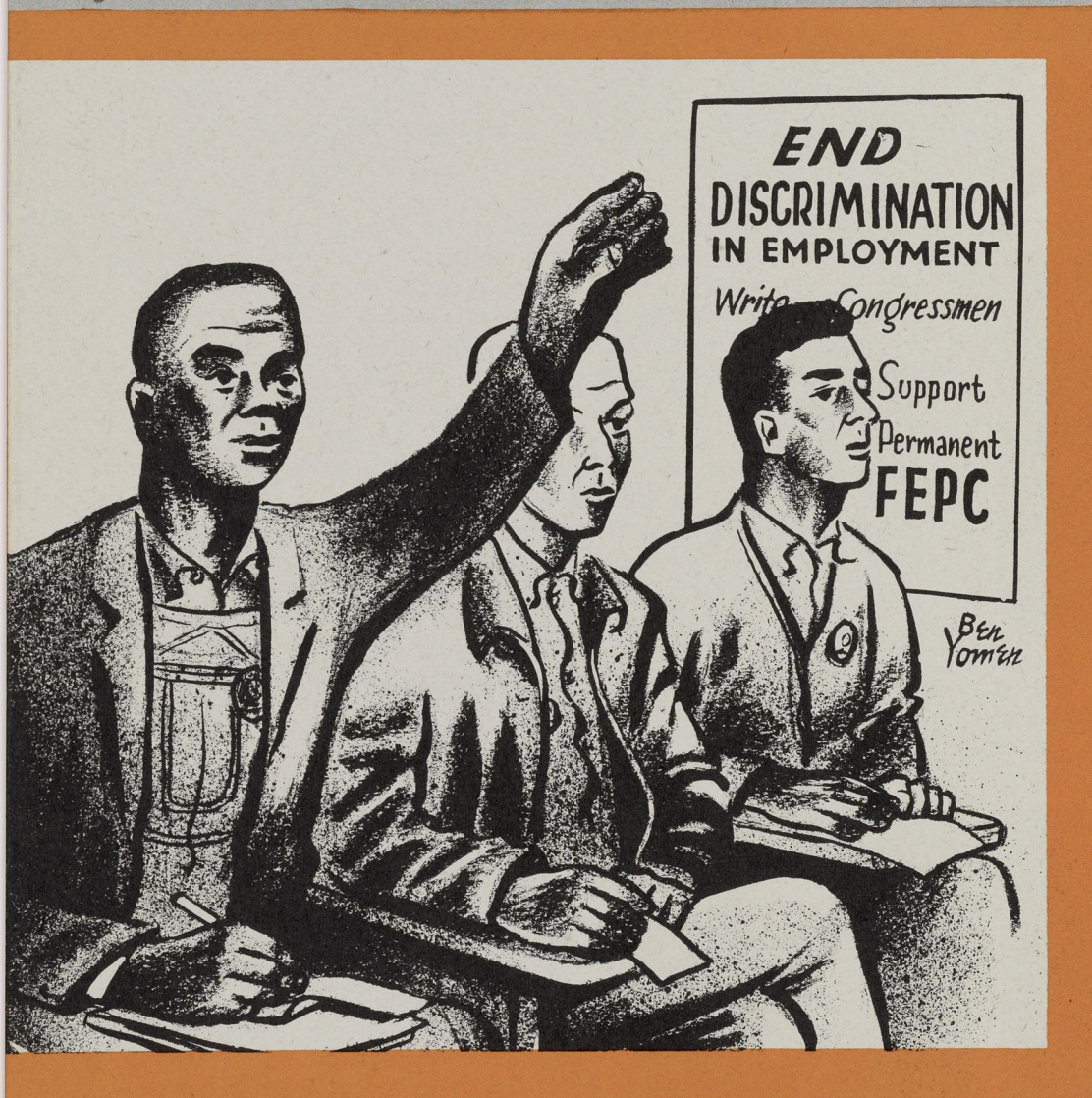


A BILL OF RIGHTS FOR ALL UAW MEMBERS



UAW-CIO Fair Practices Committee

A noted writer has said, "A person's skin is like clothing; if you judge a man by his clothing alone you are likely to be badly mistaken for even gangsters wear good clothes. What makes the man is neither the kind of clothes he wears nor the color of his skin—it's what is behind the clothing and the skin."

The fellow on the other side of your rivet gun and the girl who hands you the bolts and washers began this life with the same number of feet and hands, fingers and toes, and the same kind of head and body as you. They have the same kind of brains, the same emotions. They see, hear, speak, taste, and feel just as you do. Any slight differences in these things are due either to the places they were born or the conditions under which they have had to live—not to their race, creed, color, religion, or national origin.

In short, the really important thing to remember about all UAW members is the inner likenesses, not the outward differences. In every respect that matters we are all alike, we are all members of one colorful human family.

—R. J. THOMAS, International President, UAW-CIO

The American labor movement is big enough to include all working people, regardless of their religion, race, color, or nationality. I believe there is room enough in our industry—and certainly in the UAW-CIO—for the steady advancement of each of us.

There are no "minorities" in the UAW. If we were to count all of the so-called minorities who work in our plants—women, Negroes, Jews, Catholics, etc.—we would find that our so-called minorities are in truth the majority! The present war is being fought on the battle front and on the working front by the Cohens and the Korrigans, the Browns, the DiGaetanos, and the Levinskis. TOGETHER they are producing; together they are dying; and together they are protecting all that we mean when we speak of "our American way of life." TOGETHER they are making America!

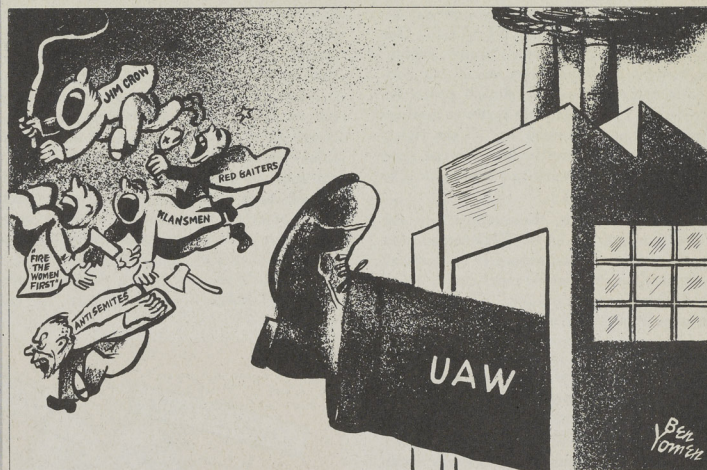
—GEORGE F. ADDES,

International Secretary-Treasurer, UAW-CIO
Chairman, UAW-CIO Fair Practices Committee

Our union's strength was built on the unity of all workers banded together fighting for a common goal. Today more than ever the unity of all is needed to preserve and extend our gains.

Members of our union who do not fully know and live up to the democratic policy of the UAW-CIO must be educated by action and by every other means at our disposal.

—RICHARD T. FRANKENSTEEN,
WALTER P. REUTHER,
International Vice-Presidents,
UAW-CIO



WHAT WE MEAN BY FAIR PRACTICES: The UAW-CIO stands for democratic and equal treatment for all workers, in the shop and in the union. Our union will not tolerate any discrimination against any worker on account of race, creed, political affiliation, national origin, sex, or marital status.

By **DISCRIMINATION** we mean unequal treatment. We aren't talking about how people "discriminate" against children with measles by keeping them away from others. We aren't talking about the kind of "discrimination" that treats criminals differently from honest people by putting them in jail. And we wouldn't call it discrimination to insist on lighter work for pregnant women. Such kinds of "unequal treatment" are fair and based on sound reasons.

But you know what we mean. We mean that the CIO and the UAW-CIO are unalterably opposed to any proposition that all men are not created with equal rights and entitled to equal opportunities.

In short, we are dead set against treating one worker differently from another because of **PREJUDICE** against his skin color or his religion.

We are against the **SEGREGATION** of any group of workers in the shop or in the union just because such separate treatment might suit the prejudices of the boss or of some workers who are still confused about democracy . . . or for any

trumped up reason. Such treatment is out. Segregation is discrimination, and it can have no place in the UAW-CIO.

What about a worker's **POLITICAL AFFILIATION**? We say that's his own business. The CIO has set up a nation-wide Political Action Committee, and political action committees are active—or should be—in every local union, to educate voters and keep an eye on our elected representatives in all branches of government. That's political action. But we do not say how a union member must vote, or what political party he should or should not join. That's his affair.

The same goes for **CREED** or **RELIGION**. A worker's creed, what church he belongs to, what kind of God or heaven he believes in—Baptist, Jew, Catholic, Seventh Day Adventist, Presbyterian . . . atheist—all that is his own personal affair and has nothing to do with which lathe he can work at or how well qualified he is to run for union office.

As for **NATIONALITY** or **NATIONAL ORIGIN**, our union won't stand for belittling talk: "Dago," "Wop," "Hunky," "Nigger"—those are un-American words. They're anti-union. Actually most of the workers in our plants are born or naturalized citizens of the American nation. We aren't English, Spanish, Russian, most of us, we're American. But a worker is a worker, regardless of what country he or his parents came from.

Likewise there must be no discrimination on account of SEX or MARITAL STATUS. Our union is opposed to the phony "Equal Rights" amendment which is advocated by reactionary anti-labor groups and which would abolish protective laws based on the real differences between mothers and fathers. But a union sister has all the rights of membership a union brother has—in the shop and in the union. Equal work and equal pay. No discrimination.

These aren't just words, these sections of the CIO constitution and the UAW-CIO constitution which say that the union's purpose is to unite all workers "regardless of religion, race, creed, color, political affiliation, or nationality." These words mean business. Our union stands behind them.

Let's Get It Straight

Any objection? Some of you don't agree? All right, let's get this business straight. Let's see WHY the UAW and the CIO are founded on this policy of NO DISCRIMINATION.

In the first place, our union's policy was established by plain American autoworkers just like yourself. Nothing high and mighty about it. It just made good union sense.

We fight discrimination because:

- The job of lifting wage rates and improving shop conditions is tough enough to require the strongest kind of workers' unity.
- To maintain our union's position in the shop we must have the support of all the workers in the shop. Such support can only be secured over a period of time by accepting all workers and guaranteeing equal treatment to all workers.
- To maintain respect for the union in the community in which we live and work, we must live up to our ideals of brotherhood and respect for our fellow men.
- To fulfill our obligation to build democracy and fight fascism and nazism, in our day-to-day work we must stand for democratic principles of freedom, equality, and brotherhood and destroy all symptoms of fascist racial and religious hatreds.

"Labor Warring Against Labor"

This matter of knowing why we have to fight discrimination instead of each other grows out of our union experience in this country. We have had unions in the United States for over 100 years. While making tremendous progress, our unions have also made the usual number of human mistakes. But we have learned from our mistakes and

must keep learning from them. The history of the ups and downs of union development in America proves that whenever and wherever discrimination was practiced it was a tragic mistake.

After the Civil War, Negro workers who had fought side by side with white union men in the Northern armies participated in strikes with their fellow workers and began for the first time to seek entrance into established unions. Some unions welcomed these new members into their ranks. But many rejected them, swayed by the anti-Negro prejudices of the copperhead press, and confused by a fear that working standards would be lowered if thousands of new Negro workers entered the shops and crafts.



In the following decades the same sort of prejudice and fear led to discrimination against immigrant workers from Ireland, Poland, Russia, Italy, Mexico, and Asia. Unions that practiced this short-sighted policy learned to their sorrow that by keeping workers out of their union they were only serving the employers' interests. Many a strike was broken by scabs who might have been loyal union brothers but had been shut out through prejudice.

Management found more available labor outside the unions than there was inside. Because the so-called minorities whom these unions had excluded—the Negroes, the Jews, the Catholics, the foreign born, and the women—really constituted the majority of our country's labor supply. In the end,

keeping these workers out of the unions did not help maintain standards—it dragged them down.

The common sense of including all workers "without regard to race or nationality" was clearly stated by the National Labor Union, America's first nationwide labor federation, in 1867: Any other policy, it declared, would allow "capitalists, North and South . . . to foment discord between whites and blacks, and hurl the one against the other" allowing the employers "to maintain their ascendancy and continue the reign of oppression. Lamentable spectacle! Labor warring against labor, and capital smiling and reaping the fruits . . ."

In the following decades many unions, including the great Knights of Labor, admitted women

brought on because one group of people thought themselves a master race and therefore superior to all other people. You know what fanatical racism practiced by Germans and Japanese has done to the Jews, the Poles, the Chinese and the other people of Asia. We are now smashing the military might of these hate-mongers, the base of their "Aryan" nonsense. But we must be vigilant to see that the ending of this notion in Europe and Asia does not bring in its wake the beginning of a similar notion here.

Today the battle in our own country grows in intensity. Propaganda of hate is more and more busily spread by Hitler's friends and admirers in America, so that today more than ever it is necessary for everyone to KNOW WHY discrimination in this country is a deadly poison. The people's fight against segregation and discrimination in the fighting forces and in employment is winning important victories. New York state has adopted a Fair Employment Practices law. Georgia has repealed her polltax law. Fascism can be uprooted from American life if we all work to stamp out discrimination wherever it rears its head.

President Roosevelt, with the support of organized labor and other democratic groups, was able to set up a Fair Employment Practices Committee which has weeded discrimination out of many shops and industries. The UAW-CIO has formed its own Fair Practices Committee to cooperate with and make more effective the President's FEPC in driving discrimination out of the auto, aircraft and agricultural implement industries.

The UAW, with other CIO unions, is leading the fight for a permanent federal FEPC with enforcement powers.

Ten million CIO members plus their families constitute some 45,000,000 good solid Americans who want to do right by all people. It required only 50,000,000 Americans thinking, working, and acting together to re-elect President Roosevelt in 1944. It required less than 50,000,000 Britishers united in blood, sweat, and tears to save their country from invasion by the German fascists. There are enough democratic Americans, then, to drive out the invasion of racial and religious hatreds that threatens our land.

How? By working TOGETHER for stronger legislation, and by more effective education for democracy. And by actually carrying out in all phases of our union's program the simple precepts laid down by our founders. ALL WORKING TOGETHER we can build a Democratic America, with jobs and freedom for all.

and Negroes and foreign-born. But many unions did not. An appeasement policy of organizing the so-called minorities into separate and "jim-crow" locals only helped spread prejudice and make matters worse. The union movement could never attain its real strength until it organized the great majority of America's workers. And that could be possible only by opening the unions' doors to all.

The tremendous and rapid growth of the CIO since its birth only nine years ago is a living proof of this proposition. Both our rapid growth and our democratic strength depend on the CIO policy of organizing all workers who toil for a living.

Labor's Stake Today

Today we are engaged in a mortal struggle