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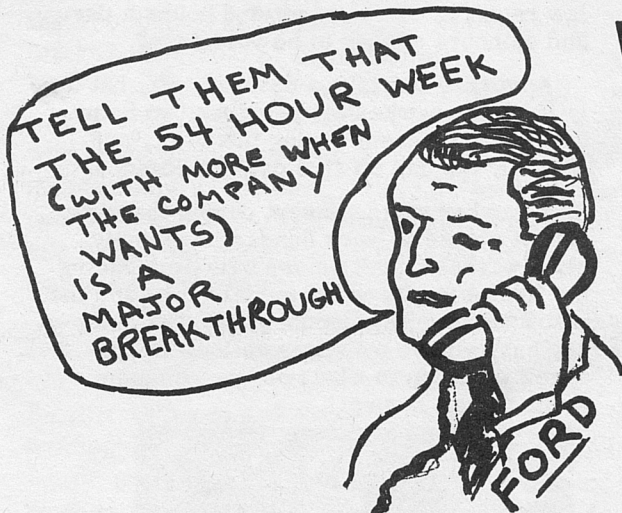
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**BLACK
VOICE**



THE UNITED BLACK WORKERS
FROM THE
FORD MAHWAH PLANTATION

VOTE NO!!!

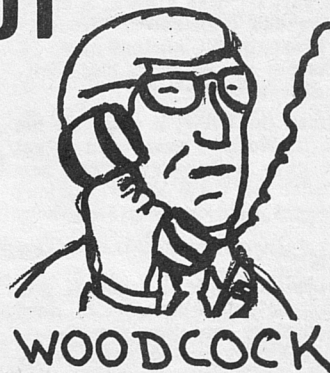


TO

THE SELL-OUT



CONTRACT



THE ONLY SOLIDARITY AT "SOLIDARITY HOUSE" IS SOLIDARITY WITH THE COMPANIES, NOT WITH THE WORKERS !

If there is no struggle, there is no progress. Those who profess to favor freedom yet depreciate agitation, are men who want crops without plowing up the ground; they want rain without thunder and lightning. They want the ocean without the awful roar of its many waters. . . . Power concedes nothing without demand. It never did and it never will. Find out just what any people will quietly submit to and you have found out the exact measure of injustice and wrong which will be imposed upon them, and these will continue till they are resisted with either words or blow, or with both. The limits of tyrants are prescribed by the endurance of those whom they oppress.
Frederick Douglass, 1857

Voluntary Overtime?

No sooner had Leonard Woodcock and Douglas Fraser called the UAW out on strike at Chrysler, vowing to "win our just demands," than they announced that the strike was settled—less than two days later. Although the full terms of the new and fantastically complicated contract are not yet known, it is clear that the result is not "a great new advance" but an actual retrogression.

The workers' revolts that swept Chrysler through the summer, first led the company and the union to unite against workers in massive firings and suspensions, and to revive the name of the great "flying squadrons" of UAW history as goon squads to beat up rank-and-file workers. Now that same unity between Townsend and Woodcock is revealed in the new contract. The contract itself is retaliation against the workers.

EXTEND PROBATION TO 6 MONTHS

As the newspapers began reporting the outlines of the contract, Chrysler workers on the picket lines, and GM and Ford workers in the shops noticed one provision Woodcock failed to mention on TV. New hires will make 45 cents an hour less than other production workers, and will be probationary workers for six months under the new contract instead of 90 days. It is not just a way for the company to make millions in extra profits, although they certainly will. It is not just another means of screening out workers that the company and the union don't want. The six month probationary period means that in every plant there will be hundreds of workers who have no rights, and no representation, even though they pay union dues from the first minute.

Every worker knows the way the company gets speed-up. They put a new hire on the job, and then they add on more and more work. If the new hire can't do it, he's fired. If he kills himself, and keeps the job up, the job gets set like that. One worker said, "In my plant, maybe 25% of the workers have less than six months. They will speed-up everywhere now. It's really not even a union shop under this contract. The man next to you won't be in the union."

When Woodcock announced that he had won "voluntary overtime," he said that there was a promise in the contract that "it will not be used as a weapon against the company." He was telling the truth. This so-called "voluntary overtime" is a weapon against the UAW rank-and-file. It writes into the contract that the company can work you nine hours a day, six days a week. A bitter GM worker heard the news and commented, "Wonderful, we have won the 54 hour week!" Another said, "I figure it this way: it works out to two, hours less than eight hours a day, seven days a week."

When the workers formed the UAW, it stood for the forty hour week, and won it. Workers even tried to get "30 for 40", and Reuther gave it lip-service. The new contract writes into law what the UAW leadership long ago gave up in fact—the eight hour day, the forty hour week.

CAN'T LEAVE WORK

Even worse are the rules you have to follow if you want to take one Saturday off out of three. You must work the two previous Saturdays, and you must work every day, Monday through Friday in the week before the Saturday you want off. A Chrysler worker spelled it out: "You better not get sick, you better not get hurt on the job, or you will never see your Saturday. And if your life is in danger from unsafe conditions on Monday or Tuesday, or any other day, you better not walk out. The company will use it like that. Stay on the job if you want your Saturday."

Never has it been clearer that the last obstacle to workers' control of production is the labor bureaucracy. The new contract, some of whose provisions extend not to 1976, but to 1978, is a blueprint for joint company-union control over auto workers. That blueprint will fail. The revolt in the auto shops that reached a new stage in the occupation of the plants this summer will not be stopped in the months ahead.

The UAW claims to have won a voluntary overtime section in the new Chrysler contract. But this section includes so many exceptions that Chrysler can continue to require all the overtime it wants.

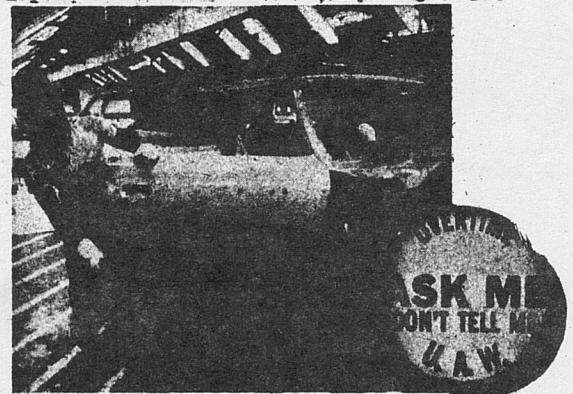
First of all, no restrictions go into effect until next January. So there will be no change during the coming busy season of October and November.

Then overtime up to 9 hours a day and 6 days a week will be compulsory. Canadian law requires overtime after 8 hours a day and 48 hours a week to be voluntary.

A worker can take a Saturday off, but only if he has worked the previous two Saturdays, is not absent during the week, and asks for the day off five days in advance.

A worker who is absent during the week cannot refuse to work Sunday. Assembly plant workers can't refuse overtime during the first 4 weeks of the model year, and the last 2 weeks of the model year. The company can require overtime as long as line speed is not up to whatever the company wants to call normal!

GUESS WHO THE TARGET IS THIS YEAR!



Different plants and departments can be called "critical," and workers in them can be required to work as much overtime as the company demands.

If too many people turn down overtime at the same time, the company can call it "concerted action," and force everyone to work.

And if they can't think of any other excuse, Chrysler can always force people to work overtime because of an emergency! ■

SPARK

DAVE GARDNER

"A PART OF THE SOLUTION -----, OR A PART OF THE PROBLEM"

by The United Black Workers

Brother Dave Gardner's history here at the Mahwah Ford Plantation, and as an elected union official of Local 906 is an interesting one, and an important lesson for all workers to learn from; especially Black, Latin, and Haitian workers who make up half of the workforce here at Mahwah.

To the many people who challenge the statement that the management of Ford Motor Company and its Labor Relations Department is racist; to those who claim that the U.A.W. is the most progressive union, fighting for workers' civil and human rights; to those who profess that Blacks should pull themselves up by their bootstraps and share in the "American Dream," we offer you the story of David Gardner.

Some of us believe, and it might seem, that his case is an isolated one. However, there are those of us who know the history and struggles of oppressed peoples in this country, and fortunately, we see Dave Gardner's case for what it is --- A Black man who stepped out of line, forgot his place, forgot the rules of the game, and had to be eliminated.

Brother Gardner was hired at the Ford Plantation at Mahwah New Jersey on September 22, 1960. At that time, he lived in "the ghetto" in New York City. When Brother Gardner was fired on June 15, 1973, he was residing in a predominately white suburban area in New Jersey with his wife and children. The United Black Workers are not against brothers and sisters bettering their living conditions, we are simply trying to present a clearer picture of what happened to Brother Gardner and why.

Most of us remember when Dave Gardner came into the plant in the 1960's. We were in the midst of the historical Civil Rights Movement. Blacks were seriously struggling for justice and equality for black workers at Mahwah. Dave Gardner joined with some outstanding brothers such as: Charlie Smith, Jim Walker, Herb Callender, Clarence Horton, Monroe Head and Wilbur Haddock, just to name a few. It is important to point out here that all of the brothers mentioned above were also active in the Local union structure. Some were committeemen, others were a part of, or headed the F.P.C. (Fair Practice Committee) of Local 906 U.A.W. Since then, all have been fired because of their actions on behalf of workers.

Brother Gardner never wore the traditional trademark of the times, *blue dungarees*, or "Off the Pig." He never openly sang "We Shall Overcome." Therefore, he could not be classified as a Militant. He was not known to read the Red Book, or Marx or Lenin, therefore, he could hardly be classified as a radical communist. All of

these things which Brother Dave thought to be assets towards his future political life at Mahwah, were in actuality assets towards his downfall because he failed to commit himself by establishing an identity with his people.

From 1970, when he was elected the first black plant committeeman, through 1972, when he was elected the first black vice-president of Local 906, Brother Gardner traveled the length of this country on union business. He was on a first-name basis with many of the top union leaders in this country. He was on his way. The higher he climbed, the wider the gap became between himself and his people, who had elected him and trusted him. A "Blood" from the steets had become a tool and a slave for a corrupt system.

Brother Gardner was afraid that if he became involved with those of us who had been labeled militant, it might hurt his image with the white workers. He helped many of the brothers with their various problems. He was instrumental in helping many of them in getting their jobs back. But he refused to seriously work toward building a strong united base which would help all workers including himself. In reality, he stood alone. Remember, this was a time in history when his talents, skills, knowledge, and experience was needed to collectively move forward, He chose to "play it safe."

At no time during the history of Local 906 has a white member of the executive board, or bargaining committee ever been fired by Ford Motor Company. There were some who had been found guilty of such violations of the contract and company rules such as:

1. drunk and disorderly in the plant
2. assaulting a supervisor
3. leading a walkout - Tom Bladen did it every

year

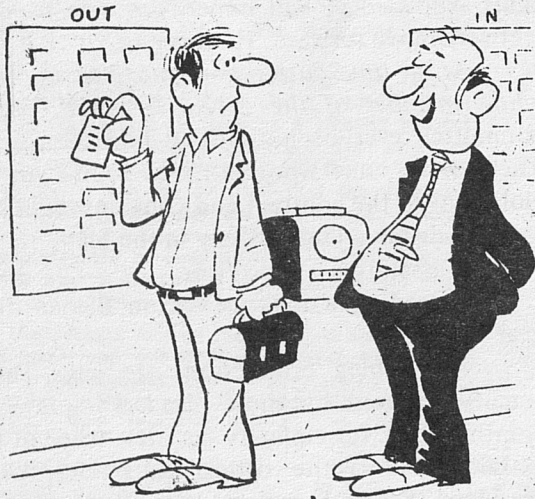
4. stopping production, etc. etc. The ultimate penalty recieved by these "leaders" was 3 days to 1 month D.L.O. (disciplinary lay off). Some of these same ex-Local 906 white officials, namely Tom Bladen, President, Paddy Demarco, Vice President, and George Strawn, President, all whom Brother Gardner at one time or another worked closely with, were rewarded, not fired with jobs with the International U.A.W. Brother Gardner played their game and was burned. The rules of the game change for a Black Man. Brother Gardner knew this, what he lacked at this point was "awareness." Had he established an identity with his people, he would have had the strength and awareness needed which is important in any political struggle. Brother Gardner should have known this

(Continued on next page)

GARDNER

The point we are trying to make here is that Brother Gardner was only guilty of being naive and afraid. Naive in his understanding of who he was, what he was suppose to be about, and how to do it. Fear because he was afraid of being a *Black Man*. He ran from the streets of New York City, he ran from the reality of life. His fears caused him to run from, instead of to, his people, his fellow workers, and his friends.

Again, the firing of Dave Gardner was not an isolated event. It was related to the firing of Wilbur Haddock. Brother Haddock was fired because he fought for the rights of workers and all oppressed peoples. Haddock, a candidate for President of Local 906 in 1972, and harrassed by Fords since the demonstration of 1969, had to be eliminated at any cost before the union elections of 1974. Dave Gardner was the only member of the bargaining committee seriously trying to get Brother Haddock back his job. Even though we disagree with his methods, he was keeping the pressure on Ford Motor Company. Here we have one Black Man, Dave Gardner, going against the wishes of both the company and the union. Giving support to a Black Man was the real reason why Dave Gardner, Vice President of Local 906 U.A.W. was fired. We know it, Ford Motor Company knows it, officials of Local 906 U.A.W. know it. The question is, *DOES DAVE GARDNER KNOW IT???*



"I hope you enjoyed your time off, Jackson. While you were on strike, we made a few additions to your job assignments."

"Power never takes a back step - only in the face of more power. Power doesn't back up in the face of a smile or in the face of a threat, or in the face of some kind of nonviolent action. It's not the nature of power to back up in the face of anything but some more power. Power recognizes only power, and all of them who realize this have made gains.

Malcolm X

AND FRIENDS ?



MAHWAH SHOP COMMITTEE poses with Leonard Woodcock. SMILING FACES

Smiling Faces sometimes pretend to be your friend. Smiling Faces, show no traces Of the evil that lurks within.

Smiling Faces, Smiling Faces Sometimes they don't tell the truth. Smiling Faces, Smiling Faces Tell lies; and I've got proof.

These crimes are crimes against the people, and the people can decide his innocence or guilt. Only the people can decide his punishment, not Ford Motor Company and the U.A.W.

The verdict on Brother Dave Gardner has not come in from the people. Until it does, the United Black Workers will continue to fight and support him. As we are fighting to get Brother Wilbur Haddock back, so we shall fight for Brother Dave Gardner. There is no easy victory in this struggle. Down through the years, many people have been lost, but the battle goes on. There is no progress without struggle. Brother Dave Gardner is in the midst of this struggle. The United Black Workers hopes this minor set-back will open his eyes and guide his footsteps, intensify his commitment, and bring him back to the people. Then we can all move forward to the solution, ending once and for all, the **PROBLEM**.

Central Staff
UNITED BLACK WORKERS

HUELGA

INDUSTRIAL WORKERS in the United States won the battle to unionize basic industry by the end of the thirties. Faced with tremendous worker solidarity and militance, symbolized by the sitdown strike in 1936 at GM's Flint, Michigan, plant, the dominant U. S. corporations reluctantly accommodated themselves to the C.I.O. and have since done their best to bring most union leaderships into some form of cooperation. But many corporations, especially in the textile industry, responded by moving their plants to the non-union frontiers of the South and Southwest or overseas where cheap labor was still plentiful.

Now, in the seventies, the struggle for unionization and decent working conditions is being waged in one of these areas, in the strike and boycott against Farah Manufacturing Co. in Texas and New Mexico. A victory could signal the unionization of the entire Southwest and bring a halt to the domestic run-away shop movement that manufacturers have been using to justify nationwide wage cutbacks and speed-ups.

THE ISSUES

95% of the workers at Farah are Chicanos, and 85% women. Chicanos, Blacks, and other minorities have traditionally been the victims of the severest forms of industrial oppression: lousy wages, unsafe and dehumanizing working conditions, no job security, and minimal protection by unions. The strike at Farah is not only a struggle for higher wages and better working conditions, but, as many of the strikers have said, a struggle for "dignidad"—dignity and respect.

Farah Manufacturing Co. is one of the largest manufacturers of men's slacks in the world. It has seven plants in Texas, one in New Mexico, one in Belgium, and one in Hong Kong, with a total workforce of 10,000. Its owner, Willie Farah, vows that he will never give in to unionization, and has said that the strike has done him a favor "by getting rid of that filth" (the striking workers). He says the strike must be communist inspired because the working conditions and benefits at his plant are excellent and the majority of the workers satisfied.

The strikers tell a different story. Speed-up is the way of life on the production lines: women in the belt department are required to sew six belts per minute to meet the company's quota. But it is only possible to sew five. Since wage increases depend on meeting the quota, workers in effect have their wages frozen. If their output falls below five, they are usually fired.

Strike Against FARAH In

Second Year

by Joel Parker

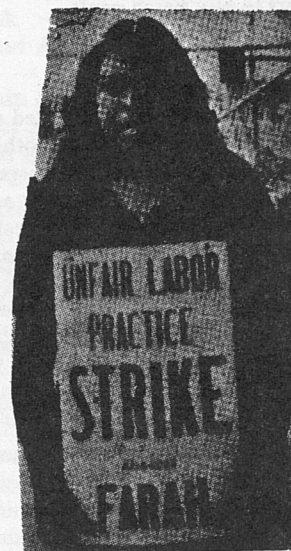
Job security is one of the major issues of the strike. Workers can be fired at any time—there is no grievance procedure. Suspected union sympathizers are the first to go. The dismissal of several workers engaged in union organizing at the San Antonio (Texas) plant led to the first walk-out, on May 3, 1971.

Farah boasts of the excellent benefits his workers receive, such as maternity leave and retirement pay. Yet when a woman returns to work after a maternity leave, she loses her seniority and must start from the bottom, no matter how long she worked there. There is no maternity insurance and health insurance is token: \$14.00 a day to cover hospital costs and \$300.00 maximum for surgery, available only after five years' employment. Three-week vacations are available only after working ten years.

Average wages are \$69.00 a week take-home (\$3,500.00 a year), as in other non-union shops in the area. At the few union shops, workers average \$102.00 per week. As for retirement benefits, witness the report of El Paso Bishop S. M. Metzger, a staunch supporter of the strikers: "I have before me a photo-copy of 'Your Retirement Benefits' (a Farah booklet), addressed to a worker. It states 'This is a total monthly retirement income of \$234.50, which looks fine. But \$214.50 comes from an estimated amount of Social Security and the monthly retirement check from Farah amounts to \$20.00. Nothing is explained about what the actual retirement age is or how many years of work with Farah are required for retirement benefits.' No workers are known to have retired from a Farah plant.

THE OPPOSITION

The strike, now over a year old, is up against heavy odds. Picketers have had to face unmuzzled police dogs, armed guards, mass arrests, outlandish bails, and a court injunction that requires picketers to remain 50 feet apart (an old Texas statute). Although federal courts have since declared the 50-foot picketing rule unconstitutional, the Texas State Court has refused to dissolve or modify the injunction. More than 700 workers were arrested under the injunction, many in the middle of the night, and bails were set at \$400.00 instead of the usual \$25.00 for misdemeanor arrests.



(Continued, NEXT PAGE)

FARAH

Strikers have also had to deal with a hostile local environment. El Paso is a notorious non-union town, with the largest pool of unorganized clothing workers in the country. Of 20,000 clothing workers, only 2,000 are organized. Farah is El Paso's largest employer, hiring 14% of the total work force. Although the official census of El Paso's 265,000 population reports 57% Chicanos, "Anglos" command total political and economic control. Only 50,000 Chicano's are registered voters, against 80,000 "Anglos." The El Paso newspaper and Chamber of Commerce have consistently opposed the strike. At stake is El Paso's reputation for cheap labor, where women work as full-time maids for \$20.00 a month.

The federal government also indirectly supports Farah. The Cotton Institute, federally funded, has spent 20 million dollars in tax money on television commercials urging consumers to buy Farah pants.

STRIKE SUPPORT

But the strikers have attracted growing support. The Amalgamated Clothing Workers have built a coalition of organized labor, liberal senators like Kennedy and McGovern, church bodies, and radical organizations. Church support has been important in the Chicano community.

Farah is determined to ignore union elections. In 1970, cutters in the El Paso plant voted for the union. After two years of Farah challenges, the National Labor Relations Board (NLRB) finally upheld the results—Farah still has refused to recognize or negotiate with the union. He has made it clear that NLRB charges against him for unfair labor practices (firing union sympathizers, surveillance of suspected supporters, use of unmuzzled police dogs) will not deter him from trying to break the strike. Even after charges were filed, the company fired union supporters at the Victoria, Texas, plant. He has used scabs from Mexico, many of whom aren't aware of the strike at all.

Given Farah's refusal to recognize the union legally, the union has been hitting the company where it hurts—in the cash register. The national boycott has been endorsed by the National Council of the AFL-CIO. Some unions, notably the Postal Workers Union, have demonstrated labor solidarity by picketing the department stores that sell Farah products—the first time the Postal Workers have picketed for another union.

The United Farm Workers have also endorsed the boycott. International support has come from European labor unions. In Hong Kong, the Textile Workers Union at the Farah plant sent unfinished cloth back to the U. S. in a show of solidarity.

Contributions to the striking workers can be sent to:

Farah Strike Fund
P. O. Box 998
El Paso, Texas 77041

The struggle of the Chicano workers at Farah against poverty and humiliation promises to be a prolonged one. The boycott, depending on solidarity of working people in the U. S., can be a decisive factor. Viva La Huelga! Support the Boycott!

\$9.1 MILLION SALES DROP IS EVIDENCE OF IMPACT OF THE NATIONWIDE BOYCOTT

EL PASO—Evidence of the effectiveness of the nationwide boycott against the sale of Farah pants and slacks is contained in the company's second quarter financial report, which records a \$9.1 million drop in sales over the second quarter of fiscal 1972.

The company's figures show sales of only \$35.1 million for the months of February, March and April of 1973, compared to \$44.2 million for the same three-months of 1972.

"This represents a drop in sales of more than 20 percent over the second quarter of 1972, the largest percentage decrease in any three-month period in recent years," ACWA General Pres. Murray H. Finley and General Sec.-Treas. Jacob Sheinkman declared.

"It is preposterous for the company to say it is making a profit while sales continue to decline," they continued. "Worse than that, it shows the company's contempt for the intelligence of the public, the workers and the stockholders."

In its financial report for fiscal 1972, the Farah Company reported a \$8.3 million loss against a profit of \$6 million for the preceding fiscal year.

**Don't Buy
Farah Pants**

Woodcutters strike in South

Eastabuchie, Miss.—More than 2,000 black and white woodcutters in Southern Alabama and Mississippi are on strike against giant paper and pulp companies. The strike was called by the Gulfcoast Pulpwood Association (GPA) after the companies refused to respond to the demands the GPA presented on Aug. 24.

The woodcutters struck these same companies in 1971 and startled the country not only by winning an increase but by forging a new unity between Black and white workers in the Deep South.

Fred Walters, GPA President, said the present strike came because woodcutters can no longer work under existing conditions: "We have to furnish our own tools—trucks, power saws, and accessories. The last few months of inflation have made life impossible for us."

The key strike demands are for higher pay for wood, a standard measure for wood, accident insurance, and recognition of the GPA as bargaining agent for the cutters.

Woodyards in 19 counties in Alabama and Mississippi have been struck, and new locals of the GPA are being formed every day as the strike spreads.

For more information or to send money, write:

GPA, P. O. Box 53, Eastabuchie, Miss. 29436

BOYCOTT

GULF



No section of this country should be left unorganized. No individual person should be without membership in some organization. . . . We must organize as never before, for organization decides everything.

BLACK WORKERS COMMON STRUGGLE

(reprinted from Detroit To Durban: Black Workers' Common Struggle)

Therefore, we as Black People - as workers, inside the United States - must let our brothers and sisters know through word and action that we understand that ours is a common fight.

We must let our brothers and sisters struggling on the African continent know that we stand shoulder to shoulder with them as they wage war to take back their land, and free themselves from the yoke of imperialist exploitation and white colonial domination.

We must let them know that the struggle for African liberation is a struggle on two fronts against a common enemy that has exploited Black People in the U.S. and Africa since the days of the slave trade.

We understand that the people of Africa are their own liberators. They will make their own history in freeing themselves.

But, every victory in the fight against GM, Ford, Chrysler, IBM, IT&T in Africa is also our victory. Every roll back of speed-up, racism, slave wages and conditions here is a step toward weakening the stranglehold that these corporations have on oppressed and exploited people around the world - Our struggle is a common one.

South Africa



Another Johannesburg massacre has taken place as striking Black miners protesting less-than-living wages have been mowed down by the machine guns of the white racist police at a gold mine. They killed 12 Black people and severely wounded nine others at Carltonville, at the Deep Levels Gold Mine where Black miners had struck for better pay.

The workers' demands for a living wage were rejected by the white racist management and, when they threatened to take over company buildings, the white racist police claimed "provocation" and mowed them down with machine guns!

The police attack on the peaceful strikers was met by a violent reaction in the Black community before communications on the results were cut off by the white racist government of South Africa.

Needless to say there is not a word of protest on the massacre from the Nixon Administration that considers the apartheid government their favorite trading partner and is disregarding the UN requests for a boycott of its goods.

Build Support

for the

Struggles

of African

Peoples!

support our brothers and sisters fighting to free their land in SOUTHERN AFRICA.

to protest U.S. support of the racist South African and Portuguese regimes and increased U.S. repression of black people in this country and throughout the world.

with thousands of black people to say THERE CAN BE NO "PEACE WITH HONOR" UNTIL ALL BLACK PEOPLE ARE FREE!

WHAT CAN WE DO?

There are things that we as Black People especially as Black workers, can do: First we must organize to wage struggle against the increasing attacks upon workers inside the U.S. in the form of speed-ups, lay-offs, and wage freeze. We, like the Durban workers, must resist being squeezed, any further. While we get squeezed, profits for GM, Ford, and Chrysler are at an all time high.

Inside our locals, unions and caucuses we must be in the forefront of protests against:

- rising unemployment
- cut-backs in badly needed health and welfare programs
- increased repression and police brutality in our communities
- the rising cost of living. As the lowest paid workers we are hard hit by run-away food costs,

SUPPORT FOR MOVEMENTS OF LIBERATION IN AFRICA

Specifically around African liberation support we can:

1 Organize within our locals, unions, and caucuses support for and participation in the work of the African Liberation Support Committee.

2 We can organize within our unions and work places African Liberation support activities to raise funds for financial and medical support for brothers and sisters struggling in southern Africa.

3 Organize to participate - under our own banner as workers - at the African Liberation Day May 26th demonstration.

4 We can organize to protest the involvement of US companies and the U.S. government in the oppression of the people of Southern Africa.

Some important expressions of solidarity have already taken place:

* The Polaroid revolutionary workers' movement in Cambridge, Massachusetts, where brothers and sisters came together to demand that Polaroid stop selling and making "pass photos" for the South African government.

* In April 1972, Black longshoremen in Burnside, Louisiana, refused to unload chrome from Rhodesia. They were supported by a demonstration of 300 Black students from nearby Southern University. This ore was being shipped to the U.S. in violation of a U.N. embargo. Chrome sales provide the racist Smith regime with the money they need to buy more guns, napalm and other military equipment to further oppress the Zimbabwean people.

* In August of 1972, dockworkers in Baltimore refused to un-load cargo from Rhodesia.

These examples must be multiplied.

Myths About Women Workers

Women are poor job risks because they are always quitting to get married and have children. Women work because they want to, for "pin money," and not because they need to. —

These are only two of the many myths about working women which are widespread in the United States. Unfortunately, they often affect a woman's chances of finding a job and, once employed, they keep her from receiving even the most basic job security and benefits, not to mention a salary equal to her fellow male employees.

Today, 31.5 million, or slightly over 40% of women 16 years and older are working in the United States. Women comprise 38% of all workers. 40% of married women living with their husbands are workers. Women are the sole support of 5.4 million American families.

The following are only a few of the myths about working women — and the statistics to prove them false.

MYTH: Women work for "pin money" to supplement

their husbands' income.

In many working and poor families, the women must work outside the home just to make ends meet. 40% of working women are single, widowed, separated, or divorced, and must work to support themselves and often their families.

Of the 16 million women who work outside the home, one-sixth have husbands who earn less than \$3000 a year, and one-fifth have husbands who earn between \$3000 and \$5000 a year.

Three-fifths of all families in which wives work would have incomes of less than \$7000 a year without the wife's earnings.

MYTH: It doesn't pay to train or promote women because they will marry and leave and the investment will be wasted.

60% of all women in the labor force are married, 20% are widowed, separated or divorced, and the remaining 20% are single women — mostly young.

Married women with husbands and children have an average work-life expectation (outside the home) at age 35 of 24 years.

MYTH: Women on welfare don't want to work. They just want to live off the taxpayer's money.

Women who want to work, as well as non-welfare women, have the difficulty of finding adequate inexpensive day care.

Right now day care is very scarce and very expensive. It is not unusual for a woman who takes home \$90 a week to pay \$40 a week for day care for one child. A welfare mother with one pre-school child and another one in school would have to spend over \$2500 a year for child care, which would probably be well more than half her income.

With the added cost of day-care just about eating up her paycheck, the welfare mother is left right back where she started — dependent on welfare. Recent "forced work laws" which require all "able-bodied" welfare recipients to work make no provision for day care facilities.

MYTH: Women are bad hiring risks; they are often out because of illness.

A 1968 Public Health Survey shows that men, on the average, lost 5.4 days during the survey because of illness or injury, while women lost 5.3 days.

MYTH: Women are not interested in joining unions because they see their primary role as in the home.

There are twenty-five million unorganized women workers in the United States and yet, the larger, male-dominated unions have not sought to bring these women the protection of the organization.

The single largest percentage of women workers, almost 40%, are clerical workers, and most of them have not been organized. Many have been persuaded by their bosses that their jobs are "better" than manual jobs in a shop and therefore unions are beneath their status. At one time, the average clerical worker was paid more than the average factory worker. Today, however, as most production jobs have been unionized, the situation has been reversed.

Many other unorganized women are farm-workers (500,000), domestic workers (1.7 million), and service workers (4.7 million). The often isolated nature of their work makes organizing more difficult, but all the more essential.



"To know the position of a people, it is only necessary to know the condition of their females."

—MARTIN R. DELANY, 1852

Because of bosses' greed . . .

Worker dies every 26 minutes

In the United States one worker is killed on the job every 26 minutes.

- ▼That's 60 workers a day
- ▼15,000 workers dead a year.

In the United States, the bosses make \$6,800,000 in after-tax profit from our labor every hour.

- ▼\$165,000,000 profit every day.
- ▼\$60,000,000,000 profit every year.
- ▼Every half-hour a worker dead.
- ▼Every half-hour \$3,400,000 profit.

HEART-LUNG ILLS TIED TO JOB PERILS

Study Challenges Ideas on the Role of Cigarettes

The Washington Star-News
 WASHINGTON, Sept. 8—A study of Detroit workers suggests that their high rate of heart and lung diseases is at least partly due to dirt, dust, smoke, fumes, chemicals and other occupational hazards. The study of 489 workers, all candidates for Workmen's Compensation and most employed in the auto industry, seriously challenges the notion that this high disease rate is primarily due to cigarettes.

The study was made by the Health Research Group here, an affiliate of Ralph Nader, the consumer advocate, in cooperation with Dr. Janette Sherman, a Detroit physician.

According to the study, non-smoking workers had as much chronic bronchitis as their smoking counterpart and a 50 per cent greater chance of developing these disorders than

workers whose jobs did not regularly expose them to dirt, dust and smoke.

In the study, nonsmokers are defined as those who have never smoked and smokers as those who use or have used cigarettes.

Another factor that the study singled out with regard to smoking is the relationship between on-the-job exposure to gasoline exhaust and the risk of chronic obstructive lung disease. This disorder is frequently preceded by chronic bronchitis and in turn often sets the stage for heart failure.

Last year the bosses were fined a total of \$167,346 for violations of job safety rules.

That's an \$11 fine for every worker killed by speed-ups and dangerously obsolete machinery.

That's murder.



"I suppose this means you'll want some time off."

To Stan

I saw a man the other day,
 on the factory floor he lay,
 His face a twisted, ashen gray,
 a fellow worker passed away.

That man had worked here, thirty years.
 But management would shed no tears.
 To the scene the foreman came,
 He didn't even know his name.

"Get back to work," the foreman cried,
 "But, boss, our fellow worker died."
 Then to the clock the foreman ran,
 to punch the card of poor old Stan.

Outside the door at half staff flies,
 that symbol of a pack of lies,
 It's flying there for L.B.J.,
 who never worked a single day.

There's no tribute for poor Stan,
 an honest decent workingman,
 But someday from that flagpole there
 We'll hang that foreman this I swear.

By KEN BELLET
Buffalo steelworker

"Just my luck!
 The only time
 I get a winning
 number is when
 we're out on
 strike and
 there's no
 check pool!"

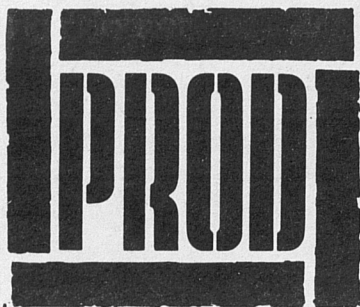


COMING EVENTS

SECOND ANNUAL CONFERENCE

WOMEN IN PRISON- THE ISSUES- THE ANSWERS

Conference Information



**PRISONERS
RIGHTS
ORGANIZED
DEFENSE**

Date: Sunday, October 7, 1973

Time: 9:00 AM - 9:00 PM

Place: Woodrow Wilson School of Public and International Affairs,
Princeton University, Washington Road, Princeton, New Jersey.

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**Black
Solidarity
DAY
NOV. 5, 1973**

Go to the people
Live among them
Learn from them
Love them
Serve them
Plan with them
Start with what they know
Build on what they have

Kwame Nkrumah

AFRICAN



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LIVE

Workers

BAZAAR

SPONSORED by

the NEW ARK school
AND

THE UNITED BLACK WORKERS

DATE: SUNDAY NOVEMBER 18, 1973

TIME: 1:30-- UNTILL

PLACE: SOUTH PARK CALVARY CHURCH
1035 BROAD ST. NEWARK, N.J. 07102
LIVE MUSIC, AFRICAN FOOD, SHOPS, ART EX.

THE BLACK VOICE

The Black Voice is the information arm of the United Black Workers, an organization of workers at the Ford Mahwah Assembly Plantation, Mahwah, New Jersey. Thanks to the efforts of our members, friends and supporters, The United Black Workers offers The Black Voice as an alternative answer to the New York Daily News, Playboy Magazine or other types of similar reading material workers are forced to read.

The Black Voice was started in 1970. Its purpose, to help educate, expose, inform and even agitate our fellow workers out of a feeling of complacency and frustration. Its further purpose is to assist in dealing realistically with the many problems facing workers on the job, in the community, country and around the world.

We do not profess to be experienced newspapermen and women. We have no degrees in the fields of journalism or printing. We do have a serious commitment to reach, unify and struggle with the working class of men and women wherever they may be. We do see the need for communication for and about workers and their many problems. These problems are daily problems. These problems are not isolated, they affect us all.

The United Black Workers and the Black Voice has dedicated itself to this important task.

Many people in and out of the struggle readily talk and now are writing about the plight of workers. The sweet-heart Marriage between union officials and management, conditions in the factories, mines, steel mills, telephone companies, hospitals, the problems of the farmers and migrant workers and the sanitation workers are each being explored and exposed. Too few have taken it to the next stage or followed through with their editorials with concrete or direct action.

(a) We must organize to take over the union where they are doing nothing.

(b) We must provide goods and services to workers and their families.

(c) There are enough empty buildings and vacant lots which can be purchased for building homes and growing food.

(d) We must Demand workers control in the factories.

(e) We must provide Health Care and Day Care centers for workers and their families.

(f) We must fight with and for our women, for they are an important part of any struggle. They must be in the front ranks, not the rear.

(g) We must fight racism wherever it exists.

(h) We must fight against all unjust wars wherever they may be.

The United Black Workers and the Black Voice are about these goals. This is what we are all about. With workers uniting in small or large groups we can win.

There is also the responsibility of printing the true role of Black and Third World Workers in the building of this country, as well as the true feelings and attitudes of white workers during this time. This will enable us to read the true facts and to also understand the feelings and problems we are faced with as workers today. We shall present a picture of the skilled trades and the problems of the construction workers in addition to many other areas which interest workers and their families.

The Black Voice invites your criticisms, suggestions and comments. We can also use statistics concerning workers, health conditions, corporate set-ups (Ford, General Motors, etc. and all news of workers in any plant, school, hospital, farm, etc.

The right of people to decide their own destiny, to make their way in freedom, is not to be measured by the yardstick of colour or degree of social development. It is an inalienable right of peoples which they are powerless to exercise when forces, stronger than they themselves, by whatever means, for whatever reasons, take this right away from them.

KWAME NKURUMAH

SUPPORT THE UNITED BLACK WORKERS

Contact:
UNITED BLACK WORKERS
P.O. Box 1855
Newark, New Jersey 07101



UNITED BLACK WORKERS

We here by state that as oppressed workers here at the Mahwah Plantation (Ford Plant) we are not bound by any constitution, contracts, agreements, known or unknown, by-laws or company policies agreed upon by management and the U.A.W. that are racist or tend to deprive Black, Third World and all oppressed workers of their basic constitutional and moral rights. These rights being human dignity, health and safety, better working conditions, and equal job opportunities.

We further state it is our right as workers to demand that both labor and management make use of large portions of the monies gained from our labors to improve the living, educational and health conditions in our communities with no strings attached.

To obtain these rights the U.B.W. are committed to organize, agitate, expose, inform and use all means at our disposal, not settling for anything short of victory.

We further state that we are not bound to respect, obey or follow the leadership of any plant manager, supervisor, union official or any other underlings who negate any claim they might have for these rights when they place personal ambition self interest, profit and property rights over the human rights of workers.

The factories belong to the people and we workers are the people.

WHAT WE ARE FIGHTING FOR

1. End of Ford Motor Company paying union officials' salaries.
2. End of racism, exploitation and oppression of all workers.
3. Transportation provided for workers who must travel long distances back and forth to work. Many cannot afford to buy a car and must depend upon car pools.
4. Waiver of 90 day eligibility for Viet Nam veterans. Make them eligible as of the first day on the job.
5. A complete revision of grievance procedures.
6. Mandatory medical check up every three months for all workers who paint, spray, grind lead or metal, welders, drivers and all workers who are exposed to the deadly pollution which fills the air throughout this plant.
7. End of compulsory overtime.
8. End of line speed-up.
9. End of white skin privilege.
10. Mandatory printing in Spanish and Creole of all bulletins, pamphlets and job applications put out by Ford Motor Company and the U.A.W.
11. To get more Black and Third World workers into skilled trades many already qualify but racism is keeping them out. A strong and effective apprenticeship program to prepare young Black and Third World workers for skilled trades.
12. Mandatory English classes in plant for non-English speaking or reading workers.
13. Ford Motor Company to announce a policy of complete disengagement from South Africa since all Americans doing business in South Africa reinforce that racist system and its government.



**WORKERS HOW YOU CAN HELP
TO KEEP THIS PAPER STRONG
AND GROWING.**

**SUBSCRIBE TO !!!
THE BLACK VOICE**

We have to keep in mind at all times that we are not fighting for integration, nor are we fighting for separation. We are fighting for recognition as human beings. We are fighting for the right to live as free humans in this society. In fact, we are actually fighting for rights that are even greater than civil rights and that is human rights. . . .

SEND TO:
THE BLACK VOICE
UNITED BLACK WORKERS
P.O. BOX 1855
NEWARK, NEW JERSEY 07101
\$2.00 FOR 12 ISSUES
FREE TO G.I. AND PRISONERS

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