

# BLACK WORKERS

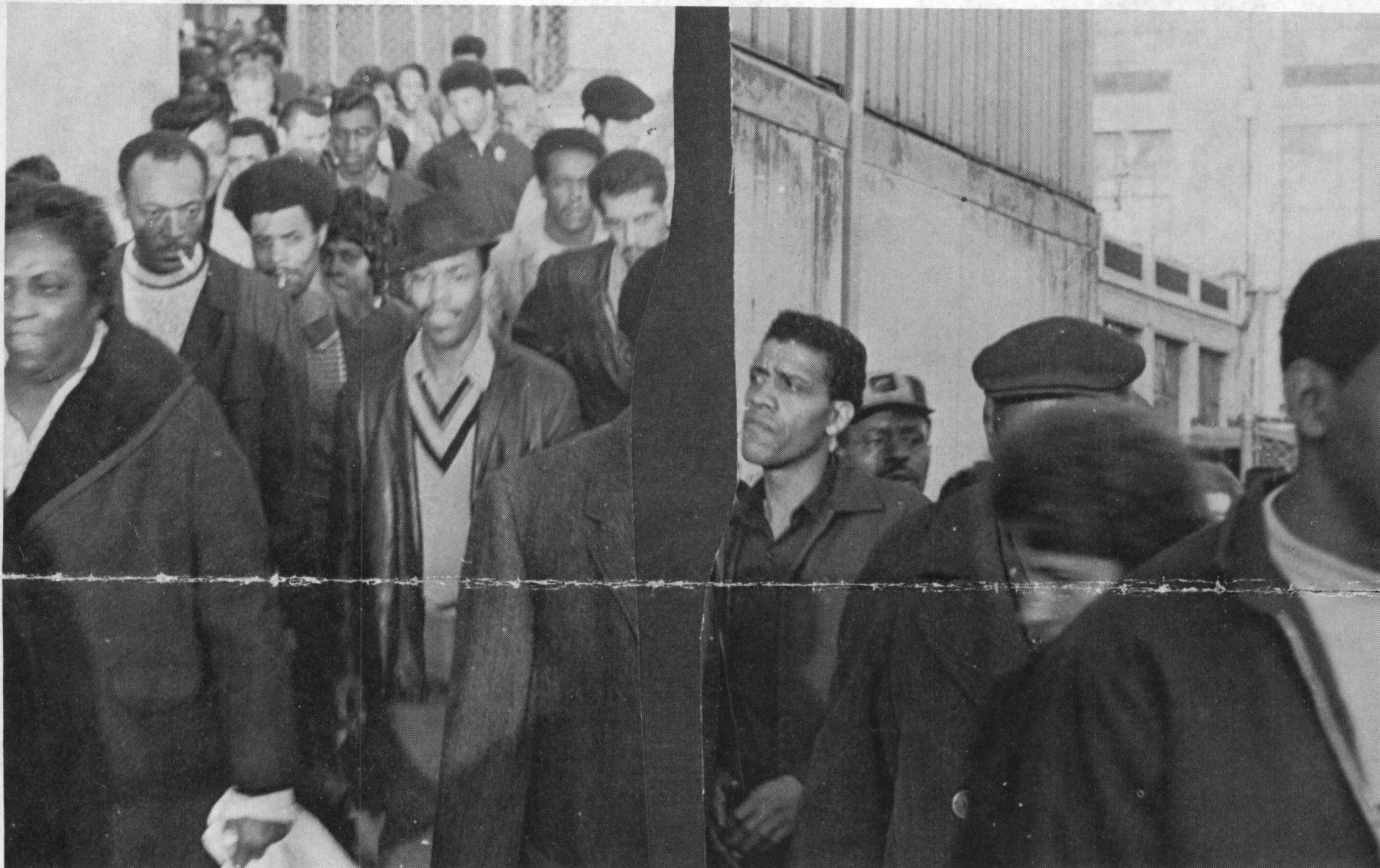
## PROTEST

## U. A. W

## RACISM

# MARCH ON COBO HALL

same as  
ICU - NOV. 69



The leadership of the United Automobile Workers Union has concocted another plot to increase the wealth, power and prestige of the big time white racist union bureaucrats at the expense of the black community and the rank and file black union member. Walter Reuther and his company owned henchmen have called for a special U.A.W. convention to be convened on Nov. 8 & 9, 1969, at Cobo Hall.

The excuse the Reuther clique has given for holding this convention is "to raise strike benefits". Now we are all in favor of higher strike benefits for brothers struggling against the tyranny of the auto bosses, but we know that Reuther and his boys really are not concerned with the welfare of their own rank and file members. Quite to the contrary, workers who attempt to strike and carry on strong struggles against racism, for higher wages and better working conditions, find that they must fight their own union leadership as resolutely as they do the company. As a result, most strikes are wildcats in which

the union provides neither strike benefits or fight for the rights of workers who are suspended, fired or otherwise face disciplinary actions.

We recognize that the real reason for holding this convention is to provide an excuse for the raising of your union dues!

The record of the Reuther gang does not even warrant a continuation of the present level of union dues. While profits have risen over 50% in the last ten years. Wages have not even kept pace with the rise in the cost of living. Speed up and increases in production standards have made automobile labor a living hell. Reuther is running a sweetheart shop. Hand in hand with Chrysler king pin Lynn Townsend. Billionaire Henry Ford II, and G.M. dictator Edward Cole, the Reuther clique helps extract billions of dollars in profits for the white racist monopoly capitalists of the automobile industry.

Reuther doesn't need anymore of our hard earned, blood and sweat drenched money. He needs to be overthrown, deposed and disposed of along with the cheap gang of cut throat thugs, bureaucrats, crooks and sellout politicians who hold on to his coat tails for dear life.

The U.A.W. needs a special convention. It needs profound changes in its leadership, its tactics, strategy and overall goals. A special convention should address itself to the pressing needs of the black production worker, and the black community. Any so called union convention which does not should be attacked and attacked vigorously by the Black community and the black working class. The time has come for the people to put a permanent halt to the sell out, power made games played by the Reuther bureaucrats at our expense.

# LEAGUE of REVOLUTION

## THE U.A.W. MUST END

## ALL RACIST PRACTISES



**THE U.A.W. must end all racist practises within the Union and fight racism in the company.**

Walter Reuther and his henchmen are a bunch of phoney bigots. Reuther shed alligator tears when Martin Luther King was assassinated and piously marched to Selma, Alabama for "Negro Rights". Yet how many times has he cried over the bodies of black workers who have died in industrial accidents in Detroit auto plants, how many times has he marched for the rights of Black workers in his own back yard. The Reuther concern for civil rights is a cheap facade designed to prevent black U.A.W. members from seeing clearly the deplorable record of the U.A.W. in establishing and maintaining racism in its own shops.

Early in the history of the U.A.W. racism was an established fact. In Chrysler and G.M. plants blacks were often denied employment in all fields except janitorial service. Henry Ford recognized the labor value of the "big black buck" and hired thousands of black men to work in his sweatshops before the U.A.W. was organized. When the U.A.W. first tried to organize Ford Rouge, under the leadership of Reuther and others of his ilk, one of the white unionists demands was that all black men be excluded from employment. It wasn't until the black workers made it clear that if they were to be excluded that there would never be a U.A.W., that the Reuther clique relented and allowed integration of the hardest, dirtiest and lowest paying jobs. The racist union leadership only made this concession after black workers broke picket lines set up by racist white union organizers. After the U.A.W. gangsters promised equality inside the union black workers joined, fought and died to win the struggle for unionization.

The union's promise of equality was, of course, a hollow one. The bigshots first bought out a few of the more weak kneed black labor leaders. "Buddy" Battles, president of the foundry unit at Local 600 once led black workers through U.A.W. picket lines as a protest against union racism; but today Battles is a paid agent of

Reuther, active in stifling militant black action in and outside of the plants. Once a few colored "brothers" had sold out the rest of the black workers were set up as easy prey for the company. "Token" integration of the union leadership didn't allow blacks the political power to effectively demand equality. Even today with 45 to 50% of the U.A.W. membership black, only two of 26 international executive board members are black, and only about 75 of over 1,100 international representatives are black. The few blacks in the hierarchy understand that their jobs depend, upon their jumping in rhythm with Reuther's tune. They are the most conservative element in the leadership of the black community, and the least independent.

Under control of Reuthers racist machine, the black worker has fared no better inside the plant than he has in the union. Racism has been the calling card. Blacks are first of all systematically excluded from the skilled trades, white collar jobs, and all but the lowest level of management. Blacks are employed under the most dangerous conditions. In the foundries, for instance, 95% of the workers suffer from silicosis and other lung diseases and have their life expectancy cut 15 to 20 years short. Black workers are found in great numbers in the stamping plants where fingers and toes are severed almost daily. Blackworkers are found in the trim shops, the body shops, spot welding on final production lines, and anywhere else where men drop dead from exhaustion fighting never ending, constantly accelerating production lines.

Under the Reuther machine black men 50 years old are tied to the production lines while 20 year old white boys get jobs as clerks in the stock dept or in transportation; and the white youngsters are soon promoted to supervisory or other white collar jobs. For the black worker the pressure of production never ceases. In fact, because of the super exploitation of black labor, profits in autos have soared. A process called "niggermation" is more pervasive than automation. Often new black workers are forced to do

the work of two white men. An investigation by members of the League of Revolutionary Black Workers uncovered a typical case at the Ford engine plant where a young brother was producing over 120 units an hour on a job previously worked by two men at a pace of 70 units an hour; the previous men had exercised seniority to get off the job because it was too strenuous.

Black workers earn billions of dollars of excess profits for the white racist corporations because of U.A.W. sanctioned and enforced racist practices. As long as the official representative of black workers perpetuate their continued enslavement we can make no progress; therefore we must use whatever pressure and force we can bring to bear to end all racist practices in the union and demand that the union movement fight to the end against racist practices of the company.

**The Union Must fight Speed-up and Win Better Working Conditions.**

The fault of the U.A.W. doesn't end with racism. Even privileged white workers suffer because of the neglect of duty of the Reuther gang. Speed up, safety hazards and unhealthy working conditions have become regular fare for all auto workers. Through cooperation with the company in increasing production, Reuther and his gang have made millions for the auto barons at the expense of the worker. In 1947, the auto industry produced 4,800,000 cars with a production labor force of 626,000. In 1966 the industry produced 10,560,000 cars and trucks with a production labor force of 668,400. Moreover, the late model cars are bigger and have more accessories and options than anytime before in our history. So black workers are now producing at least twice as much as auto workers twenty years ago.

On the sweat and muscle of black workers the auto companies have doubled and tripled their size. In 1946 Chrysler was worth \$283 Million, today they are worth over \$2 billion, and only 10% of this rise came from the sale of stocks. The rest was squeezed from the backs of

# REVOLUTIONARY BLACK WORKERS

## END HARRASSMENT OF BLACK WORKERS.



black workers. G.M. rose in capital worth from \$1.4 billion to \$8.7 billion with less than 10% new investments; and Ford increased its value from \$771 million to \$4.8 billion with less than one half of one percent in new money. Since 1960 average wages have increased about 25% for black workers; during the same period profits for the white owned and controlled corporations rose 77%, dividends rose 60%, personal interest income rose 80.6%, and undistributed corporate profits rose 93%. While wages rose to an average of \$3.50 hr., inflation wiped out any real rise in our income and we are often forced to work overtime or extra jobs simply to make ends meet. So speed up has reaped untold fortunes for the white auto capitalists while we barely manage to survive. Who's interests do the Reuther gang really represent?

### End Harrassment of Black Workers and Black Revolutionists.

As if the record wasn't bad enough, the Reuther gang cannot leave the black worker to his miserable job. Black people are constantly harrassed and intimidated by the company with the full cooperation of their union "representatives". Brothers, are forced to contribute money to the white controlled United Foundation for instance. If they refuse they are usually punished by some petty unofficial form of discipline. Black men who wear beards or dashikis, tikis, naturals or other symbols of black pride are often intimidated by their supervisors. This harrassment must end, and the union must quit siding with the company, or must be recognized and destroyed as an agent of the company and replaced by a viable organization representing the most progressive sector of the labor movement.

### Fiscal Responsibility to the Black Community

The U.A.W. collects over \$10 million every month from its membership. This money, the bulk of it from the pockets of black workers is used to provide salaries, staff and facilities for the U.A.W. seelout leadership.

Millions of dollars are used by Reuther and his bunch for their pet projects and for investment purposes. The projects, however, are never designed to benefit the black community. Millions are squandered on political campaigns for special conferences and conventions and do nothing for recreation and reform programs in the inner city as well as the suburban areas. But the money (our money) is rarely used to support black candidates (except for known Reuther flunkies) or invested for black economic development, or for independent community organization in the ghetto. Millions of dollars which black Detroit area workers pour into the union coffers every year could be used to build new homes, schools universities, libraries, recreation and social centers, rifle ranges, food co ops, small industries, etc. Instead Reuther supports further blackmail of the black workers by social faggots like the United Foundation. We pay enough in union dues to provide 10 black controlled United Foundations. The money now taken from black workers and administered by the U.A.W. must be turned back into the hands and control of rank and file black U.A.W. members. We have already spent too much in supporting the needs of white America, and we want the white ruling class, also Reuther and the auto barons, to keep out of the business of the black community.

### The Union as a Political Force

A union of workers is power. They can, if they so decide, control the economy of a country as large and powerful as the U.S.A. simply by calling a general strike. When workers are abused by a racist capitalist controlled government, they can respond by closing down the economical heart of the nation. Black workers are drafted, have incredibly high income taxes, state taxes, etc. We are brutalized by the police, and robbed by corrupt politicians, but because of the Reuther leadership we cannot use our natural power to strike, for political reasons. As a result the war goes on, taxes increase, inflation, spirals, cops shoot out children, our schools are undereducating our children and our

community rots in decay. Yet, Reuther does nothing more than preach his "love" for "civil rights". Black workers make up 35% of the industrial labor force as represented by production workers. Our hands actually create the wealth of America, and without us the nation could not continue its existence. This is power, real power, in the very hands of black labor. Because Walter Reuther and his henchmen hold the leadership of "our" union with the sweethearts of G.M. Ford and Chrysler, we have been unable to join together to use our power in our own interest.

The time, however, is coming near. The U.A.W. will either respond to the needs of black folk, or we will move independently of the official unions to exercise the power for our own benefit rather than for the auto bosses and their friends.

This is the crux of the matter. Black U.A.W. members are over worked, underpaid, abused, misused, and usually refused when they ask for redress. Yet Reuther is calling a convention to raise a strike chest larger than the \$90 million on hand (to be invested by white capitalists). The strike benefits should be raised if the union is really going to struggle against the system. But the Reuther clique isn't interested in the black worker, or his family or his community, he only wants more of your money to do with as he pleases. This policy must stop; the Reuther gang must be confronted, the U.A.W. must begin to represent the interests of black workers.

Join us in the movement to free the black workers from the final chains of slavery to the chains gangs of Chrysler, G.M. and Ford. Join us in our exposure of the Reuther clique of white hearted bandits. Demonstrate with the League of Revolutionary Black Workers.

CONFRONT THE RACIST U.A.W. LEADERSHIP

COBO HALL

NOVEMBER 9, 1969

# CONFRONT THE RACIST UAW LEADERSHIP

WHERE : COBO HALL

WHEN : 11:00 OCLOCK AM

SUNDAY NOV. 9

BE THERE

## JOIN the League of Revolutionary Black Workers

### WE DEMAND

Our basic demands of the U.A.W. are:

1. Halt U.A.W. racism. 50% representation for black workers on the international executive board. Fire Reuther and elect a black president and one black vice president, 50% of all international staff members should be black. Open skilled trades and apprentices to any black worker who applies. Recognition of the League of Revolutionary Black Workers and its affiliates as the official spokesman for black workers on the local and national level with the power to negotiate black demands on the company and union and the power to call officially sanctioned strikes.
2. We demand that the grievance procedure be completely revised so that grievances are settled immediately on the job by the workers in the plant involved. The grievance procedure is used to prevent workers from using their strike power to fight abuses from management. Since the procedure completely ties the hands of workers and basically serves company interests it should be scraped and replaced by a completely new system.
3. Elimination of all safety and health hazards in the auto industry. This means cleaning the air in the foundry and redesigning dangerous machinery and cut back in production on hazardous jobs.
4. The union must fight vigorously against speed up and increases in production standards. The companies should double the size of their work force to meet the present workload. There were 650,000 production workers in auto in 1947 producing 4.5 million vehicles. In 1966 650,000 workers produced nearly 10 million vehicles loaded with accessories and options. We are working two and three times as hard for the same real income. With today's technology production standards can easily be cut to reasonable humane lines.
5. The union must fight for a five hour work day and a four day work week. The profit level of industry is high enough to allow for more leisure time for workers.
6. The union must fight for an immediate doubling of the wages of all production workers. Since

1960 wages of black workers have risen less than 25%. Yet profits have risen more than 90%. The pitifully small increase the black production workers have received has been completely wiped out by inflation. We know how wealthy the company is. We know how low their labor costs presently are. In fact, we know that it costs less than \$100 in labor to produce a \$3,000 car. We say increase that labor cost to \$200. per car and double the wages immediately.

7. We demand a cut in union dues. The union already collects \$10 million a month from its members and can't defend the rights of the workers.
8. We demand the end of the checkoff of union dues. While the check off was progressive in the 30's today it prevents workers from disciplining poor union leadership.
9. We demand that all U.A.W. investment funds be used to finance economic development in the black community under programs of self determination. The union now holds over \$90,000,000 in strike funds in white banks. They lost over \$1,000,000 in strike funds when a bank in California folded two years ago. We demand that all such money be held in black institutions and used in the black community.
10. We demand that the union end its collusion with the United Foundation. Black workers should contribute only to black controlled charities working for the benefit of the black community.
11. We demand that all monies expended for political campaigns by the U.A.W. be turned over to the League of Revolutionary Black Workers and the Black United Front for black controlled and directed political work.
12. We demand that the U.A.W. end its collusion with the C.I.A., the F.B.I. and all other white racist spy institutions.
13. We demand that the U.A.W. end all interference in the political, economic, social and cultural life of the black community. That community and the black workers in it are to

exercise self determination in all political, economic, social and cultural activities and are to use black contributed union funds in any such activities. This means that the UAW end its affiliation with MDCDA, New Detroit, and other such programs and place all administration authority and funds in the hands of the black community.

14. We demand an end to the harrassment of black revolutionists and their leaders by the auto companies with U.A.W. Cooperation.
15. We demand that the U.A.W. use its political and strike powers to call a general strike to demand immediate:
  - a. An end to the Vietnam war and withdrawal of all American troops.
  - b. An immediate end to all taxes imposed upon workers.
  - c. Increases in profit and industrial property taxes to make up the difference.
  - d. Reallocation of all Federal monies spent on defense to meet the pressing needs of the balck and poor populations of America.

The League is calling for all concerned black people to support and participate in this action.

There are several things you can do to help:

1. Lend your name to the list of supporters of the Nov. 9 action.
2. Have your organization endorse the demonstration and encourage members to support.
3. Help publicize the demonstration by passing out literature, word of mouth, announcements at meetings, etc.
4. Come out on Nov. 9th and bring as many people as you can.

A brother from the League will contact you soon to get your signature on a support petition. In the meantime call us at the League office 865-8184 for more information.