



SOLIDARITY DAY  
PROTEST SET FOR  
SEPT. 19th  
WASHINGTON, D.C.

BY DALE DULBERGER



SEPTEMBER 19, 1981

UAW has joined the AFL-CIO national day of protest against the Reagan administration's attacks on vital social programs and to spotlight "demands for jobs and justice."

Reagan's approach to solving the crisis in our economy is to cutback needed social programs that working and poor people receive, and to restructure our tax system so that Corporate America will be able to increase their profits through so-called less "regulation" less "taxes," and more "allowances." Never before in recent memory has there been such a massive assault on the labor movement and many of its hard fought gains. The cutbacks will affect all of us; from Social Security to Unemployment Compensation; from Food Stamps to Job Training programs; from Trade Readjustment Act to Consumer and workplace Safety, and the list goes on. (See Solidarity Magazine)

The call to action by the AFL-CIO and UAW is because the survival of the labor movement as it now exist is in jeopardy. Stopping Reagan's right-wing offensive is its top priority. For so long the labor movement has not taken an aggressive stand against the erosion of our living standards and our rights. The call for Solidarity Day is a step in the right direction. Only by mobilizing our union membership to resist these attacks will be able to turn it around.

The UAW is organizing in each region through the CAP (Community Action Program) committees. Ralph Amerling from Region 10 said the region will definitely send a plane and possibly send buses if there is strong enough interest." Let's make our voices heard in D.C. and let Ronald Reagan know how we feel. Contact your committeeman if you are interested in helping our local and community be represented in Washington. ●



BUILDING A BETTER UNION THROUGH BETTER COMMUNICATION  
Vol. 1, No. 1 August, 1981

# What Contract?

## POINTS AND PAA

A few weeks before shutdown management came down with 2 new policies. They are: 1) A new point system in tractor and foundry for attendance and tardiness, which cuts the number of unexcused absences you can have before you're disciplined. Under their new system, if you get 2 unexcused absences in 13 weeks, you get 3 days off; all the way up to 6 unexcused absences in 1 year for termination. This "new" system is in direct violation of letter 106 of our contract, and is not recognized by the union and is being challenged. It is an arbitrary system that allows "management" like those in tractor to give out points to almost everyone, no matter when you were late or absent.

Recently, in 4 tractor, an employee with 30 years seniority and a spotless attendance record had to go to the doctor in the morning because of illness. He called in to work and

came in at noon with a doctor's slip, yet was still given a point and an unexcused absence. This is an arbitrary system of disciplining employees because

CONTINUED ON PAGE 11

## WHY NEWSLETTER\*

Communication- that is the primary purpose for establishing a regular tractor division newsletter. It is not limited to union representatives. It is a forum for expression and allows workers to present their views about their job. A commitment was made during the past election to keep people in the shop better informed. We need to hear from you. Talk to your Committeeman or steward, or chief steward if you want to help or have any ideas about what you would like to see in your newsletter. ●

# ANOTHER TRY FOR T.R.A.

By Bob Russell  
Committeeman Div.1

Feb. 15, 1979 the Dept. of Labor denied a Trade Re-adjustment Assistance (T.R.A.) application by three A-C machine operator from Tractor Division. The Dept. of Labor stated that our workforce was not affected by imports because most imports were in the 60 h.p. and lower range. Tractors produced in West Allis were not in this h.p. range.

The machine shop is barely crawling. The phasing out of 175-185 models, the importing of 60 series Fiat-Allis transmissions, the high inventory, and the absence of manufacturing work of service parts has knocked out many people out of jobs.

We are at the point where junior assemblers are being displaced by more senior machine operators. The bottom line is simply, that we have lost many jobs for an indefinite period. At least until we start manufacturing for the 60 series models. It's not clear how much more work if any we will be doing on the Fiat transmission and related components.

This significant loss of machine shop work can be directly attributed to the phasing out of two models, and the imported components we previously made. To compound this problem imports for 1980 make up 50% of all tractors sold.

Last year the U.S. imported 60,000 more tractors than it exported. This has caused extensive layoffs throughout the Ag. chain represented by the U.A.W.

Unemployment at tractor manufacturing firms has reached 26% with over 17,000 members on layoff. Certainly imports are the cause of many of these layoffs. But U.S. companies haven't bothered to build small tractors like the small cars so imports had a free access to part of the market unchallenged. In fact each major company is responsible for bringing in most of the different tractors and selling them under their own name. It's clear that our employer is causing most of these layoffs. Example-The 50 series is stripped of its Fiat label and redressed with the A-C label. But our workers only do a few hours work on each unit. Do you think the customer knows this tractor is not built in Milwaukee?

It seems clear to many that our workforce has suffered serious job loss. U.S. corporations short term interest in high profits and quick turnover, and not investing in production of US made goods has brought us to another crisis

continued page 10

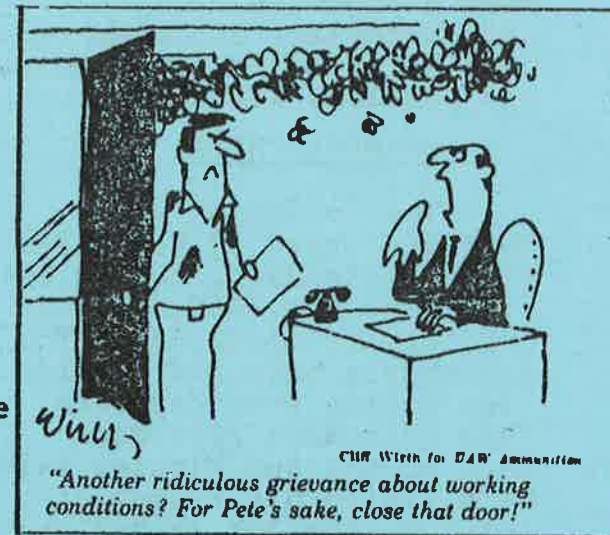
## REPORT FROM DIVISION 2

COMMITTEEMAN F. SHANSKY

During the first couple weeks I've been committeeman I've set up several meetings with management to discuss some of the longer term problems that have not been resolved and to find out if and when they will be settled. The 2 main areas where I've done this has been around health and safety problems where I met with Carl Jarrett and around standard hour problems with Frank Mickler. These are the main issues we talked about:

### HEALTH & SAFETY

1) VENTILATION-a) There have been many grievances over the last year (some going back much longer) around ventilation which have not dealt with adequately or ignored completely. In Dept. 1374 (1 tractor basement) employees have asked for ventilation system to remove the steam cleaning chemicals used daily in that area. The problem still remains. b) On the repair floor in 4 tractor a few exhaust stacks were put in to remove the exhaust. Nonetheless, excessive exhaust problems caused by tractors going in and out of the area, by tractors being run in the roll test area and by no exhaust stacks in many stalls is still significant.



c) Dept. 1328 (valve area-7 shop. This is another long standing problem with inadequate ventilation of chemicals in the air.

d) South line-4 tractor- again the problem of no system to remove exhaust while tractors are run on the line- a travel vent was promised.

2) Also discussed was the need for deflector cones on some heaters in 4 tractor. On the 2nd step grievance concerning this, the deflectors were promised to be installed by shutdown. They weren't.

3) The filthy state of certain bathrooms were discussed. Most restrooms have not been maintained on a regular basis. This is going on at the same time janitors are being laid off. While most of these problems were promised to be resolved, as of this

writing few of them were. You have a right to work in a safe workplace and with your help I intend to see that these problems are dealt with.

### STANDARD HOUR

The following areas were discussed: 1) Dept. 1373. The new standards on the assembly of the 6060, 6080's are totally inadequate. The assemblers have had a hard time making even day-rate. This grievance goes back many months and Mickler said he'd finish his review of this in the 1st or 2nd week after shutdown. 2) Dept. 1374 the problem here is that no standards have been issued for the 5050 series tractors. Again, Mickler said that shortly after shutdown (within 30 days) standards should be issued. 3) Dept. 1371 (kitchen area) A few assemblers in this area have asked for a long time that their jobs be put into the standard hour pro-rate. Management agreed that they would do it but never did. Mickler stated that they would time actual elements on three jobs in question some time during Aug. 4) Repair classification-There have been several meetings going back many months concerning the upgrading of repairmen's wages. Another meeting to hopefully and finally resolve this will be held shortly after shutdown. 5) Dept. 1388

DNC line-Most operators and loaders have asked for over 6 years for an incentive system to be installed in this dept., yet it never has happened. I have set-up a separate meeting with Mickler about this area to discuss with him an independent study done on the DNC line last year and to discuss solutions to this disagreement.

Finally these meetings with management are meant to resolve real problems and I hope management takes these discussions seriously. Otherwise, talk by management of "cooperation" is merely talk. More on this in the next issue. ●

### UNION VICTORY

The Union Local recently won two Tractor arbitration cases. In Division 2 Heat Treat, a question about inability resulted in an improper Sunday overtime assignment. Rick Lueck grieved the violation and was awarded full back pay with overtime premium. Congratulations Rick.

The other case regarded the company's refusal to grant four hours call in pay to workers who reported to work immediately after the strike in March of 1980. The arbiter directed the company to pay call in pay to 23 workers. Another 18

4 (continued on page 11)

## CHRYSLER WORKERS GET SHAFT

Remember when Lee Iacocca, Chrysler President, was preaching that he would work for only a dollar a year (though he did receive a million dollar bonus in 1978) and that he wanted Chrysler workers to take huge concessions to keep the company going? Well, as we all know, the workers accepted the pay cuts in order to "save the company" to the tune of over \$5000/yr. in wages and benefits over 3 yrs.

But after concessions were accepted, Chrysler announced they had resumed payment of Iacocca's salary for the last 3 years (almost a million dollars) and reimbursed in the pay cuts they had supposedly given 1200 executives 2 years ago. They also made 100 add-

itional executives eligible for company cars. The UAW charged that this and other actions violated the agreement for equality of sacrifice made when the union gave up \$622 million in additional sacrifices last January.

When workers at the Chrysler Omni plant in Belvedere, Illinois heard about the executive pay increases, 2 shifts stayed home on June 12 & 15 in protest. The episode seems to be somewhat of an embarrassment to UAW Pres. Doug Fraser who sits on the Chrysler board and negotiated the agreement. After all, it is our tax money through the govt. loan to Chrysler, which is helping to pay these huge salaries. SO MUCH FOR EQUALITY OF SACRIFICE! ●

### UNION ELECTIONS

The steward and chief steward system is the heart of our union structure. A good steward or chief steward does more than simply write or present grievances, but helps organize the workers in their areas to resolve daily problems. That's why the upcoming elections for these positions is so important. The nominations open Saturday, Aug. 1 and close the following Friday. All but a few stewards

and chief stewards positions will be open for election, which will be held in Sept. In a few areas no election will be held for some positions because the areas are closed or only a few workers left. Check the union board for a complete list. In areas where elections are not held, they will be re-scheduled when the areas are built up again. ●

5

# ★ MYTH OF THE JAPANESE AUTOWORKER EXPOSED ★

Could you imagine having your foreman decide how much you get paid each week? Or, how about being forced to vote for your General Foreman to be a high level union official?

According to someone who recently visited Japan, these things are just part of the system in the Japanese auto industry. Martin Glaberman, a former UAW steward who is now a social science professor at Wayne State University in Detroit, toured several Japanese plants and talked with Japanese autoworkers to learn first hand what was the reality behind the myth of the superior Japanese autoworker.

## WAGES

Under our UAW contract, every one doing the same jobs gets equal pay. This creates a certain unity in the union. For one worker to get a raise, everyone must get one. This is not so in Japan. For the first 5 yrs. on the job, Japanese workers are paid at much lower rate than higher seniority people. In addition everyone's wages are based on how well your foreman rates you. A worker who shows loyalty to the company gets more money, in the form of merit raises and bonuses. The dedication that Japanese workers show to their jobs is in large part due to the fact that if they aren't

dedicated, their paycheck comes up short.

## LAYOFFS

Because there is a labor shortage in Japan and the auto industry is expanding rapidly, layoffs are pretty much unheard of. But because the companies prefer younger workers who can work harder, everyone must retire by the time they are 55. At that age they are 10 years away from collecting their government pension, so many retired auto workers must take part time jobs until they hit 65.

## BENEFITS

One important fringe benefit which helps to tie Japanese autoworkers to the company is subsidized housing. In Japan where housing is very scarce, the auto com-

panies provide apartments at greatly reduced rent to single workers and loan money to married workers to buy homes. One more reason why company loyalty isn't so voluntary.

## UNION STRUCTURE

Perhaps the biggest difference between the US and Japan is the way the auto unions are set up. In the introduction to the movie, "If Japan Can," George Maddox complains about the "adversary" relationship between union and management in this country. It is easy to see why Maddox would prefer the Japanese unions to the UAW.

In Japan:

1) Supervision belongs to the same union as the workers--- foreman and Junior Foreman are allowed to work on the job.

- 2) Top union officials are often former company labor relations people.
- 3) There is only one slate in union elections. All candidates must have permission and support from top union leadership in order to run.
- 4) All workers must cast their ballots in front of their steward and foreman.
- 5) A steward who has trouble getting his people to vote must write a letter of explanation and apology to the union.

In Japan the union is just one more way to control workers. The whole system appears to be tightly controlled and set up to force extreme loyalty to the company. The Japanese worker who sits in the canteen while everyone else is doing jumping jacks stands to not only get a bad rating from his foreman, but probably a cut in pay and maybe the loss of his apartment or house. No wonder US management is so wild about the Japanese system. ●

MARTIN GLABERMAN TALK ON JAPANESE  
WORKPLACE AND QUALITY CIRCLES  
AUGUST 29th 7-9p.m.  
PLACE TO BE ANNOUNCED  
SPONSORED BY AD HOC COMMITTEE  
OF MILW. LABOR ACTIVISTS



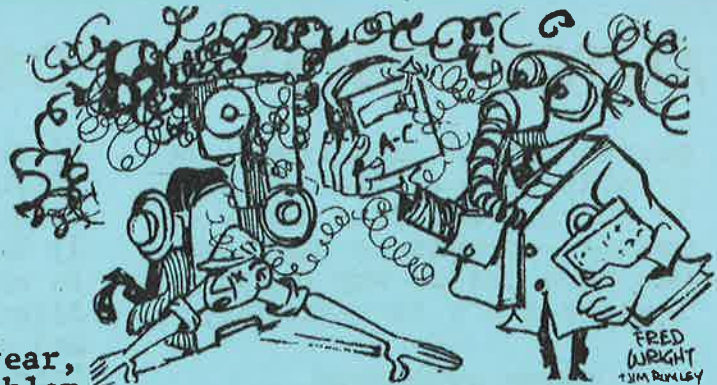
*Martin Glaberman, 62, who was a production worker for 20 years and UAW shop steward, is an assistant professor of social science at Wayne State University, specializing in labor history and sociology. He is the author of a book, "Wartime Strikes." He was in Japan recently, talking with auto workers and scholars and visiting plants with Don Quenneville, a Chrysler worker, at the invitation of Rodo Joho (Workers Information), a Japanese magazine.*

This article is reprinted from the July issue of Fighting Times. A rank and file magazine published by AMC workers in Kenosha, Wis.

# Ever Wonder?

BY JIM DOLAN

What Respect means  
at Allis-Chalmers?



FRED WRIGHT  
JIM RANKLEY  
UE News Service

"The air in here is fine. Now put on your safety glasses."

Several times this year, as in the past, the problem of diesel exhaust fumes in the shop has been raised by repairmen. Assemblers at the end of the south line and some inspectors have complained about the problem. Even foreman and some engineers have agreed that fumes are sickening. The problem has existed for many years, and has gotten worse since foreign tractors were introduced, particularly the 5045 and the 5050 models. All tractors are run on the rollers for about 10 minutes at hi idle, and are stalled and restarted several times, resulting in t ick blue clouds of unburned diesel fuel. Common sense would seem to indicate that at least the rollers be equiped with a suction vent, but common sense has never been a strong point with tractor management.

While supervisors and safety reps in the shop continually promise that "exhaust system is coming," Management Committee has usually responded with one of two answers: 1) We don't have nay money to spare on an exhaust system be-

cause 2) there aren't standards available to determine how much diesel exhaust is harmful. One company safety supervisor said a few years back he couldn't "justify the expense" to his boss.

Granted, the economy, with inflation, high interest rates, grain embargo and droughts over the past year have hurt tractor sales. We know that Tractor Div. is hurting and looking everywhere for ways to save money.

But just take a look at the money spent to improve productivity in the past few years, and especially in the past few months. A conveyor system was installed in the kitchen to load tractors into the washer. A new fuel tank assembly was erected.

Computerized cathode ray terminals (those green T.V. screens you see in the shop) were installed to keep track

of material handling. During the latest shutdown, an elaborate roller-elevator conveyor-assembly line was installed for the cabs, and the cab area was moved upstairs. A new hydraulic test ramp was installed for testing the park-lock on the tractors. It even works sometimes! New lights were installed on both the old and new repair floors.

All sorts of money was available for these and other wild and crazy schemes, but how much has been spent on those pitiful tubes that were put up on the repair floors?

Now let's examine the "we can't prove that fumes are dangerous" mentality. Anyone who has worked on the repair floor for any length of time knows what effects these fumes have, whether they are a repairman, foreman, inpector, engineer, or whatever. Watery eyes, throbbing headaches, nausea, and a general feeling of tiredness are but a few of the short-term symptoms resulting from breathing these fumes in a building over an eight hour period.

What hasn't been proved yet is the exact long term effect of this constant exposure to particulate matter on the lungs and the nervous system. It is

known already that these small particles hurt those organs of the body that clean your blood, such as the liver. Numerous articles in major newspapers such as the Milwaukee Journal and medical journals such as the New England Journal of Medicine have indicated that diesel exhaust probably causes cancer and further studies are underway to determine just how much of a hazard they do pose.

Just how much or what amount of smoke causes what is irrelevant when people are feeling the bad effects every day. I don't need a chart to tell me when my eyes and throat burn, and I sure don't need a scientific study to tell me when I'm sick to my stomach. You would think that a company who's talking so much about the Quality Circle concept would at least try to make their workers feel good while they are at their jobs.

A recent article in an issue of Scope magazine described how American Air Filter, an A-C subsidiary, makes air purification systems for customers all over the world. It's too bad that they can't design one for their own employees. Every tractor we build is shipped with an owner's manual which warns operators

T.R.A. continued

We will be processing a T.R.A. petition to seek assistance for our workers who have been laid off in the Tractor Division. T.R.A. will pay 70% of your average weekly wage, but not more than the average weekly national average wage which is \$269 per week. This benefit can be paid for 52 weeks in a two year benefit period. In addition it also includes benefits for retraining and education so you can develop skills you presently don't have.

Note:(T.R.A. will not be paid in addition to S.U.B. If an award is made to you, the plan provides you to reimburse the S.U.B. fund. This helps to extend payments to members who do not qualify for T.R.A.) With the present financial status of the S.U.B. fund many workers will exhaust their credits quickly. So you will not realize the full benefit of T.R.A. until your S.U.B. is exhausted. T.R.A. will pay you a benefit long after your S.U.B. expires and offers benefits we don't have as apart of our labor agreement.

T.R.A. comes from your tax dollars. But, where should it come from? This cost should be the responsibility of corporations who bring in products which cost us our jobs. Think of the social cost we all suffer because someone isn't working. The loss of tax revenue

and the additional welfare cost hurts us all. Their is no end to the ramifications of job loss, not to mention the social diseases inflicted by extended unemployment. Our govt. and elected officials must recognize people come before profits of big corporations. We should all insist that these companies, whether home or abroad must be responsible for the devastating affects of unemployment. ●

EVER WONDER ? (cont)

not to run their tractors inside without adequate ventilation. Evidently the safety people read these warnings about as well as the I.E.'s read man assignments.

When will management understand that if we are treated with respect instead of contempt, the quality of our work will improve? How long will it take before we are listened to as people instead of as "the animals in the shop? All this talk about Quality Circles will be just talk if the A-C mentality does not improve. The Japanese learned long ago that part of improving the job included improving the work environment. They also learned to respect their workers.

PAA AND POINTS CONT.

they happen to work in tractor shop or in a certain dept. Letter 106 states clearly that during the term of this agreement "a uniform set of rules would be in effect for all operations at West Allis." Thus the company is violation of another provision of the contract. Our view is that all disciplines arising from their

violations are illegal and will be challenged.

2) Management has decided to attempt to change the contract by stating that employees who

EVER WONDER CONTINUED

We want an exhaust system, not some half-ass tubes hanging out of the windows. We want clean air to breathe. We want respect.

When the new models were introduced late last year, there was a backlog of tractors to be repaired. Persons from "upper management" asked us to help us out. We need you." The response was good. Just last week a number of repairmen and assemblers worked overtime to help build the required the tractors for the end of the month billing. Management should realize that this helpful attitude can change. The past practice of spending money to increase production while telling us you are broke won't be tolerated much longer. ●

take emergency PAA days may now be asked to bring "written documentation." Again the contract is clear. It makes no mention of written documentation. How is someone who is sick for a day supposed to bring in written documentation? The company wants to leave it up to the goodness of supervision as to whether you get your PAA or need written excuse, but this is just the reason we have PAA language-to avoid this type of favoritism. If management wants to change the contract they can bring it up during negotiations.

FRANK SHANSKY

\*\*\*\*\*

This newsletter is jointly sponsored by Bob Russell Committeeman Div.1 and Frank Shansky Committeeman Div.2 \*\*\*\*\* labor donated

UNION VICTORY CONTINUED

from p.4 will receive call in pay unless the company can provide the union proof that these people did not have current telephone numbers on file with the company on 3-29-80.

Forty-nine people filed grievances concerning this problem in both Division 1 and 2. Eight were denied back pay by the arbitrator. Congratulations to those who made the company live up to the newly signed contract which was only one day old. ●