

# THE

JUNE 1974

# BLACK VOICE

PRINTED BY  
THE UNITED BLACK WORKERS  
FROM THE  
FORD MAHWAH PLANTATION

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## NEWARK, NEW JERSEY

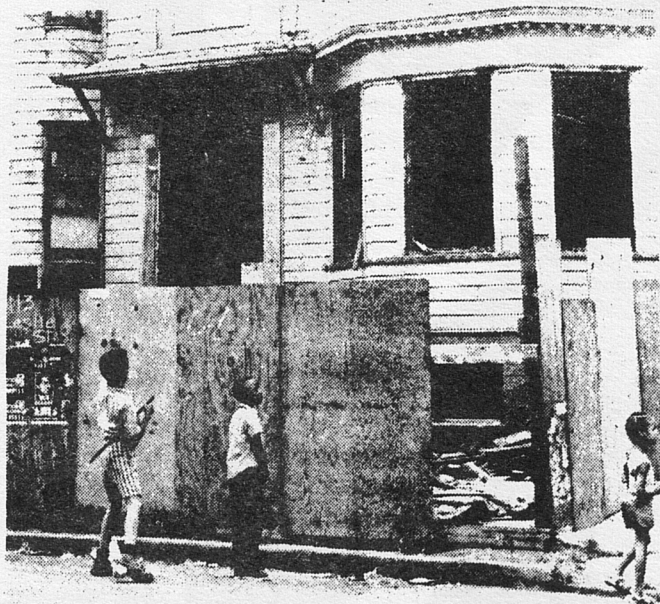
Stella Wright



This picture shows a project in Newark, but the conditions are familiar to any poor Black, Third World or white family who has been forced to live in one. Many tenants have come to understand that the only way to end the conscious neglect of these projects by city officials is to organize and fight!



Mayor Kenneth A. Gibson



Wide-open houses, like this one on Leslie Street, are a lure for exploring children, drug addicts, and stray dogs.

*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

# UAW Merger With AFL-CIO?

The UAW International leadership's proposal to merge the UAW with the AFL-CIO will cause heated debate at this year's UAW Convention. The auto workers have been out of the AFL-CIO since 1968.

Now everyone favors a united labor movement, one that could pull off united actions to best hurt the companies and help the workers. But it's important to look beyond this and see what this merger really means at this time.

Will it help the workers? Or is it a move to cripple the growing rank and file movement within the trade unions?

Woodcock and the UAW leaders claim they want to strengthen the union with this merger, and that they have the best interests of the workers at heart. But this proposed merger is being worked out behind closed doors, with no membership participation.

Both the UAW and AFL-CIO leaders have been following conservative policies, so at this time the merger would increase their strangle-hold over the labor movement. The major policies of the top AFL leaders over the past year, such as United Steel Workers (AFL-CIO) President I.W. Abel's sell-out of the right to strike in steel, indicate the

overall direction in which such a merger would drag us at this time. Supporting openly the U.S. war of aggression in Viet Nam, placing local unions into receivership in 1972 when they balked at backing Nixon for president--these are some of the recent tactics employed by the top AFL-CIO leadership to corral the unions under its sheltering wings.

The AFL-CIO and UAW bureaucrats are faced with growing rank and file movements in their unions that threaten their existence. In response, they are, to a certain extent, putting aside their differences and bolstering their strength by "uniting at the top." This is supposed to help them squash the rank and file union movements, and especially the Black, Latino, and other minority workers who are among the most active in these movements.

What we really need is not power plays from the top. What we need is to build strong unions based on solid democracy and full membership participation. To return power to the rank and file and honest union officials in the UAW we should demand: 1) Direct Election of International UAW Officers by the membership -- not elections at the Convention through the delegate system where the people's voice is ignored. 2) An End to the International's use of Trusteeship to silence local unions who are fighting their sell-out policies.

## 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.

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.



Men may not get all they pay for in the world, but they must certainly pay for all that they get. If we ever get free from the oppressions and wrongs heaped upon us, we must pay for their removal. We must do this by labor, by suffering, by sacrifice, and if need be, by our lives and the lives of others."

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

## FORD MOTOR COMPANY CONTINUES HARRASSMENT OF THE UNITED BLACK WORKERS

Since the beginning of U.B.W. activities here at the Mahwah Plantation in 1968, Ford Motor Company management has consistently waged a campaign to destroy the known members of the United Black Workers.

Systematically, Monroe Head, Bruce Allison, Bucky Harris, and Wilbur Haddock have been fired, while others have been in and out of the Labor Relations offices, receiving various unjust penalties month after month.



**GEORGE BOWENS JR**

### GEORGE BOWENS JR.

The most recent brother to be subjected to Fordism is George Bowens Jr. An eight year veteran of struggle at Mahwah, Brother Bowens recently asked Ford Motor Company to give him his vacation time (3 weeks) because his wife was going to be hospitalized; he was needed at home to care for their two young children, ages six years and eight months.

The company refused this request and granted Bro. Bowens only 2 days, and told him that "he could not be spared". Can you dig that Ford Motor Company employs 4,500-5,000 workers at Mahwah, and could not spare one man? With all the unemployed begging for jobs, Ford could not grant this brother time to stay home to take care of his family business.

Mrs. Bowens entered the hospital in severe pain. She was told by her doctor that an operation might be necessary to relieve the back pains.

Again, Bro. Bowens went to Ford Motor Co. This time he had with him, letters from the doctor and hospital stating that Mrs. Bowen's condition would get worse and her hospital stay would be prolonged if she were not relieved of the pressures, stress, and strain concerning the care of her children and her home. Also, Bro. Bowens had his two small children with him since there was no one to leave them with at home.

Bro. Bowens' fellow workers were upset seeing two young black seeds and the treatment their father was receiving, but unfortunately, the company was not impressed and refused to grant him more time.

Although Ford Motor Company would not grant Brother Bowens the vacation time or even the emergency leave of absence he requested, they have so far given him three (3) weeks (D.L.O.) (disciplinary lay-off) for refusing to give up his fight of a man concerned about the health and welfare of his wife, and the treatment and upbringing of his children.

All of this confusion, and lack of sensitivity of the Ford Motor Company only aggravated the condition of Mrs. Bowens as she lay on her back in the hospital, worrying about her health, her children, and concerned for her husband and the treatment he is getting from Fords.

Over the years, the U.B.W. has seen Ford Motor Company use different tactics to destroy our members, but this is an all time low.

To refuse to grant a man time off for his family because you can't spare him; and then turn around and suspend him just to build a record on him will not be allowed to just pass away. We will fight any and all acts of inhuman treatment against, not just U.B.W. members, but any and all workers who are effected.

While Bro. Bowens cannot be spared, other workers are allowed all the time off they want. Our local union officials, except one or two, once again have done nothing. However, they can get all the time they want to go away on "union business" to bullshit conventions or to campaign for politicians to be elected to office at the membership's expense.

*(Continued on Page 10)*

## LOCAL 906 U.A.W. NEWS REPORT

As many workers here at the Mahwah Ford Plantation and members of Local 906 U.A.W. feared the recently elected political outcome of president Joe Reilly has begun to show its true faces.

At the June 15, 1974 union meeting, two new by-laws were rushed past the membership and voted on:

The extension of all officials' terms in office from 2 years to 3 years.

A fifty cent assessment dues increase reportedly for repair and maintenance of the union hall and larger facilities.

Without proper discussion and knowledge by the entire membership, the 105 members present at the June 15th union meeting voted on these important matters that will effect the pocketbooks and lives of 4500 members at the Mahwah and Teterboro Plantations.

An investigation is now underway by the U.B.W. and other concerned union brothers and sisters.

# LOCAL 906

## UMPIRE RULES AGAINST BROTHER HADDOCK

Brother Wilbur Haddock, a veteran of 15 years of struggle at Ford and member of the Central Staff of the United Black Workers lost his bid through the grievance procedure to regain his job.

The umpire, which is the final step, ruled on a technicality in siding with Ford Motor Company. His verdict: Brother Haddock's grievance filed by Local 906 U.A.W. was filed untimely and as a result, the umpire refused to rule on the merits of the case.

Brother Haddock learned this news from outside sources. He has not been officially informed by either Ford Motor Company or his union officials. Although they promised to keep him informed.

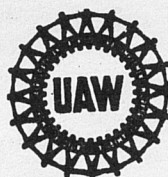
The struggle continues and on July 9, 1974, after six (6) postponements, the N.L.R.B. (National Labor Relations Board) trial against Ford Motor Company for Brother Haddock begins.

Be sure to get a copy of the U.B.W. Newsletter on Wilbur Haddock coming out next week.

## WORKER'S CAR STOLEN IN FORD PARKING LOT

In 1973 Ford Motor Company began installing expensive television monitor cameras in the worker's parking lots. Their reason being to cut down on the crime in the parking lots. Many workers spoke out against this invasion of our privacy. Our local union officials did nothing and the cameras were installed.

Last week a brother's car was stolen out of the parking lot right under the eyes of the T.V. cameras and the plant security guards at the gates. This shows you how well the expensive system is working. Also, this clearly shows that the T.V. cameras and plant security guards are not put there to protect the employee or his property, but to insure the security of Ford Motor Company from its employees. We workers must continue the fight to control our jobs, our lives, and our property.

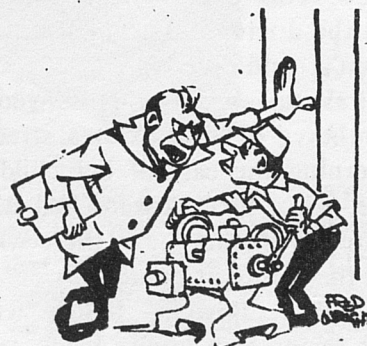


# NEWS

## FORD HAS UNION HALL UNDER SURVEILLANCE

Reliable information has come to the Black Voice that Ford management here at Mahwah has had our local union hall, meetings, and members under surveillance for sometime.

We further understand that Ford has been working closely with the F.B.I. in their investigations of workers both black and white, and their various organizations and activities. This, of course, includes the United Black Workers.



"That's only a suggestion, Carson. You don't have to take it -- unless you want to keep your job."

## THE NEW PAROLE ACT

We, the collective prisoner and student groups of the State of New Jersey are asking for your support in reference to legislating new parole criteria. The enclosed Act is a manifestation of our efforts in conjunction with Mr. Andrew Vachss. Mr. Vachss is a trained criminologist and sociologist, a penologist with experience in institutional administration, having worked in the area of correctional and penal reform on a very active basis for the past ten years. Mr. Vachss has had close contact with, and assisted inmates in numerous institutions throughout the United States. His approach to solutions to the problems has always been through the judicial system utilizing the legal and sociological resources. Mr. Vachss is presently a law student at New England Law School.

The importance of this Act lies in the fact that it's the first Act in New Jersey penal legislation history to be written by a criminologist, in addition, the Act also has the input of the inmates of Trenton State Prison, Rahway State Prison and other inmates throughout the state, students from some of the institutions of higher learning in the state and community organizations.

We, collectively, are trying to make it known that the opportunity now exists for effectively dealing with the basic contradiction of the penal-rehabilitative syndrome in a legislated, socially-scientific, and logical manner, a rational manner as opposed to the arbitrary approach characterized by tradition.

The Act incorporates historical facts concerning parole and subsequent recidivist rates and has laid down guide lines in reference to parole for both the potential parolees and the Parole Board structure, e.g., under the guidelines of this Act, a prisoner will know, from the outset of his/her imprisonment, just what she/he must do to be released on parole, consequently, the authorities will be aware of their roles and powers in reference to the extent and nature of their control over the prisoners' lives. The historical arbitrariness of the control that the Parole Board has had over the lives of inmates is a major factor in the failure of the Parole Board and penal process to alleviate recidivism and further criminal behavior.

Most of the negativity surrounding prisoners and prison is caused by the fear, the paranoia, anxiety, and defensiveness that are



the result simply, of not knowing of having no knowledge of what must be done, of helplessness.

When an individual is imprisoned, there is, naturally a degree of anxiety and in many cases, shock; in the very least, the prisoner's outlook on the value of humanity is negatively effected-it's at this juncture that the majority of prisoners branch off, according to their character structures and levels of consciousness, into anti rehabilitative outlooks and, consequently, a continuation of the negative forms of behavior that eventually may lead to their being labeled as incorrigible and/or recidivistic, or, as is too often the unfortunate case neurotic or psychotic.

At the same time, there is an anxiety created in the correction officers who work within this atmosphere due to the fact of the reactionary anxious behavior of the inmates: its for this reason that prison guards ask for more money, higher salaries: the intent of this bill is to alleviate considerably that element of anxiety. It is impossible to incarcerate an individual and then base the approach of the rehabilitative super-structure on arbitrary decisions and non-clear-cut guidelines in reference to what is to be done with him/her and expect to avoid creating a negative atmosphere. In essence, disregarding that person's sense of self-regulation creates the very negation that perpetuates deviance. It is not here contested that the fact of incarceration will always be negative, what is to be contested, however, is the fact that after being incarcerated, this negation is not balanced out by any positivity indicative of the rehabilitative super-structure, i.e., the legal-traditional attitudes and activities allegedly designed to direct the inmate toward regaining his/her sense of self-worth, hence, the sense of the worth of our collective society, are inherently antithetical to this end.

*(Continued on page 10)*

### IF THEY COME IN THE MORNING

If they come in the morning  
in silence  
and although we scream  
the apathy of society  
will never hear,  
as we take our gallant stand  
under an avalanche of blows.

If they come in the morning,  
who shall bring the heartbreak news  
to our families and loved ones  
those few people who cared,  
those few people who knew us  
from another time  
and who will weepingly resist  
the official lies  
of how we died. . . .

Frank Williams,  
Trenton State Prison

if they come in the morning?

## AFRICAN LIBERATION DAY IN WASHINGTON, D.C. May 23, 24, 25, 1974

The U.B.W. sent representatives to Washington, D.C. to participate in the annual African Liberation Day Programs. This year's program was to be more than just the traditional march, but also a historic discussion and workshops dealing with the two major lines spreading through the Black Nations across this country.

Being a black worker's organization, we were interested and concerned about what was happening inside the A.L.S.C. (African Liberation Support Committee). The recent stepped-up series of oppressions upon Third World brothers and sisters, and the continued attacks on workers, encouraged us to want to find out if A.L.S.C. was moving forward or backwards. Were black workers getting allies in a common struggle, or just some more intellectuals talking about revolution while hiding safely behind dashikis and running away from the real day-to-day struggles at the point of production and in the communities.

We arrived on Friday, too late to check out the worker's workshop. Instead, we settled down to hear the debate. Brother Stokely Carmichael was rapping. You all remember Stokely, he's the brother who stood up on the trash can in 1967 in Newark, right across the street from where the brothers and sisters at Stella Wright are now waging a four (4) year old rent strike. He told us some heavy things that really picked us up and improved our minds. With all due respect to the brother and his position he has now taken, we were glad that the people (26) who died in the Newark Rebellion of 1967, and those now waging daily struggle were not there to hear him. A more indepth review of Stokely and what other speakers had to say will come at a later date.

We must say at this time that if the positions stated by Owusu Sadauki, and carefully approached by Newark's Imamu Baraka becomes the dominant line of A.L.S.C., the U.B.W. sees the protracted struggle against Imperialism and Capitalism intensifying with our new comrades.

For years black workers have listened to preachers, intellectuals, and so-called left oriented Marxist-Leninist theorize about revolution while their practice left a lot to be desired. As a result, we have had to struggle alone and learn from our mistakes. The new



**Black Workers  
Take The Lead**



**"IT'S ALL THE SAME STRUGGLE..."**

To look is one thing  
To see what you look at is another  
To learn from what you understand is  
still something else  
But to Act on what you learn is all  
that really matters.

## THE UNITED BLACK WORKERS SAY

### WE MUST DEFEND HUMAN RIGHTS

For many years, a number of African countries have been involved in a long struggle to gain self-determination.

Among these countries are Guinea Bissau, most recently self liberated from Portugal and recognized by eighty (80) countries of the world with some exceptions including the U.S.

Mozambique (FRELIMO) is now negotiating total independence with Portugal and expectations of liberation by next year (1975).

Angola (MPLA) is waging a very bitter battle with the portugese. General Spinoza has publicly stated that Portugal must maintain a hold on Angola either politically or militarily. The MPLA has taken the position that there can be no compromise regarding total liberation of Angola.

Zimbabwe (ZANU) is undergoing very bitter battles with the rebel regime of Rhodesians and South Africans. Rhodesia has spent \$57.2 million dollars to maintain subjugation in Africa with force of arms. 300,000 Europeans are depriving 5,618,00 Africans their human right to self determination.

Over 1,000 South African troops have been placed in the battle field of Rhodesia under joint command. The War has caused great suffering to the civilian population as well as great physical damage. It is necessary to raise funds, medicine, food, and clothing to help relieve the hardship of the African People. **THE UNITED BLACK WORKERS ARE SUPPORTING THE AFRICAN-LATIN HELP COMMITTEE**

#### CONTACT:

African-Latin Help Committee  
Tel. (212) 964-3370 ask for monroe  
679-3200 Ext. 2239 - Ellen  
or  
United Black Workers  
P.O. Box 1855  
Newark, N'J' 07101



**THE AMERICAN INDIAN MOVEMENT, INC.**  
1500 PACIFIC BOULEVARD  
VENICE, CALIFORNIA 90291

June 6, 1974

From  
The Office of the National Chairman  
553 Aurora Avenue  
St. Paul, Minnesota 55101

1-612-227-0651

The wave of terror that is sweeping over America as the result of the recent S.L.A. shoot-out in Los Angeles is best illustrated in the recent bombings in Denver, Colorado. The Crusade for Justice, 156 Downing Street, Denver, the Chicano Organization that has struggled many years for oppressed people, is once again subjected to brazen military attacks.

On May 27 Reyes Martinez, Neva Romero and Una Jaakola were murdered in a bomb blast. On May 29 Humberto Duran and Florencio Grenado were also killed by a bomb.

AIM demands that a full investigation be held at once by an appropriate Senatorial or Congressional Committee into all aspects of the murder of these students, lawyers and Chicano activists. AIM is confident that once the truth is known, the people of America will condemn the fascists who are conducting open warfare against those who desire to serve the people.

When will America awaken to the fact that there is an internally operating para-military division of the Justice Department that is called the Strategic Operations Group (SOG) which is conducting CIA terrorist raids and military actions against Indians and all people who struggle for self-determination and human rights under America's fascist society? We join our brothers and sisters in the Crusade for Justice in full solidarity with their struggle, with the full knowledge that we are fighting a common enemy.

John Truedell      George C. Roberts  
National Chairman      Vernon Bellecourt  
International Field Director

## STELLA WRIGHT "HOW REVOLUTIONARIES ARE BORN"

Most everyone who keeps up with the happenings of day-to-day struggle are well aware of Newark's four (4) year old rent strike led by the tenants of the Stella Wright Housing Projects.

Although much has been said about the tenants refusing to pay rent until the deplorable conditions in these rat infested, roach dominated, death traps called high-rise apartments are improved with tenants given a voice, little or no attention is given to the real gut issues of this struggle beyond rent. The list is very long and more important than money, as far as the tenants are concerned.

Inferior schools and education for their children, improper medical facilities, lack of security for the elderly and women, few programs for the young, drugs, crime, and insensitive Newark Housing Authority and city administration, headed by Kenneth A. Gibson, recently reelected mayor, who has given nothing but lip service during the length of this protracted struggle.

The United Black Workers have been supporting the struggles of our brothers and sisters at Stella Wright, and have watched them grow over the years. While others have fallen by the wayside, been bought-off, or just gotten tired and quit, our brothers and sisters, old and young at Stella Wright have stuck it out.

This is not to say that they have not had their problems. Uncle toms, backstabbers, and two elected leaders who were sent to jail while watergate-nixon roams free.

The lesson of Stella Wright should be studied by all of today's so-called revolutionaries. In the final come-down, the real leaders and revolutionaries will come from the Stella Wrights across this land.

The struggle that is coming, sooner than many of you think, will not be led by the Mayor Gibsons, Jessie Jacksons, or Edward Brookes, but by brothers and sisters who are committed and understand the need to wage struggle day-to-day against any odds. Most of all—to practice what you preach.

The Stella Wright tenants who are leading the fight for self-determination over their homes and lives are your true revolutionaries. Not those mouthing the same old rhetoric, or pushing their own line, flying from city to



Toby Henry

Stella Wright



city or country to country. Stella Wright has shown through struggle and practice that they are for real.

The brothers and sisters at Stella Wright deserve the support of all of us out here in similar struggle. We need to join forces, (those of us who are serious), with them. The struggle is far from over; there is a lot of work still to be done. With more help, the quicker the victory.

There are many serious problems facing Stella Wright, among them is SECURITY against those who mug sisters for their welfare checks and our elderly for their social security checks, against the dope dealers and hustlers who prey on our BLACK SEEDS, RECREATION programs in the evenings for the young to keep them out of trouble. Any skills or talents you have could be used. Once the tenants gain control over their homes, REPAIRS will have to be made, painting, and many other services you can donate.

Remember, if you want to help, these brothers and sisters are not kin to the Kennedys or the Rockefellers, but struggling, hard working people. They have been ripped-off and exploited enough. If you can't help out of love and solidarity with their struggle, then the . We suggests you stay away rather than be run away by the people.

Once again, we say to those sitting comfortably in their well-lighted and heated homes, tomorrow it could be you. When this system shuts off your gas, electric, and water, it might be too late. Instead, look to the revolutionaries at Stella Wright, learn from them, support them — Yes, even join them. — We Have !!! Because Revolutionaries are born out of Struggle !!!

## Asians demand jobs

**NEW YORK, JUNE 1**—Several hundred Asian-American construction workers and supporters demonstrated today at the Confucius Plaza construction site in Chinatown. They have been daily protesting discrimination in minority hiring practices by the project contractor, DeMatteis. Since the picketing began, 55 people have been arrested.

The Asian-American workers have accused the company of fulfilling its minority quota by importing workers from other sites. The group is demanding the immediate hiring of 40 Asian-American workers and an Asian-American investigator to monitor hiring practices.





# BLACK STEELWORKERS HIT PHONY EQUALITY PACT

(reprinted from the Guardian)

What is being hailed as "the most sweeping program to end job discrimination" in the history of the steel industry may in fact sweep away a vital civil rights law.

The United Steelworkers union, nine basic steel companies and the Justice Department agreed April 15 in federal court to implement a voluntary, nationwide plan to "end" discrimination against minority and women steelworkers in the areas of hiring, promotion and pay.

The new plan was announced almost simultaneously with the signing of a new three-year contract in the steel industry which extends the life of the steel no-strike pact until 1980.

The agreement covers the nine basic steel companies which hire over 340,000 workers

including 52,545 Black workers, 7646 Latin workers and 10,175 women. Of the 10 basic steel companies, only Inland Steel of Chicago refused to enter the settlement, claiming it does not discriminate.

## YEARS OF STRUGGLE

The plan itself is a response to years of mass struggle by Black, Latin and women workers who have filed thousands of complaints with the government against discrimination since enactment of Title 7 of the 1964 Civil Rights Act. The act allows workers to file suits against job discrimination.

But implementation of the plan, along with the fact that it may become a model for other industries, threatens to nullify Title 7 and future progress against race and sex discrimination in the nation's steel mills.

The worst aspect of the plan centers on a provision regarding back pay for past discrimination. The back pay award, amounting to \$30.9 million for over 45,000 steelworkers mostly Black men but also including 4000 women, is the largest sum to be paid in a job bias case. But the provision requires that in order for a worker to receive back pay and files suit, the provision declares that the Justice Department will intervene on behalf of the industry and the union against the worker.

The new plan was not "hailed" by Herbert Hill, national labor director of the NAACP, or by Ann Scott, legislative director of the National Organization for Women, or Francis Brown, chairman of Steelworkers for Equality at the Bethlehem Steel mill at Sparrows Point, Md.

"Through this agreement," Hill warned, "major steel corporations and the Steelworkers union are attempting to buy immunity from further litigation under Title 7." Hill described the waiver requirement as



"unconscionable" and "illegal" and he noted that "if the steel industry settlement is accepted by the district court, then a pattern will be set for similar industry-wide agreements that will have the effect of nullifying Title 7 of the 1964 Civil Rights Act."

Hill said the NAACP would take court action to try to block the agreement.

"I don't know which is worse," commented one observer of the rank-and-file movement in steel, "the agreement to ex-

tend the steel no-strike pact to 1980 or the waiver provision in the so-called job equality pact." Both agreements represent the starkest example of the class collaborationist and racist policies of United Steelworkers president I. W. Abel.

The job equality agreement does offer some concession, although they are limited ones for the most part and in the context of gaining future immunity from discrimination suits, the steel industry can easily afford them.

For example, Hill noted "The back pay arrangement is totally inadequate." A Black steelworker with 20 years seniority will receive between \$400 and \$500 instead of the several thousands that actually represent lost wages due to discrimination. The highest back pay award only goes up to \$3000. The provision also applies only to workers hired before 1968.

"It sweetens the bitter taste but it doesn't give us what we're owed," commented Francis Brown, a Black steelworker at Sparrows Point. "Some Black workers here have 40 years seniority and they certainly are owed more than the maximum of \$3000. It reminds me of what they used to pay Indians for their land.

Also under the new plan, seniority provisions, the target of recent suits which have been ruled on favorably by the courts, will make it easier for minority steelworkers to transfer without penalty out of the lowest paying and hardest job departments into higher-paying departments, which have been reserved almost exclusively for white steelworkers who sought new jobs in other departments were discouraged from doing so because of the new job usually meant a pay cut at first and the loss of seniority, which in turn meant they would be among the first to be laid off.

With the new agreement, the minority worker retains his old wage rate for two years and his seniority upon transferring into a new department. But Hill's objection to this provision was that it does not go far enough because while allowing minority steelworkers to move into nearly all-white departments, it does not eliminate the practice of dual Black and white seniority lines. Hill argues that the seniority lines should be merged so that minority workers do not have to transfer to better paying jobs "when and if vacancies occur." Continued on page 11



## BOWENS *(Continued from Page 3)*

In slavery time, Black people could not stop the destruction of the black family. We could not stop the slave master from dehumanizing the black man in front of his woman and children, although we tried. Today it's a new ballgame. We can and will fight any attempt to turn the clock around.

The racist members of the management of Ford Motor Company must bear the full responsibilities of their actions. If any serious after effects are suffered by Mrs. Bowens, Brother Bowens and/or their family, the burden of guilt will be on the heads of Ford Motor Company.

Many people often wonder why groups like the S.L.A. or the B.L.A. are formed. They wonder what makes a revolutionary. The insensitive actions of Ford Motor Company and all other corporate giants that presently reign under this capitalistic system is why. This is why they must be done away with.

## ACT *(Continued from page 5)*

The intent of this Act is to take into consideration the individual characteristics, circumstances, needs, and potentialities of those persons convicted of crimes and sentenced to any of the New Jersey State Prisons (as adult offenders) as revealed by completed case study; and to deal with such persons, from the pre-release period through and including the final discharge, by uniformly organized system of constructive rehabilitation to the end of promoting the safety and well-being of both society in general, and the individual offender in particular.

We urge you to read this Act, we urge you to support it by telling others about it, by telling us what you feel could possibly improve it, our telephone numbers appear at the bottom of the last page of the Act. We urge you to write, call, and do all that you can to influence the politicians and political figures within your reach; make your Senate and Assembly Representatives aware of this Act.

We are in the process of communicating with progressive individuals and organizations throughout the State but we are handicapped—we need large business envelopes, 8½ x 11 inch paper, and stamps; any contributions can be sent to:

Mrs. Grace Collier Apt.209  
423 Lawrence Rd.  
Trenton, N.J.  
Tel. (609) 989-9582

# Foreign Workers

## Our Allies

### India's rail workers' out on strike

NEW DELHI, INDIA, MAY 8—At dawn this morning, 1.7 million railroad workers in this city as well as Calcutta, Bombay and Madras went out on strike. Leaders of the strike have stated it will be total with all of India's railroads shut down.

This strike comes in the wake of severe government repression. Earlier this week, over 2000 union leaders were arrested. Attempts like this to break the workers' strength have caused mass unrest among the Indian people.

The railroad strikers are demanding a 75 percent wage increase in order to get parity with other workers in the country. At present they earn only \$26 per month.

### Portuguese workers defy junta

LISBON, MAY 5—Workers in Portugal are continuing protests against the government's economic and political suppression of the African nations.

According to today's New York Times, "There have been rowdy scenes at the telephone company, the post office and railroad workers demonstrated against top officials.



### PORTUGAL'S NEW DICTATOR

General Spinoza says he represents the interests of the progressive people of Portugal. But he can't hide his barbaric record. He volunteered to fight with the fascists during the Spanish Revolution. He then joined Nazi forces during the siege of Leningrad to pick up some training from them. And, despite his apparent desire to end the wars in Africa today, he volunteered as one of the leaders of Portuguese military operations there when the fighting first broke out in the early 1960s. In the past, it suited him to be a fascist. Today it suits him to be a liberal.

## NEWARK ELECTION

To properly evaluate the recent Mayoral Election in Newark, New Jersey, the largest city in New Jersey, we must first go back to Mayor Kenneth Gibson's first victory in 1970.

Fresh over the pain and death of the 1967 rebellions, and caught up in the scandal of a crooked Addinizio administration, black voters flocked to the polls and overwhelmingly elected Kenneth Gibson the first black mayor of a major eastern city.

After the results were in and victory was announced, we took over the town. There was dancing in the streets; partying went on all night long; even babies born on that day were named Kenneth. It was to be the start of a new era for black people in Newark. Black folks across the country had only to look to Newark for direction.

Four years later we had another election. There were no all night parties, no dancing in the streets, no fanfare? just business as usual. Instead of leading the nation, black people found out that Newark was struggling just like blacks in Philly, Washington, Detroit, Los Angeles, and Atlanta.

One black mayor or ten black mayors were not going to change the conditions inflicted upon them by a society controlled by a few, over the masses.



*Kenneth Gibson*



*A. Imperiale*

We saw college campuses being built but no houses, white folks running to the suburbs taking the money with them; money from the jobs they hold here in the city while we have to travel miles to find work.

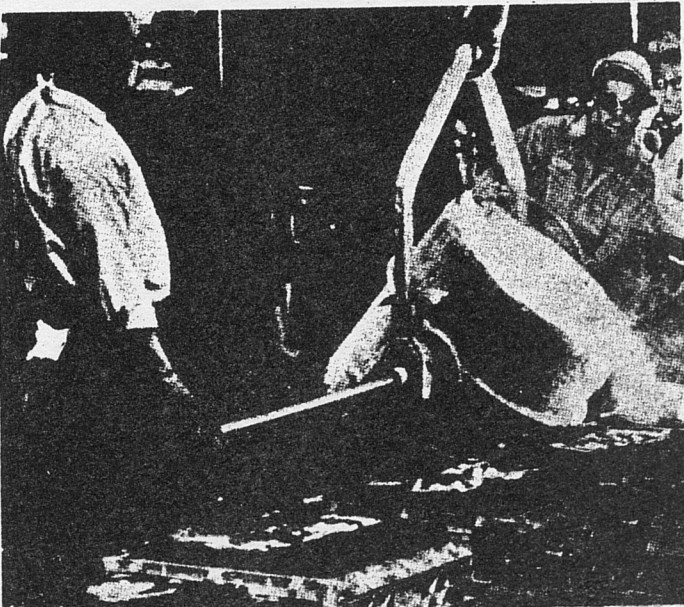
A four (4) year old rent strike that continues, and a mayor who grew up, went to school, and partied with many of those who now are waging struggle only a few blocks from his home, can't or refuses to help his former classmates and friends of the family.

What was the election all about - - - simply voting for the lesser of two evils. A proven Facist, or an Opportunist (a capitalist in black skin). The people of Newark, not being stupid, said, "we have enough troubles, why add to them."

The handwriting is on the wall as we use to say, "the natives are restless." Having found out that a black mayor is not the answer, faced with mounting daily hardships due to the capitalistic system we live in. We say the election was important, not for who won, but instead for the awareness and awakening of the people in Newark.

The Black and Latin people who make up over 60% of the population are ready for direction and leadership of a serious nature. Having learned from the past, we are ready for the future.

## steel workers



**WORKERS IN FOUNDRIES, LIKE CRUCIBLE FACE SPEED-UP AND BAD WORKING CONDITIONS.**

*(Continued from Page 9)*

An even better remedy, Brown said, would call for "leap-frogging" or preferential hiring for Black workers who have the seniority and necessary training to jump over lower-paying job classifications in all-white departments to the highest-paying jobs. He said, "It will take 20 years to get us to where we should have been if there had been no discrimination. As it is now, union representatives are trying to block promotions of Blacks, especially in all-white departments. Black workers have to fight the foremen and the union."

**"an injury to one is an injury to all"**

# THE UNITED BLACK WORKERS

## General Principles

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.

## GENERAL POINTS OF UNITY

A. We call for an elimination of speed-up, compulsory overtime, unsafe working conditions, inadequate medical facilities and care, the unfair grievance procedure, etc.

B. We support the right of work stoppages, slow-downs, wildcats, secondary boycotts, free speech and assembly (on and off the job), agitation and propaganda on the job and oppose all no-strike clauses which rob workers of our most powerful weapon.

C. We call for both union and the company to have equal rights in the hiring and firing of medical personnel.

D. We call for a shortening of the grievance procedure. We demand a two-step procedure. The first step to consist of a written grievance to be settled by the grievor, the union and the company. The second step to consist of the right to strike to settle grievances.

E. We call for an elimination of unnecessarily long contracts which benefit only the company, and that all contracts should be one year.

F. We call for Unit and Department bargaining on all contracts.

G. We call for all contracts to be democratically voted upon and ratified by all union members.

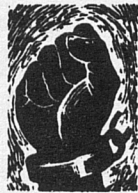
H. We call for a repeal of all repressive legislation against labor (example: Taft-Hartley act, etc.).

I. We support the Unionization of workers, especially the broad industrial unions which bring into its ranks all workers in a particular industry, and does not practice racial, national, religious or sexual discrimination. At the same time, we call for and support the creation of Black, Latin, Chicano, Asian Caucuses, alliances and rank and file caucuses that will seek to break the strangle hold of the reactionary labor bureaucrats and fight for working-class control of the unions.

# BLACK WORKERS

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# Puerto Rico Solidarity Committee formed



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At a press conference held in New York City on May 29, a group of nationally-known activists announced the formation of the Puerto Rican Solidarity Day Committee, a national organization "Demanding independence for Puerto Rico." The major thrust of the Committee's work will be "support for the December 1973 United Nations Resolution which declared that Puerto Rico has the right to independence, and instructed the United States and corporations under its jurisdiction to refrain from any measures, economic or social, which might serve as an obstacle to decolonization."

Announced at the conference was the Committee's first major action—a national mobilization of 20,000 people in the fall of 1974 to Madison Square Garden, for an evening's program in support of the independence of Puerto Rico. Spokespeople for the Committee explained that "this demonstration of solidarity will be the culmination of local educational campaigns, cultural activities, rallies, and other events this summer." Much of organizing work will be carried out by regional chapters of the Puerto Rican Solidarity Day Committee.