



UAW-CIO

**OUTLAWS**

**DISCRIMINATION**

*"America Has Split the Atom. She Has  
Yet to Destroy the Time Bomb of  
Intolerance Before It Destroys America"*

*W.H.O.*

## UAW-CIO International Constitution Art. 25

Section 1. There is hereby created a department to be known as the Fair Practices and Anti-Discrimination Department of the International Union.

Section 2. The International President shall appoint a committee composed of International Executive Board members to handle the functions of this department. He shall also appoint a director who shall be a member of the union and approved by the International Executive Board. He shall also appoint a staff which shall be qualified by previous experience and training in the field of Inter-Racial, Inter-Faith and Inter-Cultural Relations.

Section 3. One cent (1c) per month per dues paying member of the per capita forwarded to the International Union by local unions shall be used as the Fair Practices and Anti-Discrimination Fund of the International Union as provided in this Constitution.

Section 4. The department shall be charged with the duty of implementing the policies of the International Union dealing with discrimination as these policies are set forth in the International Constitution and as they may be evidenced by action of the International Executive Board and of International Conventions, and to give all possible assistance and guidance to Local Unions in the furtherance of their duties as set forth in this article, and to carry out such further duties as may be assigned to it from time to time by the International President or the International Executive Board.

Section 5. It shall be mandatory that each Local Union set up a Fair Practices and Anti-Discrimination Committee. The specific duties of this Committee shall be to promote fair employment practices and endeavor to eliminate discrimination affecting the welfare of the individual members of the Local Union, the International Union, the labor movement and the nation.

# UAW-CIO OUTLAWS Discrimination



*Published by*

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

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# BULLETS DID NOT

# DISCRIMINATE

Tolerance and freedom and fair practices are in the spirit and bone of America, but Congress has failed the nation. By failing to enact a permanent Fair Employment Practices Law it has made America vulnerable to forces more destructive than those in the atom bomb.

The UAW-CIO, a union of Americans of all colors, creeds and national derivations is determined that America shall not be destroyed.

The men in the shops of America who produced the munitions to win the war have produced now a program that will carry America through the crisis that threatens the peace.

The UAW-CIO will not let discrimination destroy this nation or the lives of its members, or the union itself.



There is a discharge emblem on the right breast of both these Ex-GI's. They fought in the same war for the same cause. Both were decorated for honorable service by the same country. Both now seek the same thing—a job. Are their chances equal?

One of these men is a Negro; the other a white. But the color didn't make any difference to the bullets. Bullets don't discriminate.

Equal exposure, equal fatality.

And when the Graves Registration Detachment came along, they are equally dead, and they all got equal plots of earth.

Where the war shed blood there was equality.

If the peace is to be worth the blood shed, there must be equality too. Equality for the living.



# EQUAL PAY AND POLITICAL EQUALITY now



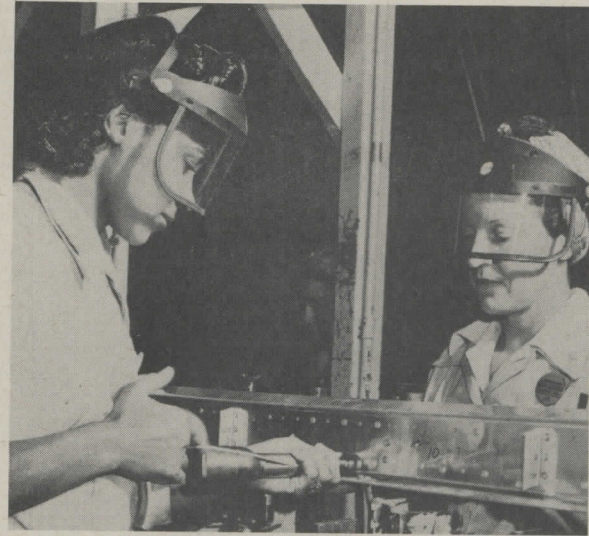
Joe Novak and Raymond Moore. Joe's parents were born in Poland, Raymond's parents were Negroes born in Mississippi. But when they buy meat the butcher charges them the same price. When the autos they make are sold, the dealers charge the same price. The nationality of the men who did the work doesn't count.

When the work is the same the pay must be the same.

Equal work, equal pay. That is Joe's guarantee against the employer using Raymond to cut wages, and it is Raymond's guarantee that the employer will not use Joe to cut Raymond's take-home.

Equal work, equal pay, equally sound, morally just, and an essential protection against substandard take-home.

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The Constitution gave us an equal vote, the union will give us equal pay.

Elizabeth Thompson and Jane Whitbread were born in 1915, they voted first in 1936.

But their mothers remember when women picketed the White House for the vote before the first war.

But now a second world war has been fought, and won by women as well as men. Women went into the factories and wired up airplanes and machined shells alongside the men.

But when the war was won the employers tossed out the women. Or perhaps they tried to use women to displace union men.

That's not what women want. They want in the factories what they won in politics, equal rights. Equal pay for equal work and equal status in the plant.

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# THERE'S NO FINE PRINT

## IN THE UAW-CIO

### ANTI-DISCRIMINATION POLICY!

● Every person who signs in the UAW-CIO gets an insurance policy with his membership application that has no fine print in it, no reservations in it, and no qualifications.

This insurance policy insures against discrimination.

It is backed up by the firm resolve of one million members.

It is underwritten by the anti-discrimination article No. 25 in the constitution of the UAW-CIO.

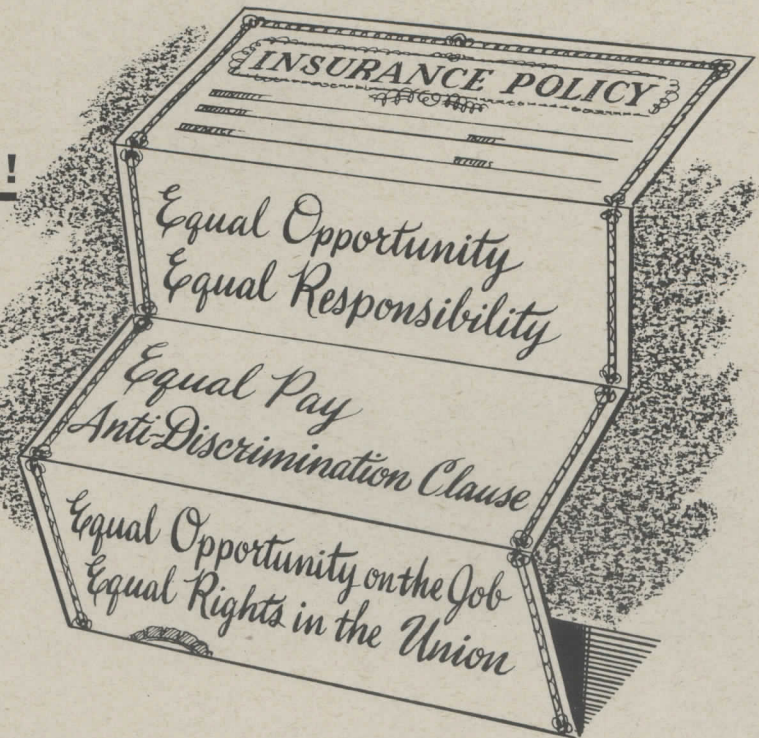
And it pays off without if, ands, or buts, every day in the shop where you work, every day in the local union you belong to, and every year when the union negotiates a contract for you and the other members of your local union.

These are the principles for which the UAW-CIO stands. These are the principles upon which it was founded. These are the principles which have made the UAW-CIO a world beacon to all who fight against discrimination and intolerance.

First, there are no Jim Crow locals in the UAW-CIO and there cannot be. No worker may be denied membership in a UAW-CIO local because of race, religion, or national origin. In UAW-CIO locals, the union hall and all the privileges of union membership belong equally to everyone. No segregation in the plant. No UAW-CIO officer, committeemen, or steward, can give any kind of sanction to segregation in the plant, or discrimination against workers in pay, or the use of plant facilities. Where these conditions exist, every UAW-CIO member is pledged by the constitution of the union to work unceasingly for the end of the discrimination.

No lily-white activities. Each UAW-CIO member has every right and privilege every other UAW-CIO member has, and he has every responsibility the other members have. There are no segregated elections, and no positions barred to anyone in the union because of race, religion, sex, or national origin. At the same time it is everyone's duty to vote in elections and to run for office if they believe they are qualified. The facilities of the local, the recreation and social activities are for all the members. You are encouraged to use them, because the union can only be strong if all the members take part in its activities.

No separate seniority lists, no favoritism, because the contract says so . . . and the constitution makes it so . . .



Every UAW-CIO local is obligated by the constitution to negotiate contracts which contain a specific guarantee against discrimination and which provide for single seniority lists which provide that what counts is your seniority, not your race, your sex, your religion, or your nationality.

In the same way, if you have a grievance, that's all you need to get the full backing of the union. Your race, your sex, your religion, or your nationality have nothing to do with it. What counts is that you are a member of the union with equal rights and equal responsibilities.

Insurance . . . insurance with no fine print . . .

Insurance against discrimination . . .

Insurance against division and insurance that we will win our objective . . . a world without discrimination . . . or fear . . . or insecurity.



**Equality for the Living ★ Security for All Peoples ★ Freedom for Our Children**  
*That is What the UAW-CIO Means to America*



# PARTICIPATION AND

# EQUAL JOB

# R E S P O N S I B I L I T Y

# O P P O R T U N I T I E S



Strike! When the current is shut off the plant shuts down and the men take off. Catholics, Jews, Protestants, Whites, Negroes. Men don't want to strike. Strikes cut off pay and your family suffers. But some strikes are necessary.

When the men ran out of the plant in this strike, the plant shut down and stayed shut down. No one tried to hire Negroes to scab on whites, or whites to scab on Negroes.

The men have learned a lesson.

Equal work, equal pay, equal responsibilities.

If you want meat and bread and milk to eat, a decent house, a paycheck that will support your family decently, you need a strong union.

You can not have a strong union unless all are equally loyal to it.

Right Joe? Right Bill?

Right!

Negroes, women, and to a lesser extent other minority groups in the country share with each other an almost identical experience.

During the war when their labor and their skills were needed they were welcomed into industry with a large number of easy promises.

When the war ended the slogans and the easy promises were forgotten and employers attempted to reconvert the minority groups into reservoirs of low paid or unemployed personnel.

While the men who were working during the early thirties remember the unemployed at the factory gates as a nightmare, employers remember these labor pools as a useful personnel tool.

After the last war employers did succeed in reconverting their labor forces, they did discard the Negroes and women whom they recruited during the war.

But the reconversion after this war is taking another turn.

**The UAW-CIO has resisted every attempt by employers to use discrimination as an instrument of employment policy.**

The success of employers after the last war was helped by prejudice.

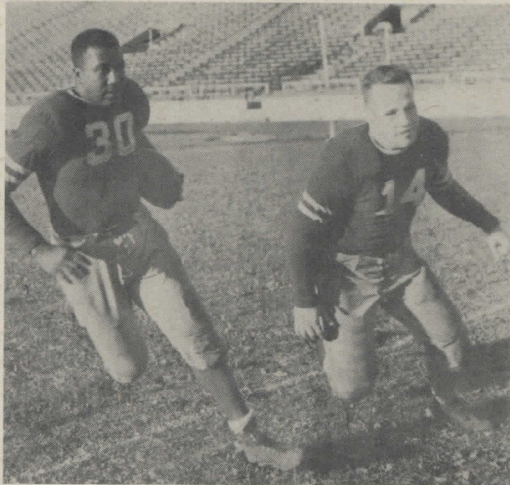
This time the people in the shops are less willing to cooperate against their own interests.

The difference here is not only the existence of the UAW-CIO but the existence within the UAW-CIO of a Fair Policy and Anti-Discrimination procedure which works.

By penalties against the acts of discrimination, by education against discrimination, it is possible to end prejudice and discrimination. The UAW-CIO is showing how.



# UAW-CIO Has Proven That People of All Races, Religions and Nationalities Can Work and Play Together



WHETHER AT WORK  
OR PLAY,  
DISTINCTION  
BECAUSE OF RACE,  
CREED OR COLOR  
HAS NO PLACE  
IN THE ARENA OF  
TRUE AMERICAN  
SPORTSMANSHIP

Working together—playing together. It's teamwork that puts the ball over the goal.

Their goal, like our goal, is not easy. These gridiron athletes have only physical opposition to block out. Our union must block out and **destroy** many thwarted mental prejudices.

Football teams, like a winning union, make us depend upon each other. In football only eleven men depend on each other. Our union must depend upon its million members—yes, it's your job and that of every other American to help carry the ball of fair play. These men are moving toward that goal. But the real goal cannot be measured in yards. Their real goal—teamwork and fair play—will be reached when all of us in America—union members, athletes, housewives, shopkeepers, industrialists—everybody is willing to carry the ball and block out discrimination from our nation and our world.



PREJUDICE AND  
DISCRIMINATION ARE  
ALIEN TO OUR  
CHILDREN.  
WE CAN BUILD A  
BETTER WORLD  
IF WE KEEP THEM  
FREE OF BOTH

Your kids? One of them, you say.

Okay, it doesn't make any difference which one is yours, if you make a free world for him to grow up in.

You can. Your kid wasn't born with any prejudices. If he acquires prejudices as he grows up, someone is teaching them to him. Maybe you.

But then you were not born with prejudices, either. You learned them, too, and you can unlearn them. You can unlearn them, just as you unlearn superstitions about witches and medicine men.

And you had better. Sixty million people died in the second World War because a handful of people made a racket out of a superstition—race prejudice.

After the third World War there won't be anyone around to count the number of people who died.

One of those kids is yours, you say.

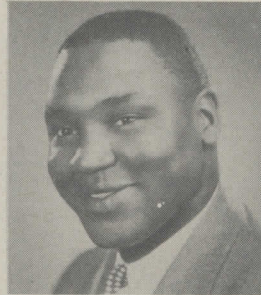
Brother, if you want him to live, guard him from prejudice.



## Directors of Fair Practices and Anti-Discrimination Dept.



**WALTER P. REUTHER**  
President UAW-CIO



**WILLIAM H. OLIVER**

## How the Fair Practices and Anti-Discrimination Department Was Established

The Fair Practices and Anti-Discrimination Department of the International Union was created by the Tenth Convention of the United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO)

In directing the organization of this Department, the purpose of the Convention was to implement the fundamental policy of our union.

The Convention realized that our Union, like the nation and the world, included people who have not yet learned that discrimination is the great divider. It was for this reason that Article 25 of the International Constitution was adopted in convention by the delegates at Atlantic City, March 27, 1946.

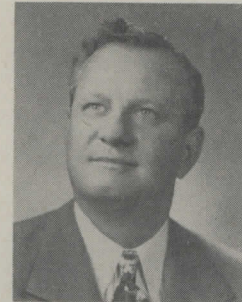
## The Intl. Executive Board Fair Practices Committee



**EMIL MAZEY**  
Sec.-Treas. International Union



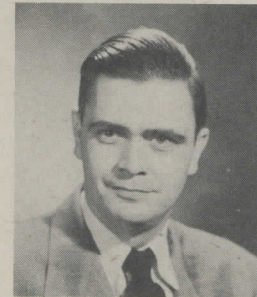
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