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DETROIT MICH., AUGUST, 1944



## THE RED CROSS NEEDS BLOOD - ARE YOU A DONOR?

### President's Column

In accordance with Article VI of the new By-Laws, which states that the President is to make a complete report, on conditions of the Local, in the months of January, April, July and October. I respectfully submit the following:

Local 114 is progressing in a healthy, normal manner. We are not mushrooming our growth as in the past, due mainly to our nearing our peak.

About all of the unorganized left for us to organize, are the smaller plants. There are some glaring exceptions, which I ask each and every one, to lend a hand. These exceptions are Detroit Diesel, Gar Wood and Vickers.

At the last report made, by your president, in January, 1944, he reported that he viewed with apprehension the conditions at Briggs, Hudson, Federal Motor, Budd Wheel and Bundy Tubing. We are glad to report that a War Labor Board hearing has been held for Federal, which looks very promising, and Briggs and Hudson have both been certified to the Board. We have been assured that these two cases will be heard the first part of August. Incidentally, this is a great victory for organized labor as the National Manufacturers Association assured us that the War Labor Board would not take jurisdiction. We have been assured that Budd Wheel and Bundy Tubing would capitulate along with Hudson and Briggs.

New contracts have been signed with the following plants: Argonaut (G.M.), Federal Mogul, Fisher Fleetwood (G.M.), Fisher No. 23 (G.M.) G. M. Bldg. and Westinghouse contract which shows what can be done when management is not anti-union.

We have recently received a War Labor Board panel recommendation approving practically all we have asked for. The main issue was wages which, the Board recommended, remain at \$1.44 per hour. We wish at this time, to add that although on the surface, Continental management is Union minded, under the surface, they are exactly the opposite. If we had been dealing with a management that looked eye to eye with their Union representatives, we would have, at this time, a fair contract.

We have re-negotiated numerous other contracts and cases have gained small wage increases but in all have gained better contracts.

Wages are still the big stumbling block in all contracts. We hope that the time will come, in the not too far future, where we can settle wage disputes or wage agreements in our own way. We know and numerous Companies know, that we are underpaid, but with all of the government regulations it is impossible to put us at our proper level.

It is up to each one of you to see that you help rectify this situation. Vote in the November election. Each one of you should know who Labor is backing and believe me, the CIO Political Action Committee is working for your interests, not for Mr. Wilson's, Mr. K. T. Keller, or any other large industrialists.

There has been much comment about workers cashing in their war bonds. In relation to the total of nearly 30 billion of Series E, F and G sold from May 1, 1941, through March 7, 1943, less than \$2.2 billion have been cancelled. That's seven per cent of the amount purchased. "Extremely low," say bankers, "in comparison with the annual withdrawals from

### We Repeat

#### "TEN WAYS TO KILL A UNION"

Submitted by CHAS. HUBBARD, Vice-President

1. Don't go to any of the meetings.
2. But in case you do, go late and make a lot of fuss and noise when you enter.
3. If you should happen to attend, always criticize the officers and members!
4. Never take any office, but criticize the guy who is in!
5. Don't say anything at the meeting. Do all your beefing afterwards!
6. If asked to do something, refuse. But always yell the Union is being run by a clique.
7. Don't report any grievances, but whisper it about that the Union doesn't take these things up!
8. Tell everyone that nothing is being done!
9. Elect men to represent you — then refuse to give them any backing — but still demand results!
10. Don't pay your dues on time, as the Chief Stewards have lots of gas, tires and time to make extra trips down to the office for you!

#### "THE AUXILIARY MILITARY POLICE"

Perhaps you have pondered the factory police;  
His shined up shoes, his pants in a crease,  
You see him patrolling the plant or the yard;  
Or perched in a tower on stools that are hard.

He searches the roof for leaks or cracks,  
And spies a crane girl like Venus in slacks,  
The mercury reads ninety eight in the shade;  
He kids with the nurse in the plant first aid.

He tries many doors, the vault and its lock,  
In making his pull around with the clock,  
He's right on the job if some one gets hurt;  
For things that are wrong he's ever alert.

He checks on the hands at the factory gate  
And makes a notation if some one is late,  
There's various things of him to expect,  
"All Government Property He Must Protect."

He keeps down waste of power and lights;  
Must have a cool head perchance there's a fight,  
Yes, happy he'll be when this war is done,  
For many are Vets of "World War One."

He's hoping and praying along with the rest,  
And doing his duty as he thinks best,  
So friends if you feel like you're put in the grease  
We too have our troubles the Military Police.



## RESOLUTIONS COMMITTEE

Seventh Mich. CIO Convention  
Grand Rapids, Mich.

Greetings:

Have been instructed by the membership of Local 114, UAW-CIO, to present the following resolution to your committee for consideration, and would appreciate your presenting same to this convention.

WHEREAS: In the metropolitan area of Detroit, there still remain approximately 3000 plant protection workers who are not organized as members of the CIO, and

WHEREAS: The UAW-CIO, has chartered Local 114, for the Detroit area, among other plant protection locals throughout the country, to organize these workers, and

WHEREAS: Various CIO Unions in Michigan, especially in the Detroit area, have not seen fit to accept persons in their respective industries engaged in this type of work into their unions, therefore be it

RESOLVED: That this convention go on record and recommend to all CIO unions throughout the state, that if they cannot, or will not accept plant protection workers into their own unions, to permit the UAW CIO to organize and accept these workers into plant protection locals under the jurisdiction of the UAW-CIO.

Fraternally yours,

Chester M. Wheeler, Delegate

Charles R. Hubbard, Delegate

R. H. Cornish, Delegate

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## A Thank You Letter to the Rank and File Members of Local 114

Dear Brothers:

After having the pleasure of attending the 7th Annual Convention of the Michigan State CIO Council at Grand Rapids, Mich., from July 12 to July 15, I believe that it is not only my duty but a privilege to thank each and every member for your support and confidence in electing me as a delegate.

After having this pleasure I will try to convey some of the most important actions that were taken there, the first was the renewal of the "No Strike" pledge and brothers don't think there was not plenty of powerful support to

help scrap this pledge, but as one speaker stated they may have our right hand tied but let us develop our left hand and use the privilege of political action to put people in all government offices, who are in favor of helping and supporting the common man; not just the millionaires, manufacturers and the few families who are at the present time ruining this great and free nation which believes in freedom of the press and freedom of speech for all men. Don't think that by not voting in the forthcoming Federal and State Election that you are going to gain any voice in ruining this country if you sit at home and do not exercise this right of voting and saying who you want

to represent you in these government offices.

The American Laborer does not want starvation during the reversion of industry from wartime to a peace-time footing it is of vital importance that you elect representatives who are able in determining the progressive character of post-war America. The successful solving of reconversion problems will require the United and Cooperative efforts of all sections of the American people. Throughout this period of reversion; the primary concern must be assuring the least possible disruption in full employment and the stable economic life of the Nation.

The freedom loving people of

America and the world workers in particular are facing the greatest crisis in modern history, victory in this crisis depends entirely upon the kind of leadership by the Commander-in-Chief and Congress. For collective support and progress with your Local 114 do your best to make these things possible at the coming election.

Respectfully yours,

Charles R. Hubbard, Vice-Pres.  
Local 114, UAW-CIO

## PLANT NOTES

Brother Dawson has just returned to work after being away for about a year for his health in Arizona. Good luck John and a speedy recovery.

\* \* \*

Brother Torrie's wife presented him with a baby boy weighing 8 and a half lbs. about July 11, 1944. Mother and baby doing fine. Papa will recover.

\* \* \*

Brother Chas. Hubbard is attending the CIO Convention at Grand Rapids, Mich. Good luck Charlie and bring back a good report.

\* \* \*

Well boys, it has been reported to yours truly that we have a Santa Claus in Plymouth Plant Protection Department. One of our Patrolmen recently sent to the tank arsenal on a Sunday was seen passing out dimes to get the children to obey his orders. Well boys that shows that we have not forgotten that we were all little boys once upon a time.

\* \* \*

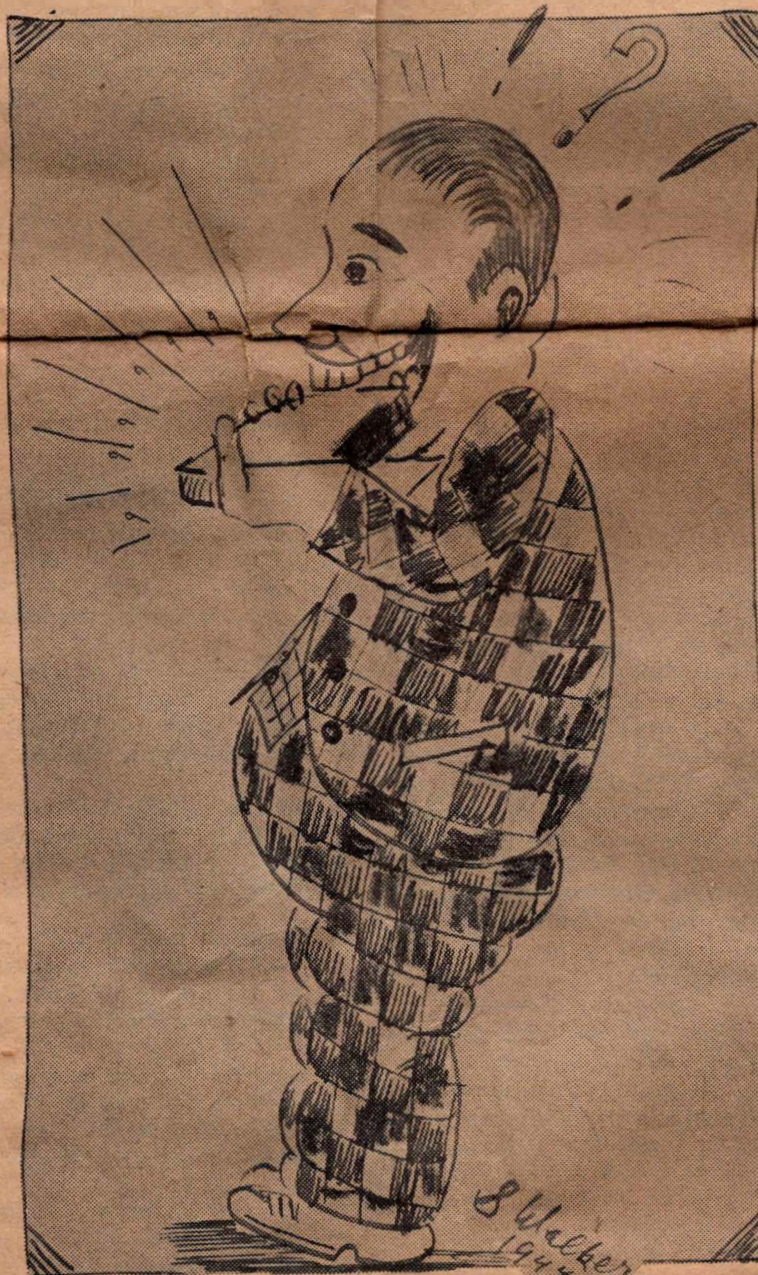
Your reporter has been informed that Checker Cab stock is going up, since some of our good brothers are relying on cabs to come to work in these days. Good work boys, that shows you are on the job.

H. E. BREYMAN

Plymouth Unit, Local 114

The reason a dog has so many friends is that his tail wags instead of his tongue.

A Wac went for a walk in the woods. Coming to a beautiful lake, decided to go for a swim. She laid her clothes carefully on the ground and took a dip. As she emerged, she saw a lieutenant coming down the path. Not having time to dress, she hid behind a tree. The officer approached, stopped and shouted, "Camouflage company No. 1 dismissed." All the trees marched off.



Patrolman Drool while superintendent feasts on beef  
"A la Dagwood" sandwich



## EDUCATIONAL

### What Every Steward Should Know

By Charles Hubbard

During this war period your educational Director has decided to bring school to you, after many repeated requests for information is now being presented for your consumption, in easy convenient form.

Therefore, I will publish in each issue, an article dealing with collective Bargaining Parliamentary procedure and current articles dealing with conversion, war planning, etc.

In reading and discussing these articles many questions will arise, therefore, please direct any question to this office, and you will receive a prompt answer.

The current series will deal with duties and procedures of stewards. Next series will deal with Post War Planning and Reconversion.

A Steward is a responsible individual. He or she is a representative of the Union. A Steward has a great responsibility to the members in their respective department, and to the Union as a whole. A good deed in one department will automatically benefit the entire department, and a bad deed in a department by a few people can become an injury to all the people.

A Steward is a negotiator, educator and organizer.

What are the things a Steward should know under the heading negotiations?

He must know:

- 1) The Contract
- 2) How to write a grievance.
- 3) Manpower and Job Operations.

What are the things a Steward should know under the heading education?

He must understand:

- 1) UAW-CIO Constitution
- 2) Local Union By-Laws
- 3) Wagner Act
- 4) Unemployment Compensation Act

In order to ensure the adjustment of just grievances, the Steward must organize the department convincing every worker to join the Union, and make sure that those who are already in the Union are paid up in their dues and keep in good standing. The Steward should check ru-

## Servicemen's Letters

Hello Lloyd:

Long time no see, but it's good thing that you had not written sooner for I would not have been able to answer anyway. I have been out for a stroll and could not have been on the well known beam. Am glad to hear from you and get any news that you are to give me, plus of course all too.

Ed had sent me a letter a short while ago and he stated that Capt. Weir had intentions of quitting if things did not shape up to expectations. Evidently they had not. It's a pity that you boys have to lose such a fine fellow. He always appeared to be a square shooter to me.

In the future whenever you want a few changes made in the personnel around there, why don't you just take a vacation, you might be fortunate to have someone disappear that would be a credit to someone else.

As far as that case for back pay goes, I don't ever really expect to get anything out of it. Once someone said that you can't convict a million dollars, well by god it's going to be a hard job to beat a few billion. So I don't think that I am going to hold that bank account open waiting for it.

From what my wife is telling me, there is little change of you or anyone else being inducted that is over 26 years of age. You are about forty, aren't you? Besides, the United States will need a few able men to propagate the human race. It might be that I will not be able to do anything when I get back and might have to pay a few bucks to get a junior if I want one.

The news that the radios are broadcasting seem to be of a hopeful nature. It might be pos-

sible for us to come home in a year or so. If you have any fingers to cross, try it.

Well Lloyd, the night is getting older by the minute, so if you have no objections, I will hang up my cue and call it a day.

Till the next time.

Steve Shefchuck

Hqs. Det. 101-APO 629

c/o Postmaster

New York, N. Y.

—v—

Irving E. Griffith, President  
Amalgamated Plant Protection  
Local 114, UAW-CIO

Dear Sir:

My sincere thanks for the ballot application sent to me. It is indeed gratifying to know that we in the Armed Forces are still remembered by our fellow workers back home.

My present address is:

1591st Service Unit  
Prisoner of War Camp  
Camp Perry, Ohio.

Any news from, or about my fellow workers will be greatly appreciated.

Sincerely yours,

James D. Peratti

Dear Sir:

Your letter and application for ballot was received and is appreciated very much and I thank you.

My address and also my rank has been changed and at present is:

2nd Lt. W. H. Johnston  
U.S.M.C.R. B. O. Q. 805  
N. A. S., Jacksonville, Fla.

Sincerely,

W. H. Johnston, Cadillac

—v—

Hello Boys:

Here's hoping that all's well and still going strong. How about sending me one of your papers? In my mind comes the thought of you boys, and I wonder if you

receive the things you've tried so hard to get. What is Wheeler doing nowadays? Is he still with you? Say hello to all and tell them that they are pretty lucky to be still in the good old U.S.A. We are doing a swell job down here and hope to be home real soon. Pray with us that this war will end, so we may get back to our loved ones.

I remain,

W. P. Conlan,  
C.B.M.A. 561,  
Fleet Post Office  
San Francisco, Calif.

—v—

## Plant Fears FAA Pact

### Chrysler Sees More Strikes as Result

Three high-ranking officials of Chrysler Corp. Tuesday testified at a WLB panel hearing that they believe a contract with the Foremen's Association of America would result in an increase in the number of strikes.

Under cross-examination by Robert Keys, national FAA president, Robert W. Conder, Chrysler director of labor relations, declared on the basis of experience with the UAW-CIO, he felt a contract merely meant labor disturbances.

—v—

## TAKE NOTICE

The following men have been nominated as delegates to the International Convention to be held in Grand Rapids in September:

- J. Lennox—Chrysler Jeff.
- I. Griffith—Cadillac
- J. Cowden—Lynch Rd.
- H. Brow—Briggs Hamtramck
- W. Asher—Dodge Forge
- T. Pillette—Budd Wheel
- C. Wheeler—Plymouth
- R. Cornish—Chevrolet
- C. Hubbard—Plymouth
- B. Kehrer—Chrysler Jeff.
- D. Clark—DeSoto aWren
- E. Bowser—DeSoto Main
- L. Lake—Chrysler Jeff.

This year we are sending our full quota of 5 delegates to the convention. In the coming election to be held August 14, it is your duty to come down to the polls and vote for the 5 delegates who you think will best represent Local 114 at this convention. Let's have a big turnout brothers, and send your man to Grand Rapids next September.

WU3 65/64 GOVT DETROIT MICH JUNE 30 610A  
FIFTH WAR LOAN COMMITTEE

CHRYSLER CORP MARYSVILLE MICH

CONGRATULATIONS AND SINCERE THANKS TO EVERY MAN AND WOMAN OF YOUR ORGANIZATION, TO THE MEMBERS OF YOUR COMMITTEE AND TO CHRYSLER LOCALS 375, 954, AND 114 UAW-CIO WHOSE PATRIOTIC COOPERATION HAS ENABLED YOU ONCE AGAIN TO EXCEED YOUR WAR LOAN QUOTA. CHRYSLER MARYSVILLE ONCE MORE LEADS THE PARADE. I AM PERSONALLY VERY GRATEFUL TO YOU ALL AND DEEPLY APPRECIATE YOUR CONTINUED SPLENDID SUPPORT OF THE WAR EFFORT.

FRANK N. ISBEY, Chairman United States Treas



# The Guardian



Official Publication of  
AMALGAMATED PLANT PROTECTION LOCAL 114, UAW-CIO  
**Officers**

I. E. Griffeth ..... *President*      C. Hubbard ..... *Vice-Pres.*  
C. Wheeler ..... *Fin. Secy.*      B. Kehrner ..... *Rec. Secy.*

## TRUSTEES

J. Cowden      R. Cornish  
H. Brow  
J. Cowden, *Editor*

## Editor's Column

I wish to state, though I have received a few derogatory remarks on My Day On The Assembly Line, nevertheless I have also received several requests for permission to reprint it and quite a few compliments, which shows that most people can take what they read as is intended.

But nevertheless, come again, more knocks mean more boosts and at least you read our paper.

I see by the papers that the Treasury has released the first edition of the 1942 salary list. This report, mind you, does not list income from capital or investments, but only income for personal services for the calendar year 1942 or fiscal years ending in 1943.

Here are a few of the highest paid executives in our plants. How many of them do you know? Bohn Aluminum & Brass Corp.

Charles B. Bohn.....\$100,140  
Chrysler Corp.

K. T. Keller.....\$101,050

F. M. Zeder.....\$ 85,450  
General Motors Corp.

Albert Bradley .....\$226,990.19

Donaldson Brown ..\$217,207.13

Marvin E. Coyle ....\$203,603.75

Ormond E. Hunt.....\$222,243.38

Chas. F. Kettering..\$217,048.63

Chas. E. Wilson ....\$303,116.16

Lyon Inc.

C. A. Lyon.....\$100,000

Packard Motor Car Co.

G. T. Christopher....\$ 82,460

Plant Protection Patrolmen

Joe Blow .....\$ 2,244

I wish to state that there are more Joe Blows than the War Labor Board realizes or else they would not be so rigid with the Little Steel Formula and let the upper classmen get away with what they are. Another amusing point is the fact that General Motors even in large salaries use the decimal point and figures like 19, 13, 75, 38, 63 and 16. I wonder what these men do with these odd cents.

Yours till next month, YE ED

## WOES OF A PATROLMAN

Some say a Patrolman, has a life of ease  
But they avoid the same as if it were a disease.  
A Patrolman's woes, there surely are many  
His pay is small, and his debts are plenty.  
When there's dirty work to be done  
They call a Patrolman, to come on the run  
So he'll be the one, that gets the blame  
Of writing them up and spoiling their game.  
This makes him a heel, a rat and a cad  
And so goes any respect, for him that they had.

But he too has a family and a job to hold,  
So why blame him if the weather is cold.  
He uses diplomacy the best he can  
In order to get along with every man.  
He has no favorites and draws no more  
If he writes up one, or by the score.  
He's the one who guards doors and gates  
Takes sneers and insults, and gets no breaks.  
So the woes of a Patrolman, I sum up like this,  
A PATROLMAN'S JOB IS NO JOB OF BLISS

## ARE YOU A DREAMER

Who man's hands are idle, he becomes a dreamer.  
The universe is within his grasp.

He seizes opportunities of the past and present,

That might have been or could be his for a little sacrifice and effort.  
Yet he seldom realizes the importance of those opportunities until  
they are a part of the past.

So he stays in a rut and continues to be a dreamer.

L. CUSTER, Chrysler Lynch Rd.

## EDUCATIONAL

(Continued from page 2)

is instigated by Management and its paid agents. Disunity in the Department does not help the settling of grievances.

A Steward as a leader must face the issues and a Steward must lead, not follow!

No Steward can fail to realize that there is a war on; and our day-to-day activities must be considered on the basis of whether it will help the nation's war effort or not. Because a victory for our nation will be a victory for our Union; and a defeat for our Nation will be a defeat for our union.

The destruction of our Nation means destruction of our Labor Unions.

### Know Your Contract.

In order to attain better conditions for the employee in your department, it is an absolute requirement on the part of a Steward as a representative of the Union to understand the contract thoroughly, particularly the grievance procedure. It is the duty of a Steward to enforce the contract.

A violation of our procedure and contract by the Union is just as harmful as a violation on the part of the Management.

### DON'T PASS THE BUCK

The writing of a proper grievance is very important. It must be remembered that the grievance originating in a respective Plant will sometimes wind up before the U. S. Conciliation Department or before the National War Labor Board.

Hence a Steward before writing a grievance must understand the problem. It is not a good policy to write grievances without giving due investigation.

A steward must take a position when he finds that a complaint of an individual or group of individuals does not merit the writing of a grievance. A Steward should refrain from "Passing the buck."

### PROTECT YOUR UNION AND ITS CONSTITUTION

For a Steward to know the UAW-CIO Constitution is just as

Union Contract, writing a grievance in relation to a particular job, a Steward must at all times defend the Constitution.

(Lesson 2, next issue).

## SO YOU WANT A RAISE?

Ever since the "Little Steel Formula" became the yardstick which the National War Labor Board uses in keeping the workingmen and women's wages down and even though it is common knowledge that prices have skyrocketed into the stratosphere, we each day hear countless numbers of these same workers griping about not being able to obtain wage increase, but besides griping, what are they doing about it? They blame the companies, the unions, and about everyone but the ones who are actually responsible for this condition. By not registering, and casting the votes at the polls for labor's candidates to Congress, the laboring men and women are themselves to blame for permitting this situation to continue. No person, agency, other than Congress has the power to change this discriminatory law, yet the working class with their millions of votes, remain away from the voting booth on election day, and permit the reactionary forces to place people in Congress who sanction and uphold such unfair legislation. Mr. Workingman and Woman, no one else is to blame but you, you do not register and vote in the coming election in November to remove the present anti-labor congressmen, and elect persons who are friends of the worker and who will scuttle the "Little Steel Formula". Until this is done there will be no raises.

CHESTER M. WHEELER  
Fin. Secy.-Treas.

## OBITUARY

We regret to announce the death of Brother Elmer Steffen of DeSoto Wyoming, who was Chief Steward, and a conscientious Local worker. He is missed by all.