyor in a long time, hospital recovering from surgery. too long in fact. We are looking Grace Kennedy (2) is suffering forward to being one of the with a painful arthritic condi- "regulars" in the future.

tion as is the case with Pearl Wertanen. Earl Detwiler (5) is recovering from a serious ail-

ANN HERTER retired after 32 years of faithful service. Lucky We would also like to acknowl- gal, no more incentive worries.

Just a wee hint to some of the supervisors—treat your fellow workers as you would like to be treated. Strange things are happening overnight.

Our company's loss was another company's gain when Phil Harrity left. Do you remember that old ra-

dio program, The Green Hornet? Rumors have it that it is being revived in the plant.

HAPPY DAYS to Cecile Dumoulin, who center-aisled a couple of weeks ago. To you too, Eric. We do not profess to be any

"I told you so," but we welcome the news that the new Schedule of Confusion is being scrapped.

This is our first contribution

Union Counselling Class

SPONSORED BY THE COMMUNITY SERVICES COMMITTEE OF THE WAYNE COUNTY AFL-CIO OCTOBER 14 THRU NOVEMBER 25 7:30 P.M. - 9:30 P.M.

COUNCIL HEADQUARTERS 2310 CASS AT MONTCALM, 5TH FLOOR OCTOBER 14-7:30 - 9:30 P.M.

Opening Remarks-Mike Marasco, Chairman, Community Services Committee Orientation and Discussion of the Community Services Program-Mr. Andrew W. L. Brown, Assistant Director, Community Services Dept. UAW.

> OCTOBER 21-7:30 - 9:30 P.M. MORTGAGES-F.H.A.

Mr. Dwight Hamborsky, Director Federal Housing Administration, Detroit area.

OCTOBER 28-7:30 - 9:30 P.M. GARNISHMENTS AND REPLEVINS Judge Harry Dingeman, Jr., Common Pleas Court.

NOVEMBER 4-7:30 - 8:30 P.M.

LEGAL AID Mr. Anthony Marchese, Director and Chief Counsel, Detroit

Legal Aid Bureau. 8:30-9:30 P.M.

HOSPITAL CARE FOR PEOPLE UNABLE TO PAY Mr. Mark Cavanaugh, Director, Medical Division, Wayne County Department of Social Welfare. NOVEMBER 11-7:30 - 9:30 P.M.

HEALTH SERVICES IN OUR COMMUNITY Miss Evelyn Fraser, Director Community Information Service of United Community Services.

NOVEMBER 18-7:30 - 9:30 P.M. BUREAU OF SOCIAL AID-OLD AGE ASSISTANCE— —AID TO DEPENDENT CHILDREN

-AID TO BLIND AND DISABLED Mr. Paul Conlan, Supervisor, Wayne County Bureau of Social Aid.

> NOVEMBER 25-7:30 - 9:30 P.M. WELFARE SERVICES

Mr. Fred Schafer, Supervisor, Intake Division, Detroit Department of Public Welfare.





Detroit Universal won the plant golf trophies for the four lowest scores from one plant in the Local 174 Golf Tournament. Shown above are L. to R. Cal Fletcher, Local Financial Secretary; John Hamner, plant chairman, Detroit Universal Division; Bob Healy who shot an 83; Phil Terrana, Local Vice-President; Wayne Bates, who shot an 83; Roland Garland, President of Local 174; David Morris, who shot an 84; and Mike Newell, who shot a fine 74.



Bob Sullivan of Ternstedt Division won the low medal cup in the Local 174 Golf Tournament with a 73, one over par. Shown above, Cal Fletcher, Financial Secretary of Local 174, presents Bob with his trophy. Cal is a former plant chairman of Ternstedt. George Lyons, Education Director of the Local, a former Ternstedt Committeeman, also congratulates Bob on his fine victory.

AVON TUBE

Avon Blood Bank Drive Was a Grand Success

By JUANITA STICKLER

Our Blood Bank Drive was very successful — 49 pints of the 82 who attempted to give. This is a very good percentage which makes us the largest donor from the Rochester Drive.

is scheduled for November 2nd and if the past years are any indication, everyone will have a good time. It will be held at the American Legion Hall, 96 Churchill Road, Auburn Heights. So come and join the fun.

For the past month there has been grievance after grievance over poor working conditions caused by just plain neglect. Everything from the press that has been leaking oil for over 2 months, to the terne pot that smokes as if it has no stack whatsoever. The same thing goes for every department in the place. We get the same story time after time, no parts or not enough maintenance help to get to it.

are saving money by not repair- shine.

ing equipment and machines until they break down completely, to the point where they won't run at all.

We also hear the story, "We'll fix it up temporarily until we can work on it Saturday." Those temporary repairs are the only Our Annual Halloween Dance ones made, usually, until whatever it is breaks down completely.

> All I can say is that if this company is doing as good as their last finoncial report stated, they would be sitting on a gold mine with any sort of efficiency or preventive maintenance program. Their motto seems to be, "Never fix today what might last close until tomorrow."

for she decided to stay home avoid danger in time. and be a full time wife and mother. We all wish her good the road. luck and think she made a smart decision. The guys are you're on a superhighway you're quite disappointed though, be- immune to the hazards of bad cause she sure added sunshine weather. There's no superhighto the scenery. Another cutie, way designed to make ice less Vaida decided not to come back slippery or fog less dense. What puzzles everyone is the last time she was called back 5-Form the one-lane habit. where the company thinks they from layoff. She also added sun- Don't straddle lanes, and

For Safer Driving

Superhighways have virtually eliminated many types of traffic hazards, Harry Porter, Jr., manager of the National Safety Council's traffic department, pointed out today.

"But new problems have replaced old ones on the high speed roads," he said.

"Before the era of the expressway, major booby traps for drivers were dangerous intersections and head-on collisions.

"But engineers couldn't eliminate people — and people are persistent in finding ways to kill themselves in autos."

One easy way to have an ascident, said Porter, is to drive too fast for conditions.

Porter said excessive speed does two things:

to think and react in an emergency.

2—It increases the severity of an accident if one occurs.

But slow drivers cause trouble, too, Porter pointed out. Accidents often result from "conflict of movement," he said—one car traveling a lot slower than the others, for example.

"Such differences in speed," he said, "cause one of the most common superhighway accidents — the rear-end collision. Fast drivers can close the gap on a slower vehicle ahead quicker than they expect, and may swing out too late to avoid ramming the slower car.

"Multiple chain - reaction crashes occur because of following other cars too closely on high-speed roads. Leaving one car length between you and the car ahead for every 10 m.p.h. of your speed is outmoded on superhighways.

Remember that at 40 m.p.h. your car will go at least 44 feet between the time you see danger and the time your foot hits the brake. It takes an additional 105 feet to stop, if your brakes are good.

"But at 70 m.p.h., it takes 77 feet just to hit the brakes —and 455 more feet to stop!"

Porter cited five rules for superhighway driving:

1-Don't follow other cars too

2-Don't stop on the super-We lost our glamor gal, Wanda, highway - speeding cars can't

3-Don't take your eyes off

4-Don't believe that because

change only one lane at a time.

FISHER LIVONIA

Members Urged to Attend Classes Sponsored by Union

By MARTHA BRADLEY

in the labor movement had the courage to lead the people in a trying to settle some of our undirection that would solve their resolved cases of which are problems. But it seems that most of those leaders are disappearing from the scene.

remarks I recently heard made by President Walter Reuther of which he said, "We are still in a social jungle." There is still much work to be done and the best way to do it it to pick up the task of completing our untotal people.

help do, and only through edu- to help and correct unpleasant cation do we get a broad under- situations. standing and only through classes taught for us in the labor movement bring together the know-how to do the things that should be done for the good of all working people.

know what we are entitled to give up an afternoon with your and there are classes being con- loved ones or doing something ducted now at our Local, other you love to do to come to a Locals, Region 1-A and at union meeting, but we have to Wayne County AFL-CIO head- do many things in our life that quarters.

These classes are free. Check your bulletin boards for fur- this union and consequently ther information and take advantage of these classes and learn of your rights.

If you do not have a Local or a National Agreement ask your committee person to get you one or ask where you can get one, read them and let's fight management instead of each other.

We can, but should not, blame our committee for everything as some people are doing but don't forget, they have to depend on us to inform them. And at the

present time our Shop Committee and our International Rep-There was a time when we resentative are meeting with management most every day mostly Paragraph 78 or high standards cases. But it seems that we are always waiting for This reminds me of one of the someone else to do things and all too often we forget that we each have a responsibility the same as our fellow worker or our committee people to see that the right things are done and if you are in doubt call your committee.

So while everybody is busy finished work, to harness up the blaming someone else let's you fruits of our abundant tech- and I admit that maybe we nology and relate them to the could have done more to help our people and promise that in This is what we should try to the future we will do all we can

Our regular membership meeting will be held the third Sunday, October 20th at 2:30 p.m. at the Local 174 Hall, 6495 West Warren Avenue. It is important that members attend these We all need education and to meetings. I know it is hard to we do not like to do.

Doing your part to help mold mold the world we live in can be a source of great satisfaction.

The family of Mrs. Tillie Kasprzyk, who was a retired employee of the Ternstedt Division, Plant 14, wish to extend their thanks and deepest appreciation to the many friends both from Ternstedt and Fisher Body Livonia who sent flowers, money and mass cards.

Martha A. Peterson

Strikers Win Unemployment Comp. 1—It gives a driver less time From Scab-Operated Refinery

DETROIT — A Michigan Employment Security Commission referee has ruled that strikers are entitled to collect unemployment compensation benefits if the struck company maintains substantial production during the walkout.

The ruling, which came in part: four claims filed by employes involved in last year's lengthy dispute at the Socony-Mobil Oil refineries, directed that benefits be paid the claimant strikers from the point that the firm claimed supervisory employes, newly hired scabs and plant protection personnel returned production to normal levels.

W. W. McMullen, employment relations manager at the firm, had testified that "after two and one-half weeks after the shut-down" on June 27, 1962 the entire establishment of Socony-Mobil Oil Co. attained normal production.

MESC Referee Charles Rubinoff found that the firm's own testimony placed the end of the stoppage of work at July 21, 1962 even though the



"It's no fun yelling at a computer ... "

strike did not end until Jan. 17, 1963.

Rubinoff found the Mobil cases to fall under the 1944 Michigan Supreme Court ruling in Lawrence Baking Co. vs. Unemployment Compensation Commission, which stated in

. . . we cannot establish a rule that in all instances an employee on strike is unemployed necessarily because of his own fault . . . the legislature intended to disqualify an employe for benefits only when his unemployment resulted from a stoppage or substantial curtailment of the work and operations of the employer establishment because of a labor dispute.

"The phrase 'stoppage of work' refers to the work and operations of the employer establishment and not the work of the individual employee."

Four members of striking Local 7-456, Oill, Chemical and Atomic Workers, were involved in the Rubinoff decisions, Receiving \$697 in unemployment benefits for the period between the end of the "stoppage of work" and strike settlement were John Grier and I. J. Robertson, Carl Bullock and Earl S. Zeese received lesser amounts because they found employment for part of the time they were out of work at Mobil.

The four union members were represented by Atty. Allen Kovinsky of the firm Kasoff, Young, Gottesman & Kovinsky.

The Rubinoff decisions were not contested to the MESC Appeal Board within the period allower for such appeals. The rulings are being interpreted as a blow to firms which try to maintain operations during a strike by the use of hired strikebreakers, supervisory or other non-striking personnel.

Passage of President's Tax Cut Would Insure Another Good Year

By ALEX PENMAN

We are now rolling along on our Ternstedt 1964 production program and the bugs in production are gradually being eliminated. This year there isn't too much change so we have not had as much trouble getting going, but wait till next year when we have a complete change.

The prospects for the immediate future, according to management, are very good, of course they have a tendency to use Rose-Colored Glasses when talking about future prospects. They don't want to injure their sales by giving out depressing information.

But employment is at its highest level, approximately 3,400 since Engineering moved to the Tech Center. This is good and we hope management is correct in its forecast of things to come. We have had two fairly good years in a row and if employment remains at a high level throughout the country, there is no reason why we shouldn't have a third.

If Congress would get busy and pass the President's Tax Cut Bill it would really guarantee a good year. But the President's bill does not go far enough, it gives more relief to those that don't need it than to those who do. In other words. the rich will get richer and the poor will get a few crumbs.

WE SEE THAT THE President has finally gotten behind the union's drive for a shorter work week. Even the Detroit Free Press editorial on Monday, October 7th, had a kind word to say about it, quote, "The shorter work week has gotten powerful support from two divergent human sources and one machine."

The two humans were President Kennedy, who lent his "personal" endorsement to a 35 hour work week and John Snyder, Jr., a manufacturer of automation equipment. Snyder all but told Congress that a shorter work week was inevitable.

out its last message Thursday it was over. and obediently shut itself off. Univac I had become obsolete.

Snyder told Congress the folthe 5,000 estimated by the La- first is in Union Counselling and

bor Department. The official is sponsored by Wayne County

no point in buying the equipment.

If you want proof of this, take advantage of it. a look at the automated plastic machines in Plant 18. There are only a handful of people working around these machines and they turn out finished parts by the thousand every day.

Snyder admitted he didn't have all the answers but we think the UAW could help him. If, with the endorsement of President Kennedy, we can get a 35-hour work week next year at 40 hours pay, coupled with Early Retirement after 30 years, we would put a lot of people to work who really need it. Unemployment would be cut drastically and this country could or would enjoy prosperity like we have never seen before. If you think this is a pipe dream, just take a look at the Financial Reports of G.M., Ford, Chrysler and many other large corporations.

Speaking of retirement, our retirements in Ternstedt have slowed down, seems that many of our members are putting their retirement off until after next September and our new contract. Frankly, we don't know whether this is a wise decision, one year is a long time after one passes sixty.

The following retired last month: Mary Meyers, Wingfield Gillespie, Mary Tiano, Josephine Dubas, Emil Kuschel, Margaret Houston, John Farish and Francis Dennis. We wish them all the best of luck, good health and happiness in their retirement.

IT WAS NICE TO HAVE a visit from Miss Torchy, Nancy Dykstra and her parents in the Ternstedt Cafeteria on Monday, October 7th. Her dad formerly The machine's support came worked at Ternstedt Detroit and in different form. Univac I, the is now at the Tech Center. We patriarch of data processing do wonder why they didn't computer in use by the Census | bring Nancy in before the U.F. Bureau since April, 1951, typed | Drive rather than waiting till

Chairman Staniszewski wishes me to call your attention to two classes now going on which lowing facts: Automation is are really designed to help comwiping out jobs at the rate of mitteemen and also anyone in-40,000 per week, Snyder said, not | terested in becoming one. The

figure, he said, is the most se- AFL-CIO and the Local Educaductive myth about automation. tion Committee and covers Another myth, he exploded, is many aspects of a worker's that automated equipment cre- everyday life. It started on ates jobs for workers who must | Monday, October 14th and will run and service them. This is run for 8 weeks, time is 7:30 foolish. If automation did not p.m. to 9:30 p.m. It is being save labor costs there would be held at 2310 Cass Avenue. This is a very educational course and we hope our committeemen take

The second is being held at Region 1-A, 8222 Joy Road and is sponsored by the Region and the Local Education Committee. It will run for 6 weeks, time is 7:30 p.m. to 9:30 p.m. and will cover such subjects as: Unemployment Compensation, Workalso a timely class as Romney has made many changes in the unemployment law.

We have quite a few members on sick leave, here are those of whom I have been notified: Sadie Reser, Pete Simon and George Whlian, all of Dept. 8; Anne Daniels and Steve (Bobo) prayed for Indian Summer fi-Bozan of Department 7; John nally arrived. As you have so Fitzpatrick, Main and Stan Murphy, Alternate Committeemen of Plant 5. The following have just returned: Tom Gross, Department 7; Mary Bays, Dept. 5, and Charley Rickey, Welder Hydraulic Pierce. We hope that those on the sick list have a speedy recovery and to those who just returned, its nice to see you back.

Clara Day, retired, and Stella Kwiatkowski, Dept. 7 wish me to thank their many friends in the plant for their many kindnesses to them.

Lola Votenz, who is retired, is quite sick and lonely and would like phone calls, cards or visits. Let's see what you can do folks. Here is the address and phone number: Lola Votenz, 5651 Romeyn, Detroit. Michigan 48209. Phone No. TA. 5-5734.

Sympathies to Stella Kwiatkowski on the sudden loss of her husband, to Stella Augustine and Dominic Falesiewicz on the loss of their father, to Mary Mendrygal on the passing of her husband Vincent, uncle of John Mendrygal, Plant 18 Committeeman. Sympathies also to Mrs. Hoffman on the passing of her husband, Ernie Hoffman, Ernie was retired on a total disability pension and was a polisher at Ternstedt.

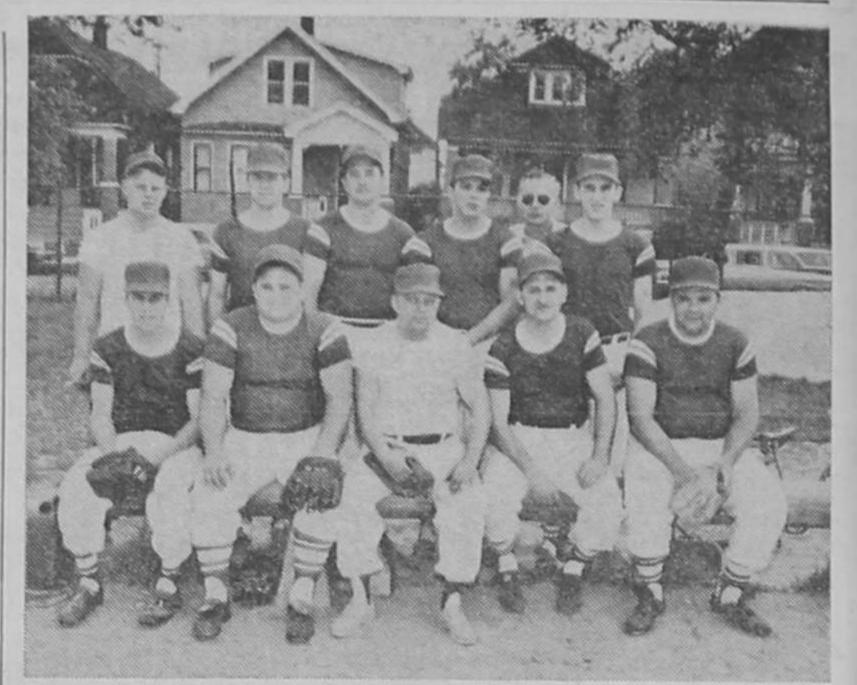
Absentee Ballots Now Available

Absent voters ballots for the Special Election of November 5, 1963 called by the School District of the City of Detroit relative to the School Millage Proposition are now available for distribution to Detroit Electors who will be unable to attend the polls in person. City Clerk Thomas D. Leadbetter announced today.

Detroit voters who are ill or who will be out of the City on November 5, may procure a ballot by directing a letter or postal card to the City Clerk, 202 City-County Building, Deroit, Michigan 48226. Request for ballot must state the reason for elector's inability to go to the polls in person; the address from which they are registered and maintaining a bona fide residence; the address to which the ballot is to be mailed; and the signature of each registered voter desiring such absentee bal-

The deadline for the acceptance of applications for such ballot is 2:00 P.M., Saturday, November 2, 1963.





Federal Screw Ball Team won the playoff championship of the Local 174 Softball League.

FEDERAL SCREW WORKS

mens' Compensation and four more timely subjects. This is Federal Screw Ball Team Wins Playoff Championship

By NORMAN J. MELOCHE | that F.S.W. is still keeping pace

Hi Folks, well our long awaited, wished for, hoped for, and often heard me say, this is the most beautiful season of the year in Michigan. To those of you who are not of the Isaac Walton breed and have no urge for the great out of doors, take my advice, just take a long drive out in the country and observe mother nature at her finest. This will give you a soul satisfying peace of mind that you could not possibly come by in any other way.

Just as a side thought, I wonder how many of you are aware of the motto that our wise forefathers picked out for this beautiful state of ours. It is "SI-QUAERIS PENINSULAM AMOE-NAM CIRCUMSPICE". And rather than have you all scrambling about in search for a Latin dictionary, I'll tell you that translated it reads, "If you would see a beautiful peninsula look about you. To which we can only add, Amen.

Well folks, our bully boys on the ye olde Screwe Workes ball club finally went and done it. After winding up as bridesmaids several seasons in a row they rose to the occasion this year and captured the pennant in the playoffs. Although there were many individual stars and starring plays, in the end it was a group effort and a group victory. Congratulations fellows, you turned in a good job and you did not give up when the chips were down and all the breaks seemed trophys.

WELL FOLKS, THE past week has brought in more evidence keep busy.

with and contributing to the population explosion. Our two most recent entries in the vital statistics column were Fred Barton of tool room whose lovely wife presented him with a six pound baby girl, and Jimmy Hilliard of boltmakers whose charming helpmate presented him with an eight pound boy. Congratulations to the both of you and the best of luck. And, by the by, many thanks for the fine cigars.

Congratulations are also due, and hereby extended to Jerry Marentette of boltmakers, but for a slightly different reason. Seems as though friend Jerry is no longer a member of the ranks of eligible bachelors, having taken the fatal step recently. Good luck boy, see you in about a year for a cigar. Strange thing, as of his wedding, Jerry switched from the midnight to the afternoon shift. No doubt there is a moral involved here someplace but we haven't been able to put our finger on it.

Bro. Carl Preiskorn of machine repair took a week off recently and he and his beloved wife took a trip up through the Canadian Soo, sort of a second honeymoon. Carl reports they had a marvelous time but states that it rained five days. Gosh I didn't know that anyone noticed the weather when they were on a honeymoon.

A tip of the topper and "well done fellow" to one Ray Hanson of tool room, seems he is a member of the "Eagles" drill team to be going against you. This is that took top honors in state the kind of spirit that not only competition recently. We don't wins ball games, it also wins know about Ray's wing spread but he is easily the tallest eagle we have ever met.

That's it folks. Remember,

Time Study Course

Work Standards—Fair Day's Work

The UAW Engineering Department will conduct a Training Program for

> Committeemen Stewards and Officers

> > _ at _

LOCAL 900 HALL

29841 Van Born Road - Inkster near Middlebelt Rd.

Begins:

MONDAY, OCT. 28, 1963

and will run for six (6) consecutive Mondays 7:00 P.M. — 9:00 P.M.

This Course is open to all Local Union Members in Region 1A. There is no Charge.

REVERE COPPER

Revere Goes Over the Top In United Foundation Drive

By JIM ZEBLEY

Did not know when the "Deadline" was therefore a column did not appear last month.

We are proud to say that Revere is on the top again in the United Foundation Drive. The \$10,000 mark has been reached.

We have faith in our bargaining committee to see that the new contract has the right pur-

pose in mind.

Two workers from our Strip Mill are in the hospital. Victor Fantana, an Inspector and Wesley Nixon, Crane Operator. We wish a speedy recovery to both.

re-established a Red Cross Blood | donate. Bank Charter in the interest of the membership. The committee consists of Chuck Baranski, member of the committee. Methods Dept.; James E. Messinger, Pipe Shop; Walt Eason, month.

Shape Dept.; and Doc Kramer, Carpenter Shop.

"You give, you get" is our motto. To date we have only a few pints of blood in our account and the only ones eligible to receive these are those who gave. We have tried to reach the membership through pamphlets and posters, but without much success. Several requests for blood had to be turned down as they were from non-participating members.

Individuals turned down at lot. the Red Cross Blood Centers will be given consideration and only sympathy at the present as we could nowhere near meet all the IN OCTOBER, 1962 this Unit demands when so few people

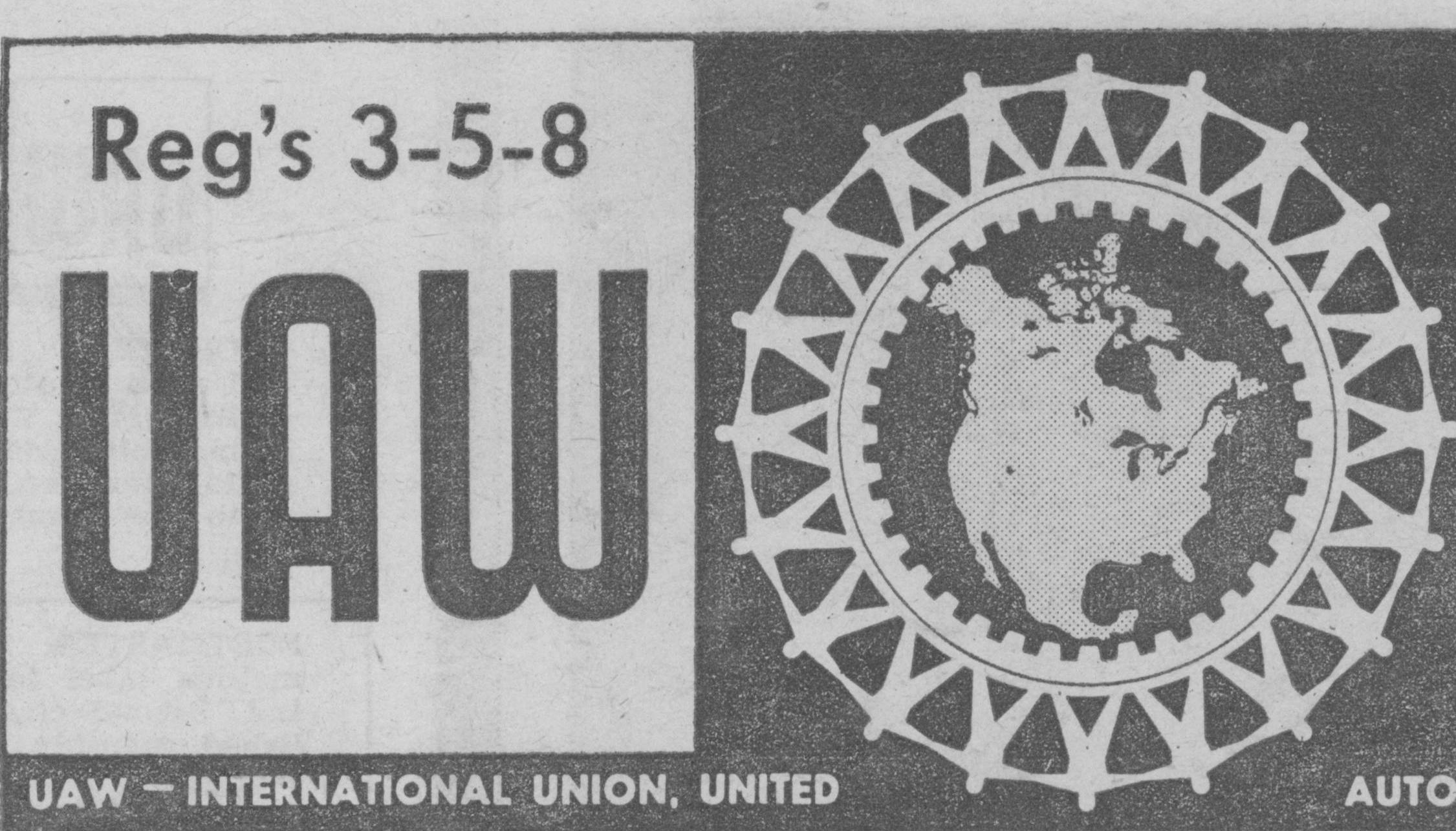
> To locate the nearest Red Cross Center to you contact a

Let's all be at the meeting this

Vol. 6 No. 10 Oct. 1963

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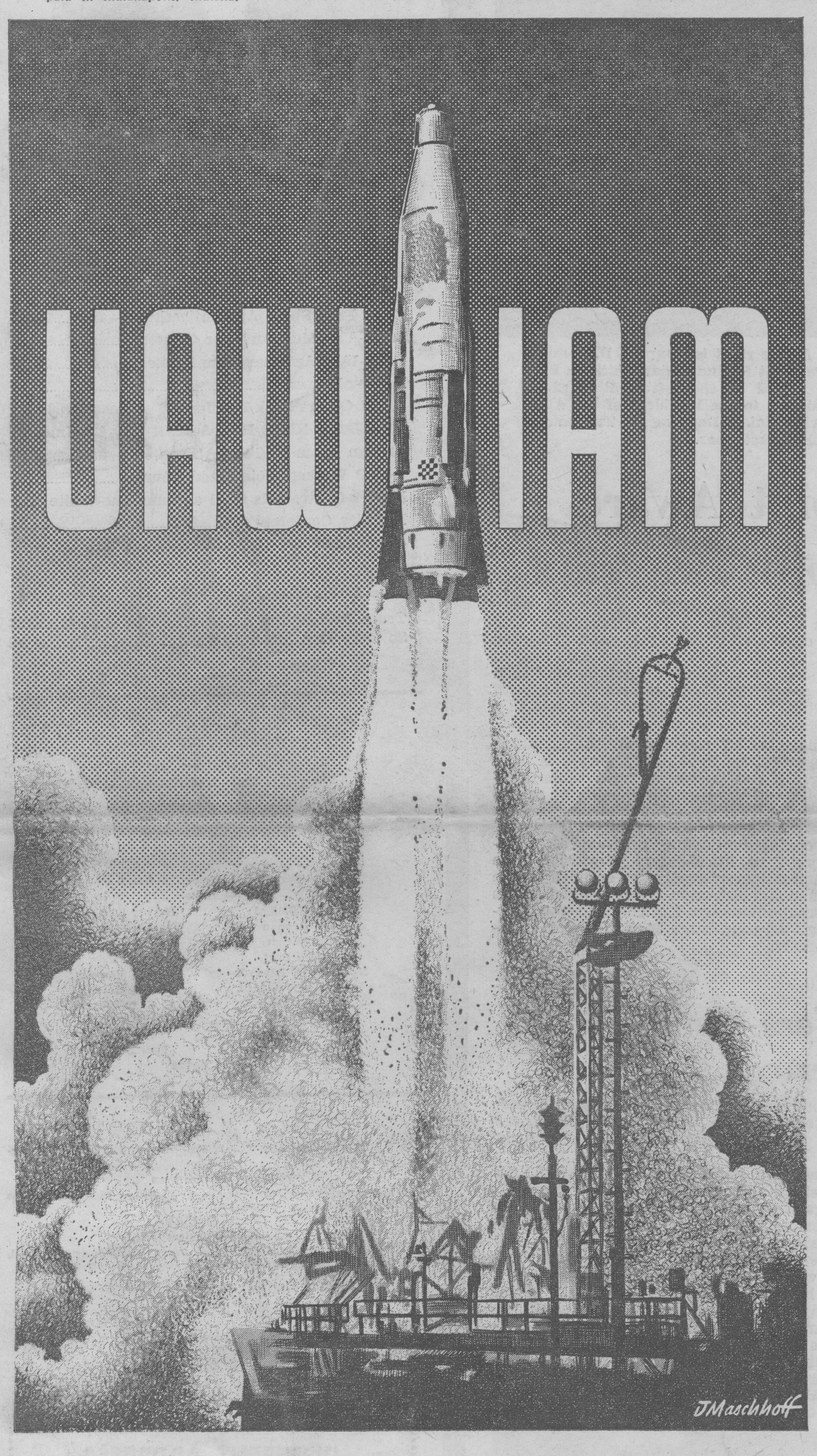
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Joint Conference
Urges Government
To Form Commission
To Recommend New
Aerospace Pay System

-See Page 3

Have We

REALLY Looked

At Automation?

-See Pages 4, 5

Automation Wiping Out Foundry Workers' Jobs

-See Page 11

Presidential Report Challenges Nation:

Create More Equal Opportunities for Women

-See Page 10