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Great Tradition

11th CONVENTION, UAW-CIO



INTERNATIONAL UNION, UNITED AUTOMOBILE AIRCRAFT,
AGRICULTURAL IMPLEMENT WORKERS OF AMERICA (UAW-CIO)



WALTER P. REUTHER
President

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Vice-President

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Secretary-Treasurer

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Vice-President

Preamble to The Constitution

UAW-CIO

WE HOLD these truths to be self-evident, expressive of the ideals and hopes of the workers who come under the jurisdiction of this International Union, UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA (UAW-CIO); that all men are created equal, that they are endowed by their Creator with certain inalienable Rights, that among these are Life, Liberty and the Pursuit of Happiness. That to secure these Rights, Governments are instituted among men, deriving their just powers from the consent of the governed. Within the orderly processes of such Government lies the hope of the worker.

We hold that the exigencies of the times, the complete subdivision of Labor in the development and operation of the industrial mass production system imposes conditions under which the worker is gradually but surely absorbed and controlled by the machine.

We hold these conditions to be utterly at variance with the spirit of justice and the needs of mankind. We believe the right of the workers to organize for mutual protection is the culminating growth of a great industry, which is evidence not only of its increased power but also of an economic and social change in our civilization.

We believe that Organized Labor and Organized management possess the ability and owe the duty to society of maintaining, through

cooperative effort, a mutually satisfactory and beneficial employer-employee relationship based upon understanding through the medium of conference.

The worker does not seek to usurp management's functions or ask for a place on the Board of Directors of concerns where organized. The worker, through his Union, merely asks for his rights. Management invests thousands of dollars in the business. The worker's investment in the business is his sinew, his blood and his life. The organized worker seeks a place at the conference table, together with the management, when decisions are made which affect the amount of food he, his wife and family shall consume; the extent of education his children may have; the kind and amount of clothing they may wear; and their very existence. He asks that hours of labor be progressively reduced in proportion as modern machinery increases his productivity. He asks that the savings due to the inauguration of machinery and changes in technical methods shall be equitably divided between management and the worker. The organized worker asks that those who may be discharged be paid adequate dismissal wages to enable him to start afresh in another field; that society undertake to train him in new skills and that it make provisions through amelioratory social laws for the innocent and residual sufferers from the inevitable industrial shifts which constitute progress.



A Note to Convention Delegates

YOUR International Education Department has tried to supply the delegates at most of the Education Conferences and meetings of UAW-CIO during the last year with a handbook or a kit that would furnish them with the basic facts and materials they needed. This publication also is intended as such a handbook. But this is not a handbook in the ordinary sense of the word.

The Education Department in considering what should go into a guide to the delegates of a UAW-CIO Convention became convinced that you know what the basic issues are which we confront. But what we do frequently forget in the heat or under the pressure of our day to day trade union work is a full realization that the work we are doing, the fight we are making, is a part of a long historical struggle by working people begun many years ago to secure for themselves and their fellowmen a life of abundance, security, peace and freedom.

Officers, committeemen and stewards working long hours overcoming great obstacles often forget that they and their Local Unions are not working alone. In our debates, in our negotiations, in our committee meetings we frequently tend to forget that millions of courageous men and women who were here before us have shed blood in these battles and have been martyrs in these causes. We often tend to forget that each time we win a new and better contract we reap the benefits of generations of working men and women who labored and fought for these gains even before we were born; and we sometimes overlook the fact that the great struggle and tradition of which we are a part does not end with us. Just as we took our places in the long march of people toward a better world, our children and others will take our places after us and will in turn benefit by the contributions and sacrifices we make.

It is for these reasons that the International Education Department has prepared a Convention handbook for the delegates that includes a chronological history of labor in the United States and a brief history of our own great union. In a sense this is less a guide for Convention delegates than it is an introduction to your place in history. But then the UAW-CIO would not have attained first place among the progressive and democratic unions of the world if you did not already have a sense of responsibility to your family, your fellowmen, and to history.

VICTOR G. REUTHER,
Director, UAW-CIO Education Department.



What Has Gone Before

A Chronological History of the Labor Movement in The United States

- 1677 New York City cart drivers refuse to remove dirt from the streets for threepence a load.
- 1724 Philadelphia house carpenters organize to maintain fair prices and fair competition. First building trades organization.
- 1741 New York City bakers strike against master merchants and city price regulations.

1776-1783 REVOLUTIONARY WAR

- 1786 Philadelphia printers conduct first wage-earner strike for a six dollars per week minimum wage. This is the first recorded American strike in which strike benefits were paid.
- 1790 Pennsylvania workers receive right to vote provided they can show they have paid taxes.
- 1791 The first recorded US strike in the building trades took place when the Philadelphia journeyman carpenters struck for a 12-hour day and premium pay for overtime. Out of the strike came the first trade union producers' cooperative, when the Philadelphia Union of House Carpenters offered to build in competition with the master carpenters.

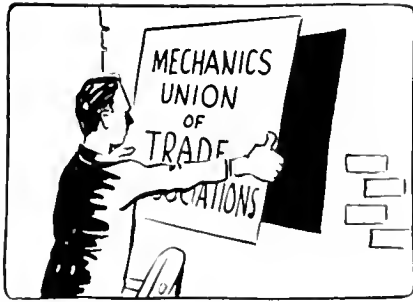
THE FIRST STRIKE IN AMERICA TOOK PLACE IN PHILADELPHIA IN 1786...



- 1792 The first permanently organized union of wage workers with the primary purpose of improving wages was formed by the Philadelphia cordwainers.
- 1794 The Philadelphia cordwainers establish America's first closed shop by requiring employers to hire union men only. New York printers organize a union.
- 1799 First collective bargaining sessions between representatives of workers and employers were held in Philadelphia between the cordwainers and their employers after a 10-week strike. During the strike other Philadelphia workers went out on the first sympathy strike in the US. The negotiations finally resulted in the compromise of a wage cut.
- 1800 For the first time workers present a complete union wage scale to employers when the Franklin Typographical Society of New York City presents a printers' scale to employers.
- 1805 The Philadelphia cordwainers establish the first American strike fund.
- 1806 The courts are used as an anti-labor weapon for the first time when the Philadelphia cordwainers are tried and found guilty of conspiring to raise wages. The trial was followed by a nine-year wave of conspiracy cases with the new unions losing most of the cases.
- 1809 Importation of slaves to US ends.

1812-1814 WAR WITH ENGLAND

- 1820 Workers win right to vote in Massachusetts.
- 1821 First free public high school in Boston.
- 1822 Workers in New York State win right to vote.
- 1823 New York City journeyman cabinet makers make first recorded protest against prison labor.
- 1824 The first recorded participation of women in a strike when the women weavers of Paw-



tucker, Rhode Island, join the men in a strike against longer hours and a wage cut.

- 1825 The women tailors of New York City conduct the first strike made up entirely of women for increased wages.
- 1827 The foundation for the American labor movement is laid when the Mechanics' Union of Trade Associations is formed, the first Central Labor Union. The organization came into being after a carpenters' strike.
- 1828 The first issue of the *Mechanics Free Press*, the nation's first labor paper. America's first PAC Committee is organized when the Workingman's Party of Philadelphia is formed to fight for equal rights and opportunities for labor, including free education, abolition of child labor, end of imprisonment for debt. The first industrial strike in American history took place in Paterson, New Jersey, when the workers in a textile factory struck for a 10-hour day. For the first time, too, the militia was called out to break a strike.

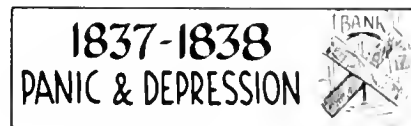


- 1829 Thomas Skidmore helps organize labor's first political organization in New York.
- 1830 A statewide political campaign is conducted in an effort to unite farmers and workingmen.
- 1832 Women seamstresses and shoebinders organize the first woman's trade union.
Congress outlaws imprisonment for debt in Federal prisons (leading to similar state laws).

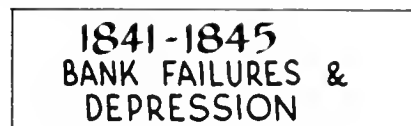
- 1833 A central trades union is organized in New York with no politics as a theme. Baltimore mechanics begin all-out drive for a 10-hour day.
- 1834 Ely Moore, first president of the New York Trades Union is first labor candidate to be elected to Congress.
A National Trades Union is organized.
Fight for free public schools (without pauper taint) begins in Pennsylvania.



- 1835 Labor organizes an Equal Rights Party in New York to fight Tammany Hall. Philadelphia mechanics win the first 10-hour day.
- 1836 The Supreme Court in the case of *Commonwealth vs. Hunt* recognizes trade unions as legal organizations for the first time. The National Cooperative Association of Cordwainers, first national union, is organized.
- 1837 The Equal Rights Party in New York by combining with the Whigs defeats some Tammany candidates and forces a reorganization of the Democratic Party, which excludes the bankers.




- 1840 Movement begins to win the 10-hour day in the government service.



- 1842 Charleston, Massachusetts, ship caulkers go on eight-hour day.
- 1845 Industrial Congress organized, the earliest counterpart of the CIO and the AFL.

1846-1848
MEXICAN WAR 

- 1847 New Hampshire Legislature passes first 10-hour day law, but law is ineffective.
- 1850 New York City Workingmen's Congress is formed.
 An early example of industry-wide bargaining on a city-wide scale. The New York tailors negotiate a trade agreement with the New York employers' association.
 Ira Steward, a Boston mechanic, launches a national movement for the eight-hour day.
- 1857 The Sons of Vulcan, the first iron workers' union, sign the first agreement with employers incorporating a sliding wage scale.

1861-1865
CIVIL WAR 

- 1862 The Irish coal miners of the anthracite fields of Pennsylvania form the Molly Maguires, a secret society to combat speedup, pay cuts, discrimination, spies and strongarm methods by direct action.
 The United States Congress passes the Homestead Law which gives 160 acres of land to any American who undertakes to live on them.
 The Legal Tender Act was passed authorizing the issuance of paper money called greenbacks.
- 1863 The Brotherhood of Railroad Engineers is founded.
 Local trades assemblies begin to be formed in most cities of the country.
 Emancipation proclamation frees slaves in union army areas and rebellious states.


1864-1877
POST CIVIL-WAR DEPRESSION
HARD MONEY-HARD TIMES

- 1865 Thirteenth Amendment to Constitution prohibiting slavery adopted.
- 1866 The National Labor Union is organized with a program that calls for the regulation of immigration, the eight-hour day and the printing of greenbacks.

- 1868 The first permanent labor lobby is established in Washington.
 The Knights of Saint Crispin are organized in Milwaukee to fight the introduction of machinery into the shoe industry.
 The first state labor bureau is established in Massachusetts.
 Congress establishes an eight-hour day for some government workers.
 Uriah Smith Stephens, a Philadelphia tailor, takes the lead in organizing the Knights of Labor as a secret society to fight for labor legislation, education and mutual benefits for its members.
 New York labor elects 21 representatives and one senator to the state legislature.
 First Negro labor convention is held in Baltimore.
 Negro delegates attend the National Labor Union convention in Philadelphia for the first time.
 Fourteenth Amendment to Constitution guarantees all persons equal right under law.
- 1870 Fifteenth Amendment to Constitution forbids denial of right to vote for race, color or previous condition of servitude.
- 1872 New York City workers call a general strike for an eight-hour day.
 The first national labor political convention nominates Judge David Davis of Illinois for president and Governor Parker of New Jersey for vice-president. Name of the party: National Labor and Reform Party.
- 1873 The Miners' National Association, forerunner of the United Mine Workers, is organized.
- 1875 Farmers and workers organize the Greenback Party and in 1878 send 14 men to Congress.
- 1876 The Amalgamated Association of Iron and Steel Workers is organized.
- 1877 The railroads announce a 10 per cent pay cut and force a national railroad strike, which is finally broken by the militia.
- 1878 The Knights of Labor sheds its secrecy with the election of Terence V. Powderly as its president.
 Terence Powderly is elected the mayor of Scranton by labor.
 The railroad unions win a strike against robber baron Jay Gould on his ten-thousand-mile railroad system.

1881 Samuel Gompers first achieves prominence at the organization of the Federation of Organized Trades and Labor Unions in Terre Haute, Indiana.

**1883-1886
DEPRESSION**



1883 A strike by the telegraphers on Jay Gould's railroad system focuses attention on the struggle of labor against the robber barons.

1884 Unions use the boycott in the railroad strikes.

1885 Railroad brotherhoods win a victory over the most powerful combination of speculators in America in the Wabash Railroad strike.

1886 At the height of the campaign for an eight-hour day, at a meeting held to protest the murder of four strikers at the McCormick reaper plant, a bomb explodes and a policeman is killed—the Chicago Haymarket affair. In contrast to the looser organization of the Knights of Labor the American Federation of Labor is formed along craft union lines. For the first time a national labor federation, the AFL, employs paid organizers. It also begins to issue pamphlets and to organize holiday mass meetings.

1889 The checkoff, as a method for collecting dues, is introduced in Ohio by the National Progressive Union.

1891 The International Union of Carriage and Wagon Workers is organized, an early forerunner of the UAW-CIO.

1892 America's strongest labor union, the iron and steel workers, strike the Carnegie plant at Homestead and are defeated by the wholesale importation of strikebreakers and thugs.

**1893-1897
PANIC AND ANTI-BRYAN
DEPRESSION**

1893 The United States government intervenes in the Pullman strike, which is led by Eugene Debs, and with the aid of 2,000 troops smashes the strike. Samuel Gompers wins a decisive fight for control of the American labor movement against Daniel De Leon, socialist leader.

1895 The National Association of Manufacturers is organized.

1897 The United Mine Workers, under John Mitchell, win a decisive strike in the Pennsylvania anthracite fields. A similar victory for the bituminous miners follows.

**1898
SPANISH WAR**



1898 The US Congress passes the Erdman Act providing for mediation and voluntary arbitration.

1900 The International Ladies Garment Workers' Union is organized.

**1903-1904
SPECULATORS'
DEPRESSION**



1903 Employers begin a concerted open shop movement.

1905 Militant labor organizes the Industrial Workers of the World.

1906 First exhibit of industrial safety appliances held in US.

**1907-1908
CRASH AND PANIC**

1908 The Supreme Court holds that the Danbury Hatters are individually liable financially under the Sherman Anti-Trust Act.

Congress passes first permanent Workmen's Compensation Law applying to government workers only.

1910 New York passes first comprehensive Workmen's Compensation Law.

1912 The United States Department of Labor is established with United Mine Worker William Wilson as first secretary. National Safety Council formed (after Workmen's Compensation Laws began to require employers to pay part of the cost of industrial accidents).

1914 Clayton Anti-Trust Law passed which declares the labor of a human being is not a commodity or article of commerce. The law exempted labor unions from the operation of anti-trust laws.

1915 The United States Commission on Industrial Relations issues its report declaring: The final control of American industry rests there-

fore in the hands of a small number of wealthy and powerful financiers. . . . Almost without exception the employes of the large corporations are unorganized as a result of the aggressive "non-union" policy of the corporation management.

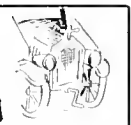
- 1916 Congress passes the Adamson Act establishing an eight-hour day on the railroads without a reduction in pay under threat of a general railroad strike.
The International Ladies' Garment Workers creates the first union education department. The AFL expels the International Union of Carriage and Wagon Workers.

**1917-1918
WORLD WAR I**



- 1918 First War Labor Board created by the government. Labor and industry give wartime no-strike, no-lockout pledge.
1919 The AFL attempts to organize the steel industry and fails in the great steel strike. Congress, after a first attempt to regulate child labor fails, tries again with a law putting a special tax on products made by child labor.


**1920 - 1921
POST WAR
DEPRESSION**



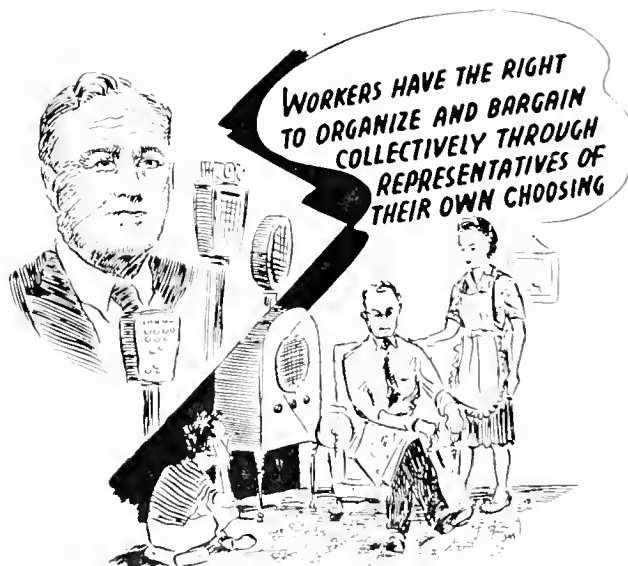
- 1920 Railroad Labor Board established under the Transportation Act. National Association of Manufacturers begins campaign for its open shop American plan. International Association of Machinists opens first labor bank.
1924 Tax on child labor products declared unconstitutional. Samuel Gompers dies to be succeeded by William Green on John L. Lewis' nomination. Congress passes Child Labor Amendment to Constitution, an amendment which has never been ratified.
1926 Railway Labor Act passed providing for negotiation procedures between railroads and their employes.
1929 Stock market crash.
1932 Election of Franklin Delano Roosevelt, President of the United States.

Norris - LaGuardia Anti-Injunction Law passed, abolishes labor injunctions and the yellow dog contract.

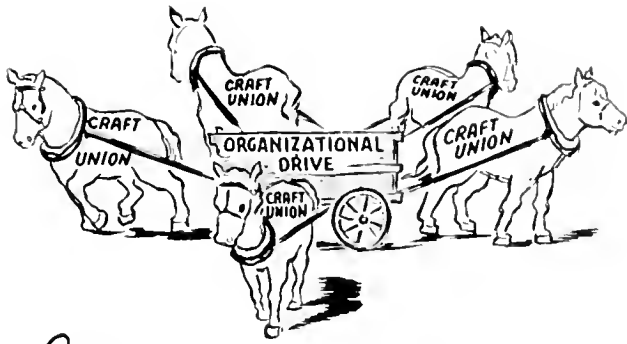
**1929 - 1936
GREAT HOOVER
DEPRESSION**



- 1933 National Industrial Recovery Act with Section 7a, which guaranteed labor the right to organize and bargain collectively through representatives of their own choice without interference or coercion.



- 1934 NRA declared unconstitutional. New international unions in rubber and autos chartered by AFL. John L. Lewis proposes industrial unions under AFL—rejected.
1935 National Labor Relations Act (Wagner Act) passed. Committee for Industrial Organization formed with John L. Lewis as chairman. Lewis resigns as AFL vice-president. Goodyear Tire and Rubber Workers stage first big sitdown strike. Social Security Law passed providing old age and survivors' insurance, unemployment compensation and various welfare features.
1936 UAW' suspended by AFL. Walsh-Healy Act passed providing that all government work costing more than \$10,000 must be done under fair labor standards (40-hour week, no child labor).
1937 Revelations by LaFollette Committee of expenditures by GM, Chrysler and other large corporations for spies and strikebreakers



CRAFT UNIONS FAIL TO ORGANIZE INDUSTRIES

leads to passage of Byrnes Act prohibiting transportation of strikebreakers in interstate commerce.



CIO unions expelled by AFL.
CIO renamed Congress of Industrial Organizations.

Heavily armed police attack picket parade on Memorial Day in Chicago and murder ten during Little Steel Strike.

Fisher Body, Flint sitdowns culminate in recognition of UAW by GM.

Labor's Non-Partisan League organized by John L. Lewis and Sidney Hillman.

1938 CIO formally organized in Pittsburgh.

Fair Labor Standards Act passed establishing 40-hour week, overtime pay, minimum wage, with abolition of child labor.

1939 Chrysler sitdowns win Chrysler contract.

Homer Martin leads rump faction into AFL after failure to split UAW.



1940 UAW wins sweeping victory in NLRB elections held in GM plants.

John L. Lewis resigns presidency of CIO after failure in his effort to defeat Franklin Roosevelt for presidency.

Philip Murray is elected to CIO presidency.

1941 Organization of steel and autos completed with final victories in Bethlehem and Ford.

Executive Order establishes Fair Employment Practices Commission forbidding defense contractors to discriminate in employment.

1942 War Labor Board established.

No-strike pledge taken by unions.

1943 Smith-Connally Act passed. Provides 30-day waiting period and vote on strike. Outlaws strikes in government plants.

CIO Political Action Committee established.

1945 President Roosevelt dies.

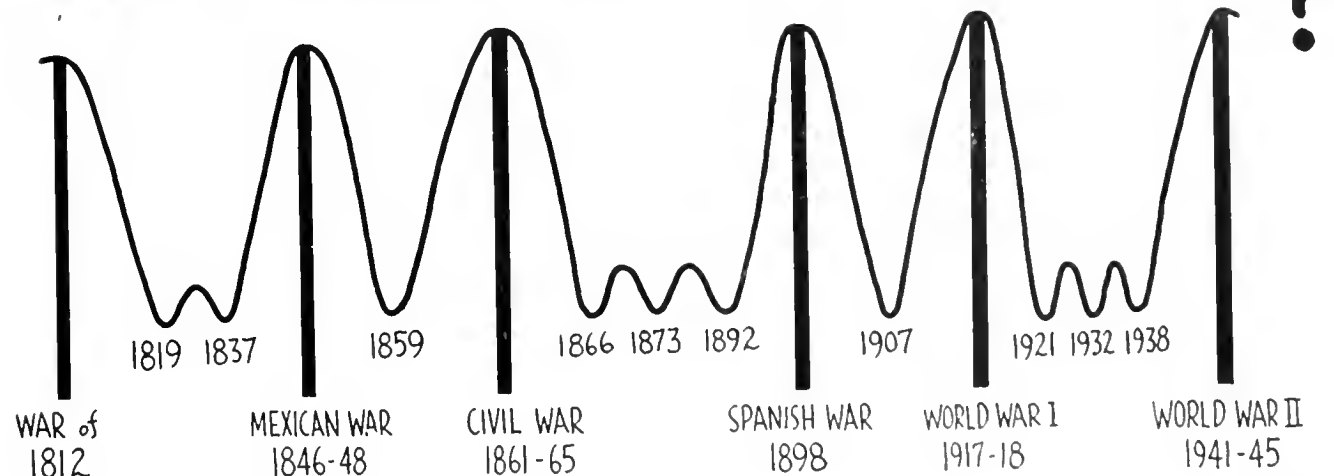
Rationing ends.

CIO unions, spearheaded by GM workers, forestall postwar wage cuts for first time in American history and win increases in hourly rates to compensate for price increases, a decline in weekly pay, and for widespread downgrading.

1946 OPA killed.

1947 Taft-Hartley Law passed reinstating the labor injunction, abolishing closed shop, with special penalties on industrial unions and with the restoration of many anti-labor privileges to employers.

WARS & DEPRESSIONS



Men and Women Against the Corporations

The Organization of the UAW was a Revolt Against Corporation Tyranny and Marked a Turn Toward Democracy in American History

IN 1936, wages were as low as 20 cents an hour. Many of those who had jobs worked 60 or 70 hours a week.

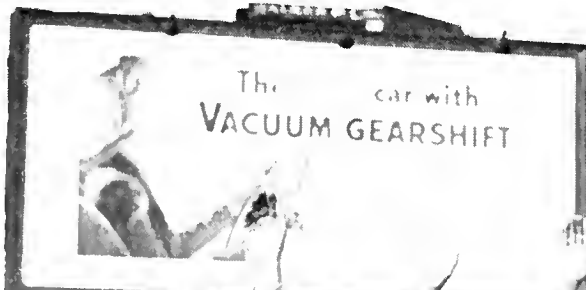
That was the year the UAW began to roll. The Wagner Act was a scrap of paper. You couldn't wear a union button in the plant. You couldn't talk union out loud at lunch time. You couldn't do anything about the speed of the line. You couldn't get up off your knees.

In June, 1936, the UAW had agreements with 16 small plants. Twelve of those agreements were held by just one local union. UAW membership stood at about 30,000 at the time of the 1936 Convention. There was less than \$30,000 in the treasury.

As far as money went, the auto workers in those days were shoestring operators. The union wasn't built on a bank-balance. It took form and strength far below the level of double-entry bookkeeping,

GM tried to take advantage of the Homer Martin betrayal in 1939 to destroy the UAW, but the tool and die workers closed the corporation down and established the UAW in the industry beyond challenge.

MILLIONS
IN DEBT
TO GM
INSECURITY
AFTER
A YEAR



down where a grievance was stirring, spreading and mounting, behind the tired eyes of every home-going shift in all the auto towns.

White Motors Signs First Contract

The struggles and sacrifices that built the UAW are to the credit of many men and women, many local unions. Numbers on a time-clock came to life. A storm gathered and broke and nothing could stop it. The first rumblings were heard as early as 1934, when a one-week strike at White Motors of Cleveland, won the first signed agreement in the industry, wage increases and better conditions.

Auto-Lite Raises the Banner

In April of the same year, an AFL federal local in the Electric Auto-Lite plant in Toledo, kicked up its heels against the combined restraints of timid old-line unionism, the Automobile Labor Board, a stubborn boss and a hostile community. The worm was turning. In this early engagement,

Secretary-Treasurer George F. Addes first won through to leadership.

On November 13, 1936, the door of the manager's office at Fisher number one in Flint, was thrown open and in stepped a union committee, braced against the silence of an assembly line that had just stopped because the men had stopped it. The muscles were tensing.

Bendix Sits Down

Workers in the South Bend plant of the Bendix Corporation, who in June had won recognition, seniority rules, and a wage increase, carried off a 7-day sitdown in November that brought further concessions. The cloud was bigger than a man's hand now.

Chrysler Workers Back up Midland Steel

Also, in November, in the heart of Detroit, a strike at the Midland Steel Products plant won recognition, seniority rules, and wage increases, after a 14-day sitdown. The union's shop delegates

The men go home after the big 1937 victory. UAW members leave Chevrolet Number Four after the Flint sitdown wins union recognition.



NEXT CONVENTION California



When we met in St. Louis in 1940, the corporation attempt to break out of union contracts had been beaten, and the convention delegates settled down to blueprint the structure of the biggest, most democratic union in the world.

A year earlier at the Cleveland convention the union closed ranks and reorganized after the Homer Martin retreat into the AFL.

got the exclusive right to present grievances. While the strike was on, Chrysler and Dodge locals would not work on steel frames that came from Midland's Detroit plant. The hands were reaching out, grasping the future. Then in December, a sit-down at Kelsey-Hayes Wheel.

Spark in Atlanta

The sitdown that made GM sit up and take notice began in Atlanta on November 18, 1936. The fires of revolt swept north. The Cleveland Fisher Body plant went down on December 28. And then Flint, bastion of empire, went union. The corporation experts had memorized all the rules for strike-breaking, but the old tricks didn't quite come off: the injunctions, the back-to-work movements, the tear gas, the clubs. Neither the smooth stuff nor the rough stuff could kill what had been born. That was the way it was, just ten years ago.

Shortly after the Flint sitdown strikes, there occurred one of the most dramatic rescues in all labor history. In Anderson, Ind., where the GM plants were on strike approximately one thousand men, women and children, were barricaded in a meeting hall by a mob of deputized thugs and drunks. Shots were fired into the hall by the liquor-crazed GM bullies. Then the Toledo, Detroit and Flint workers, hearing of the siege and the reign of terror in Anderson, set out in a gigantic motorcade to rescue their brother workers. Airplanes from

the Indiana National Guard scouted the rescue party, troops hastily barricaded the Indiana border, and martial law was declared in Anderson. Halted at the state line, the men in the rescue column abandoned their cars and infiltrated Anderson. Within a day of their arrival the terror was lifted and it was safe for a union member to walk the streets or attend a union meeting.

First GM Agreement

The agreement with General Motors, on February 11, 1937, opened the floodgates. The big thing was that the corporation had stopped looking the other way, had turned around and admitted the existence of the union. That was the beginning. It came in eight parts:

1. The UAW won exclusive recognition in the 17 struck plants for six months.
2. In all other automotive plants of GM, the UAW was recognized as the bargaining agent of its members.
3. There was to be no discrimination against union members. All strikers were to be re-hired.
4. Union members could discuss the union during lunch hour and rest periods, and could wear their union buttons in the plant. That was the end of the spy racket.
5. Injunction and contempt proceedings against the sitdowners were to be dropped.

6. Negotiations were to begin at once for a signed contract.

7. The victory led to enrollment in the UAW by the great majority of GM production workers.

8. At the time the agreement was reached, GM announced a general wage increase of five per cent. Nobody could doubt what had given GM the idea.

Membership in the UAW jumped from the 1936 high of 55,000 to 375,000 in September of 1937. By that month, the union had reached agreements with 400 makers of automobiles or parts. In less than a year, the UAW had won contracts with every auto manufacturer but Ford. As of October, 1937, the UAW had won an annual income increase for its members amounting to more than \$100 million.

Mopping-up Operation

Chrysler got religion soon after GM. Hudson, Packard, Briggs followed. Packard granted exclusive recognition after 14,000 voted 4-1 for the UAW.

The returns were coming in. Among them were minimum rates of 75 cents for men, 65 cents for women; time and one-half for overtime; double rates for Sundays and holidays; a 40-hour work week; seniority rules governing lay-offs and re-hiring; joint committees to discuss the rate of speed of the line, and recognition of shop committees to handle grievances.

The first General Motors' contract called for grievance committees of not more than nine members in each plant. Some of these committees had to handle complaints for thousands of workers.

The clause was later amended to provide one representative for each 400 workers. These handicaps prevailed throughout the young organization. Struggling to consolidate its rapid gains, the UAW was badgered and provoked by foremen who refused to believe that a new day had come in the auto plants. Management rallied its forces for a counter-attack. Everybody was discovering that living under a contract was something different from just signing one. But the union was determined to survive. There was a rash of quickie sitdowns as the auto workers fought back at company provocation.

Treachery at the Top—Homer Martin

All the troubles did not come from without. Within the UAW, Homer Martin and his Executive Board majority were throwing their weight around, forgetful of the earlier solidarity and sense of purpose that had brought the bosses to heel. The number of plants under contract fell from 501 in 1938 to 320 in 1939. The dues-paying membership dropped to 90,000. The treasury was almost empty.

Management read into the situation its own yen to see the Union broken on the wheel of factionalism. Briggs fired more than a hundred active union men. General Motors refused to bargain on the ground that it couldn't tell whether Martin's rump group or the UAW was the true representative of the workers. The good old days of the open shop seemed about to return.

But the spark that had been lighted in Flint had not died. The Briggs workers struck, forcing

The Chrysler shutdown in 1939 was marked by a futile corporation attempt to recruit scabs in the Negro community. But Negro and white worker solidarity defeated the tactic and brought Chrysler to terms.





Briggs, like Chrysler and GM, tried to smash the union during the first confusion created by the Martin sellout in 1939, but even the kids came out on the picket line. The union held everywhere.

reinstatement of the discharged members. And GM was hit where it hurt with the "strategy strike" of tool and die makers. General Motors was tooling up for the new model year. Twelve big shops were paralyzed as tool and die makers walked off to the picket lines—and production workers collected unemployment compensation benefits.

The Negro Community Defeats a Scab Maneuver

On August 5, 1939, GM came around to recognize the UAW-CIO as sole spokesman for GM workers in 42 plants. A wage increase gilded the lily. Later in 1939, Chrysler was struck for 54 days for arbitrary discharges and refusal to grant a wage increase. This brought a new lesson and a new gain, as solidarity between the UAW and the Negro community smashed a company stab at breaking the strike with Negro scabs.

The Chrysler Corporation, acting with a ruthless, coldblooded disregard of human lives, gambled on a gigantic race riot as a tactic to break the strike. Its agents attempted to hire Negro strikebreakers to smash the Chrysler and Dodge picket lines. But UAW leaders presented the facts about the strike to the Negro community with the result that the corporation's recruiting sergeants beat their drums in vain. Negro workers stood solidly behind their white brothers.

Final Defeat of Martin

In 1940, the number of plants under contract climbed back up to 491, with 398,377 workers covered. That was the year of the NLRB elections, when Homer Martin finally and decisively lost his dual union bid. Packard went 4-1 for the UAW-CIO. Motor Products voted CIO by 10-1, Briggs

by 13-1. Similar victories were won in 11 Chrysler plants. In April, 1940, substantial majorities were piled up in 49 GM plants. The auto workers had been down, but not out. Now they had come back fighting, ready to take up the greatest remaining challenges.

Converging on Ford

At Ford, the average hourly rate was 10 cents under GM and Chrysler levels, and 5 cents under the industry average. There was no seniority. There was lots of machinery, but none for handling grievances. There was no overtime for Saturdays, Sundays or holidays. There was a company policy of rotating shifts, but no shift premiums. There were generous wage spreads for the red-apple boys, but no control over the speed of the line. The rest of the industry was organized, but you couldn't wear a union button in the Rouge plant.

Ford was a tough nut to crack. The Ford Service Department was everywhere, like the Gestapo or NKVD. Ford's feudal fortress withstood the first tide of organization that year. 1940 was to be a different story.

In that year, Ford workers who had been discharged for joining the UAW won reinstatement and back pay awards from the NLRB. The back pay totalled \$972,000. At the same time, an anti-handbill ordinance which had stymied UAW organizers in Ford's city of Dearborn was knocked out by the courts. On October 8, 1940, the United States Court of Appeals upheld an NLRB ruling ordering Ford to cease unfair labor practices. Sole responsibility for the skirmish of May 26, 1937, was laid on the company and its Service squads. The auto workers had seized the initiative.

First Christmas Bonuses

Christmas bonuses for Chrysler, Briggs, Hudson and other organized auto workers that year were another spur to organization. Meanwhile, union buttons blossomed in the Rouge plant.

On February 26, 1941, the UAW served a strike notice on the company. Already informal recognition had been accorded the Union, for supervision could no longer ignore the committees of union

Goons, thugs and gangsters. The private army at Ford was the last to be disbanded. But before the thugs were demobilized, Ford underlined the truth of the La Follette Committee revelations. The mercenaries came out of the night and brazenly attacked Ford workers and organizers in broad daylight, contemptuous of the law and opinion of the country. In this battle of the overpass Richard Frankenstein and Walter Reuther were brutally beaten.



men that sprang up to fight on grievances. A showdown was near.

Victory at River Rouge

It came suddenly and victory for the Union soon followed. The company provoked the strike on April 1, 1941. The UAW responded with the strike call on April 2. Ten days later it was all over. The Rouge works had been shut tight.

Ford saw the light on April 11. The auto workers had won their first major union-shop, check-off agreement in the industry. Collective bargaining had been won for 120,000 Ford workers.

On May 21, 1941, they went to the polls and voted 3-1 for the UAW-CIO. The Ford victory meant wages at least equal to the highest in the industry, classification for classification. It meant seniority, a shop steward system, grievance machinery, exclusive recognition, the end of the Service Department, time and one-half for overtime, double time for Sundays and holidays, call-in pay, and shift premiums. During the few weeks after the strike, Ford granted wage increases total-

ing \$13 million—\$18 million since the Ford campaign had begun in October, 1940.

Although the Ford strike in Detroit had become a stage with the world as an audience, significant and important engagements with Ford had taken place throughout the country. Courageous UAW members in Dallas, Kansas City, Buffalo, Long Beach and other cities had pinned on their UAW buttons and defied Bennett's goons. Many of these men and women were fired, others were beaten. But as the union relentlessly bore in on the heart of the Ford empire, the slow justice of the NLRB began to operate. The union was upheld, back pay settlements were won, reinstatements were made, committees began to organize, union buttons reappeared. When the final results were in, the Ford drive was not won solely in Detroit, but across the country.

First Vacation Pay

While the Ford struggle was mounting to a climax, the UAW was winning on other fronts. The GM agreement of June 21, 1940, brought two



As the UAW gained strength the union began to look beyond the machinery in the plant and the fence around the company. In Toledo a Local 12 member invented this device for the treatment of infantile paralysis. As a contribution to the community, Local 12 arranged for its installation in several hospitals. Later UAW locals took the lead in organizing blood banks, in supporting war activities, in Community Chest drives and in Marches of Dimes.

significant gains. The principle of vacation with pay was introduced in the industry for the first time, and the grievance procedure was rounded off with an impartial Umpire, a system subsequently adopted at Ford and Chrysler. In GM, the UAW also succeeded in having the sum of \$5 million set aside as a wage equalization fund, a fund which eventually amounted to \$7 million as inequities were adjusted.

The Ford citadel had not crumbled until late in the defense period. Already in December, 1940, the Reuther Plan for converting the auto industry to war production had been presented to President Roosevelt by Philip Murray. As the aircraft industry mushroomed from fortieth to first in the nation's economy, the UAW won organizing victories in Curtiss-Wright, North American Aviation, Douglas, Goodyear Aircraft, Vought-Sikorsky and other plants.

Nine hundred eighty-two plants were under contract in 1941, double the number in the preceding year. Further substantial wage gains were won from the automotive Big Three, as the new GM agreement provided for a 10-cent across-the-board increase, amounting to \$50 million. Chrysler got 8 cents and other gains, and these victories had their impact on the rest of the industry.

Strengthening the Union

Meanwhile, the internal structure of the Union was being strengthened. By the time of the 1941 Convention, many Wage and Hour Councils had been set up and were actively functioning. There was a Battery Council, Tool and Die Councils, Foundry Councils, a Gear, Axle and Transmission Council, a Moulding Council, a Truck and Commercial Body Council, a Cushion Spring Council, and a Greater Detroit Maintenance Workers' Council.

At the time of Pearl Harbor, the UAW was well on its way toward the one-million mark. Paid-up members in October 1941 totalled 639,934. There were 1,328 plants under contract in 1942, with 898,860 workers covered. The goal of one million members set by the 1912 Convention was reached in the spring of 1943.

Working for Victory

The war economy plunged the UAW into the forefront of the victory drive. UAW members gave a no-strike pledge, but demanded equality of sacrifice by all elements of the nation. Throughout the war years, the auto workers hammered away in the two-front offensive against the fascist enemy abroad and against those at home who would turn the democratic mobilization of a whole people into



At the first Buffalo Convention in 1941 the delegates led the fight for preparedness by supporting the Murray plan for industry production councils and by urging the Reuther plan for the conversion of the auto industry of the nation. A year later, at the Chicago Convention in 1942, two major program goals served to make a clear distinction between the patriotism of the corporations and that of the people. The goals: equality of sacrifice by all, and equal pay for equal work.

a good thing for the moneyed few. Equality of sacrifice was never achieved, but the auto workers and the rest of the CIO managed to withstand the most reactionary efforts to throw a noose around the labor movement in the name of patriotism.

The CIO Plan for war production had put the CIO in the war long before Big Business could be forced to convert to military production. The plan was pigeon-holed by Knudsen and the dollar-a-year businessmen of the Office of Production Management. The UAW went after the OPM, and OPM folded. UAW and CIO leaders served on the War Production Board that succeeded it and on other wartime agencies, but labor never got past second-fiddle position.

The auto workers and the rest of industrial labor soon found themselves tangled up in the red-tape of the War Labor Board and in the jumble of business-as-usual bureaucracy.

World's Biggest Union

When the UAW assembled in convention at Buffalo on October 4, 1945, it was the world's greatest union, with 1,173 plants under contract, well over a million members on the production front, and an additional quarter of a million or more members in the armed services.

The big union had been pressing for real labor-management cooperation in support of the war. It had been struggling to turn the War Production



The Buffalo Convention in 1943 was the longest in UAW history. Chief convention issue was whether or not the union should reinstate the speedup under another name. After a torrent of debate the delegates voted against the re-introduction of the incentive system in industry.

Board's drive for labor-management committees into something more than ballyhoo. It did succeed in pressuring the NWLB into setting up regional offices in Detroit and other centers, but the ponderous logjam of cases was never really broken. It did succeed in preventing a compulsory labor draft law, not only by exerting every legitimate pressure against its passage but by proving, through full cooperation with every voluntary effort to expedite war production, that free labor was genuinely dedicated to victory.

The Fight Against the Speed-up

The 1943 Convention killed attempts to re-establish the speed-up in the guise of "incentive-pay" systems. Also in 1943 came establishment of the Consumers Division. Auto workers began to direct their attention to the many problems which beset them as bread-buyers as well as breadwinners.

Paycheck to Purchasing Power

But the principal wartime concern of the UAW involved the so-called Little Steel formula. Under the formula, wage increases were allowed up to 15 per cent above the levels prevailing on January 1, 1941. According to the government's stabilization policy, the cost of living was to be frozen at the level obtaining as of September 15, 1942. But the cost of living continued to inch upward, while labor's efforts to follow it wage-wise were blocked by the Little Steel ruling. Throughout this period, the UAW and the rest of the CIO unions persevered in exposing this fraud, in demand-

ing adequate subsidies, and in insisting upon a roll-back of prices to levels which could be reached by the average paycheck. The fight was never actually won, but labor's pressure undoubtedly served to keep the upward trend under partial control. Meanwhile, by pounding away at the War Labor Board, the UAW won many concessions on the so-called fringe issues, thus netting its members a degree of progress even under the difficult conditions of wartime.

Increasing Union Services

In the Ford contract of 1943, the chief gains were the creation of the umpire set-up and improvement of representation providing one committeeman for each 275 workers. The 1943 Chrysler agreement also established an umpire upon order of the NWLB.

The Skilled Trades Department of the Union was busy in 1943 and the ensuing years. Tool and die commissions were established, a standard apprentice plan was developed and the Society of Designing Engineers became part of the UAW. The new War Policy Division was also extremely active throughout this period, representing UAW before such agencies as the War Production Board, War Manpower Commission and Selective Service devising a UAW Policy Manual to keep all officers and staff members informed regarding the rapid developments in the wartime government agencies, preparing a Servicemen's Edition of the Auto Worker, communicating with UAW members in the armed forces regularly through UAW-CIO GI

Mail, and promoting the extension of the union counselling service which proved so valuable in the guidance of members confronted by innumerable outplant problems.

In 1944, the UAW had a paid-up membership of over one million, with 1,671 plants organized. But even before the 1944 Convention, which assembled on September 11, some members had begun to feel the impact of cutbacks in the war production program.

Then the European war ended. Dues-paying membership in March, 1945, was still as high as 1,242,569. It sank in December to 539,575. The dollar-a-year men were grabbing every train out of Washington, the Big Business scramble to throw off controls and get back to normalcy was under way, and UAW members were standing in line at the unemployment compensation offices throughout the land.

Conversion to Peace

With members losing their jobs and slipping down into lower-rated ones, with overtime gone and going, and with the high cost of living getting higher with every tick of the time-clock, industry saw its chance to lead a post-war crusade against unionism. The more moderate members of the business community were not inclined to relish this union-busting campaign, but the prevailing voices among the upper reaches of the industrial fraternity were all for running the CIO out of town.

Again, as in 1937, something stirred among the General Motors workers. Voicing the deep concern of the country, they led the fight for higher wages without higher prices in a strike which ral-

lied a large section of the non-labor public against the arrogant tactics of the du Pont corporation. The strike, which began during the Thanksgiving Day week-end of 1945, had been preceded by months of painstaking effort on the part of union negotiators to get management spokesmen to disclose the facts on which a reasonable and just solution of differences might have been based. But the Corporation turned down requests for public bargaining, conciliation, and arbitration.

During the shut-down, steel workers rallied to the support of the GM workers and forced the giant steel trust to capitulate and yield up a purchasing power wage increase.

GM Workers Led the Way

At the height of the strike, when a presidential fact-finding board had issued its recommendation for a 19½ cents increase, management at Ford and Chrysler took its cue from the solidarity of the GM and steel workers and came across with the pattern package. The GM workers had won a Christmas present for their union brothers in Chrysler and Ford. General Motors signed on March 19, 1946, after having lost in an ambitious effort to scuttle the whole GM contract.

Successful in this great test of economic strength, the auto workers fell down badly in the political action sphere and took a beating in Congress when price controls were abandoned.

The 1947 wage-package was tied up with GM on April 24, with Chrysler on April 26. There was a protracted wrangle with Ford over a pension plan and a protective clause, but the terms of the final settlement were retroactive to May 31.

Government agencies and a sullen employer resistance to bargaining during the war led to a sentiment against the no-strike pledge. At the Grand Rapids Convention in 1944 the issue was so important that the convention wrapped the debate into a referendum ballot so the membership could decide the issue. After the convention, UAW members voted to continue the no-strike pledge. Here delegates vote at the convention.





The Atlantic City Convention in 1946 rises and stands silently for a minute in memory of President Roosevelt before it turns to the problems of workers in the years after war.

Two long strikes, one affecting the J. I. Case workers, the other the Allis-Chalmers workers, provided bitter testimony to the lengths to which industry was ready to go to break unions—and foreshadowed a further offensive of the employers against the advance of the labor movement. The Case strike ended in March, 1947, after 428 days and brought significant gains to a local union that had been tried and strengthened by the longest ordeal in the union's history. The strike, which was conducted at a time when the NAM Taft-Hartley campaign was in full swing, was won despite a complete breakdown in the enforcement of the National Labor Relations Act. Back to work appeals by the employer fell on deaf ears. The Allis-Chalmers strike dragged on and was terminated by the union finally because of the unrelenting resistance of the employer and a back-to-work movement among a divided rank-and-file.

Employers who had tipped their hand in these bitter encounters followed through on June 23, 1947, when the Taft-Hartley Act became law. Both CIO President Philip Murray and UAW President Walter Reuther defied the clearly unconstitutional provisions of the law relating to political expenditures by unions, and UAW locals hastened to negotiate clauses protecting them from damage suits under the new legal monstrosity.

This Is the Challenge

But if the corporations were plainly attempting to manufacture a time of troubles for the people of

the country, the workers of the basic industries were to the same degree warned and determined to arm themselves. Philip Murray at the Boston Convention of the CIO in October of 1947 called for an unprecedented political movement of American working men and women to turn the tide of reaction decisively and to set the nation on the road to progress again.

The economic gains of labor, which were in danger of being lost in the halls of congress or in the drift of an economy that could be influenced but not controlled at the collective bargaining tables, had to be armoured against the assaults of the monopolies.

But once again, as in 1936 and 1937, the UAW was giving the nation leadership. A dramatic demonstration against high prices began at Ford Highland Park Local 400 which electrified the country and furnished the driving power for the organization of cooperatives which promise to throw down the tyranny of the profiteers.

A new determination is perceptible among the workers of our industries. They are aware that the power to remake the economy is theirs, they have it in their bargaining strength, their voting numbers, and their buying potential.

As delegates to the 11th Convention of the UAW-CIO moved on Atlantic City in the first days of November, 1947, a great union, only ten years old, was facing up to the great challenge that was presented to them by the corporate mismanagement of our political economy.

The Convention Said:

A Report on What the Education Department Was Told to Do; What It Did; and What It Recommends

THE UAW-CIO convention as the highest authority in the union, gives our union its direction.

At the tenth convention of the UAW-CIO, the convention education committee prepared a blueprint for the Education Department to use in building understanding of our union goals and methods.

Here the Education Department presents an audit of its trusteeship between conventions, with a detailed report on how it carried out each specific convention instruction.

Education Conference

This is the recommendation of the Education Committee of the tenth convention.

Convention Directive: An annual three-day non-legislative conference limited to active workers in the UAW-CIO education program.

Here is the action the UAW-CIO Education Department took:

Education Department action: More than 900 UAW-CIO education committeemen attended the largest union education conference ever held in the history of the American labor movement in Cleveland on January 24, 25 and 26, 1947. In addition to conference discussions, workshops and demonstrations in education methods enabled the education committeemen to master modern education techniques themselves.

Regional conferences have been held in a great many UAW communities during the year, most of them over week-ends.

This is what the Education Department recommends:

The Education Department recommends: the continuance of the National Education Conference and Exposition, but also recommends that regional conferences and exhibits be held to permit participation by additional UAW-CIO members.

In addition, mobile education units should be provided for which can move into UAW communities and present on the spot training in education methods and devices. These mobile units should move continuously from one UAW community to the next, with a staff skilled in training union leaders and in teaching the techniques education committeemen require.

Summer Schools

Convention Directive: Two-week summer schools on a regional basis.

Education Department action: A total of 2,500 students attended UAW summer schools in every region of the UAW-CIO but one. The attendance in 1947 exceeded the attendance in every previous year by more than 1,000 students.

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The Education Department recommends: that plans should be made immediately to acquire permanent camp sites in every region of the UAW-CIO in conjunction with State Industrial Union Councils, with City Councils, or with other International Un-

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U.A.W. WEATHERHEAD LOCAL 463
Educational Program **C.I.O.**

| | | |
|-----------|--------------|------------|
| EDUCATION | STEWARDS KIT | NEWSPAPER |
| | | CONTRACTOR |



Education TO ACHIEVE

The A-C STRIKE STORY

THE ISSUES BOONS & GOONS JUSTICE AND THE COURTS PICKET LINE SUPPORT COMES FROM EVERYWHERE

ANNUAL LEADERSHIP TRAINING INSTITUTE

CLEVELAND UAW LOCALS... THROUGH THEIR EDUCATIONAL COUNCIL

Build a stronger union



↑ The Education Fair and Exposition: Education committeemen learn how to use new techniques and materials by seeing how it's done and then by doing it themselves. Here they learn to make silk screen posters.

← Scenes from the 3rd Annual Education Conference and 1st Annual Education Fair and Exposition in Cleveland, where more than 900 UAW-CIO members took part in the best attended event of its kind.

Southwestern Summer School: Students from locals throughout the Southwest take part in a discussion on union administration.



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 More than 600 children attended UAW children's camps.

For the first time, a special national institute for officers of UAW local unions presented specialized courses for presidents, recording secretaries and financial officers. More than 400 UAW-CIO local union officers took part in this new program.

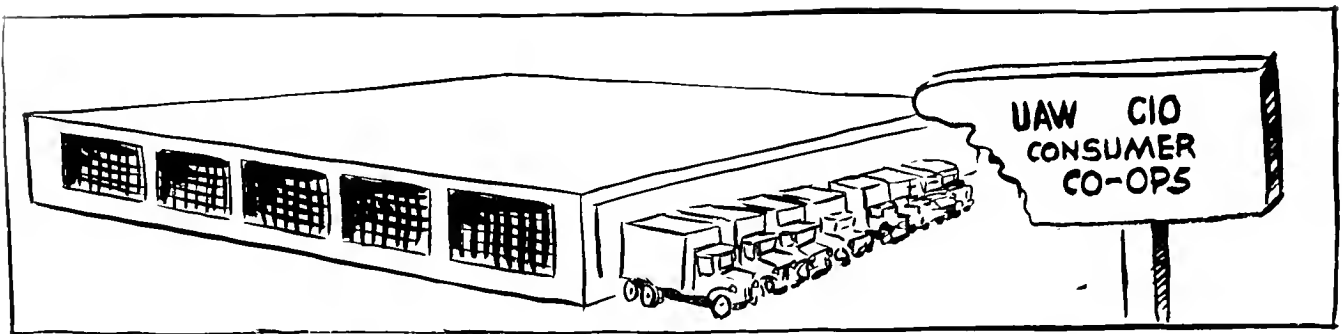
Standard training courses were offered along with workshops.

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 ions, or alone if this is necessary.

Permanent camps could be the center not only of a greatly expanded summer training program; they could also furnish the setting for children's camps and for vacation resorts for UAW-CIO families. They could be used for week-end institutes throughout the year and for conferences, meetings and conventions.

UAW members learning stop-watch methods in a time study class.





Cooperatives to Outwit the Profiteers

Convention Directive: A full scale program for the establishment of community cooperatives.

Education Department action: Not only has the Education Department distributed hundreds of thousands of pamphlets on cooperatives and sponsored hundreds of meetings, it has within the last year actually organized operating cooperatives which are in business today, saving UAW members substantial sums of money.

After a year of organization in cooperation with the National Cooperatives, UAW-CIO Local No. 400 began a food distribu-

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The Education Department recommends: that an adequate staff be assigned to the development of cooperatives during the period that cooperatives are getting started.

It should be noted that the present spectacular development of cooperatives has been accomplished with only one full time person assigned to the program.

The result now is that UAW communities and locals are requesting services they are en-

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More than 400 UAW-CIO local union officers attended their first national institute in June, 1947.



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tion which furnished the spark that brought the cooperative program to a blaze.

Today food distributions are being made through local unions in Flint, Chicago, South Bend, Anderson, Racine and Detroit. More than \$100,000 worth of food each week is being distributed to our members at substantial savings.

The chief effort of our cooperative campaign at the present time is being directed to transform this white heat activity into permanently organized cooperatives with a firm basis in the community. A central purchasing program is in operation which will soon develop into a warehouse distribution program in many communities. These warehouses will be the center of a dramatic new approach to low cost cooperative distribution and will eventually become the heart of a consumer program which includes cooperative gas stations, cooperative fuel yards, and the cooperative distribution of appliances and other essential articles. Today there are 200 cooperative committees in UAW locals and community cooperatives in most UAW cities. Cooperatives are operating in Lansing, Racine, Jackson, Kenosha, Detroit, South Bend, Flint and Pontiac.

Ammunition

Convention Directive: The continued publication of AMMUNITION.

Education Department action: AMMUNITION has been revitalized and made a hard hitting monthly magazine on education activities, which is now the outstanding publication of its kind. It contains articles on subjects our members are interested in in a language they can understand.

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titled to but which the International Union is not able to give.

Once cooperatives are established the program will carry itself, but in the beginning the International Union and the Regional Offices, as some have, should insure the program against failure by assigning staff to cooperative campaigns for limited periods of time.

Local unions are urged to support community cooperatives by loans or donations amounting to a dollar for each member provided suitable safeguards for the proper expenditure of these funds are first made.

The enthusiasm with which our members have welcomed the development of cooperatives is an assurance that we are on the right track in our struggle with profiteers and monopolies. We must not fail our membership in this crucial undertaking.

The Education Department recommends: that when funds permit AMMUNITION be printed on a better grade of paper so that full advantage can be made of photographs and drawings.

Methods must also be found to make certain that every UAW-CIO member who is entitled to receive AMMUNITION gets it.

(Continued on col. 3, next page)

AMMUNITION publishes easy to read, easy to understand articles on the subjects and problems local union officers must know about. Its covers are designed and used as hard hitting bulletin board posters. The monthly memo to stewards and committeemen is an up-to-the-minute report on contract interpretations and umpire decisions. Its roundup of education activities is the only such compilation of union education ideas available.



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Its success is testified to by the fact that in many months sales of the magazine to locals exceed the free distribution.

AMMUNITION covers have been designed to be used by the local unions as posters and in many local unions they are being used for this purpose.

By publishing pamphlets as articles in AMMUNITION first, AMMUNITION has become a low cost source of pamphlets.

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This should be a special responsibility of Education Committees in our locals working with financial secretaries.

A greater use should be made of AMMUNITION by the local unions. More UAW communities should undertake to distribute AMMUNITION to teachers, libraries, professional people, and to the barber shops and dentists and doctors in their communities.



Nearly three million copies of Education Department publications on over 60 subjects have been distributed in the last year. Pocket size, illustrated, programmatic, they tell what the situation is and what ought to be done in the local union.



Pamphlets on Our Program

Convention Directive: The continued publication of pamphlets by the Education Department on basic union subjects.

Education Department action: Since the last convention, the Education Department has published pamphlets on more than 60 different union subjects. Of these, more than two million copies have been distributed.

Overwhelming approval has greeted the publication of the leather-bound pocket guide for stewards and committeemen.

Other pamphlets have established a new pattern in trade union publications. The postage stamp leaflets, of which "Free American or Apple Polisher," the

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The Education Department recommends: that the policy of preparing basic discussions of union problems and program goals in readable, illustrated pocket-size editions be continued until there is a complete library of such union primers on every subject of interest to union members.

Within the next few months there will be published a Leather Bound Pocket Guide for Officers of UAW-CIO Locals which will contain the same kind of basic information that is in the guide

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facts about seniority, is a good example of these.

"26 Answers to Questions on Wages and Prices" is a simple publication of wages, prices and profits.

"Facts Behind the Fog" is an explanation of what's behind anti-labor legislation.

Other publications have dealt with corporation labor policies, monopolies, time study, unemployment compensation, cooperatives, Education Committee activities and leadership methods.

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for stewards and committeemen.

It is also suggested that local unions erect permanent display boards which feature UAW-CIO publications so that our members may know about our publications.

Distributions of our publications through the community should be undertaken on the same scale as is recommended for AMMUNITION.

Education—Core of Every Union Activity

Convention Directive: Continued cooperation between the Education Department and other departments of the union.

Education Department action: The Education Department has extended all its facilities to all the departments, councils and locals of the International Union.

It has joined with most departments in holding institutes, conferences and training programs on subjects in which the departments are specifically interested.

In addition, it has published

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The Education Department recommends: that the full intention of the Constitution of the UAW-CIO be carried out and that all education activities of the International Union be conducted within the Education Department with interested departments participating fully in the program on a cooperative basis.

The real problem that con-

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A class in visual methods at a UAW-CIO Summer Institute learns how to make posters and exhibits.

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pamphlets and articles, it has arranged exhibits, prepared radio programs or similar projects in cooperation with the Veterans, the Fair Practices and Anti-Discrimination, the Housing, the GM, the Chrysler Corporation, the Political Action Committee, Unemployment Compensation, Recreation, Women's Auxiliary, and Time Study and Engineering Departments.

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fronts the Education Department is the gradual assumption by other departments of education activities. The Health Institute is now conducting charm classes, classes in health and safety, and classes in nutrition; the office of the Financial Secretary is carrying on education activities by its operation of the UAW-CIO Bookstore; the Political Action Department conducts institutes of its own.

The growth of many competing education departments within the union is wasteful in that activities are duplicated, travel and expense accounts are multiplied and printing bills and other costs doubled and trebled.

A further result is that the additional expense results in a less effective education program, because a lack of coordination means that no one activity uses all the resources of the union.

The competition between departments results in confusion and discouragement among our membership.

Using Visual Methods

Convention Directive: Greater use of visual techniques.

Education Department action: During the year the Education Department has made training in visual techniques a part of each of its schools and institutes. It has trained many UAW-CIO members in silk screening, in exhibit making, and in motion picture projection.

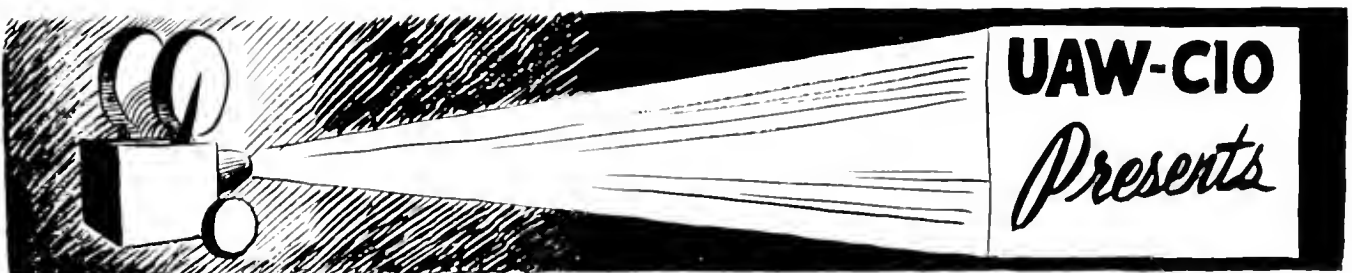
The Turnover Talk technique was developed as a device for using dramatic charts in an educa-

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The Education Department recommends: that the International Union endorse a program by which our union join with other international unions in the cooperative production of first quality films on union subjects.

Local unions are urged to make fuller use of the facilities of the film division and to sponsor film and photo clubs which

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tion program. These kits have been a source of posters for local unions and have been particularly effective in the union cooperative campaign.

The union library of films and film strips has been maintained and the distribution of films and film strips has been continued.

Two new films are now in preparation which deal with the basic union program and the education program.

It has become obvious, however, that the production of films that compare in quality with Hollywood presentations is an undertaking that is too costly for a single union to bear. For this reason, the International Education Department has participated with other international unions in the organization of a National Labor Film and Radio Cooperative which will produce films of Hollywood calibre on trade union subjects, but whose cost will be borne by the entire labor movement.

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may be the nucleus for a union newsreel organization.

Locals are also urged to make greater use of the posters now available in the AMMUNITION cover series and in the Turn-over Talks.

It is also urged that education committees see to it that some members take training at the Education Department institutes in visual methods, the processing of posters, the presentation of exhibits, and that the show windows and walls of local unions be used more often to tell the union story with available materials.

Stewards and committeemen take part in a mock collective bargaining session at a UAW-CIO Summer Institute on negotiating.



Convention Directive: Contract conferences for stewards and committeemen upon ratification of their contracts.

Education Department action: Contract conferences have been held throughout the country, particularly on Ford and General Motors contracts.

The Education Department recommends: weekend institutes in every UAW-CIO community during the year for stewards and committeemen with sessions devoted to the major company contracts.

To aid in the promotion of contract conferences, an outline for them was prepared and published in *AMMUNITION*.

At training conferences education committeemen have been briefed in the technique of holding contract conferences.

Convention Directive: Assistance should be given local unions for the preparation of radio programs. More use is to be made of radio.

Education Department action: A bi-weekly script service, which includes two radio dramatizations and a speech, is now sent to approximately 100 UAW locals. Approximately 12 UAW committees now use this material in their radio programs. Throughout the country, this material is used on approximately 12 other CIO sponsored radio programs.

The Education Department recommends: the organization of city radio councils in every UAW community for the purpose of sponsoring radio workshops and for training script writers, actors and producers for UAW radio programs.

A new handbook which deals in detail with the problems of
(Continued on column 2, next page)

It also suggests that local unions reconsider their expenditures for radio in the light of the importance of this medium in reaching our membership and the community.

UAW-CIO students study the control board in a Port Huron radio station whose facilities were used during the National Radio Institute which was held at the end of August, 1947.



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writing and producing radio programs has been issued.

For the first time a National Radio Institute was held, with the cooperation of a radio station in Port Huron, Michigan.

With the sponsorship of the UAW Education Department, a Michigan CIO Radio Council has been organized which will sponsor training courses and workshops in radio throughout the state. The Council will also maintain a central file of radio scripts which will be a quick source of scripts on any union subject for UAW locals.

Institute for International Representatives

Convention Directive: An international representative institute should be set up.

Education Department action: International representatives' institutes have been conducted in four UAW-CIO regions. The institutes ran for periods up to six weeks and dealt with collective bargaining methods, the analysis of profit and loss statements, contract clauses, arbitration, umpire proceedings, union goals and similar subjects.

The Education Department recommends: that all international representatives be required to attend training institutes in their own region for at least two weeks of each year, and that additional specialized national institutes be held for international representatives which shall be attended by no more than one designated representative from each region.

Initiation Kits for New Members

Convention Directive: Material should be prepared for new members of our union for use in their indoctrination and initiation.

Education Department action: A series of brief leaflets which are intended for new members have been prepared dealing with basic union principles.

Two Turnover Talks were prepared also for the indoctrination of new members. The first of these instructed new members in the purpose of the UAW-CIO, while the second dealt with union finances and the dues dollar.

The Education Department recommends: that it be authorized to prepare an initiation ritual and kit which the International Union shall recommend for use in each local union of the UAW-CIO.

Cultural and Recreational Activities

Convention Directive: Promotion of cultural and recreational activities.

Education Department action: During the year, the UAW-CIO Education Department was instrumental in organizing the Union Theatre, whose showings it is now sponsoring with the Recreation Department.

With the Recreation and Fair
(Continued on column 2, next page)

The Education Department recommends: that the local unions expand their present children's program to include camp programs and Saturday parties for children as has been done in some locals.

Jointly with other community
(Continued on column 3, next page)

IN THE GREAT TRADITION



More than 600 children attended UAW-CIO children's camps in the summer of 1947. Particularly noteworthy is the permanent camp at Sand Lake, Michigan, which is operated by Toledo Local 12.

(Continued from col. 2, preceding page)

Practices Departments, it is supporting the campaign for UAW bowling leagues.

Each month, with the cooperation of the Recreation Department, AMMUNITION includes a complete recreational and cultural affairs bulletin which reports on activities in these affairs in local unions and offers suggestions for new programs.

A guide for holding panel discussions and forums has been published for the Education Department as an aid to local unions in planning discussions.

Basic kits of materials on union subjects are supplied local unions for use as discussion and study guides.

(Continued from col. 8, preceding page)

organizations, particularly with the Teachers Union, local unions should sponsor forums and discussions.

In general an effort should be made to transform local union halls from meeting places to club rooms where members' children take music and dancing classes, where the members themselves can enjoy themselves inexpensively during the evenings, and where plays and union movies can be presented.

UAW-CIO Book Store

Convention Directive: This recommendation deals with the UAW-CIO Bookstore, which was removed from the control of the Education Department immediately after the 10th convention.

The Education Department recommend: that the UAW-CIO Bookstore be restored to its proper place within the Education Department where it belongs by function and by the constitution. Within the Education Department the Bookstore can become a powerful adjunct to our education program, a purchasing agency for union libraries, the source of monthly booklists and reading recommendations for union members, and a center for the distribution of non-UAW-CIO publications on our program of collective bargaining, political action, and cooperative purchases.

Labor Book Club

Convention Directive: This recommendation deals with the Labor Book Club, which was discontinued by action of the International Executive Board.

Government Funds for Labor Education

Convention Directive: The Department of Labor should be called upon to provide money for films and other labor education activities.

Education Department action: As a result of a campaign undertaken by the Education Department among the local unions of the UAW-CIO, our union has contributed more money and shown more interest in the bill to establish a labor education service than any other union in the country. This bill, which deserves the renewed and continuous support of every UAW-CIO local and member, will establish a labor extension service patterned after the Department of Agriculture extension service for farmers. Through this program, not less than ten million dollars a year would be made available for labor education.

Through arrangements with the Department of Labor, the Education Department has secured study outlines and discussion guides for the use of UAW members.

The Education Department recommends: that the locals continue their splendid support of the campaign for a Labor Extension Service, by contributing money to the committee conducting the campaign, by writing letters to their congressmen, by passing resolutions and sending them to Congress and by explaining the meaning of the bill to teachers and other interested persons in their communities.

It is also urged that local unions make greater use of the resources of government agencies within their communities — universities, schools, Social Security regional offices, Veterans Administration offices and the various health agencies, and similar organizations.

Education for Veterans

Convention Directive: The committee endorsed the UAW veterans' department program for education under the GI Bill of Rights.

Education Department action: Special sessions have been devoted to the study of veterans' problems at most of the conferences and institutes sponsored by the Education Department.

The Education Department recommends: that local union education committees cooperating with veterans committees and union counsellors urge UAW veterans to take advantage of their GI rights before they lapse, particularly the educational benefits which have only a little more than a year to run.

Correspondence Courses

Convention Directive: Correspondence courses for UAW Education Committees.

Education Department action: Study courses have been compiled by the Education Department on 16 union subjects, ranging from collective bargaining and education committee methods, to radio and journalism. In cooperation with the National CIO, the Education Department has published a history of labor in the United States with questions, suggestions for an instructor, and a bibliography.

The Education Department recommends: that inasmuch as a mobile education unit can reach every UAW community with live training programs and because correspondence courses are expensive and ineffective, that the emphasis of our education program be on decentralizing our training program so it is available everywhere with actual teachers, rather than on an expensive program that has limited usefulness.

Publicizing the Education Program

Convention Directive: Publicity for the education program in the Auto Worker.

Education Department action: Education Department activities have been fully publicized in the Auto Worker. In addition, through the mat service supplied to local unions by the Education Department, cartoons have dramatized the union education program and the objectives of the union in most local union papers.

The Education Department recommends: that as funds become available more articles be supplied local union papers on education subjects, that mimeographed cartoons which can be transferred to a blank stencil by pasting be supplied local unions, and that additional posters be furnished local unions.

City-Wide Education Councils

Convention Directive: The organization of city-wide Education Councils.

Education Department action: City-wide education councils are now in operation in approximately six UAW communities.

In Detroit, through the city council, it has been possible to coordinate the union class pro-

(Continued on column 2, next page)

The Education Department recommends: that UAW communities where there are not now education councils proceed to organize them so they can profit from the heightened interest in education these councils

(Continued on column 3, next page)

(Continued from col. 2, preceding page)

gram so that any union member can attend classes in a union subject at the local union hall nearest his home, regardless of the local union he belongs to.

(Continued from col. 3, preceding page)

create, and so they can move immediately to use the council as public relations organizations for working in the community with other groups and in nearby areas with farm families.

It recommends also that consideration be given to methods for financing the activities of education councils.

Teaching Labor Principles in Public Schools

Convention Directive: A survey be made of subjects now taught in the public schools.

Education Department action: The Education Department has taken part in the study of public school curricula by working with and making recommendations to national and state teachers associations, the committee on core curricula of the University of Michigan, and with a similar committee at the Western Michigan Teachers' College.

The Education Department recommends: that while it continue working on curricula with state and national teachers' organizations that the local unions take an active part in local school activities, and work on joint education committees with teachers' organizations, and distribute UAW-CIO and CIO publications to schools and libraries.

UAW-CIO Scholarships

Convention Directive: A detailed report should be made of the feasibility of establishing scholarship funds.

Education Department action: A study was made of the desirability of establishing UAW-CIO scholarships and it is suggested on the basis of this study that scholarship funds should be made part of a public relations program in particular communities or states by local unions.

In a more detailed report it will be suggested that the International Union education activities be confined to union education, that local unions and city and state councils consider establishing scholarships locally and that a fellowship program for training UAW-CIO members for specialized work in the UAW be considered.

The Education Department recommends: that local unions, and state and city councils consider establishing scholarships as a public relations measure.

It urges consideration of a program by which working fellowships would be established for members of the UAW-CIO (with suitable provision to insure selection on the basis of ability and past contribution to the union) by which members would work part time for the union at the same time they took specialized training at various universities in such subjects as law, economics, journalism, accounting, statistics and similar subjects. In this way it would be possible to train specialists for eventual employment by the union who have authentic backgrounds in our union struggles.

Helping the Local Unions

Convention Directive: The Education Department should offer guidance and aid to the local unions in their education programs.

Education Department action: During the year the Education Department, through its international office and its international representatives, has assisted locals in preparing leaflets in organizing and preparing classes, in holding conferences, in preparing training institutes, in showing movies, and in fact, in conducting the whole range of education activities.

It should also be noted that the Education Department has prepared leaflets and organized kits for some of the regional offices for use in organizing drives.

The leaflet handbook, a compilation of leaflets and drawings which can be traced on any mimeograph stencil, has been particularly helpful to organizers.

The Education Department recommends: that by centralizing education activities within the Education Department, by providing for the acquisition of camp sites in each region of the UAW-CIO, by providing for mobile education units, and by providing the Education Department with a budget which permits undertaking those activities which are immediately urgent, we make our education program one that is convenient and available to each member of the UAW-CIO, that we make our education program one that is an effective aid in organizing the unorganized, and which is a powerful aid to all of us in our forward march toward pensions, a guaranteed annual wage, social security, peace, and prosperity.



Notes on the Convention To Help Delegates Make Their Reports to Their Locals

Resolution Introduced by..... Local Number.....

Subject.....

Discussion.....

Vote For..... Against.....

Resolution Introduced by..... Local Number.....

Subject.....

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Vote For..... Against.....

Resolution Introduced by..... Local Number.....

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Fellow Delegates I Want to Keep in Touch With

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This Convention Guide Belongs to

Name Local Number

Address
Street Number Street City State

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| Nominations for President..... | Vote..... |
| | Vote..... |
| For Secretary-Treasurer..... | Vote..... |
| | Vote..... |
| For Vice-President..... | Vote..... |
| | Vote..... |
| | Vote..... |
| For Vice-President..... | Vote..... |
| | Vote..... |
| | Vote..... |
| For Regional Director, Region 1..... | Vote..... |
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| For Regional Director, Region 1A..... | Vote..... |
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| | Vote..... |
| For Regional Director, Region 1B..... | Vote..... |
| | Vote..... |
| For Regional Director, Region 1C..... | Vote..... |
| | Vote..... |
| For Regional Director, Region 1D..... | Vote..... |
| | Vote..... |
| For Regional Director, Region 2..... | Vote..... |
| | Vote..... |
| For Regional Director, Region 2A..... | Vote..... |
| | Vote..... |
| For Regional Director, Region 2B..... | Vote..... |
| | Vote..... |

PARLIAMENTARY LAW DESK CHART

ALL OF THE RULES AT A GLANCE

PRIVILEGED MOTIONS

INCIDENTAL MOTIONS

SUBSIDIARY MOTIONS

| Motion | Debatable | Amendable | Requires a Second | Vote Required | In Order When Another Is Speaking | Can Be Re-considered | Motions to Which It Applies | Motions Which Apply to It |
|--|---|-----------|-------------------|---|-----------------------------------|----------------------|---|--|
| Time for Next Meeting (when privileged) | No | Yes | Yes | Majority | No | No | None | Amend |
| Adjourn | No | No | Yes | Majority | No | No | None | None |
| Recess | No | Yes | Yes | Majority | No | No | None | None |
| Question of Privilege (treat as Main Motion) | Yes | Yes | Yes | Majority | Yes | Yes | None | All |
| Orders of the Day | No | No | No | None; it takes $\frac{2}{3}$ to postpone special order | Yes | No | Any special order | None; except to postpone orders |
| Appeal | No | No | Yes | Majority | Yes | Yes | Any decision of the chair | Lay on table Close debate Reconsider |
| Point of Order | No | No | No | None; unless appealed; then majority | Yes | No | Any motion or act | None |
| Objection to Consideration of Question | No | No | No | $\frac{2}{3}$ | Yes | Yes | Main questions and questions of privilege | Reconsider |
| Reading Papers | No | No | Yes | Majority | No | Yes | None | None |
| Withdrawal of Motion | No | No | No | Majority | No | Yes | Any motion | Reconsider |
| Suspension of Rules | No | No | Yes | $\frac{2}{3}$ | No | No | Any motion where needed | None |
| Lay on the Table | No | No | Yes | Majority | No | No | Main questions, appeals, ques. of privilege, reconsider | None |
| Previous Question (close debate) | No | No | Yes | $\frac{2}{3}$ | No | Yes | Any debatable motion | Reconsider |
| Limit or Extend Limits of Debate | No | Yes | Yes | $\frac{2}{3}$ | No | Yes | Any debatable motion | Reconsider |
| Postpone to a Definite Time | Yes | Yes | Yes | Majority | No | Yes | Main motion, ques. of privilege | Amend Reconsider Limit or Close debate |
| Refer or Commit | Yes | Yes | Yes | Majority | No | Yes | Main motion, ques. of privilege | Amend Reconsider Limit or Close debate |
| Amend | Yes | Yes | Yes | Majority | No | Yes | Main motion, limit, debate, refer, postpone, fix time of next meeting | Amend Reconsider Close debate |
| Postpone Indefinitely | Yes | No | Yes | Majority | No | Yes | Main motion, ques. of privilege | Limit or Close debate Reconsider |
| MAIN MOTION | Yes | Yes | Yes | Majority | No | Yes | None | All |
| Reconsideration* | Yes, if motion to which it applies is debatable | No | Yes | Majority | Yes | No | Any motion except adjourn suspend rules lay on table | Limit debate, Lay on table Postpone definitely |
| Rescind* | Yes | Yes | Yes | $\frac{2}{3}$ of members present; majority when notice to rescind was given at previous meeting | No | Yes | Main motions, appeals, ques. of privilege | All |

*These are treated as if they were main motions.

This is Publication Number 155
UAW-CIO EDUCATION DEPARTMENT
28 WEST WARREN, DETROIT 1, MICHIGAN

WE

have the

**BARGAINING
VOTING
BUYING**

**to make life better for
ourselves and our families**



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