

# WHICH ONE?



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## To All Negro Ford Workers!

You have an important decision to make within the next few days. That decision will be made at the National Labor Relations Board election to be held at the Ford plant. At that time you will either cast your vote for a union that will represent you and gain for you better working conditions, better wages and job security, or you will cast your vote for an organization that has been weighed and found wanting when it comes to representing the worker, especially the Negro worker.

Before any decision is made, it is a wise thing to take all the facts in the case into consideration. Add up all the advantages and add up all the disadvantages, weigh them carefully, then **DECIDE!** This decision will be one of the most important decisions you have ever made in your life. Remember this when you are making this decision. Actual **FACTS** and **DEEDS** carry more weight than empty words and promises. The wrong decision means you will receive "short weight."





# SOLIDARITY!



## **The Union's Side**

"The worker does not seek to usurp management's function or ask for a place on the Board of Directors of concerns 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 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."—(Preamble to the Constitution of the United Automobile Workers, CIO.)



## **Fairness To All**

"To improve working conditions, create a uniform system of shorter hours and higher wages; to maintain and protect the interests of workers under the jurisdiction of this International Union.

"To unite in one organization, regardless of religion, race, creed, color, political affiliation, or nationality, all employees under the jurisdiction of this International Union."—(Article 2, Objects—Constitution of the United Automobile Workers of America, CIO.)

The above quotations, and the above picture are symbolical of the object and purpose of the UNITED AUTOMOBILE WORKERS—CIO. When all the workers unite into one brotherhood that is understanding and progressive, the living standards and economic conditions of ALL are improved.

How much better is it to see a picture like that above, white worker united with colored worker as they are in the CIO in order to achieve the job security, better wages, and better working conditions that will insure a true democratic government in this land of America, than to see pictures of worker fighting worker with clubs, knives, and malice in their hearts, incited to violence by A.F.L. agitators.

For a long time Negro leaders deplored the fact that some unions did not give the Negro worker a square deal. Negroes have awaited the opportunity of becoming an active force in the labor movement. Today, through the CIO it has come to pass. It would be suicide for the race for Negro workers to overlook this opportunity.

On one hand you see the American Federation of Labor, apparently extending a welcoming hand to the Negro Ford worker. Yet their ranks of membership are closed to Negroes

in at least 21 unions throughout the country, either by actual clauses, or ritualistic practices. During the Ford strike and afterwards, they attempted to stir up racial prejudices, hate, intolerance, and vicious acts by the use of lies, propaganda, and the most malicious actions conceivable.

On the other hand, you have the United Automobile Workers—CIO, a union that welcomes Negro workers into every branch they have in the country. As members of this union, Negro workers share any and all of the benefits gained for its thousands of members. The Negro worker has an opportunity to alleviate his economic condition, improve his standards of living, and take his rightful place as a man in the world today.

The A.F.L. is not being tried on what it will do for the Negro worker, but it has been weighed and found wanting, tried and convicted on what it has done to the Negro worker.

Solidarity Forever is more than a phrase or a song title. It is a real truth that none can deny. United we stand, divided we fall. Bearing all these thoughts in mind, every Ford worker, and especially every Negro Ford worker should cast his vote for the UAW-CIO on May 21.



# 'Why We Chose The CIO'

## Ford Workers Speak!

### Orville Shelton Tappes Building Chairman for Foundry

After working in other shops, then working at the Ford Motor Company, I realized that job security meant a whole lot to a working man. I found that we who worked in Fords did not have the freedom in the Ford plant that a free man should have who was working for a living.



Orville Shelton Tappes

I noticed that Negro and white men who worked in shops that had been organized by the CIO were making from 10c to 25c an hour more for the same kind of work, working under better conditions and had more security on their jobs. These were the things I desired, so I joined the CIO.

Then, I wanted to become an active member, because I felt that someone should make a place for other Negroes. Some of them were lax in accepting this organization, yet I felt sure they would benefit from it some day.

The next thing I did was to make a study of the different types of unions—the craft type, represented by the AFL, and the industrial type, represented by the CIO. At present, all other automobile plants have contracts with the UAW-CIO. It was the logical thing for me to join an industrial union, the UAW-CIO. In reality, the AFL has made no provisions for automobile workers, and little provision for Negro workers.

Above all, the principles of the CIO regarding the racial question have impressed me very much, because of a former experience I had with the Brotherhood of Railway and Steamship Clerks, and Freight Handlers, an AFL affiliated organization. They refused to accept my application because they do not accept Negroes into their organization. Further study brought to light 21 AFL unions who exclude Negroes, either by constitutional provision or by a matter of ritual or policy. When I considered this, and the fact that out of the CIO's 42 international unions, all welcome Negro members, there was no doubt in my mind as to which union is better for the Negro industrial worker—my choice, the UAW-CIO.

### Walter B. Morgan Steward, Motor Building

I have worked at the Ford Motor Car Company for a great many years. I have seen a number of men, both white and colored, laid off, some never to work again at Ford's, just because the foreman or straw-boss had a grudge against them.



Walter B. Morgan

I have seen families living from day to day in constant dread, wondering whether or not their father's job would still be a fact the next day.

But recently I have seen things improve. That is since the CIO has come into the Ford Motor Company, especially in the Motor Building. It has given us an opportunity to voice our grievances without fear of having some service man or foreman discharge us. Security through seniority is rapidly becoming a fact. The UAW-CIO has helped both the Negro and the white worker, and can help them still more when they secure a strong contract.

I joined the UAW-CIO, not because I was threatened or forced into it, but I joined in order to insure a better life for myself and family. I know that the purpose of the UAW-CIO is to secure these things for every working man, and not to take them away from Negroes as some would falsely tell you. The UAW-CIO is the union of my choice, one that I joined of my own free will. It costs me only \$1.00 per month to insure me and my family having these things, and I consider that a dollar well invested each month.

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### Al Johnson

Committeeman of Glass Plant

"The union way is the American way." For this cause, millions like myself loyal to the stars and stripes, fought and gave their lives and bled and died that the union might prevail. Washington fought to establish it. Lincoln died to defend it. The UAW-CIO is a living example of the cause.



Al Johnson

Such craft organizations, like the AFL would organize industry, the automobile industry included, under

the old outmoded, antique system of craft organization. Each trade or type of work is independently classified and independently organized. In this "Model T" or "horse and buggy" way, the mass laborers who have no particular finished trade are put to a tremendous handicap. They have no one to speak for them or to fight for their just rights. The Negro worker more so than any other should never join a craft union, especially the AFL for two main reasons—one is that the many Negro workers have no finished trade, and two, the AFL in many of its branches actually bars Negroes from membership. Do you know that if you were a boilermaker, you could not join the AFL boiler-makers union, if by chance you are colored? The same applies to the Plumbers and Steamfitters' Union; the International Association of Machinists, and others, 21 in number.

The CIO is an industrial union and organizes all workers alike into one large union with better conditions for all, irrespective of craft, trade, race, creed, or color. This is real solidarity!

Laws have been passed upholding the right of industrial unions to organize workers. The Wagner Act is the magna charta, the declaration of independence, and the emancipation proclamation of all workers of the United States from a common slavery. I chose the UAW-CIO because I believe that society will be well balanced, workers will gain security, peace and happiness in all industrial plants, especially the Ford Motor Company, under the UAW-CIO.

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### Veal Clough

Dept. 83 Plant Committeeman  
Core Room—Foundry

There are many reasons why I chose the CIO. For a number of years, I worked as a pullman porter, and besides being an active member of the union, I also served as an organizer. It is for that reason I feel that I am in a position to fully inform you of the manner in which the Negro is shoved back into a corner and forgotten in other unions.



Veal Clough

If there are any grievances on the part of the Negro workers to be settled, they are not given a thought, for the AFL is not a black man's union. I found this out by

experience! There is no constitution for us to fall back on and we therefore place ourselves in the position of invaders.

If the Pullman Porters Union had had the support and solidarity that it should have had from other AFL unions in fighting for consideration from the management, I would still be in that AFL union.

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### Tanner T. Perry

Dept. 194 Press Steel  
Chairman of Building Committee  
Chief Steward, Dept. 194

It has been my conviction for some time that it was to a working man's advantage to belong to a good strong union. The question



Tanner T. Perry

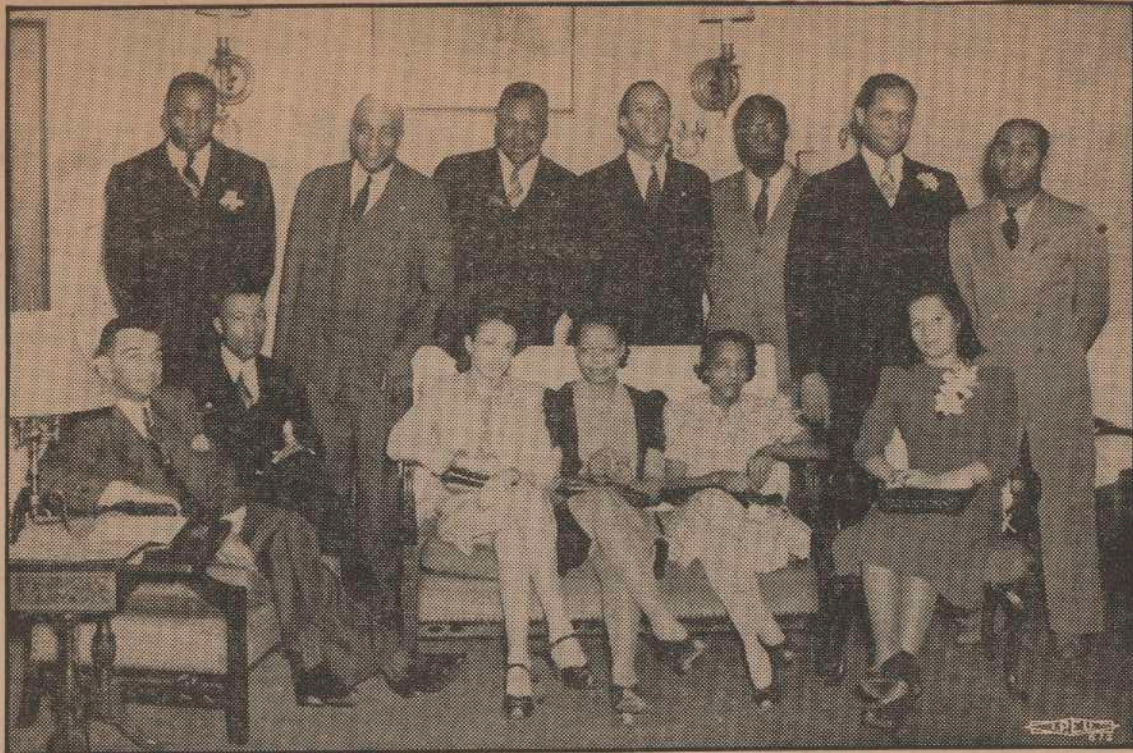
was, however, which union should I choose to become a member of. I chose the CIO and here is the reason why: First of all the UAW-CIO is the only industry-wide, nation-wide union in the auto industry. And second, it appealed to me because of its fairness to all races. Being a member of a race that has been persecuted, and discriminated against so often, it was only natural that I should be impressed by an organization whose policies were fair to all races.

The UAW-CIO welcomes all workers with open arms, regardless of their race, creed or color. I found that this was not true of the AFL. They do discriminate. I know this to be true, not from hearsay, but from the actual experience of my family. Two of my brothers were Pullman Porters at one time, and good ones, too. Being ambitious, they wanted to advance and become Railway Expressmen. This was impossible for the simple reason they did not belong to the Order of Railway Expressmen, AFL. Were they welcomed with open arms and recognized for their ability? No, they were stopped on the threshold and denied membership into this union because they were Negroes. This same condition is present with 20 other AFL affiliated unions, but it is not true of a single CIO union.

I trust that every Negro employee of the Ford Motor Company will be loyal to themselves and choose the union that welcomes them, by joining and voting for the UAW-CIO.



**Ford  
Organizing  
Committee**



**Negro  
Staff  
Organ-  
izers  
and  
Clerical  
Workers**

These people have played an important part in the organization of Ford workers: Left to right seated, John Conyers; Rev. Bowman; Miss Cecil Whittaker; Mrs. Tommy Jackson; Mrs. Geo. Lee; Miss Florrie Berry. Standing: Johnson Buchanan; Joseph Billups; Walter Hardin; Oscar Noble; Christopher Alston; Leon Bates; and Leonard Newman.

## THE "NEGRO PROBLEM(?)" IN THE UNITED STATES

Volumes and pages have been written about the "Negro Problem" in the United States of America. Negroes have been accused of having a high percentage of criminal records, sub-standard shelters which form slums, and the highest mortality rate of any race from tuberculosis. These subjects are unpleasant. They are resented by the number of Negroes to whom they do not apply and usually ignored by the rest. Those few who have taken the trouble to investigate the statistics that bring out the above information have all come to the same conclusion: That the root of the so-called "Negro Problem" is mainly economic. Improve the economic status of the Negro race, and you have made the first step toward the solution of the "Negro Problem."

Experts figure that it requires an income of \$2,200.00 per year to maintain a family of five, according to the famous "American standard of living." During the fairly prosperous year of 1937, the average wage of Negro workers for the entire country was a mere \$430. Any group attempting to live on \$430 per year in a country that requires \$2,200.00 per year to maintain a decent standard of living, is bound to create some kind of a problem in regard to crime, shelter and health.

If low wages are the root of this so-called problem, then what is at the root of such low wages for Negro workers? Discrimination, race prejudice, and . . . lack of unity with other workers, all play their part. White workers, long ago, saw the value of organizing themselves into unions for the protection of their jobs and wages. Many of these unions worked to the exclusion, and hence to the disadvantage of Negro workers. Thus a great dislike and even hatred for unionism was formed in the Negro worker's mind. The union from which he was barred membership represented a barrier to his employment.

One of the organizations largely responsible for this condition and its resultant hatreds and prejudices was the American Federation of Labor.

But out of the changing times and needs of the industrial world, a new union has been born. A union that realizes the need for industrial as well as craft organization. A union that realizes that ALL workers have common needs regardless of the color of their skin. This new union, which is only 6 years old, is the Congress on Industrial Organization, commonly referred to as the CIO. The CIO welcomes Negro workers into its membership for only through SOLIDARITY of all workers will true economic gains be made and standards of living raised to the true American standard. The CIO has raised the income of the average auto worker to \$1,400.00 per year. But the union is not satisfied. It wants to obtain for every worker, both white and black, that American Standard of Living, which costs at least \$2,200.00 per year.

The CIO has fought and won one major battle on behalf of the Negro workers: Equal pay for equal work. If a job pays 95c per hour, whoever works on that job receives that rate of pay. Before the CIO established itself in General Motors, Chrysler, Packard and Briggs, Negroes worked for from 10c to 40c per hour lower rates than the white man next to them, although their work was identical. The UAW-CIO changed all that.

Today in such plants, the average wage is approximately \$1.00 an hour. It is common to find Negro workers in that plant who received pay increases over a period of years under the union amounting to 40c per hour, which would mean a boost of \$16.00 per week. This is because they are paid the same as their white brothers. The only barrier to higher annual income is the amount of time the factory works, not the color of their skin.

Negro Ford workers, you will obtain these same benefits by voting for and joining the UAW-CIO.

# VOTE CIO!