

THE LEAGUE OF REVOLUTIONARY BLACK WORKERS has brought charges against both Chrysler and the UAW before the National Labor relations board. these charges against the Company and the Union are for, among other things, practising discrimination, interfering with the right of Black workers to organize and for forcing Black workers to work under unsafe conditions.

Below are a list of questions regarding safety conditions. Fill out the questionnaire to the best of your knowledge and return it to the representative from the LEAGUE at your gate when you leave work.

QUESTIONS ON PLANT CONDITIONS

NAME RAYMOND JOHNSON  
PLANT DODGE  
DEPARTMENT 9110

WORKING CONDITIONS:

1. Are all outside doors open during working hours?  
YES \_\_\_\_\_ NO \_\_\_\_\_
2. Do all doors swing outward?  
YES \_\_\_\_\_ NO
3. Do all stairways have hand rails and are the steps rubber covered:  
YES \_\_\_\_\_ NO
4. Do all machines have proper shifters or other devices to throw belts on and off pulleys?  
YES \_\_\_\_\_ NO
5. a Do all gears and belts have safety guards?  
YES \_\_\_\_\_ NO \_\_\_\_\_
6. Do all machines have safety guards, not pullbacks?  
YES \_\_\_\_\_ NO \_\_\_\_\_
7. Do all wheels used for cutting have safety guards?  
YES \_\_\_\_\_ NO \_\_\_\_\_
8. Is all dust created by any machine carried off by an adequate ventilating system?  
YES \_\_\_\_\_ NO
9. Does this ventilating system carry the dust outside of the building?  
YES \_\_\_\_\_ NO \_\_\_\_\_

10. Is there at least one bathroom facility for each twenty-five workers: YES \_\_\_\_\_ NO \_\_\_\_\_

ELEVATORS:

11. Are elevators run with their door(s) closed: YES  NO \_\_\_\_\_

12. Are elevator rides smooth and without unexpected stops?

YES \_\_\_\_\_ NO

13. Is there adequate lighting and ventilation? YES \_\_\_\_\_ NO

UNDERGROUND WORK:

14. If you work on a level which is below ground, is there adequate lighting, heat, and ventilation? YES \_\_\_\_\_ NO \_\_\_\_\_

FIRST AID:

15. If you get hurt on the job, does the Company provide adequate first aid treatment? YES  NO \_\_\_\_\_

WORKING CONDITIONS - GENERAL

16. If you work where there is dust, sand, dirt, paint or chemical fumes in the air, are safety masks available or equipment which removes contaminants automatically from air:

YES  NO \_\_\_\_\_

17. Are safety gloves available? Used? YES \_\_\_\_\_ NO *NOT ALWAYS*

18. Are lockers available so that you can change clothes before and after work? Showers? YES \_\_\_\_\_ NO *SOME*

19. If you are required to climb and/or work in high places, is adequate protective equipment, e.g., safety belts or nets provided? YES \_\_\_\_\_ NO

20. Is there adequate training supervision for employees placed on new jobs and/or new machines? YES \_\_\_\_\_ NO

21. Are adequate numbers of men placed in jobs which require extensive and heavy lifting, twisting, turning and bending?

YES \_\_\_\_\_ NO

22. Are floors adequately maintained so that grease and other slippery substances are not allowed to accumulate? YES \_\_\_\_\_ NO

23. If you operate a crane, hi-low or other transporting machine, is it adequately maintained? Is there an overhead guard to protect operator from falling load? Equipped with back-up alarm, other warning bells? YES \_\_\_\_\_ NO *SOME*

24. Is there a separate area (e.g. room, building or apartment) for boiler(s)? YES \_\_\_\_\_ NO \_\_\_\_\_

25. Is the boiler room enclosed by fire-resistant, gastight walls, with provisions made for ample outside air supply for fuel burning equipment? YES \_\_\_\_\_ NO \_\_\_\_\_

26. Is the boiler room well lighted? YES \_\_\_\_\_ NO \_\_\_\_\_

27. Is there an independent and reliable source of emergency illumination in the boiler room? YES \_\_\_\_\_ NO \_\_\_\_\_

28. ARE THERE two or more exits in the boiler room? YES \_\_\_\_\_ NO \_\_\_\_\_

29. Do the exit doors open outward? YES  NO \_\_\_\_\_

30. Are male workers required to lift solid objects weighing more than 50 pounds in a continuous or repetitive basis? YES \_\_\_\_\_ NO *SOME*

31. Are female workers required to lift solid objects weighing more than 25 pounds on a continuous or repetitive basis?  
 YES \_\_\_\_\_ NO \_\_\_\_\_
32. Are hooks, bars, rollers, jacks, and other hand tools available to aid in lifting objects? YES \_\_\_\_\_ NO ✓
33. Are hand trucks and dollies available to aid in lifting heavy objects? YES \_\_\_\_\_ NO ✓

UNDERGROUND WORK:

34. Are masks available? YES \_\_\_\_\_ NO \_\_\_\_\_
35. Are you able to change clothes before and after going underground? YES \_\_\_\_\_ NO \_\_\_\_\_
36. Is there adequate inspection for the presence of deadly gases? Automatic detection and warning devices? YES \_\_\_\_\_ NO \_\_\_\_\_
37. Is there adequate inspection for water level? YES \_\_\_\_\_ NO \_\_\_\_\_
38. Is there adequate inspection for weaknesses in the structure of tunnels, including shoring and other structural elements?  
 YES \_\_\_\_\_ NO \_\_\_\_\_

FIRST AID:

39. Is first aid treatment available on the premises at your plant? YES ✓ NO \_\_\_\_\_
40. If medical treatment is not available at your plant, is it made available by your employer at a nearby hospital or industrial clinic? YES \_\_\_\_\_ NO \_\_\_\_\_
41. If you have answered any question "NO", give instances when the safety in the plant has been inadequate. Incidents which you personally were involved in are the best.

*Now and sun*

*9, 19, 64 to 6, 24, 69*

42. LIST ANY OTHER conditions that you feel are unsafe or dangerous.

INVESTIGATION WORK SHEET

FOR PRODUCTS LIABILITY AND WORK INJURY NEGLIGENCE CASES

I. CASE NAME \_\_\_\_\_ NO \_\_\_\_\_ ATTY \_\_\_\_\_

II. WORKMEN'S COMP STATUS \_\_\_\_\_

AMT OF W.C. CARRIER'S EXPENSE \_\_\_\_\_

IS W.C. CARRIER COOPERATING ON INVESTIGATION? \_\_\_\_\_

III. POSSIBLE DEFENDANTS

IV. WITNESSES TO INJURY:

V. TECHNICAL AND SAFETY LITERATURE

\_\_\_\_\_ GCERP Safety Library(Xerox and place in case file)

\_\_\_\_\_ ASA, NSC, and other obvious material

\_\_\_\_\_ Engineering Literature

\_\_\_\_\_ Foreign Literature

\_\_\_\_\_ Special Inquiries

(IWS-2)

VI. VISIT TO SITE OF INJURY

Management Contacts, or W.C. Carrier \_\_\_\_\_

Fellow Workers and Union Contacts \_\_\_\_\_

Machine, Product or other Factors in Question \_\_\_\_\_

Get from Management:

\_\_\_\_\_ Records of Purchase

\_\_\_\_\_ Contracts

\_\_\_\_\_ Accident History

\_\_\_\_\_ Reports, Correspondence, Catalogs, Service Manuals, Safety Instructions and Procedures, History of Contact with Manufacturer, Seller, or other Contractors; Arrange for Photography

\_\_\_\_\_ Other

VII. PHOTOGRAPHY

\_\_\_\_\_ Injured Client

\_\_\_\_\_ Still Photos of Site

\_\_\_\_\_ Motion Picture of Environment of Accident; Job in Operation (2nd Visit to Plant)

(IWS-3)

VIII. OTHER ACCIDENTS

- \_\_\_\_\_ Same machine or product
- \_\_\_\_\_ Same defendant
- \_\_\_\_\_ Same industry
- \_\_\_\_\_ Same employer
- \_\_\_\_\_ Same union
- \_\_\_\_\_ Other companies
- \_\_\_\_\_ Court files
- \_\_\_\_\_ W.C. Commission, all states, esp. industrial
- \_\_\_\_\_ Other sources \_\_\_\_\_

IX. PATENT SEARCHES

Suggested categories:

X. POSSIBLE EXPERT WITNESSES:

ADDENDUM #1

DISCUM AGAINST BLACK WORKERS

B7 Leonard C. Jackson  
6392 Floyd St.  
Dodge Main

June 1968

Suspended for 3 days without reason - was not allowed representation before Labor Relations.

B8 Eddie L. Avery  
2292 Clements  
Dodge Main

Suspended for 1 day - only possible reasons were a) sleet-storm had caused him to be late and/or b) he was sick and had to go to First Aid.

B9 Raymond Johnsen  
12749 Northlawn  
WE 30753

Reported by foreman as leaving early where unsupported by facts.

B10 Charles J. Wooten  
3210 Richton  
865-3459  
Dodge Main

September 29, 1967

Suspended for 2 days - not allowed to have representation.

SENIOR DISCRIMINATION

A1 Reuben O. Murphy  
3200 Tyler  
883-6099  
Huber Foundry

Has lost and been denied seniority contrary to Sec. 63 of Collective Bargaining Agreement.

CHARGES AGAINST UAW AND LOCALS

Failure to Process Grievances:

1. Leonard C. Jackson  
6392 Floyd St.  
Dodge Main

Union refused to process grievance although he was suspended for 3 days without reason and not allowed representation before Labor Relations.

2. Ronald Remoz  
710 E. Hollywood  
892-5477  
Dodge Main

Union refused to process grievance where Remoz was suspended for 3 days. Suspension was due to his refusal to another job because there were people in his present job with less seniority. Eventually he went on second job under protest. Complained to steward for 3 weeks, with no result, while working second job under protest.

3. Reuben O. Murphy  
3200 Tyler  
883-6099  
Huber Foundry

Union refuses to process grievance where employee has been denied seniority contrary to Collective Bargaining Agreement.

OVERVIEW:

Donald Jackson  
17500 Pinehurst, Detroit  
862-8359  
Dodge Main

- (1) Testify re harassment of literature distribution
- (2) Testify re unequal disciplinary action taken vs Black Workers after work stoppage in May 1968
- (3) Testify re discum in job assignments



The following witnesses augment the main outline in the following particulars:

1. Charles Waterman  
3711 WEbb, Detroit  
931-6169  
Eldon Plant
  - a) Dangerous conditions in Dept. 70
  - b) racism of foremen
  - c) racist assignment of overtime
  - d) racist work assignments
  - e) discriminatory discharge and discipline
  
2. Fred Holsey  
3167 Helen, Detroit  
925-5247  
Eldon Plant
  - a) dangerous conditions in Dept. 71
    - 1) Lack of medical care
  - b) racism in job advancement
  - c) racism in job assignment
  - d) interference with Union activity
  - e) failure of union to process grievances

Note: Mr. Holsey was fired for engaging in a protected work stoppage.
  
3. Charles Roberts  
6371 Belfast, Detroit  
934-3174  
Dodge Main (Hamtramck Assembly)
  - a) Foreman tried to confiscate literature in February, 1969.
  - b) Discriminated re job assignment and advancement Jan. or Feb. 1969
  
4. Wm. Heath  
17160 Appoline, Detroit  
861-3428  
Eldon Plant
  - a) Confiscation of literature
  - b) Discrimination in job advancement as late as Nov. 1968.
  - c) Dangerous conditions in Dept. 72

Note: Mr. Heath was fired for protesting unsafe conditions and for engaging in a protected work stoppage.
  
5. Aaron Pitts  
(address can be supplied from Mr. Hamlin)  
Huber Foundry
  - a) Dangerous working conditions - blast furnice
  - b) Discrimination in job assignments
  - c) Contract violations regarding in job assignment and working conditions.

6. Donald Galter  
(address can be obtained from Mr. Hamlin)  
Dodge Main

- a) Suspended, harassed and intimidated for organizing activity  
(within the six month statute)
- b) Discrimination in working conditions
- c) Dangerous working conditions  
1) inadequate and racist medical treatment

The following witnesses were discipline for absences despite medical excuses

Sid Lewis  
8394 Carbondale  
897-5108  
Dodge Main

Clifford Brookins Jr.  
3710 Richton  
491-9246  
Dodge Main

Paul Leggett  
3215 Bewick  
Eldon Plant

Larry Foster  
3039 Gladstone  
Eldon Plant

Note: Lafayette Philyaw (referred to in main outline) resides at  
11191 Northlawn, Phone 933-2864, works at Dodge Main.

Draft of Charges Against Chrysler

Interfering with rights of employees

AAAAAAAAAAAA CONFISCATING LITERATURE

1. Dolores Ramsey, Eldon Plant, Dept. #80. On 1/1/69 she left her copies of the periodical pamphlet entitled ELRUM on the line. The foreman came and took them.
2. James Eddington #9540, his copies of Elrum were taken from his locker by a young firechief on 2/15/69.
3. William Heath, Dpt. 72 Eldon saw Plant Supervisor, Horace Dial take a copy of a DRUM circular from the Communications boards in the second week of January, 1969 .
4. Charles Roberts, Dodge Main Dept. 9150. About the second week in Feb. a foreman unsuccessfully tried to take a copy of Drum out of his hand.
5. *Took down posters (DRUM) for Ron March candidacy - Sept 25 1968*

BBBBBBBBBB Harrassing Workers Distributing literature

1. James Eddington told by George Hill and Paul Groves (labor relations) that if they could prove he was passing Elrum out they would fire him. 2/1/69
2. Charles Waterman, Eldon, Dept. 69. He passed out leaflets which informed people why men weren't working off company property after work. This was never proven at a hearing, he was summarily fired and told an official saw him. George Hill of labor relations involved. 2/1/69

3. Donald Jackson, Dodge Main, Dept. 9170, was warned by Steward John Dordearro to stop passing out Drum or be fired

*3 months ago*

CCCCCCCC Harrassing workers who read or talk about the organization

1. After Jan. 1st, 1969 a ruled was passed and publicised that stated that anyone caught reading ELRUM on the line would be punished. Union papers and books are read frequently on the line.
2. Sherman Patterson, Huber, Dept. 3227 #929, was fired in 11/13/68 for insubordination. In Jan. 69 he went back to the plant with his committeeman to discuss his grievance. The Supervison of the inspection dept. ( ) refused to

George \_\_\_\_\_ has asked him for literature, told him the contents of Drum were lies, and inquired into his beliefs about Drum.

4. Fred Holsey Dept #71 Eldon Plant, from 12/1/68 to 1/31/69 foremen (Larry Kemp, \_\_\_\_\_ Sharp, Fred Long and Henry \_\_\_\_\_) would watch and follow Holsey. When the line was down he would be given janitorial duties to prevent him from talking to other workers
3. In November of 1968 Holsey was told by foreman Fred Long not to read Elrum.

DDDDDDD Intimidating Employees

1. The following people were told by foremen not to contact Holsey, especially when he was distributing

Elrum.	Martha Lee	Dept # 80
	Robert McKee	52 or 53
	Peaches McKee	80
	Eddison Eddington	69
	_____ Jenkins	71
	Ruth Bowman	80
	John Price	80
	Oliver Henry	71

2. Foreman Peter Love of Dept. #70 of Eldon may be helpful.
3. Charles Waterman fired for passing out literature.

EEEEEEE Transfers

1. Fred Holsey was given janitorial jobs from 12/1/68 to 1/31/69. During the period from DEC. 25th to Jan. 1st he was moved from welding to the Arcade to parker and then back to the arcade to prevent him from engaging other workers in discussion.
2. The boat press in Dept. #71 of the Eldon plant is manned normally by 5 men 4 of whom work while the other rests. This relief was deemed necessary because of the difficulty of the job. On 1/1/69 foreman Larry Kemp removed the extra man off the boat press so that he could not read Elrum or discuss conditions of work while on break. The steward would put an extra man on but immediately upon discovery that man would be taken off.
3. Charles Wooten, Dodge Main Dept 9110, on Feb. 1st was transferred from sub assembly to the harder job of line assembly because he told an employee not to go to the

## 2. Discrimination Against Black Workers

AAAAAAAAAA Assigning blacks to hazardous jobs and unsafe conditions

1. Dept. #71 at the Eldon Plant is 75% black. The BAKER is is a hard and dangerous job. Fred Holsey worked at the plant for over four years and stated that there never has been a white man on that job.
2. Walter Harris, Badge #3152 works in dept. 3200 at DodgeMain. He states that the roughest and dirtiest jobs are assigned to blacks. He has been injured twice, in or near his eyes, as a result of splattering solder in the work area. Complaints were made to have soldering done in the soldering pit. Complaints made to the Safety Inspector have done nothing to improve the condition.
3. William Heath works in Dept. 72 at the Eldon plant. He has complained about the hazardous conditions in Dept. #72 as a result of which he was fired, allegedly though for having been in a strike. A worker almost died in March of 1968 as a result of conditions.
4. Department #70 at Eldon is 95% black. It is too hot in the summer, too cold in the winter, there is poor ventilation, the floor is always slippery from water, and the machines are old and dangerous. In addition, welders are not given enough protection for their heads.
5. Dept. 9110, the body shop, at Dodge Main, is 90% black. The stock the workers handle is razor sharp, nevertheless safety gloves are not disbursed as needed, workers are given new gloves only once a week even though gloves don't hold up for a week.
6. Dept. #11 of Dodge Main on the 7th and 8th floors on the gate and framing lines is improperly ventilated. Welding smoke fills the area. The only way it can be relieved is by opening up windows which is not practical in the winter, though it is done,
7. In the body shop in the first floor sub assembly area of Dodge the fumes from the gas truck make workers sick and add to the hear. *(reported last summer)*

Hazardous jobs and unsafe conditions, cont.

8. The platforms in Dept. #71 are faulty. (Eldon )
9. Tsafety devices on the machines in dept. 71 at eldon are inadequate. The lathe is supposed to stop automatically, it sometimes doesn't. Also, it starts automatically causing housings to pop up and injure operator. Workers have sprained and broken legs from tripping on platform. A few workers have lost fingers
10. The acme on "C" line in Dept. 71 has no safety switch and can dangerously start by itself.
11. Clothing, helmets, and faceguards are inadequate to protect against hot chips. Hot chips cover the floor, people trip on them and they cut boots. It is impossible for the janitors to keep the floor clean. Better machine guards, cutting tools, lathes, and containers are needed.
12. The bathroom in dept. 70 is unsanitary, urinals are stopped up, only 6 for 150 men.
13. The ventilators are inadequate for clearing smoke in dept. 70/
14. There are fire hazards in Dept. 70 due to sparks hitting cardboard boxes, there are not enough metal containers.
15. The Eldon plant has 15 departments, between 1500 and 2000 men. IT HAS ONLY TWO SAFETY INSPECTORS. Repairs take a long time, Fred Holsey states it took 3 months to repair the platform in Dept. 70.. Workers are given worse jobs, even fired for complaining about hazardous working conditions, stated Holsey.

BBBBBBB Racially discriminatory standards in disciplining

1. When black workers in Dept. 71 at Eldon come off sick leave they are assigned to the Baker, the hardest most dangerous job in the Dept. (taking sick leave is viewed as a <sup>began punishable offense</sup>)
2. In November of 1967 Fred Holsey's PQX ~~terminated~~ (he had injured himself falling in a drain). It was terminated in February of 1968 and he was put on the Baker.
3. The wildcat strike of May, 1968 at Dodge Main resulted in 25 workers originally being disciplined. Most of the workers were suspended for thirty days. \_\_\_\_\_ Levi had his suspension lifted after two weeks, Don Gaiter and \_\_\_\_\_ Rogers, and other black workers remained suspended.
4. Charles Waterman of Dept. 69 at Eldon hurt his eye from a welding flash in Feb. of 1968, he was supposed to be assigned to an easier job but was in fact assigned to a harder job, the paint line. When he objected he was suspended for five days
5. John Mathew Jr. worked in the trim shop at Dodge Main. He was fired for being 7 minutes late to work. He had worked there for over 4 years. Larry Bustick and Mike Kandrak, the general foreman, fired him. Both are racists.
6. On March 6, 1968 Julius McGregor, a worker at the Dodge main plant was assaulted by a drunken foreman, Larry Adler. Mr. McGregor was provoked and fought back. He was fired by Croma Ring and Joe Lanczyk for hitting a foreman.

CCCCCCCCCCC Blacks put in unadvancable jobs

1. At Eldon 95% of Dept. 70 is black and 75% of Dept. 71 is black. In the last 3 and 1/2 years one black became an apprentice. In the last 15 years 3 black men have become foremen.
2. At Dodge main the body shop, Dept 9110, is 90% black. Its the hardest, dirtiest, nosiest job in the plant. New black workers are regularly assigned there. Advancement is limited to only one route, going from arch welder to maintenance. This is the only avenue of skilled trades open from the body shop.



Fred Holsein & Chuck Wooten

Literature

1. Hamtramck - snatched down election posters day before election (9/25/69). (Other posters had been hung for some time) - after challenge by steward all posters down.

2. Discipline for reading Elrum on line--but Union papers are passed out on line; any literature except Elrum is O.K. Rule went into effect 1/31--foreman announced rule

Delores Ramsey -- Dpet 80 -- laid her copy down on line--foreman snatched it up 1/1/69.

James Edington--snatched Elrums from his locker 1/31/69

Foreman would watch, follow and harass Fred by giving him janitor jobs whenever he (when machine was down) tried to talk to anyone about Elrum--or when he -- this started about 12/1/68 to date of firing 1/31/69.

Foremen: Larry Kemp, Mr. Sharp, Fred Long, Henry ?(#71) all white.

In december 1968, Al ? came over to talk (on break) and foreman Henry ? came over and chassed him away--told him he shouldn't be reading that crap (Elrum).

November 1968 - Fred Long tried to tell Fred not to read Elrum

Martha Lee #80	)	
Robert McKee #82 (53)	)	
Peaches McKee #80	)	
Eddison Eddington #69	)	
_____ Jenkins #71	)	corrobatng
Ruth Bowman #80	)	
John Price #80	)	
Oliver Henry #71	)	

foreman - black - may come thru under pressure-- Peter Love #71

Lafayette Philyaw, 11191 Northlaron, 933-2864  
#3294 Dept. 3200, Dodge Main

1a Foreman have asked him for literature (George \_\_\_\_\_)  
1c discussed literature--said it wasn't true--inquired if  
he believed in DRUM

Tim (black foreman) been harassing guys about reading  
DRUM (will be written up)

Foreman hangs around to see you read literature and who  
talks to who