UAW

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

SOLIDARITY

Vol. 1, No. 7 — 3-5-8 Edition — Jan. 27, 1958

The power of free men and women united in common dedication is a power which can move mountains.

—*Walter P. Reuther*

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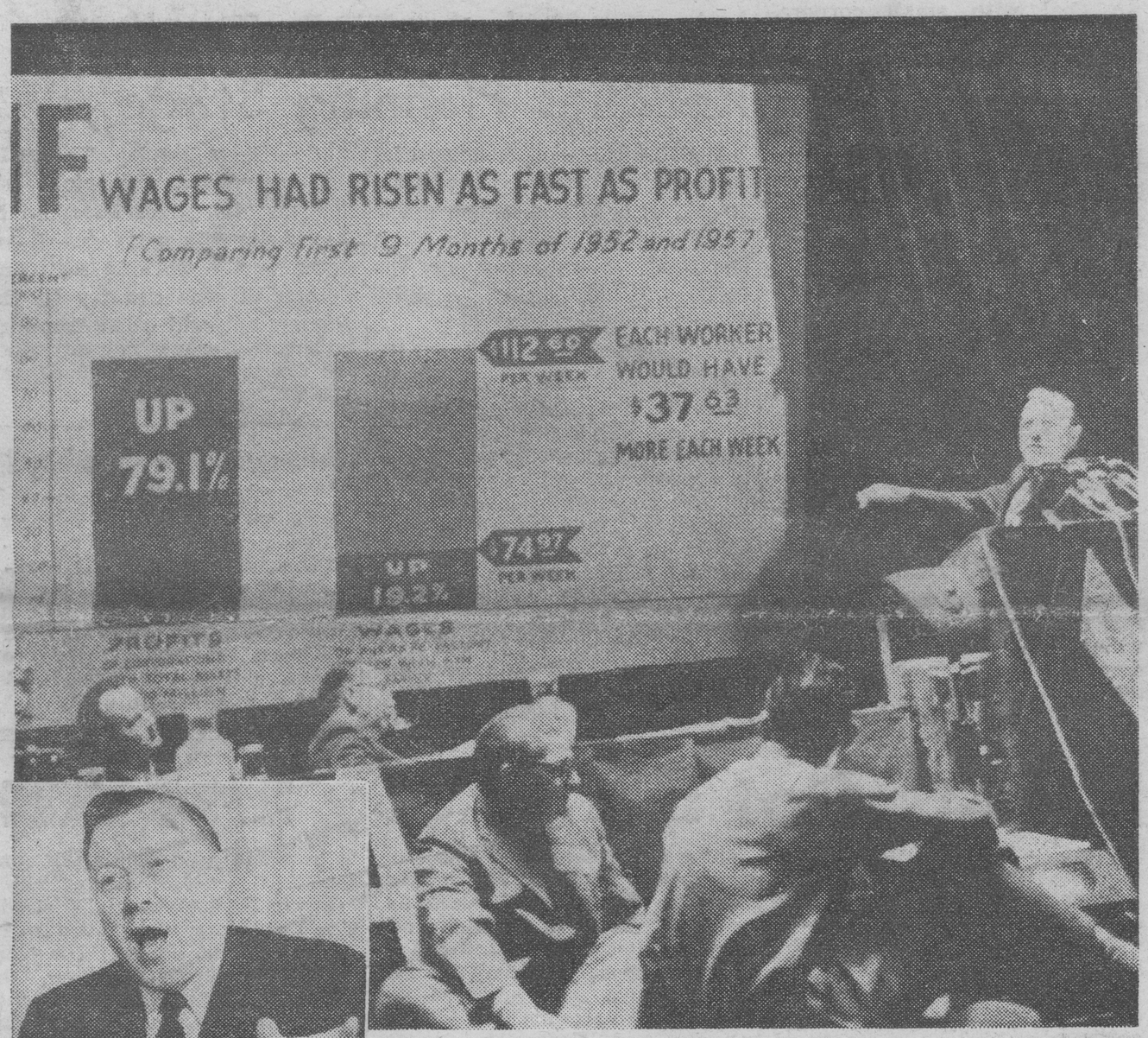
Delegates Seal Unity On Program for 1958



CHARTS help President Walter P. Reuther explain bargaining program (above). At left, gestures help, too.

The UAW today stands united behind a collective bargaining program aimed at raising wages, providing better protection against layoffs and short-time work, improving pensions and at the same time bringing lower prices to consumers and a fairer distribution of profits reaped by the giant corporations which dominate the American economy.

The program recommended by the international executive board (Solidarity, Jan. 20) was adopted by an overwhelming vote by a special UAW convention in Detroit last week. After a debate which continued through two days, only a relative handful opposed the bargaining resolutions (partial texts on Pages 3-6).

What, No Split?

Furthermore, as UAW President Walter P. Reuther emphasized to the cheers of the 3,000 delegates packed into Detroit's Masonic Temple, "we leave here as we have left other collective bargaining conferences—united, with greater solidarity and greater determination to translate our demands into practical realities."

The convention brought an abrupt halt to a series of newspaper stories, especially in Detroit, that the UAW faced a "split" as a result of the executive board's proposal to defer an all-out campaign for a shorter work-week.

Those who opposed the board's program, as embodied in a unanimous recommendation by the resolutions committee (text, Page 3) did so only on the grounds that the shorter week should have been added to the

Continued on Page 2

Dandy Debate, Little Dispute

There was nothing cut-and-dried about the debate on the UAW contract proposals. They began Wednesday, late in the afternoon, although it was obvious the discussion would spill over into the Thursday session.

And there was the usual wide variety of opinion common to UAW conventions.

Delegates did not confine themselves to a "pro" or "anti" position. Some even proposed new or reworked plans of their own.

Some spoke directly against the resolutions.

Continued on Page 2

It's All Convention

Our usual feature pages won't be seen this week or next because of the need to give full coverage to the convention and the bargaining program. Even the legislative supplement, scheduled for this issue, has been postponed. We'll be back to normal next month.

Full Employment Hot Issue..

During two hours of discussion on the full employment resolution (see page 5) not one delegate spoke in opposition—but a lot was said.

The only elements of debate were how to convert unanimous opinion into action. This was highlighted by an exchange that took place late in the afternoon.

Albert Mattes of Local 239 (Fisher Body, Baltimore) had urged the delegates not only to vote on the resolution but to 'do something." "Don't just read the resolution," he said.

Reuther underlined this viewpoint. He said that "the key to action" was on election day. "You can lobby your head off, he said, "but unless you elect responsible people in the state legislatures" nothing will get done.

Walter Dahl of Local 325 (Mercury, St. Louis) said that from a normal work force of 4300, his plant was down to 1400.

Mike Marasco of Local 7 (Jefferson-Kercheval Chrysler, Detroit) said that although the work force was down 20%, production was down only 4%, as Chrysler squeezed the maximum production out of 1,000 fewer workers.

Daniel Nye of Local 927 (North American , Aviation, Columbus O.) took off on the cancellation of the Navaho project.

"The workers laid off are taxpayers," he said. "It's our money."

...As Job Slump Gets Worse

As UAW delegates discussed the need for full employment (see story at left) President Eisenhower predicted an "upswing" in the national economy rather than a continued downturn.

Even if this prediction were to come true—and many economists dispute it—newsmen covering the Presidential press conference might well have asked him, "And in the meantime?"

In the meantime, 12.4% of Detroit's work-force was idle in January, according to the latest projection. The relief load is up 70%.

In the meantime, national unemployment in December was the worst in eight years, according to the federal government's own reports. One-third of the nation's major industrial centers have 6% or more jobless.

By mid-January the rate of unemployment among insured workers was 6.8%, with the largest increases in joblessness in Michigan, Illinois, Pennsylvania, California, New York and North Carolina.

Dry—So Dry Up

Although union people think of O'Sullivan as America's Number 1 Heel, delegates were happily reminded that there are good O'Sullivans, too.

A delegate, after listening to two hours of debate on the full employment resolution without a single dissenting voice, rose and asked that debate be closed.

"I am ready for a drink," he said.

The tension was broken, the delegates roared and debate was closed.

Who made the motion?

Daniel O'Sullivan, Local 1645, Torrington, Conn.

UNITED TO WIN FULL EMPLOYMENT

WE DEMAND

(1) PROMPT GOVERNMENT ACTION
(2) EXPANDED PURCHASING POWER
(3) HIGHER INCOME for WORKERS
(4) LOWER PRICES for CONSUMERS

Convention OKs Program, Unites for Bargaining Push

Continued on Page 2

demands, not substituted for for them.

The vote proved that even this opposition was more vocal than real.

Like 1929?

Framework for the debate and the ultimate decision was provided by Reuther's keynote address. After taking nearly half an hour to pay his "respects" to Sen. Barry M. Goldwater (R., Ariz.) and the GOP bigwigs, especially auto executives, who sponsored his Detroit appearance on the eve of the convention (see story below), Reuther devotted more than an hour to the executive board's proposal.

Aided by a series of charts flashed on a screen behind him, the UAW leader laid heavy emphasis on the lag in purchasing-power as compared to the rise in productive capacity—the same factors, he said, which led to the great depression of 1929-39.

He quoted from a Fortune magazine article analyzing the reasons for the '29 crash—vastly greater increases in productivity, profits, interest and rents than in wages—and noted that the same conditions had existed since the Eisenhower administration took office.

"We are in trouble in 1958 for the same basic reason we were in trouble in 1929," Reuther said.

"The big businessmen . . . are making the same mistakes they made then . . . Unemployment breeds more unemployment . .

"When we fight for economic justice for the wage-earners and their families we are doing more than fighting for justice . . . If the workers don't get justice then the economy gets into trouble. That is precisely what has been happening."

Reuther also hit hard on the inflation argument, stressing that both the basic and supplementary demands proposed by the executive council could be met out of current earnings. He blasted the recent price inflation as "artificial," since there was an ample supply of goods to meet consumer demand—quite the reverse of the classic description of the factors causing inflation.

Leaving autos aside, he said, steel was operating at 60% of capacity, electrical appliances even less; "the problem is that millions of families lack the purchasing-power to translate need into demand."

The basic problem, Reuther continued, is not so much a short work-week but a full week's pay for workers who are on short time.

Full Week, Too

"At the very time when we need to push ahead to get that great increase in purchasing power is the very time when fear and uncertainty about the world situation, about inflation and our domestic problems, create the kind of climate that big business can exploit and use against us as we push forward at the baragining table," he said. "This means we have to try to formulate an approach which still gets us to where we have to go, which make it possible to make the most progress in expanding purchasing power, but under circumstances where we can meet their vicious propaganda. That's precisely why we have proposed a very unusual approach.

"We want to meet the problem of the short work-week," he went on. "Thousands of our members are working three days a week. We want to plug the fourth day and we want to plug the fifth day so that their purchasing-power will also be protected."

In the field of hospital-medical care, Reuther said, "Our problem is getting our money's worth. Every time we get more money at the bargaining-table the income of doctors goes up. We don't mind if it goes up a little bit, but when we get 20% of our bargaining dollar and the medical profession gets 80% we think the ratio is out of joint and we would like to get it back into some kind of balance."

"Above all," Reuther said, "the executive council proposal was practical.

"One of the problems we have had in our industry is that we deal with giant corporations and we deal with small corporations," he explained. "Obviously they are not equal in terms of their economic positions.

Not Rigid Formula

"We believe that what we are proposing will help protect the job opportunities of workers in smaller companies and in the parts industries, because it will place a proportionately greater economic responsibility upon the more profitable companies.

"I think we need to understand that if we have a rigid economic pattern and we tailor it to fit the economics of General Motors, then it becomes too heavy to carry for a small company. If, on the other hand, we tailor it to the economics of the small company, then General Motors can ride the gravy train and we don't get our equity.

"So, we believe that this represents a realistic approach by which we tailor our economic demands to fit the economic realities."

The delegates clearly agreed.

They're Sore Losers

The people who oppose political action by unions, UAW President Walter P. Reuther pointed out in his keynote speech to the special convention, "are not mad because we are in politics. They are mad because we are winning and they are losing. That's what makes them mad."

Memorial to FDR Finally Reaches Planning Stage

WASHINGTON — A memorial honoring Franklin Delano Roosevelt is at last in the works as the nation prepares to mark the 76th anniversary of his birth Jan. 30, nearly 13 years after his death.

A committee of leading artists and architects will meet here Feb. 7 to look over possible sites and discuss what kind of memorial they will propose to a commission set up two years ago by Congress. The experts are headed by Dean Belluski of the MIT school of architecture and Francis Biddle, former attorney general, for the Roosevelt Memorial Commission.

At its convention in Atlantic City, the AFL-CIO unanimously adopted a resolution calling for Roosevelt's birthday to be made a legal holiday. The AFL-CIO referred to the late President as "the great Franklin D Roosevelt who gave a Magna Carta to the working men and women of this country in the Wagner act and other humanitarian measures which advanced the living-standards of America's toiling masses."

Always Fair Weather?

UAW convention delegates stranded at Chicago's Midway airport by a sudden snowstorm saw all planes grounded—but one.

That one took off with a passenger who had been in Chicago the night before to make a political speech. A man named Eisenhower.

We Just Don't Like Barry and Vice-Versa

Before he got down to the detailed collective bargaining program, UAW President Walter P. Reuther commented on the fact that the corporations fostered the "campaign of slander, vilification and harassment" against the UAW that has been increasing in recent months.

He pointed to a speech by Sen. Barry M. Goldwater (R., Ariz.) in Detroit Jan. 20, two days before the special convention opened.

"On Monday of this week in this very city the top officials of the General Motors Corp., the Ford Motor Co., the Chrysler Corp. and other representatives of big business who control the Republican party in the state of Michigan provided a platform for this country's No. 1 political fanatic, its No. 1 labor baiter, its No. 1 peddler of class hatred," he said.

"I refer now to Sen. Barry Goldwater."

Psychiatrist Needed

Pointing out that business, having sent for Goldwater, could not disclaim responsibility for what he said, Reuther quoted the Detroit Times' report of Goldwater's speech calling Reuther and the UAW "a more dangerous menace than the sputniks or anything Soviet Russia might do to America."

His first reaction, Reuther said to a roar of approval, was that anyone who would call the UAW more dangerous to America than Soviet Russia "is mentally unbalanced and needs a psychiatrist."

Then he remembered that American big business made a habit of calling all social progress "socialistic."

"They said that about workmen's compensation, unemployment compensation. They said that about bank insurance . . . they said it about every program that represented a step forward in terms of the lives and needs of the average citizen." Reuther recalled.

Reminding the delegates that in the old days, when corporations "controlled this town and this state, body and soul, when they were tied in with the underworld and the gangsters—we know that the mayor that they put in the city hall and the police superintendent both went to Jackson prison because they were being paid by the underworld.

"I say thank God we have a fellow like Soapy Williams in Lansing instead of the kind of stooges for General Motors we have had in the past," he concluded.

Debate Got Everybody Into Act

Continued from Page 1

Some said they were in favor of the UAW proposals, but then, while speaking, showed themselves opposed.

Some supported the proposals outright, and some with reservations.

For instance:

Charles Kelly, president of Local 1308 (International Harvester, Chicago) supported the proposals because "GM and Ford workers have carried the ball for us, and now we are behind them." Farm equipment workers, in what Kelly called a "sick industry" were unlikely to make any money on "profit sharing", Kelly said.

Adding that his industry would benefit most from the wage inequity phase of the proposals, Kelly made it clear that he was supporting the full UAW package as proposed.

Ernie Mazey, Local 212 (Chrysler, ABD, Detroit) on the other hand, while claiming to "support the basic demands" of the UAW, then took off in detail against the program.

Shorter, Maybe

"Our No. 1 problem is loss of jobs," he said, urging that the shorter work week be made the key demand. "Job security is our basic problem as we see supplier plants fold, companies relocate and others merge. People with 20 years seniority are out on the street. It would be a mistake if we turned our backs on these workers."

President Reuther cut in, at this point, to clarify the debate.

He said, "The shorter work week is to flow out of our supplementary demands and is not a top basic demand in our minimum package. If you are for the shorter work week as a top basic demand, then you are against this resolution."

Paul Silver, president of Local 351 and a member of the resolutions committee, added as clarification that the shorter work week was "still on the 1958 bargaining table."

Rocco P. Pravidica, president of Local 39 (Roper Industries, Rockford, Ill.) said he supported the program, even though "we have 600 of our 700 members laid off because two divisions of our company are permanently closed." There would be "no excess profits" to share in his company, he asserted, wryly.

Harold Schauer of Local 412 proposed adding to the proposals an increased penalty (or premium) on companies for overtime work to discourage the tendency to avoid hiring workers.

He also wanted pensions made more flexible in reduction of the "normal retirement age." Otherwise he supported the program, although he wanted election day to be a full paid holiday in contracts.

Erwin Baur of Local 306 (Budd Co., Detroit) said that although he "could not oppose" the total UAW package proposed, he thought it was deficient in not doing anything about permanently unemployed workers.

He proposed all unemployed workers be placed in a pool and the company be required to draw a percentage of new hires from this pool and a fund, financed on a sliding scale (with GM paying the most) to pay benefits to laid off workers after they had exhausted both unemployment compensation and SUB payments.

Carl Stellato, president of Local 600 (Ford, Detroit) called for a referendum vote on the profit-sharing plan.

In spite of repeated reminders by Reuther and Silver that the demand for the shorter week was not dropped as a 1958 demand, Stellato and other opponents insisted on arguing that profit-sharing meant just that.

The Ford local president said "the April convention reaffirmed the UAW decision to lead the way on the shorter workweek. Our members in Local 600 expect it. The profit-sharing plan came as a shock to us."

Silver pointed out that a minority report on the resolution was not needed "because we changed the executive board program in committee, making a minority report unnecessary."

The shorter workweek, as a 1958 demand, was not dropped but subordinated to other proposals better tailored to the times, proponents of the board proposals said.

Delegates Answer Absent Curtice

The UAW invited the employers' top man, Harlow H. Curtice of General Motors, to speak his mind before the special convention—but to no one's surprise, he declined.

In his reply, Curtice proposed again that the union renew the present contract for two years, which would limit gains to the annual improvement factor. The convention action was a resounding answer to that notion.

Texts of 3 Key Convention Resolutions

(Following are partial texts of three resolutions dealing with the UAW's 1958 bargaining programs for the automobile and aircraft-missiles industries and with the problem of achieving full employment, which were taken up at the early sessions of the special convention held last week in Detroit.)

Resolution 1

1958 Bargaining Program - Demands

Whereas: The United States and Canada are experiencing serious and growing economic trouble at home at the very time both of our nations need maximum economic strength to meet our increasing responsibilities of leadership in the free world in this period of deepening international tension and uncertainty . . .

Yet in this hour of challenge in the world and great unfilled human needs at home, there is widespread unemployment and under-employment of men and machines in our basic industries. We are suffering from an economic downturn which if unchecked by effective and realistic action can slip into the worst recession since the collapse that began in 1929. We need a massive injection of purchasing power into our economy in order to establish a dynamic balance between productive power and purchasing power . . .

This dynamic balance essential to a healthy and growing economy has been upset by unsound economic policies in Washington and Ottawa and by irresponsible price and profit policies of major corporations . . .

Workers' Share Denied

By abusing their monopoly power to fix prices and to raise them without justification and in complete defiance of the law of supply and demand, these large and wealthy corporations have not only short-changed consumers and condemned wage earners to short workweeks and layoffs; they have also menaced the financial position and even the survival of thousands of smaller business concerns . . .

To meet these complex and difficult problems at the bargaining table in 1958, the international executive board has recommended a flexible two-package collective bargaining program tailored to fit the different economic situations of the larger corporations and the smaller companies.

This flexible approach will enable the UAW to make the maximum contribution to the expansion of purchasing power by requiring each corporation or company to assume its proper responsibility to workers and consumers consistent with its economic responsibility . . .

The basic minimum economic demands would be common to all employers for they represent the minimum measure of progress that all workers have a right to expect as their share of the fruits of technological progress in the economy as a whole . . .

Rights Recognized

The supplementary demands are over and above the basic minimum economic demands. They reflect the right of workers to share in the greater productivity and the greater progress which certain industries and certain corporations within these industries enjoy in excess of the progress made in the economy as a whole, and which these companies have failed to share with consumers and workers.

The supplementary package also recognizes the right of consumers to share in that greater-than-average progress.

This two-package approach is flexible, realistic and economically sound because it does not require a less-favored company to meet a fixed demand based upon the economics of a more-favored company, nor does it permit a more-favored company to escape its obligation to workers and consumers by taking cover behind the economics of less-favored companies.

Minimum Basic Demands

In recognition of the importance of timing, the delegates to the 1957 convention, foreseeing the possibility of needed changes in our bargaining approach, decided to reconvene in a special convention to evaluate the situation on the eve of actual negotiations and to formulate final demands in the light of current circumstances.

The minimum basic economic demands are as follows:

A. Wage Demands

1. A general, non-inflationary wage increase applied on a percentage basis and accurately reflecting the national increase in productivity attainable with present technology under conditions of full employment and full production.
2. Elimination of wage rate inequities within companies and among companies in all production, skilled trade, and other wage classifications where inequities exist.
3. Modernization and improvement of the wage formula, including factoring of the present cost-of-living allowance into the base rates, to provide full protection against increases in living costs.

B. Increased Purchasing Power for Laid-off Workers and Workers on Short Workweeks

Laid-off workers and families.

(a) An increase in SUB benefits to 65% of gross pay before tax deductions, plus $2 for each dependent up to a maximum of six dependents. (This is approximately 80% of take-home pay.)

(b) An increase in potential maximum benefit duration to 52 weeks.

(c) Provision that benefits be paid promptly to laid-off workers in states where supplementation of unemployment compensation is not permitted, on a basis that will yield equal protection with the benefits payable in other states.

(d) Elimination of the $25 ceiling on supplemental benefits.

(e) Simplification of administration and liberalization of eligibility requirements.

2. Increased purchasing power for workers on short workweeks.

Protection against short workweeks through putting the SUB benefits on a daily rather than a weekly basis. The daily benefit would be equal to one-fifth of the new and increased

Minimum Basic Economic Demands

Here are the UAW's 1958 demands in capsule form:

A. Wages

1. General non-inflationary, cash wage increase, accurately reflecting the national increase in productivity attainable under full employment and full production conditions. (Present annual improvement factor, which is supposed to reflect annual rate of productivity increase is 2½%. BLS figures show the annual average for the entire economy for 10 years—not under full-employment, full-production conditions— to be 3.9. Auto industry boasts its rate of increase is higher than the national average).
2. Elimination of wage rate inequities wherever they exist.
3. Modernization and improvement of wage formula to provide full protection against increases in living costs.

B. Increased Purchasing Power for Laid-off Workers and Workers on Short Workweeks through SUB Improvements

1. Laid off workers and families.
   a. Increase of SUB benefits to 65% of gross pay (presently 65% of take-home pay) plus $2 for each dependent up to a maximum of six dependents. (This is approximately 80% of take home pay).
   b. Increase maximum benefit duration from present 26 to 52 weeks.
   c. Full payment of SUB benefits to workers in states that do not permit supplementation of unemployment compensation.
   d. Elimination of present $25 ceiling on supplemental benefits.
   e. Simplification of administration and liberalization of eligiblity requirements.
2. Increased purchasing power for workers on short workweeks.
   Put SUB benefits on daily instead of weekly basis. Earnings on any day amounting to less than the daily benefit allowance would be supplemented up to the amount of the daily benefit.

C. Action to Meet Impact of Technological Advance and Prepare for Shorter Workweek with Increased Purchasing Power

1. When work is shifted from one plant to another.
   a. When plant is shifted to new locations, displaced workers to have right of transfer with full seniority rights, including all pension, SUB credits, insurance coverage and other equities associated with length of service.
   b. Recognition of union in new location as extension of contract with all contract standards becoming effective in new plant.
   c. Compensation to workers who choose to transfer for cost of relocating family in new community.
   d. Adequate severance pay, without loss of seniority, to workers who elect not to transfer.
   e. Area-wide seniority agreements in multiple plant corporations.
2. Establishment of joint labor-management committee to work out ways and means of shortening the workweek with increased weekly pay so that hours may be reduced on this basis when external and internal circumstances make it practical, desirable and necessary.

D. Pension Improvements

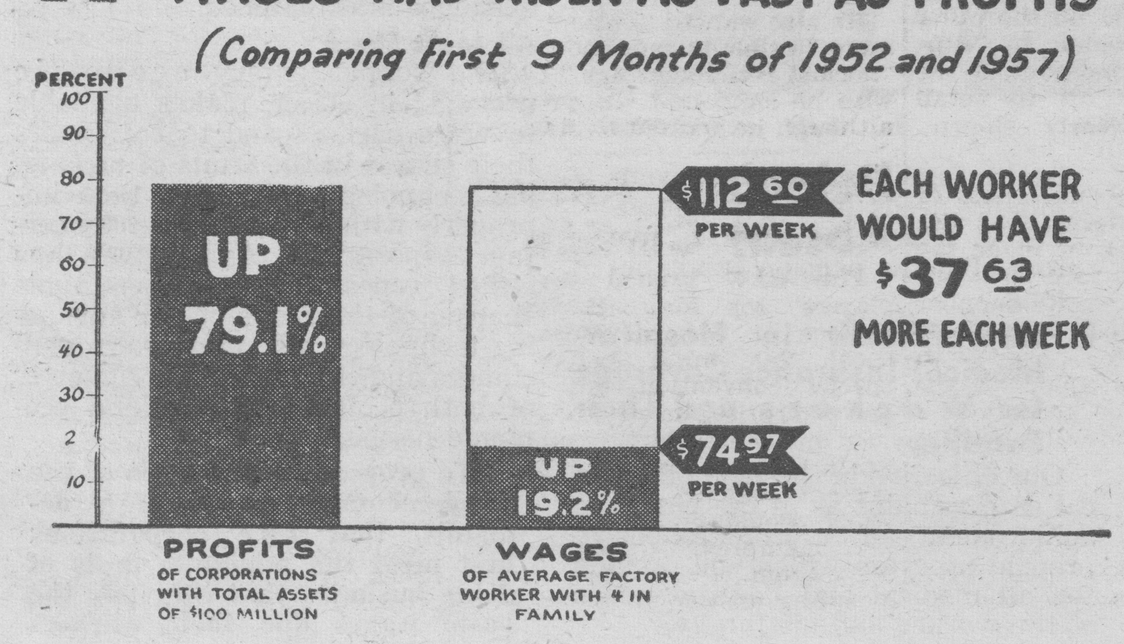
1. Increased benefits and liberalized eligibility requirements.
   a. Increase in basic benefits from present $2.25 to $2.75 per month per year of service.
   b. Corresponding increase in disability retirement pensions to $5.50 per month per year of service with $100 per month minimum until supplemented by social security.
   c. Cost-of-living adjustment of pension benefits.
   d. Improved provisions for early retirement where necessary.
   e. Preretirement training and counselling.
   f. Reduction in service requirement for disability retirement to five years and establishment of rehabilitation program.
   g. Liberalization of eligibility requirements for vesting to five years of service regardless of age.
2. Right of workers through their union to a voice in investment of pension funds to insure investment of reasonable percentage in socially useful projects.

E. Improvements in Hospital-Medical-Insurance Coverage

F. Elimination of Inequities in Security Programs

IF WAGES HAD RISEN AS FAST AS PROFITS

(Comparing First 9 Months of 1952 and 1957)



2-Prong Attack Planned

weekly benefit level. Earnings on any day amounting to less than the daily benefit amount would be supplemented up to that amount. State unemployment compensation benefits received for full or partial weeks of unemployment would be divided by the number of days in the worker's normal workweek during which he was unemployed in order to determine the supplemental benefit to which the worker was entitled for each day of idleness.

C. Action to Meet Impact of Automation and Other Technological Improvements and Prepare for a Shorter Workweek with Increased Purchasing Power

The rapid advance of automation and other technological improvements in companies under contract with our union has already brought severe hardships and dislocations to many of our members, their families and their communities. At the same time technological advance is bringing ever nearer the time when all workers can enjoy increased leisure with simultaneous improvements in their living standards.

We propose a two-pronged approach to meet the problems resulting from accelerated technological change. Specifically, we recommend that our 1958 collective bargaining demands in this area should include:

1. A Program to Protect the Workers' Equity when Work Is Shifted from Plant to Plant.

(a) Wherever technological changes or marketing factors require the shift in location of a plant with resultant reduction of employment at the former location, workers thus displaced shall have their job security fully protected by the right to transfer to the new location with full seniority rights, including all pension, vacation and SUB credits and insurance coverage and all other equities associated with their length of service.

(b) Where work is moved from one location to another, the union shall be recognized in the new plant as an extension of the bargaining unit. The contract standards in effect in the plant from which work has been transferred shall be applied to the new plant, the wage rates to be maintained on comparable jobs, and wage rates on new jobs to be fixed in proper relationship to those jobs carried over from the former location.

(c) Any worker exercising his right to transfer to the new plant shall be compensated for the cost of relocating his family in the community adjacent to the new plant. Since transfer of the new plant is considered a normal cost of operating the business, the cost of facilitating a transfer of a worker and his family shall also be considered a normal cost of doing business and the employer shall be obligated to meet the cost of facilitating a transfer of the worker and his family as the employer is now obligated to meet the cost of transferring machinery and plant facilities. Accordingly, the employer shall assume the cost of economic losses incurred by the worker because of the movement of the plant and the employer shall also be required to pay a relocation allowance to the worker to enable him to meet his added daily cost during the period of relocation and adjustment.

(d) Any worker who, because of age or because of family ties or for other such reasons, elects not to exercise his right to transfer shall be compensated for the loss of his job by an adequate severance pay arrangement without loss of seniority to assist him and his family during the period of readjustment.

(e) In multiple-plant corporations, provisions shall be made for the establishment of area-wide seniority agreements to facilitate the transfer of workers from one plant to the other in the event of the shift in work or production schedules which may result in a layoff in one plant while additional jobs are opening up in another.

2. Establishment of Joint Labor - Management Committees on the Impact of Automation and Technological Advance.

Our 1958 agreements must provide for the creation of such a joint committee in every major corporation. The joint committee should examine all phases of the problem of automation and other technological changes which are related to collective bargaining and levels of employment including plant relocation and decentralization, the impact of technological change on existing wage structures and wage classifications, on seniority, on training and retraining, on problems of older workers, etc. . . .

The joint committee should conduct their work as rapidly as possible so that, as money becomes available under the supplementary package, and if unemployment continues to be a problem for the company's workers, the first steps toward reduction of the workweek with increased weekly pay may be taken during the life of the contract, where desired by the workers involved.

CLOSE ATTENTION of delegates is clearly shown in their expressions.

D. Pension Improvements to Provide Greater Security and Dignity for Retired Members and Their Families

1. Increased Benefits and Liberalized Eligibility Requirements

(a) An increase in basic normal retirement benefits to $2.75 per month per year of service;

(b) A corresponding increase in disability retirement pensions to $5.50 per month per year of service, with a minimum of $100 per month until social security benefits begin;

(c) Cost-of-living adjustment of pension benefits, periodically and automatically, to preserve their buying power in the face of rising prices;

(d) Improved provision for early retirement for workers who, although not totally and permanently disabled, would endure severe hardships if they continue to work;

(e) Provision for preretirement counseling and training;

(f) Reduction in the service requirement for disability retirement to five years and establishment of a rehabilitation program;

(g) Liberalization of the eligibility requirements for vesting to five years of service regardless of age.

2. Investment of Workers' Pension Funds in the Interest of the Workers and Their Communities

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

E. Improvement in Hospital-Medical-Insurance Coverage for Workers and Their Families

Our objective in the field of medical care remains as in the past, the achievement of a comprehensive prepaid program which will provide for all medical and hospital needs of the worker and his family.

F. Elimination of Inequities in Security Programs

It is now generally accepted in industry that the costs of pensions and of hospital-medical-insurance protection for workers are proper charges upon employers as part of the normal costs of doing business. While pockets of ideological resistance to SUB still remain, the cost of employment and income security is also coming increasingly to be recognized and accepted as a normal and proper operating cost.

Nevertheless, there is still a sizeable number of members of our union who lack protection against some of the hazards for which these security programs are designed or who, in one or more areas, have inadequate protection. These inequities are as unjustifiable and as intolerable as wage inequities . . .

G. Other Economic Demands and Non-Economic Contract Matters

Additional economic demands appropriate in specific situations such as *weekend and holiday overtime* pay on seven-day operations, improved shift differentials, etc., will be determined by the local unions or corporation councils, which in each case will decide, based on the circumstances involved, whether such demands should be made part of the basic minimum package.

Similarly, demands for contractual changes including demands of a purely local character and those involving non-economic matters will be determined by the local unions and/or corporation councils.

Conferences should be called of supplier-plant local unions on a regional or area basis for the purpose of helping them to shape their demands.

Supplementary Economic Demands and Price Rebates for Consumers

The uneven progress in productivity, the growing concentration of economic power in a few corporations and their irresponsible pricing policy have created a situation in which excessive profits have flowed to the larger concerns, while smaller companies have frequently been squeezed to the point where their existence is threatened.

All Must Share

The supplementary economic package, in effect, makes available to wage earners and to consumers their shares in the fruits of advancing technology that have been improperly withheld from them by certain corporations. As the UAW has stated repeatedly, the equitable sharing of the fruits of our advancing technology among workers, consumers and stockholders is a matter of both economic justice and economic necessity . . .

We propose, as the basis of the supplementary economic demands, that the corporations first meet the minimum costs of doing business, that they pay the basic wages due their workers

Jobs Must Be Created

and the basic salaries of executives, and retain for basic dividends to stockholders 10% of net capital before taxes.

We further propose that after these basic obligations have been satisfied, there be an equitable three-way sharing of the profits over and above the 10%.

We propose that one-half of these profits above 10% on net capital before taxes be retained by the corporation for stockholders and executives.

We propose that one-fourth be allocated to wage earners and to those salaried employes who do not participate in executive bonus plans.

We recommend that the remaining one-fourth be allocated in the form of a price rebate to consumers.

This allocation of profits above 10% would be made at the end of each year, when the volume of profit would be a known and not a conjectural quantity.

The level of 10% beyond which profits would be distributed in the manner proposed is the level fixed by two of the Big Three auto corporations, General Motors and Ford, as the point at which "extra" profits become available for sharing between stockholders and favored executives. The UAW proposes merely an extension of this formula to wage earners and consumers . . .

Contract Duration

In view of the rapidity of technological advance and the ever-present possibility of drastic change in the international situation, it is imperative that our union keep itself in position to react quickly to new conditions. Contracts negotiated in 1958 must therefore be of short duration or must provide for reopening of all economic provisions at appropriate intervals. Frequent reopenings are especially important in contracts without cost-of-living escalator and improvement factor wage increase provisions. Now, therefore, be it

Resolved: That the delegates to this special convention of the UAW:

1. Adopt the foregoing as the 1958 collective bargaining program of the UAW (for industries other than the aircraft and missiles industry) as a contribution toward restoring full employment and full production while turning back the forces of inflation.

2. Instruct all UAW corporation councils and local unions to translate this program into specific contract proposals for submission to their respective managements.

3. Call upon management to join with the UAW in meeting our joint public responsibilities to our nation and to all of the people. We urge management to avoid prejudging our proposal based upon past prejudice but, instead, to give it careful study and to consider it on its merits by being willing to discuss it at the bargaining table based upon the economic facts.

4. Direct the international executive board to conduct a campaign of education among UAW members and the public to acquaint them with this program, to make clear its non-inflationary character, and to further their understanding of the significant role its achievement can play in strengthening our economy at home and increasing the security of peace and freedom in the world.

Supplementary Demands, Consumer Rebates

After meeting basic costs of doing business, corporations deduct 10% of net capital from year's profits before taxes. (This is the formula presently used in varying forms—but essentially not in amounts—by the Big Three auto companies before computing executives' bonuses).

The remainder of the profits to be divided three ways:

1. Fifty per cent before taxes to be retained by corporation for stockholders and executives;

2. Twenty-five per cent allocated to wage-earners and salaried workers not eligible for executive bonuses;

3. A recommendation (not a demand) that the remaining 25% be allocated to consumers as rebates on the corporation's products purchased during the year.

Resolution 2

Full Employment

Whereas: The free world must fully grasp the dimension of the world challenge and translate such understanding into bold action on the economic, scientific and educational fronts. The Soviet Union has achieved leadership in the area of missile technology and other critical scientific fields and is now devoting increased attention to programs of economic penetration and political subversion of the uncommitted peoples in the economically underdeveloped nations, at the very time when both the United States and Canadian economies are limping along and are involved in a deepening recession.

. . . A mounting number of UAW members and their families in the United States and Canada are are now suffering the hardships and indignities of job loss, idleness, and short workweeks. In the current slump, as always, working people and their dependents are bearing the brunt of an economic decline caused by the greed of corporate management and the shortsightedness of government administrators . . .

We Must Raise Sights

As a nation, we need to raise our sights, to get our values in sharper focus, and to work out a set of national priorities that will put first things first . . .

We cannot get on with this job unless the national administration meets its responsibilities under the Employment Act of 1946 which obligates the government to formulate policies and take the necessary action to maintain maximum employment, production and purchasing power in the national economy.

The federal government is further obligated to alleviate the present distress of workers and to initiate measures which will put them rapidly back to work because administration tax and fiscal policies were important causes of our immediate economic predicament.

The tight money policies of the Eisenhower administration, its policy of favoring high-income over low-income groups in the distribution of the tax burden, and its other economic policies reflecting the undue influence of big business, slowed national economic growth, widened the gap between our capacity to produce and our power to consume, and thus set the stage for recession.

Similar policies were applied in Canada with inevitably similar consequences.

Our first and most urgent problem now is not to foster investment but to replenish the wells of purchasing power drying up under the curse of joblessness . . .

At the same conference at which President Eisenhower announced his do-nothing policy, he indicated that his optimistic indifference to the immediate plight of workers had been inspired by reports from a "whole series of bankers." The President is badly in need of reports from a whole series of workers and from a whole series of states and local communities where a deficiency of pay checks is causing a run on unemployment compensation funds, evictions, loss of homes, a lengthening of relief rolls, and local depressions for small merchants and professional groups.

Now, therefore be it

Resolved: That the UAW call upon the President of the United States to convene a national full employment conference of labor, management, farm, consumer and other economic groups and the governors from the states and the mayors from the industrial cities where unemployment is most acute, to review the present economic situation . . .

Further resolved: That the UAW supports the following program of action at the federal, state and local levels to meet the immediate recession emergency and to lay the groundwork for future steady progress . . .

Federal Government Action Short-Term Program

The object of the short-term measures of the employment program must be to assure immediate help to those currently suffering hardship, and to create new jobs as quickly as possible . . .

Unemployment Insurance

(a) Immediate action by Congress to enact minimum federal unemployment compensation to assure (among other things) the operation of SUB agreements in the few states where supplementation of state benefits is now blocked.

(b) Provision for federal supplementation of state benefits until the states have had time to bring their laws into conformity . . .

Moratorium on Home Mortgages For Laid-Off Workers

Legislation to protect laid-off workers unable to make payments on home mortgages by a federal moratorium for the period of their involuntary unemployment.

Taxes

(a) Consumers purchasing power should be stimulated by increasing personal income tax ememptions from the current $600 to a minimum of $800 . . .

(b) Remove excise taxes on automobiles, appliances and certain other goods to enable more customers to buy such items.

(c) Plug tax loopholes in order to make up revenue losses resulting from the above tax reforms. Included among such loopholes are dividend exemption, oil depletion, capital gains, split income . . .

Defense Contracts

Telescope production schedules on defense contracts currently in production in distressed areas to provide maximum employment with a minimum of delay.

Current Public Construction

Construction schedules on public works in distressed areas for which contracts have already been let should be telescoped to provide maximum employment opportunities immediately . . .

Federal Government Action —Long-Range Stability Program

It is not sufficient to concern ourselves only with the immediate crisis. There are numerous measures which should be undertaken with a view to strengthening the economy and helping to prevent a repetition of similar unemployment crisis in the future . . .

Industrial Rehabilitation

Federal financial aid to municipalities to clear property of obsolete plants and to replace them with new, modern and diversified facilities . . .

Minimum Wage

Increase the purchasing power of millions of low-wage workers by amending the Fair Labor Standards Act to provide a minimum wage of $1.25 per hour and extending coverage . . .

Pensions

Raise social security act pensions to levels adequate to provide an American standard of living to retired workers and their dependents, extend coverage to groups not presently covered, provide pensions for disabled workers regardless of age . . .

Defense Contract Policies

Action and not mere lip service in the allocation of defense contracts to relieve unemployment. Present policies should be liberalized to permit effective use of defense contracts for that purpose. Full weight and recognition should be given to the fact that if additional costs are involved in placing contracts in distressed areas such costs may be more than offset by resultant avoidance of the heavy costs of unemployment to the community and the nation . . .

Public Works—Housing—Hospitals

(a) Speed implementation of the federal program for highway construction.

(b) Immediate Congressional action to provide:

(1) Federal aid for the construction of schools needed to wipe out the current deficit of 300,000 classrooms and to build the additional 265,000 classrooms which will be needed by 1960 . . .

(2) Federal aid for the construction of hospitals to wipe out the current deficit of 838,000 beds and to provide the additional beds which will be needed by our growing population . . .

(3) Federal aid to assure construction of two million housing units per year, including middle-income as well as low-income and public housing . . .

(c) Grants and long-term low interest loans to states, counties and municipalities for construction of public buildings, airports, and other public facilities.

(d) To prepare for future contingencies, federal public works programs should be planned and prepared well in advance so that construction may begin

HAMMERING HOME points, UAW president spoke nearly two hours.

Rx for Aircraft Industry Problems Offered

without delay whenever needed to avoid unemployment . . .

Permanent Commission On Technological Change

Establishment of a permanent commission on technological change composed of representatives of labor, farmers, management and government to keep under constant review developments in automation, atomic and solar energy and other innovations of the era of the second industrial revolution and to make appropriate recommendations to Congress and the President . . .

Scholarships and Aid To Education and Research

(a) Federal scholarships to assure that all our young people are given opportunity to remain in school long enough to develop their full capabilities whether through advanced education or through development of work skills . . .

(b) A substantial program to provide technological education and retraining for adults who desire to acquire new levels of skill . . .

(c) Increases in salaries and improved working conditions for teachers . . .

(d) Provision of adequate funds for research so as to provide further attraction of our best minds to the universities . . .

Farm Program

(a) Immediate restoration of farm price supports to 90% of parity . . .

(b) More extensive use of existing farm surpluses to relieve hunger both at home and abroad.

(c) Development of a new and sound farm program, acceptable to the farmers themselves, which would provide full protection for the living standards of the family farmers while recognizing the equities of the consumers.

Aid to Small Business

Liberalization of government lending policies to help small business, and stricter control over the exercise of monopoly power by mammoth corporations.

Wage-Price-Profit Investigation

Vigorous prosecution of the Kefauver subcommittee's investigation of wage-price-profit relationships to expose the real reasons for existing high prices . . .

Public Control of Federal Reserve Policy

Legislation to impose public responsibility on the exercise of the vast power of the Federal Reserve Board to throttle business activity and employment by cutting off the supply of money and credit . . .

Publication of Data On Car Inventories

The Department of Commerce should collect and publish data on new and used car inventories in dealers' hands broken down by area and, in the case of new cars, by make. This information is vitally important to the automotive production centers if they are to be prepared to meet future fluctuations in auto industry employment . . .

State Action

Unemployment Insurance

The growing recession requires that state legislatures act immediately on unemployment compensation improvements . . .

Improvements in unemployment compensation is the single most effective method available to the states in meeting without delay the problems arising out of unemployment . . .

Public Works

(a) Construction schedules should be accelerated and telescoped on all state financed public works, planned or in progress . . .

(b) To prepare for future contingencies, the states should plan and prepare their public works programs well in advance . . .

Approval of SUB Integration

The few states which now block supplementation of state benefits under SUB plans should act immediately to remove the barriers.

As experience has already demonstrated, SUB benefits, like improvements in state unemployment compensation benefits, can relieve immediate hardship and inject additional purchasing power into the states' economies.

Municipal Action

Public Works

As in the case of federal and state public works programs:

(a) Construction schedules on municipal public works, planned or in progress, should be accelerated . . .

(b) To prepare for future contingencies, the cities should plan and prepare their public works programs well in advance . . .

Industrial Rehabilitation

Municipal governments should take the initiative in seeking the enactment of legislation to provide federal financial aid to city and metropolitan area industrial rehabilitation programs.

Information for Municipal Planning

Municipal governments in the automotive, agriculture implement, and aircraft production centers should insist that the corporations provide them fully and frankly with a regular flow of information with respect to corporate plans that may affect the welfare of the communities involved . . .

The people of the communities affected by these industries, through their governments, are entitled to know what the corporations plan for them and to bring the force of public opinion to bear against private corporations' decisions adverse to their interests.

Information and Education

Local governments are close to the people. They feel much more quickly than state or national government the impact of economic fluctuations on the welfare of their citizens. It is therefore the responsibility of municipal governments not only to formulate and carry out their own plans to meet unemployment problems but also to bring those problems sharply to the attention of the broad public and of state and federal government in order to assure that they carry their share of the responsibility for relieving individual and community hardships and providing work opportunities for the jobless.

Further resolved: That we call upon the leadership of the united labor movement, the AFL-CIO, to convene a national full employment conference in Washington at the earliest possible date to mobilize the broadest support of the labor movement and the public at large behind efforts to get prompt and effective action at all levels of government.

Further resolved: That we call upon the UAW international executive board to convene full employment conferences on an area, regional, or national basis, as seems advisable, to mobilize our own members and the leaders of their communities for similar acuion.

Finally resolved: That copies of this resolution be sent to the President of the United States, members of Congress, to governorse and mayors of states and municipalities where unemployment is highest, and to appropriate officials at comparable levels in Canada.

GENERAL VIEW of auditorium from back of stage.

Resolution 6

Bargaining - Aircraft and Missiles

Whereas: The workers in the aircraft and missiles industry are confronted with special problems which require special solutions . . .

The basic objectives to be negotiated in 1958 in the aircraft and missiles industry are:

1. Wages—Cost of Living Allowance

Although most UAW contracts in the industry contain cost of living allowance clauses, some still do not. Moverover, only few IAM contracts contain such clauses. This has created a disparity in wages in the industry which must be corrected. The contract protection against inflation now afforded a portion of the industry's workers must be extended to all.

Moverover, in order to increase the value of real wages and promote greater purchasing power in the national economy, there will be a demand for a substantial wage increase over and above the make-up in cost of living allowance necessary to make whole the workers whose pay checks have not been cushioned against the effects of inflation.

2. Employment Security - Severance Pay and Relocation Pay

The nature of the industry, its peaks and valleys of employment, its immediate dependence upon the international scene and upon domestic politics, compel the establishment of benefits offering more adequate economic security to the aircraft worker. To this end, the aircraft and missiles workers propose to extend to the entire industry the protection of a severance pay plan.

Moreover, the shift from aircraft to missiles manufacture and government policies in the direction of decentralization as a defense measure often require movement of employees from area to area. The industry is protected by government allowances from unusual financial harm resulting from such relocations. Workers, however, are not. It is therefore necessary, as a part of an employment security program, to negotiate relocation allowance clauses which will include provisions for moving expenses, per diem allowances until resettled, storage costs, transportation costs, etc., such as are already in effect with one major producer.

3. Pension-Health-Welfare Program

Pension plans in the aircraft industry are for the most part not open to renegotiation in 1958. Emphasis, however, must be placed on improving currently established health-welfare programs.

In the aircraft and missiles industry, the trend toward establishing major medical coverage has overlooked the need for providing basic, comprehensive insurance coverage. We must improve basic benefits and establish dependency coverage equal to that afforded to the employe with premiums payable by the employer.

4. Apprentice Training

The urgency to satisfy the need for training more skilled workers in the aircraft and missiles industry has received nation-wide recognition in recent months, particularly since investigations have divulged that the industry has been meeting its skilled worker needs largely by pirating from other industries.

In 1958, the union will seek as one of its prime objectives to negotiate bonafide jointly administered apprentice training programs. These will include as well the new types of skills being created by the new product and new technology in the industry and their special training requirements.

Moverover the union supports the proposition that the close relationship between these industries and the government requires that the establishment of such apprentice training programs be made a condition of government contract procurement, the cost to be considered a proper reimburseable operating expenditure.

5. Wage Plan-Job Evaluation

The union will continue in its drive to eliminate the abuses of the job evaluation wage plan system, including elimination of the multigrade structure, of beginner and learner rates, reducing the period of automatic progression and breaking through the artificial ceiling on wage rates now imposed by the present labor grade system.

6. Union Security

Only a part of the industry enjoys the stabilizing effect of union shop clauses. The union is determined to extend this union security feature to all contracts where the law permits.

Additional economic demands appropriate in specific situations, such as increasing the number of paid holidays, improving vacation pay benefits, shift differentials, overtime pay, etc., will be determined by local unions and corporation councils. Such demands shall be made a part of the total economic package.

Similarly, demands for contractual changes, such as those involving promotion and transfer clauses, seniority layoff and rehire, representation, etc., will also be determined by the local unions and corporation councils.

The full resources of the international union are pledged to the fulfillment of these objectives for aircraft and missiles workers.

TALKING OVER SUB problems at the Bendix conference held in Detroit just before the special convention are Joe Vega (left), international representative; Ted McManus, assistant director, Bendix department; Norman Matthews, UAW vice president and Bendix department director; Gil Cole, president, Bendix council. The council represents some 18,000 workers.

Matthews Says

'Obvious Justice' Needed For Indiana Bendix Workers

DETROIT—Bendix workers in anti-SUB Indiana were assured here last week that the UAW is "working overtime" trying to get laid-off Bendix workers in Indiana "what is obviously justice in most states."

Norman Matthews, UAW vice president and director of the union's Bendix department, addressed delegates to the Bendix Conference here on the eve of the union's special convention on economic issues.

Conference delegates from Bendix' widespread plants hammered into shape the non-economic demands due to be put forward in negotiations later this year. The economic side of Bendix contracts will be determined by the UAW special convention.

On a national contract that doesn't expire until Aug. 27, the UAW is seeking to cement relations with other international unions also scheduled to confront Bendix sometime this year.

Matthews told council delegates that, through the AFL-CIO's Industrial Union Department, he has asked for pre-bargaining huddles with leaders of United Steelworkers, IAM and IUE which, like UAW, have contracts with Bendix.

"We want to go down the same road together," said Matthews.

By pooling their strategy in advance of negotiations, said Matthews, "we can wipe out any chance of any Bendix worker being discriminated against."

A tightening of international union relations is a necessity, Matthews warned, adding: the corporations seem determined to pit one union against another, to forge weak links wherever they can and then attack the whole chain.

Other unions haven't had a chance to reply to the Matthews proposal.

The Bendix council represents some 18,000 in plants in Detroit, South Bend, Ind.; Teeterboro, N.J.; Elmira, N.Y.; St. Joseph, Mich.; Inglewood, Cal., and West Hollywood, Cal.

Eat Later

You may be laid off, but that doesn't bother Labor Secretary James P. Mitchell a bit. He says, "I don't consider it serious" that current employment in the nation is "about 3,400,000."

His unconcern with joblessness was made clear in a speech in Indianapolis, Ind., where he spoke to a civil service banquet.

Sec. Mitchell is not concerned about layoffs right now because he thinks business will be better in midsummer.

Evans Speaks

DALLAS, Tex.—Roy Evans, president of UAW Local 893, was one of the speakers here at what was called "the most successful week-end school ever held in Texas."

Among other speakers were Jerry Holleman, Texas state AFL-CIO president; Paul Gray, CWA district representative, and John McCully, Texas state AFL-CIO public relations director.

More than 200 attended the school, all from Dallas unions.

Coast Bosses Find:

Taft-Hartley Violation Best Anti-Union Device

LOS ANGELES, Calif.—The best defense against a union organizing drive is a good flagrant law violation, employers have found here.

Taft-Hartley will protect a company if it commits the right kind of unfair labor practice.

One of the best is to set up a company union.

If the union ignores the company union, it can be used as a tool to defeat the organizing campaign, and thereafter as a tool to defeat the workers.

If the union files an unfair labor practice case, the case becomes a bar to the election. The NLRB sits on the case until the workers cool off. They lose their courage, their leaders, their enthusiasm (or all three) and then the union is defeated.

This is the formula that is spreading in this area.

The McCulloch Motors case is the one that is being watched, and copied by employers.

In 1946, right after the IAM petitioned for an election at the big McCulloch company, where 1,000 workers make outboard motors and power tools, an Employee Relations Committee was suddenly formed.

IAM lost the election.

In December, 1955, the UAW was beaten when the company used Kohler and Perfect Circle material in a virulent and malicious campaign. During this drive, a company vice president said that the workers didn't need a union, because grievance procedures and any other union functions could be performed by the Employee Relations Committee.

Based on this statement and others, UAW filed unfair labor practices, claiming the company was fostering a company union.

Company Balks

The NLRB investigated, but the company refused to cooperate, to open its records, or to let its supervisors talk to the board. The case lay dormant.

In August, 1956, the UAW opened a new drive.

Suddenly McCulloch began cooperating all over the place. Based on information obtained when McCulloch decided to cooperate with the board, the NLRB issued a complaint against McCulloch.

That was in the fall of 1956.

The unfair labor practice is still sitting around in Washington. It is a bar to an election. Two years have passed. The NLRB has issued no decision.

McCulloch, through violating one part of Taft-Hartley, according to the charges, is protected by Taft-Hartley.

California employers are not slow to copy a successful anti-union technique.

Norris, Too!

The UAW lost an election at Norris Thermador in September, 1956, by 353 to 478. During the campaign the president threatened to eliminate the profit sharing plan if the workers voted for the union. The UAW protested tnd the election was set aside and a new one ordered by the NLRB.

The UAW won this one 418 to 415, but there were four ballots, all cast by workers no longer employed at Norris, challenged by the union. It was obvious that no matter how the challenged ballots came out, the UAW was going to come back.

Suddenly an Employee Relations Committee was formed at Norris, with by-laws almost word-for-word copies of McCulloch's.

NLRB Delayed

The committee got its roots down, the NLRB delayed opening the challenged ballots from May 9 until last Monday (Jan. 20). Then the ballots were opened, all four were against UAW, the election was lost by 418 to 419. The UAW is ready to campaign again.

But now a company union is established and ready to operate.

If the UAW protests, no election can be held. If it does not, the company union will be a vicious weapon to use against the union.

At W. R. Whittaker Co., where the UAW was the top union on the ballot as an intervenor, even though beaten, an Employe Relations Committee was formed right after the election. It is the same pattern.

There is nothing new about companies taking advantage of the built-in delays in the Taft-Hartley act to cripple organizing drives.

And there is nothing new about regional boards energetically doing nothing, for months on end, followed by zealous Washington board members doing nothing for months on end, while workers wait for a decision.

It is, however, somewhat new for companies deliberately to defy the law, hoping the union will file an unfair labor practice from an election.

This appears to be the pattern in the Los Angeles area.

If it is permitted to work, union men may be certain that it will be copied by anti-union employers everywhere.

You'll find UAW EYE OPENER On your radio dial

LOUISVILLE AREA
Tune in WGRC
730 k.c.-3:30-4:00 p.m.

No Hiding Place For Runaways

TAMPA, Fla.—Come out from behind those whiskers, Buster. We know you.

Air Associates in Teterboro, N. J. changed its name to Electronic Communications, Inc., and ran away to hide. It ran to this southern city, looking for low wages and things.

But there's no hiding place down here.

The UAW followed the shop, organized the shop, won the election, and opened negotiations. Management made it clear it expects to get completely away from the Teterboro contract, where it paid standard benefits, where rates were around $2.35 for electronic skills, and where management decides what constitutes job security.

Region 8 Director E. T. Michael made it clear that the UAW is not going to be fooled by a new name and a new location. The old contract is a minimum, and bargaining will be up from there.

The company hopes to pay the rate of $1.05.

Its products are aimed at outer space, but its contract will have to be keyed to union conditions and the twentieth century.

Delaware Labor Faces Union Security Threat

Delaware is he next "right to work" battleground.

Two bills, one patterned after Alabama, and the other after Virginia, have been revived from last year's legislature and have been reintroduced.

A third is about to be introduced by a group calling itself "Delaware Right to Work, Inc." If the $9,000 that started this bunch off is not Chamber of Commerce money, local researchers will be astonished.

The state's three counties are being flooded with literature. Full page advertisements are appearing in the state's daily newspapers.

James A. LaPenta of the UAW office workers (Local 1212) at Chrysler in Newark, Del., is heading up the IUD campaign against the anti-union legislation.

Delaware had a "right to work" law in 1946, smashed across during the post-war letdown. A saner legislature, backed by labor, repealed the law (H. B. 212) in 1948.

Such bills have been introduced, however, every year since.

Local unions in the UAW here have pooled their citizenship funds to meet the threat, and all AFL-CIO unions in the state are preparing to resist, once again, the raid on their rights.

The Delaware locals acting as a unit are 435 (B-O-P, GM, Wilmington), 498 (Harvester, Wilmington) 840 (Piasecki, New Castle), 1182 (Chrysler-Plymouth amalgamated, Newark), 1212 (Office workers, Chrysler-Plymouth, Newark), 404 (Chrysler MoPar, Newark) and 423 (Wilson Refrigeration, Smyrna).

Safety Battle Risky Fight

AUSTIN, Tex.—A demand for safety legislation will be made here again by the AFL-CIO, in spite of the fact that objecting to dangerous machines is risky business here.

It was a protest against limb-smashing machines in Tyler that resulted in decertification of the UAW at the Bryant Heater division of Carrier Corporation.

In spite of the risk, however, unions are teaming up to carry the fight for safety to the Texas state legislature.

Backing them up are some grim and grisly statistics.

In 1956 there were 699 fatal industrial accidents.

In 1957 there were 785.

In 1958 there will be a hard campaign to make safety a legal matter in the Lone Star state.

Safety Shift

It is now more dangerous in wholesale and retail work than in manufacturing.

Since 1955 the shift in the rate of injury away from manufacturing has been evident.

It is believed to reflect the success of persistent safety programs in manufacturing, pushed by unions.

Battery Contract Is Now Recharged

JACKSON, Tenn.—In spite of the fact that more than three quarters of the production workers are laid off, Jackson Battery has just signed a new UAW contract containing substantial boosts.

Bargaining against the pattern of layoff and a legitimate plea of reduced earning, the union nevertheless was able to obtain 10c, a nickle of which is payable immediately, and the other 5c later in the life of the contract.

An additional paid holiday, an improvement in the incentive system, substantial improvement in the pension plan resulting in a $40 per month increase in the payment on retirement and other added benefits in the fringes were all worked out amicably.

Region 8 Director E. T. Michael said the contract improvements were "remarkable, considering the economic circumstances."

Protection for the laid off workers, including preferential hiring, and protection of service credits for pension and other benefits was also worked out.

Jackson Battery (Local 473) is a division of Electric Storage Battery Corp.

Labor History in Pictures—7

THE CIVIL WAR emphasized individual freedom. But the war was equally sharp in the economic lines it drew.

Just as the cheap labor of slavery enriched those already wealthy, so did the high-income groups also benefit from their war-inflated profiteering. Inflation sent their incomes and profits higher while cutting deeply into the already low and relatively-fixed incomes of wage-earners.

Moreover, workers were subject to the draft while the wealthy could escape service by paying bounties.

By 1863, tightly-knit groups of workmen were protesting these injustices by going on strike, or threatening to walk out, in major cities. Demanding needed wage increases, they also wanted wages kept in reasonable line with booming prices.

Even though troops sometimes were used as strike-breakers, President Lincoln with one exception wanted the government kept out of strikes. "Thank God we have a system of labor where there can be a strike," he had said before the war. Throughout the hostilities, he maintained his faith in labor and his respect for workers' rights.

"Workingmen are the basis of all government," he insisted. And again in 1864 he said, "Labor is the superior of capital and deserves much the higher consideration."

With such encouragement the number of trade unions rose from 79 in 1863 to 270 in 1864. The number of organized workers was estimated at more than 200,000 — more than at any time from the 1840s on. And 32 of the unions were organized nationally.

The road ahead was to be long, weary and often rutted with hardship and opposition. But the unions were moving forward.

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

Gas Gouge Back Again; House Is Place to Stop It

By PAUL SIFTON

WASHINGTON — The $1 billion-a-year gas gouge bill is back again, slated by House Speaker Sam Rayburn (D., Tex.) for debate, vote and passage in the next few weeks.

If made law, more than 27 million natural gas consumers will probably have to pay 15c more per 1,000 cubic feet. If a family cooks and heats with gas, the gouge would amount to $40 to $55 a year.

If the bill gets to the Senate before the end of February, the majority leader, Sen. Lyndon Johnson (D., Tex.) may be able to get it to the floor in time for passage before the big appropriation bills and adjournament. fever set in.

Coal, Oil Too

Best chance to beat the bill is in the House, where 13 members of the Interstate and Foreign Commerce Committee filed a blistering minority report denouncing the bill (HR 8525) as "an unconscionable windfall to 3% of the producers who control 90% of the gas reserves," at the expense of "consumers who have $12 billion invested in cooking, heating and refrigerating equipment" hooked to pipelines and who are therefore unable to shop around for lower prices, as are consumers of coal and oil.

If the bill passes and gas prices rise, coal and oil prices will also go up. This was pointed out in the 1956 debate by Sen. Margaret Chase Smith (R., Me.), who charged that her constituents, living in one of the coldest states in the union, would be gouged by higher prices for coal and oil, even though they were not then hooked up to any natural gas pipeline.

It is assumed here that Rayburn's decision to bring the bill to the floor results from an agreement between the oil and gas lobby and the coal lobby to add an amendment banning low prices for "dump gas" sold to big industrial users who switch from coal to gas during the slack summer months. This amendment will hit pipelines which now count on such sales to meet overhead costs during hot weather. But pipelines are so anxious to add another amendment cancelling a recent federal court decision prohibiting charging of higher prices pending Federal Power Commission approval that they appear to have accepted the coal lobbyists' amendment.

With the coal amendment in, the bill's backers count on picking up enough votes among Representatives from coal-producing districts to wipe out the 18-vote margin by which the bill failed last year.

Unless consumers quickly make their opposition known to their Representatives, House enemies of the gouge will go into battle feeling that the oil, gas and coal lobbies have the votes to win. Consumers are going to have to move fast to counteract this feeling of depression.

What to Do

The drive to mobilize public and consumer opposition against the gouge is being spearheaded by a U.S. Mayors' Committee on Natural Gas Legislation. Mayor Robert F. Wagner of New York is chairman and Mayor Richardson Dilworth of Philadelphia is secretary. The Gas Consumers Information Service, the UAW, the AFL-CIO and many affiliated unions are cooperating.

Here is action that can be taken now by UAW members, local union officers, their families and neighbors to offset the lobbies' efforts to boost cooking and heating bills or coal:

1. Write or wire your Representative to talk, work and vote against HR 8525; urge your neighbors to do the same.

2. Schedule discussion of and action on the bill in local union meetings.

3. Urge mayors, city councils, boards of supervisors and state legislatures to record opposition to the bill and to tell Representatives they will be supported in fighting the gas gouge all the way.

Turn Up Your Burner

WASHINGTON — If U. S. gas, oil and coal consumers get hot fast enough, the gas gouge bill can be defeated in the House. Defeat in the Senate would be harder. If passed by both House and Senate, President Eisenhower would be certain to sign it into law, unless another oil and gas lobbyist is again caught passing campaign contributions to members of Congress, as happened in 1956 when, just before the Senate roll-call vote, Sen. Francis Case (R., S.D.), reported being given—and returning—$2,500.

Ford SUB Plan To Foil Virginia

The UAW and Ford Motor Co. have agreed on an interim arrangement to provide alternate unemployment benefits under the SUB plan to laid-off Ford workers in the state of Virginia, Ken Bannon, director of the union's Ford department, has announced.

Ford workers in the state have been denied SUB payments since June 1956 because of a state law.

The new agreement between the union and company provides that a worker can waive his eligibility for state unemployment benefits every third or fourth week of layoff and for that week, receive an alternate payment from the SUB trust fund.

This is a temporary arrangement. "The UAW," Bannon said, "intends to insist in forthcoming negotiations, that laid-off workers in Virginia, or any other state in which supplementation is not permitted, receive their full unemployment benefit from the SUB trust fund.

"This will mean that a worker will be entitled to 65% of his gross earnings plus a dependency allowance, all of which will be paid from SUB funds.

"It is hoped," he said, "that officials of these states will reverse their irresponsible action in denying to laid-off workers and their families the benefits which are rightly theirs, and to the communities the additional purchasing power which would be available under the SUB plans."

Just Roosevelt Conservatives

Just as Franklin D. Roosevelt, who preserved the capitalistic system at a time when it was about to collapse, was called a "socialist" and a "radical", so must the UAW expect the same kind of abuse, President Walter P. Reuther told the special convention.

Referring to the supplemental benefits section of the executive board's proposal, Reuther said, "I would not be surprised if Pravda, the official organ of the communists and the Soviet Union in Moscow, winds up calling this a plan for capitalistic collaboration.

"You know, as long as the communists call us stooges of Wall Street and the Goldwaters call us socialists, we must be going down the right road doing what's right for America."

All Backing Aircraft Aims, Delegates Told

Full support of the whole UAW to workers in the aircraft industry was pledged by President Walter P. Reuther and Vice President Leonard Woodcock, national aircraft director, at a conference of 400 aircraft delegates during the special convention.

Woodcock outlined the special problems involved in aircraft bargaining and described how the UAW's program in this industry fits in with the overall demands.

Both speakers referred to the increased cooperation between the UAW and the International Association of Machinists, which also has substantial aircraft membership.

"As we develop this working solidarity with the IAM we are better able to drive points home to the brass in the Pentagon," Reuther said.

"I have continually said that the defense department has no right to expect aircraft workers to subsidize the defense program by accepting wages and other provisions that are substandard compared to what other workers get for comparable jobs."

Strike Fund

Woodcock, in response to a question, stressed that the proposed increase in the UAW strike fund would provide ammunition for the aircraft workers as well as auto workers.

"We obviously do not seek a struggle in this industry any more than we seek a struggle in the auto and farm equipment industries," he went on. "But our bargaining with all companies depends upon our fighting posture, and our posture depends upon the build-up of the strike fund."

The conference was held after the first day's convention session.

Aircraft Leaflet Due

Half a million aircraft workers across the U. S. and Canada will receive tomorrow (Tuesday) a four-page, two-color leaflet outlining the demands to be made jointly by the UAW and IAM. The leaflet, drawn up by the two unions, will be distributed at every aircraft and missile plant.

Three Committees For Convention

Three committees did the preliminary work for the special convention. Following are their members:

Constitution - resolutions committee: Harry Southwell, Local 174, and Charles McDonald, Local 200, co-chairmen; Marge Condon, secretary; Don Steere, Local 602; George Smith, Local 392; William Abernethy, Local 116; James B. Harlin, Local 893; Fred Miles, Local 867; Paul Rudzinski, Local 135; Furl Williams, Local 975; Neil Moorlag, Local 5; Frank Hutchins, Local 738; W. E. Barber, Local 249; Carl R. Anderson, Local 632; Paul Silver, Local 351.

Credentials committee: Blaine Marrin, Local 157, chairman; Ted Morgan, Local 7, secretary; Richard Merryman, Local 1116; Kenneth B. Anger, Local 216; Max Raymond, Local 704; Edward T. Windham, Local 933; Joseph DeMauro, Local 360.

Rules committee: Joseph L. Douglas, Local 287, chairman; Frank Dobrowolski, Local 236, secretary; John Ellis, Local 985; Ben Gross, Local 560; James Mitchell, Local 101; George Siddons, Local 1155 (absent); Joseph J. Villella, Local 686.