M. ZARRO
TAPE 1
Side A

(HEAVY MACHINERY AND TRAFFIC NOISE IN BACKGROUND)

Q: Give a short description of where you were born and raised and how you got involved in the labor movement and so on. If your parents were involved in the labor movement?

Z: Well my parents they come here back in 1898, I think it was. And they landed in this country, yeah about 1898.

Q: Which country did they come from?

Z: Italy. From Rome. And so they migrated here and they moved--they bought a place downtown that used to be Livingston. You know my dad he wanted to get away from people so he moved away from there and moved out here. And this was all--nothing but a sandy field from John R to Woodman. John R was only sandy, so we landed here. And so as far as the union is concerned, I got interested in mechanics so I signed up with the Ford Motor Company to get into the Ford Trade School. That was back in 1929. I was in the trade school for there about a year and a half and they were more or less teaching you the fundamentals of running toolshop machinery. You know, such as automatic grinders, shapers and laths and all that. Just enough experience to work with laths and equipment within each tool room which was supplied to all of the units in the Rouge plant. I think that at the time of the origination of the union back in 1941 there was eighteen units. I, as you know was in glass. Well, like--well I better get back to when I

went to the trade school. After a year and a half they sent me to the Rouge plant to the glass plant. In fact, in '29 and so they were short of help there for a few days so they put me on this glass. I was a small guy. I couldn't pick up that glass. That was three-quarter inch glass. That was before they had the thin plate. And they said well we are going to use here you for a couple of days, he says, because we are short here. You go back into the department. So I tried to stick it out for three days and then I finally told him, I says, if you can't do better than this I'm going to have to get out of here. So I went up and I saw Mr. Brown who was the superintendent at that time, and I told him, I says, I come here with the idea of going into the tool room. That's my respected that type of work. And he says, well we're going to set you, if you want to wait a few days. So I got, you know, a little crazy-like and I just got mad and I went to the employment office and cleared out. Then I quit, so since then I went into Briggs in the bodyshop and I was instrumental in organizing over there back in 1937 and finally Ford Motor sent me a card. They sent me a card to come back to work. My job was there. You know if you quit they'll bring you back. But if they lay you off you're never going to get back. That's the way they operated in them days. So I was lucky enough to go over there and so I went through the employment office and they put me in the Glass Plant. At that time I kind of forgot the idea of working in machinery and stuff, so I says, well, what have you got to offer. You know, I was a little upset about what happened previously, you know. They said well we're going to put you in a good job, Final Inspection and then you can go up in Floor Inspection. So

that sounded pretty good to me so I took it. So that was in '29--no, no that was in '34 when I went over there. That was in 1934 yeah that I went back to the glass plant. So I got interested in organizing, you know, after coming from Briggs, you know, Local 212. They were the originators of organized labor as far as automobiles is concerned. I started, you know--I got ahold of Marl Garshia(?) and he was from the coal miners and John L. Lewis' group, you know. So he give me these authorization books, pads to sign up members. So I signed up, oh I was getting about two-three books a day.

Q: Wow.

Z: And at that time you had to be careful. They were fighting the union and they had the goon squads there. So I got a little careless in the cloakroom there. You know, whatever clothes you had, jackets, you had to put a chain on it and lock it up in them days. There was no lockers or anything so as I went through these receipt books why I put them in my pocket. You know, as they were filled--I didn't want to carry them around during the day. So the way it turned out, the sweeper, you know who was a stooge for the company, he went in there and he got those receipt books and he must have turned them in to Lee Trese. He was the building superintendent. He used to be a submarine commander during World War I. Boy, he was a tough guy. So he called me into the office there. I can't give you the specific date. But he called me into the office and he says, well we don't need you around here. He says, we don't like the kind of company you keep. And I says, well it's too bad you can't say what's on your mind in this day and age. He says, well we are going to get rid of you. I says, well, okay but I'll be back.

He says, not if I can help it. So they discharged me. I was off three-four months, something like that and finally through The National Labor Relations Act I was reinstated, you know, back in the glass plant. I went back to the same old supervisor--he says, well we've got a job here for you. He says, you just keep your nose clean and this and that, and we'll get along fine. I says, yeah, well I'll do my best and we'll see what happens here. So from that time on there was a continuation of organizing, you know.

Q: Um-huh.

Z: And, as you know, on December 21, 1941 we got our first Ford contract. Prior to that, we struck the plant. We went out. I think it was about 4:30 in the afternoon when word got out to shut the plant down. We did. We had our groups together. We had stewards in the operation not recognized but accompanied under a union sanction. So we got all of the stewards and organizers together, and so we pushed everybody out. We had a little trouble with the tool and die men. They didn't want to go out. They kept saying, are you sure you want want to do this? Yeah, yeah, we're going to do it so we went out and we joined the gang out there. So then they emptied it out. Of course, you know they had a lot of trouble in the Foundry. Ford, they brought, I don't know, about six hundred to a thousand blacks from Georgia into Ford's to work in the Foundry. So these Foundry guys wouldn't go out. So they had a lot of trouble over there. Now I don't want to go into any of the gory details. A lot of those people, you know, they were pounding us. People were mad in them days.

Q: Yeah.

Z: You know the furnances, there and everything and nobody knows what happened.

Q: I know that at the same time the AFL tried to organize the plant. Do you think some of the workers in the plant were leaning towards the AFL?

Z: Well yeah, the company, had their stooges more or less, you know, kind of sweet talking AFL, a lot of AFL. It might be better. The UAW is a bunch of Commies and all this and that, you know. But nobody paid too much attention to them. The AFL, there was an election there. I guess they were, there was a vote, and the UAW cam in. So that's how that went. I was in the section of the union where I made it to become a chief steward before we was recognized under the contract and then from there on in we went into the contract. After which I was elected twice on the committee, and I was elected president two terms and then I was elected one year by acclamation of a mass membership meeting, and so on until I retired back in 1965. I've been out of there since 1965. I took the early retirement. As a matter of fact, I was the first early retireee from the Ford Motor.

Q: Oh yeah?

Z: Yeah, I went out one month before I was supposed to go out. I exercised my three-week vacation period plus a week that I took on my own so they notified me that I was the first retiree under the Ford contract to go out. So I thought that was kind of cute.

Q: Yeah, you were there thirty years. The "thirty and out?"

Z: Yeah, I had thirty-one years when I retired. So I went out and, you know, they give you a supplement and then--the only bad part of it was that the Local more or less told me, they said, well sign up for your Social Security at 62, and you know you might not live until 70. I don't know, I'm not crazy about that. So they finally talked me into it so I signed up for, you know, to get my Social Security at 62 which was a mistake. Because the minute I passed 62 they cut my pension down from $247 a month to $147 so that was kind of rough.

Q: Oh boy.

Z: So that was kind of rough, you know, of course that was quite a lot of money in them days. In '65, but you know pensions are going up. They are eight, nine, ten, eleven hundred dollars a month which is something that I think is top-heavy. I'm afraid the UAW is going to have to get in there and start backing off on some of these wages. But maybe I shouldn't say this but that's my gut feeling.

Q: You mean the pensions are too high?

Z: Yes, yes. The pensions are too high and the wages are too high. I've got to say that because I can see that not only from this country but worldwide, wherever they've got high wages the country's going to pot. So they are going to have to back off somewhere along the line. It's too much. I mean it's just too much. You can't take it. They only tack it on to the cost of the automobiles and we can't afford that. So that's the way I feel about that. I used to think that Henry Ford was a terrible man but you know as you get older and as you see the changing times coming upon you, you figure well he wasn't such a bad old coot after all. Because he did give us the first $5 day, you know.

And I thought that was pretty nice. Five dollars in them days was a lot of money.

Q: Were you making it at that time, did you ---?

Z: Well yeah I was in the shop at that time and I got the $5 increase and I was only getting $3.80 at the time and then when he boosted it to $5, well it was a $5 day. And, as you know, in them days they used to pay cash. And I was working six days a week and so that was $60 every two weeks and, believe me, that was big money. It was a lot more than a lot of the other shops were getting. So Ford, he wasn't too bad. So like I say today--and he did more good for this country than he did harm. So I've got to say that. But then, like I say, now things have changed and we've got a lot of new people within the labor movement and I've got a little gripe about that too. I think these people nowadays are getting a little careless with their requests and their cutting down on work time and this and that. Not with the idea of giving people jobs. The way it looks to me it looks like they just wanted to get more money. They want to do all these things: take the vacations, and bowl, and do all these crazy things that you can't live with these days. So labor is going to have to watch its step for awhile while they get realigned, you know. Because these kids nowadays--even though during World War II there I was President there when a lot of these Italian boys come from Italy, you know, so they'd come over there and they'd look--me work like that, you're crazy. I said how long you been in this--you're only here three weeks. The guy could speak broken English. He said, you think I'm going to work like that, you're crazy. So we had trouble with a lot of those guys. You know they thought if

you come to this country why the streets are paved with gold and everything is going to be--you're going to be rich, buy this and buy that. They see all this Hollywood movie propaganda, so that's the way things went. If there is anything else you want to know ---

Q: Yes. You mentioned that your parents came from Italy. When did they come over here? Were you born in Italy or ---

Z: Oh yeah, no. Well my oldest sister and two brothers were born in Italy. And they come over on the Santa Maria and landed at Ellis Island in New York. So there was three and so after, you know, living here then we become a family of eight--five boys and three girls. So now they are all dispersed. They're here, some in Florida. I'm here in Detroit. This is the old homestead here. They tell me to move. They say it's a dangerous neighborhood and this and that, but I've got too much seniority around here. They're not kicking me out of here. So I've selected to stay here.

Q: Was your father a worker at Ford's?

Z: No. My dad, you know, he used to be in the cavalry in the Italian army.

Q: He used to be in what?

Z: In the cavalry. You know, the horses. And one of the reasons why he left Italy he always used to claim it was too dirty over there. You know, no toilets and all this so--then he was only eighteen, I guess, when he went in the cavalry and he was more like, the Boy Scouts. You know, clean this and that. So he must have heard about the "Promised Land" in America and he come over. I guess he wasn't sorry because when he come over here, when he got his first citizenship papers, he run around this neighborhood like a madman, showing everybody his first

citizenship papers. As luck would have it, he didn't get to see his second papers because he passed away. He was working on the back of the house with a carpenter--assisting the carpenter. And it was in April. Big clouds come, hail, wind change--he got double-pneumonia. And, you know, when you had double-pneumonia in them days, this was back in 1921, why you were dead. They wouldn't even take him to the hospital. They didn't take him to the hospital and when he couldn't breathe any more then they took him to Harper Hospital there and I guess he died on the way to one of the rooms there in the hospital. That's how that ended. Yeah, well he had a little knowledge of electricity. And as you know back in them days we had what they called the Detroit United Railways. The railways used to run from Detroit to Flint, to Pontiac, Saginaw, Bay City. We didn't know how well off we were in them days. We had railroads all over the--I mean street cars, limiteds, beautiful. Luxurious cars. We didn't know how well off we were. By golly, so he got a job repairing these, I can't think of it--at the crossings, you know, they had these here bells that swings back and forth and when one of those things run out of order why he would get out there to see what the trouble was. He had from Detroit to Flint and when I was a kid he used to take me for a ride down in one of those cars and I used to love it.

Q: Were those jobs organized by any union?

Z: Not in them days. I think he was only getting a $1.60 a day then at that time. No there was no union then. I suppose the AFL was around some place but they were more or less, you know, in their infancy back in them days. I don't know too much about the AFL.

Q: You were around in Detroit in the 1930's, the early 1930's, do you have any experience with the Unemployment Councils that were active in the city during that time?

Z: You mean unemployment compensation?

Q: No, the unemployment--well the unemployed people were organized into groups that ---

Z: Oh, the Councils.

Q: Yeah, the Councils.

Z: Well, yeah we had the hunger marches they called them.

Q: Uh-huh.

Z: Well we had a hunger march, yeah. We organized the hunger march. As you know, we went to the Ford Motor Company over on Eagle Street and Harry Bennett, he just unloaded his gun there and killed four of them. About ten, eleven of them was wounded. And he got away with it.

Q: You were involved with that march?

Z: I wasn't there that particular day but I took pictures a little later on of different events because I used to run the movie camera at the grade school and I had that picture business. And I've worked for magazines, oh everything you can think of. I took pictures of most of the big bands, Frank Sinatra. I've got a picture I'll show you of Frank Sinatra back in 1940 when he was singing with Tommy Dorsey. So I've got all of that stuff. In fact, I've got a lot of it. In fact, I've got pictures all over the world, you know, from various conventions. All of them, labor leaders and all of them kept bugging me, finally I had to call the International Solidarity House and tell them that I had moved because it was too much. They'd call up and want

this picture and that picture. You know, I did it for a while but I find that--I've still got all of the negatives. I never did try to make any money on it. But, like I say, I did it more or less to, you know, push labor ahead and give them all of the publicity I could. We used to have all these field meets, you know, at Belle Isle. And the UAW up on Jefferson there in Belle Isle they bought Edsel Ford's home and they made a health institute out of it. So I covered that with publicity and sent out circulars all over the country and that enlarged and finally got together a Blue Cross agreement, Blue Cross and Blue Shield. You know that's one of the best in the country today although it's crazy; the doctors pushed their rates up and now we've got to do something about that.

Q: So did you ever come into contact with any of the other organizations or events that the Unemployed Councils put on? I know they were involved sometimes when people got evicted from houses that people would ---

Z: Well, I know, they used come after me but, you know, I was funny. I always tried to follow my labor leadership, whatever I had, and I tried to take a center course. You know I always wanted to go down the middle of the road. So the people more or less on the left side of the road they were always, you know, they were after me because they knew I had a lot of publicity connections and this and that. And they wanted to get into the publicity department and, as you know, they were kind of cautious about that. They didn't want to get the wrong people connected with something in the United States here. So that's the only trouble I had there. And tried to take a center course. I never was

led too much to the left or too much to the right. In other words, I tried to follow policy that I thought should exist. I figured we're all working people and these splintered groups only caused a lot of friction and dissention. That's all I ever got out of it. As a matter of fact, when even I run for office they always tried to tie me in with the left wing. Although I never belonged to it, the Party or anything.

Q: So you didn't run on a slate at all?

Z: Oh yeah, I run on a slate. You know, downgrade it, you see, he looked at me--leans a little to the left. Of course, that was politics in the job, you know. So I just ignored it. I did nothing about it. I did all right. I think I have one of the best records there as far as labor is concerned from '41, at least, that's what they tell me. But I did a lot of gratis work. I didn't get paid too much for it.

Q: You were on the Bargaining Committee the first time you were elected, huh?

Z: Oh yes, at first I was a steward, chief steward, district committeeman and then Bargaining Committee. President three or four terms. And I was on the General Council and I went to all of the classes that dealed with the union, you know. And I got diplomas from all of that, like everybody else, in leadership. So well ---

Q: When you were a committeeman what kind of grievances would you say were the most common that you dealt with?

Z: Well I'll tell you, this is going to seem strange, but I'll tell you when the union first come in there, you know, we had a lot of Company, we called them stooges--people that kind of leaned towards the Company and didn't care too much about the union--so our grievances were

little, petty grievances. The district committeemen, they--some of these workers on the job they'd start a little fight with the foreman, you know, and they wanted a grievance for literally nothing. He called me this and he called me that and said I shouldn't have joined the union. There was a lot of that for a while, for about a year and a half, two years. Eventually that faded away. Most of the grievances that were dealt with were pay shortages and, of course, labor relation cases, you know, where they were sent to Labor Relations and they were penalized. So undue hardship penalty cases, a lot of that. And of course the major cases went to the umpire, you know, when we couldn't settle them within the framework of the union groups but the local would put us on the tab for the umpire.

Q: Would speed-up be a major cause of grievances?

Z: Oh yeah I'd said speed-up was about 15 to 20% of most of the grievances. Speed-up, money hungry--these little foremen, you know, they are trying to put a feather in their hat and the last hour of the day--come on, last hour, let's go, let's get them. Well that's when we had all the trouble. People were tired to begin with and then they figured this is the last hour and at least work normal, but they was trying to push them to beat the other shift. These foremen, they were always working against each other. So that's the way that went.

Q: Did you settle a lot of grievances at the first stage?

Z: Yeah. Well I used to type the grievances. That's another thing they used against me. Ah, Mike, the reason they got him on grievance procedure is because he can type. That was crazy. But nevertheless that's the way it went. But I used to double-space the grievances and

the Company would get mad. First-stage grievance is only six or eight lines so I double-spaced them. You know the more information you've got on a grievance the better chance you've got. You know you put in all, everything you can to assist it. But just to make a certain flat-out request without no explanation would mean nothing. Because when you go to Labor Relations they would say well this don't tell me nothing. Which is right. So we had a lot of trouble with that committeemen like that there. A lot of them wanted the job and I'm sorry to say that they just didn't know how to, you know, put words together and put them on paper properly. But I was pretty lucky. I always used to make the briefs and preparations for the third-stage, you know, in the building. Somehow or other they always got me for that. I don't know why but I got in on that. So, I didn't loaf on the job because I went all out, because I felt we needed it. Because in the Company in them days it was really bad. They had these goons. I was beat up before we got a contract. You know I told you I worked at Briggs Local 212 so I had one of the 212 hats so on the afternoon shift I was going out of the gate down Schaeffer there and the lighting was bad out there, so these four goons they pummeled the hell out of me. They said get that hat off there. They took the hat off and stepped on it and pounded me down in the cinders. And the other poor guys well they got scared and run away and they left me laying there in the cinders. I didn't get hurt bad, but, it was just the idea. I thought maybe they took my hat but I found it twenty feet away. Because I had all kinds of buttons there, you know. So I was glad that I got my hat back.

Q: Could you describe some of the activties during the early organizing drives around '40 and '41 right when the union got in.

Z: Well at that time the Company they wouldn't do nothin'. You know after we had a contract the Company was afraid to do anything. The grievances weren't too large then. It was only about six or eight months after that that they established a Labor Relations. You see we used to deal with a superintendent of each building at that time before they had a Labor Relations setup. And then after Labor Relations got into the picture that's when our trouble started. We was doing all right on a supervisory basis. As I told you, there was eighteen units and we used to do pretty good then because we had them on their own grounds. This Glass Plant was a great money maker for the Ford Motor Company. Glass, I guess, is one of the only automotive factories in the world that produced glass. They come out with the first moving line, automatic. Now they've got something super now. They've got what they call a new floater. They can run the glass out on a tin. Well it's like solder but they call it tin. And the glass goes out on there and comes out perfect and they don't have to grind it or nothing. So they are making a lot of money.

Q: Can you describe the production process in the Glass Plant when you were working there.

Z: Yeah, the production process. When I first went there before they set up the automatic line it was murder because they had to have an old grinding line made out of the rearends of Ford tractors and they went and made a terrible noise--ooooh, ooooh, ooooh. And they had maybe two hundred tractor axles turning the grinding wheel that grinds the glass.

And you know that tractor axle in the old days used to make a lot of noise so that there was a constant grinding, and everything was by hand. The line was moving. He had made the first moving line, believe it or not. The Ford Motor Company. You know even Libby-Owens and all these big Pittsburgh Plate and all these companies. . .

END OF SIDE A

BEGINNING SIDE B

Z: . . . but eventually they got rid of them and they got a new set-up in there. An automatic ----

Q: When did they change?

Z: Gee whiz. Boy that was a long time ago. I'd say around '36-'37 something like that. Maybe a couple of years before that. But they had a completely automatic line ----

Q: Was the work much easier then, once they changed the process in the late '30's?

Z: Yeah, with the exception that we had some health hazard conditions there. The grinding and polishing lines. Grinding, you know, made a certain amount of dust which you didn't see in the air and we didn't have the proper equipment, you know, breathing equipment, and we had to go into that. Polishing was bad too. Yeah that's the only trouble we had there with that.

Q: Did people get--have results right then or later on in their lives? Have problems with breathing?

Z: Well a lot of them had, you know, silicosis. Once you breathe glass dust why it stays there. The acid in your system is not going to dissolve it. So, yeah that was pretty bad there. But finally they got

rid of that. They put in blowers and (?)_____. They'd bring in nose masks and stuff like that. But then they went into the bent windshield operation where they made, I guess Ford was one of the first on that too, where they had a big, long line of furnances and they cut the glasses, a thin plate they called it. They'd take two plates of glass; they'd take some vinyl and then they'd go through the whiteouts and they'd kind of put the vinyl in and kind of temporarily stick it together and come out flat at the end of the line. And then from there they'd go into the furnaces. And then they'd go on a jig, you know. And they'd lay the glass on there and then it was automatic as it went through the furnance where it just kept going down, going down and go right into the shape of the windshield. So we did that in the Glass Plant. And we had the powdered metal job there. They made gears out of powered metal, you know. It looked like powder and then they'd get these presses and put them, they'd stamp a whole gear out. And then they would process it and it was good. It saved a lot of money.

Q: How was the process of the safety glass done? Was that done any differently than the regular glass?

Z: Safety glass? Well it's not that--well like I say, they take two sheets of cut-off glass the size of the windshield, and there's girls that do the work in the white house they call it. And they have the vinyl cut the same size, a little larger than the glass, so as it's going along the white house line one girl would put the plastic on ---

Q: Oh you mean the bent plastic. You have to use the same term as the bent plastic, the safety glass is the same thing.

Z: Yeah, it's the same thing. It's the same thing. Only it's flat when they are putting it together and then when they put it on this jigs, why then the jigs they were on the sentry, and as the heat come up and then the weight of the glass would go down and fall right into the form of that jig. So that's how they made it.

Q: They had women working in there. Even in the early days?

Z: Oh yeah. I got women back in 1947. I had about 350 women in the glass plant. We had about sixteen hundred employees.

Q: How about during World War II? Did the women come in?

Z: Oh yeah, a lot of women. Yeah, sure. Right across the street from the Glass Plant they had a tire plant. My God, that was all women.

Q: Oh yeah? During the War was it?

Z: Oh boy, yes. They were pretty good workers too.

Q: So that after the War a lot of the women in the other plants that got hired during World War II got laid off but in the Glass Plant they maintained their employment there?

Z: Well we had a little trouble there. We had to go through the General Council and through Local 600 and meetings with the top management. They wanted to lay them off, you know. So we said no, we can't go for that. You can't keep people for six months and lay off women with two or three years. It took three years. So we had a big fight. We almost had a strike over it. And we finally won out where the women could exercise their seniority as they were being eliminated from each unit, why they would exercise their seniority in whatever unit that carried them within the eighteen units. So the women got a good break out of it. They've still got a lot of them working there yet, right in

the glass plant since I've left. There's women there with thirty-five years seniority.

Q: What kind of work did they do in the Glass Plant? The women. Did they have easier or lighter work?

Z: Well they had--the glass plant was always considered a good place to work, you know. And it wasn't really heavy work unless you got a backbreaking job. Yeah they fit in pretty good. Some of them tried to take jobs which they weren't really adapted to. They'd take it and then--let me off, let me get out of here, we let them try it out. So, yeah, the women did all right in the Glass Plant.

Q: How did they relate to the union when they first came in. Were they union supporters?

Z: Yeah, most of them were but some of them they always leaned a little to the boss, you know. Most of them were all right. They didn't care much about coming to meetings though. I always, man, I'd bawl them out for that.

Q: Did any of them get elected to positions in the Glass Plant?

Z: Yeah, I had one elected, Irene Johnson. She was my secretary, Recording Secretary. We always had a woman on the slate.

Q: What other groups, for example, ethnic groups were dominant in the Glass Plant?

Z: Well, you mean nationalities?

Q: Yeah.

Z: Well we had Polish, Italian, German. A lot of Germans. I don't know whether it was because that superintendent was a submarine commander. I don't know what his nationality was. His name was Trese. I think he

was a Dutchman or something. We had a lot of Germans there. Italians, French. We had everything in there.

Q: Were there many blacks?

Z: Yeah, well there wasn't too many until 1947 when they started coming in. When the women come in. And then young ones, you know, I mean they weren't coming from other buildings. They hired them, you know when they started hiring the women. Well, it's practically all black there now.

Q: Can you explain some of the--you explained that you weren't affiliated too much with either the left or the right. Can you explain some of the groups that were connected with either of those.

Z: No, I don't ----

Q: Like, for example, the right wing did they have people that were associated with the ACTU(?)

Z: Well I never really give it any thought. I just steered clear of them, and if they tried to get me--you know, tried to run somebody down, I walked away from it. I'd say don't give me that--you know he's . . . Yeah I'm wasting my time with you he'd tell me. So I was kind of proud of that. Because I didn't want to be bothered. I wanted to do my job and keep clear with everybody, left or right or center, whatever you wanted to call it. They can never say I agreed with anyone particular group because I didn't. I just went right straight down the line. I guess a lot of these people you talk to that was on the Board with me they'll tell you the same thing. I never was connected with any. A lot of them didn't like me for it because they called me a weakling and things like that. I had a lot of people tell me after I retired, they

said, by God, we used to think you was a terrible guy but after you left we think you're pretty good now. But it took ten years to tell me that. That's true. Yeah, I get calls every once in awhile, you know, and they say you never used to take a stand on this and that but now we understand why you didn't. Because I never hurt anybody. Whenever you start to lean with this gang and that gang you're going to hurt somebody. A lot of good people run for office and when they start redbaiting them why they don't make it. And that was very common.

Q: You think that the workers were scared by redbaiting?

Z: Well they didn't like the sound of it and so they heard that I leaned to the left and certain people campaigning for somebody and so they didn't tell me until after the election why they didn't vote for me. They'd say well I liked you, Mike, and you're a good man but when they told me you was, they used to have an expression for it, they said when they told me that I didn't vote for you.

Q: You mean fellow traveler?

Z: No, no. You waddle like a duck, you look like a duck or something like that, they used to say. I don't know what the devil that was. I never did figure that. I never bothered or nothing. So, yeah I had quite a lot of trouble then because I tried to stay in the center. Well, I'm not the only one. There's other people that did the same thing and by God in the end they made out better than these guys are with a group.

Q: Who are some of the people that stayed clear? Do you know?

Z: Well, God, there's so many of them. I haven't been there in so long. I don't know. There's Lee Romano. Did you ever hear of him?

Q: Uh-huh, yeah.

Z: Well he was always labeled a left winger. So then he said he went out of it. And then he started coming--oh, I've got a piece in the paper, Lee Romano back in 1947 said Local 600 was loaded with Communists and all this and that. He was always staying to the center, you know, but then when they labeled him a left, which he was. I don't know whether he joined the Party or not. I know nobody ever tried to get me to join. I guess some of them did join but they went out of it for some reason or other. I don't know what the situation is over there now. I don't think that don't exist there at 600 any more. Everybody's on their own, that's the way it looks.

Q: Were you there when Reuther put the administrationship over the Local?

Z: Yeah.

Q: What were your feelings about that?

Z: Well, I wasn't a Reuther man. I don't know. But he didn't try to do a job on me. He could have stopped me from going to conventions. In fact, I took pictures of his family and his home.

Q: Oh yeah?

Z: On Wisconsin when they shot him. I was at the Deer On Inn(?) here on John R when Frank Winn who was a publicity director for the UAW. He liked to drink beer so I was there with a ladyfriend and he come by and I said, hey what's the hurry? And he said, Walter's been shot, Walter's been shot.

Q: That's when he got it in the elbow or the ----?

Z: Yeah, yeah, he got shot. So he run out on me. So right away I knew where Reuther lived so I got in the car and sure enough, it's just a little ways over here on Livernoise. A kind of a Jewish settlement

over there. I guess Reuther's a German-Jew, I guess. And they shot--they said it was one of his own people. They shot his brother too. The same way.

Q: Have they ever found out who did that?

Z: Naw, but they claim it's going to come out. The guy said I'm going to--there's a story being whispered that the guy that did it said before I die you're going to find out who shot the Reuthers. So that's the way it stands.

Q: Huh.

Z: He said before I die you're going to find out who shot the Reuthers. They tried to say it was political but it was one of their own people. That's why they didn't push it too much. The Reuthers they didn't push it too much, or the government, the FBI or anything. Because they were afraid if they caught him then they'd find out it was one of his own buddies. Yeah, it was a strange twist. I've still got bills here. That guy owes me money for, you know, taking pictures of his home.

Q: Oh yeah.

Z: Oh he was all right. He was--I didn't do a--I fought him on the dues increase. You know he wanted it to raise to two and a half. Boy I went all out. I'll show you some pamphlets I got. I took a position against that there and then I took a position against it at the convention. It lost at the convention but it was close. We had to fight. No that was ridiculous. He wanted to raise it to two and a half. They was making plenty of money then. They didn't need it.

Q: What year was this?

Z: Oh God, I don't know. Maybe from that pamphlet I can find out. It was quite awhile ago. He was great for putting up certain complexes, you know. Different kinds of health centers and things like that with the UAW label on it. I don't know whether it was to further his cause or whether it was within his own mind to do something like that. You know they've got this Black Lake deal out there. I've never been there, I've never been there. I've never been to that Black Lake. It's a youth center and I've never been there. That's where he got killed, you know, Reuther.

Q: Oh yeah.

Z: In a plane crash. There's a woods there just before Black Lake and the plane come down and went into the woods. His wife was with him, wasn't she?

Q: I don't know.

Z: No, his wife wasn't with him. I don't think she was. That was a long time ago. I can't remember that.

Q: What was the reaction in the plant, in the Glass Plant in particular, when that administrationship was put over the Local?

Z: Well I took a firm position against it, naturally but a lot of them felt that he was right. Reuther's a good guy, he's an American, an honest man, you know the Communists are going to take over the country. That's what they used to spread. But that finally died out. It's too much and he couldn't make it stick. Now that involved Carl Stellato.

Q: How about when in '54, was it, when the House-American Activities Committee came?

Z: Oh they got me.

Q: They did?

Z: Oh yeah, they got the Ford FBI not Federal but Ford had their own FBI system during the war. And they tried to tag me, tried to get me connected with subervisive activities. In fact, all committeemen, any union representative was on the spot. But they more or less watched me for some reason or other, I don't know what. But the workers stood by me. When they found out the FBI was with me in the buildings, I got hold of Tommy Thompson he was president at the time, I said what's going on here? He said, well, he says, don't worry. Stay there. We'll handle it. I says, well, look I don't want to be answering to all those crazy people. I said they're not even Federal agents. Just Ford goons, you know. People they hired. So we had a meeting with the Vice President at the time so that was, they forgot all about it.

Q: It sounds like Ford ----

Z: They made them destroy the records, everything, all the data they had on me. They had to tear that up, submit it, produce it.

Q: Do you think that that was a destructive force in the Local? Did they get anywhere with that?

Z: Well this wasn't local, this was general throughout all labor during the War, you know. But they more or less hit Local 600 but Lee Romano come up and says 600 was full of Communists. That's when they come out. That's when they got me. They didn't do nothing. It wasn't publicized or anything, but they cleared anything, anything, they had in writing was produced and tore up. Because I never went--hell, I wasn't going to overthrow nobody. But they thought they was doing the right thing and they was going to find the Communists.

Q: Do you think that when the House Committee came and they ended up removing those five union officers from running for election that that was destructive for the left?

Z: Well surely it caused a lot of friction, yeah. It caused a lot of friction but it helped Stellato. He was reinstated without too much trouble. Of course he was a pretty good speaker, you know. But I don't know, I used to get a little tougher on Stellato too on the board. Nothing serious. You know you always have some kind of a gripe.

Q: So you basically liked Stellato?

Z: What?

Q: You basically liked Stellato?

Z: Yeah I thought he was doing all right, he did a good job. Pat Rice was a good man. They labeled him left wing. I don't know if he ever joined the Party or not with the boys. He could have been elected the first vice president over Paul St^{e}. Marie. The first president.

Q: Why not? I mean why didn't he?

Z: Well because they left winged him.

Q: Did he run?

Z: Oh yeah he run. He got beat bad. Yeah, but he was well known in the Maintenance Department and well known plantwide. He was a good man. He's a personal friend of mine.

Q: Do you think he got to know a lot of the workers around the plant because of his position in the Maintenance Unit?

Z: Yeah, sure he got around. You know he come from Ireland there. He was always talking about the Orangemen, he was Orangeing them to death. The Orangemen. But he was an honest--he never hurt anybody.

Q: How did things in the Local change when World War II came? There was a lot of turnover, a lot of people--men going to fight in Europe and Japan and women and people from the South.

Z: Oh there was a lot of dissention at that time. A lot of them didn't want to go. They didn't want to sign up for the draft. They flew to Canada--went to Canada across the river. They didn't believe in that war, you know. It was kind of hard with Johnson who was President at the time. I never could see that guy. I think Johnson was one of the worst ---

Q: Oh you're talking about Vietnam?

Z: Yeah. I'm talking about Johnson. I think he was the worst we ever had as far as the presidency was concerned. I always like Roosevelt and Truman. I even liked ah, ah (Chuckling). Who's this guy, I can't think of his name . . .

Q: Ike? Eisenhower?

Z: No, no.

Q: Wallace?

Z: Oh Wallace, yeah. He's my buddy. I took a lot of pictures with him?

Q: George Wallace? I mean Henry Wallace?

Z: Yeah, Henry Wallace.

Q: Were you involved in the campaign in '48.

Z: Yeah, I was in there with all of them, all of them. There is nothing that you can mention that I wasn't in because I was on publicity. I was wherever there was trouble. When they shut down--when they struck the Ford agencies, you know, the car dealers, that was a terrible mess. Boy people were mad. I don't know why but they went to those Ford dealers

and just banged the devil out of them. Broke all of the windows, police right there and they couldn't do nothin', except we had hundreds of people there. So that was a terrible mess. I didn't like the idea of them bustin' all them windows and stuff. I don't know these guys went nerts, nuts. Well that's generally what they do in a strike anyhow, I guess, bust windows.

Q: In 1948 when Henry Wallace ran on the Progressive Ticket, how much activity was going on around Local 600 and in Detroit in general with that campaign?

Z: Well the unions were all for Wallace you know, except for Reuther. They wouldn't make no commitments. A lot of them were but they wouldn't say that.

Q: How about the workers? Do you think there was much ----

Z: The workers, yeah, the workers were. Wallace was a good man. Truman, well I liked Truman. Sure we haven't had a president that comes, Truman, nothing, nothing. Well the guy we got now ain't doing so bad although I don't like some of the things he's doing but he's trying, he's trying. I feel like the guy, he's got money and he ain't after money, so what's he got to lose. He's getting pretty old so I think he's really trying to do something. But I don't know I think--I don't know what to say about this woman running for vice president. I don't know whether that's going to help or hurt. What do you think? How do you think that's going to work out?

Q: Well I like it.

Z: Well, yeah, you would like it being a woman and most women do, I guess. There's a lot of men that don't like it.

Q: Yeah.

Z: They say, by God, supposin' the President dies, we could have her for a President? What could she do for us? So, of course, what can one--what can any President do?

Q: Yeah, any one person.

Z: No one person is going to do it. It's the people they've got surrounding them. That's what makes an organization. No one man is going to do anything.

Q: Would you say that workers in the plant were ones that would read the literature a lot that was handed out at the plant. The different papers that organizations put out and made, and the FORD FACTS.

Z: Yeah, I used to write a lot of articles for FORD FACTS. I used to have columns in the paper on issues. Yeah they used to read the FORD FACTS.

Q: How other labor papers?

Z: Well THE DAILY WORKER, they had a little trouble getting that in the plant. When anybody found one, they used to took it(?) or something, then they come out with pamphlets, you know. Because I don't know anything about that. They'd say I don't know. I don't know how they do that. There wasn't much discussion about it. Nobody that had a . . . They just went on about their jobs. So they didn't read much. I found that out. People in the plant they don't read, you know. Even the literature you pass out. It makes me feel bad. I come out with some literature and I can't pay them. They just look at it and throw it down.

Q: Do you think that the workers in the plant socialize much on off-hours.

Z: Oh yes. We used to have picnics. I mean the units did have picnics, outdoor picnics. They'd a--anniversaries for different people, and then dances at the Local. Of course they had athletics. We all had a basketball league, baseball events. That's what helped labor a lot; all the events, you know. We used to get guys that weren't very good union people by virtue of the fact that we had an athletic program involved why they joined the group. It helped a lot in the drive, you got to get those people.

Q: Do you think that people usually lived in neighborhoods where there were a lot of other Ford workers around.

Z: Yeah, this neighborhood here is one of the examples. This is all Ford people. You see Ford, they used to have a little shop downtown and the State Fair Grounds used to be where the Ford Motor plant is in Highland Park now. So in 1909 the Fair was removed from Highland Park to right here. They've got 176 acres right here. This is one of the largest and oldest fairs in the United States right here. So in 1909 it moved here and now I've been trying to get some pictures of the old fair when it was in Highland Park and you think I can get one. I've been to all of the libraries and I can't find one picture of the old fairgrounds where it used to be in Highland Park. Ford bought that property from the state, I guess. And then, as you know, this area, this new fairgrounds was a grant from the J. L. Hudson people. J. L. Hudson, Clothiers. They granted it to the State of Michigan with an option that it be utilized as a fair and then if it is never used for a fair any more why then it goes back to the heirs, the J. L. Hudson heirs. But it will never go back because they spent something like ten million dollars on

there the last couple of years. They renovated the Coliseum and the Agricultural Building, new roads, new lights, new buildings. So that fair will be there for sometime to come.

Q: Can you talk a little bit about the democracy, as you saw it in your unit, with their by-laws that made sure that democracy was attained in the units. Or was it up to the individual chairman to see it?

Z: You mean political leanings and things like that?

Q: No democracy in that everybody had a vote in what goes on. Say that whether the workers had a voice in the policies that were made at the unit level.

Z: You mean with the company?

Q: No, in the union.

Z: Within the union.

Q: Yes.

Z: Yeah well we never had too much trouble with that, I don't think. Remember we got the order on the women. Why some of the men objected to these women--can't do the job, this and that. They were just minor but it leveled off. We never had any trouble that way.

Q: How were most of the decisions made that the unit was involved with? You had to make a decision on something, how did you go about writing it up?

Z: Well you mean as far as the union is concerned?

Q: Yeah, right.

Z: Well that was all made at the membership meetings and through the General Council of Local 600. As you know ---

END OF TAPE 1

BEGINNING OF TAPE 2
Side 1

Q: Well things that would affect the Glass Plant for example.

Z: Well I don't know that covers a big area. The decisions within the union--oh, I don't know, we had a lot of trouble on this dues thing. They wanted to raise the dues and of course first I took a neutral position and then when I heard it was going to go to $2.50 I came out against it. There was fuss about that. And then there was another--a lot of fuss about why the International president wasn't elected through the various locals throughout the country rather than at the convention. That was a big issue. And they almost got through at one of the conventions in Atlantic City. But Reuther and his group won out. I still feel that members should be able to vote for whoever is president of the UAW. They could elect him, you know, on a statewide basis throughout the country. No problem.

Q: How well attended were the unit meetings in the Glass Plant?

Z: Well some, it depends on what issues come up. If it is a big issue, something about changing--we had what they called the Occupational Groups and sometimes there would be a little argument about a certain group and this and that and then they'd jam the meeting and put up a big fuss. That was, I'm telling you, that was my biggest headache, was the Occupational Groups. You know grouping, classifications and putting them into certain categories and certain price ranges, you know. So the splinter groups would get out there and say well I should be in this group and I should be in that group and it was a terrible mess. And I

think they more or less abandoned the Occupational Groups now. It's now more or less classification within a department.

Q: Um-hum.

Z: Which I think is better. The Occupational Groups were something within the plant. The only time it meant anything was in layoffs and it didn't do much. It didn't do much. It wasn't worth all of the commotion and the upheaval that we had to put up with. Nobody knew what group they were in and why in this group and this and that. It wa a mess.

Q: So in the '40's what kind of attendance did you get at your meetings?

Z: Well I used to get pretty good attendance since you know through the early months of Spring and then, as you know, we canceled a couple of months throughout the year. I don't know whether it's still done. But we used to get pretty good attendance through the wintertime. People didn't have much to do so they'd go to meetings. Yeah, we got--well, we didn't get what we wanted. We'd always get a--I don't know, I can't say we get too many. If we got a hundred of them at a meeting that would be pretty good.

Q: How about the people turning out to vote. Did you get pretty good turnouts?

Z: Yeah, if they had to vote, they'd vote. That's one thing they'd do is vote. Of course a lot of them get free rides. These politicans they have car passes and they'd drive them to the local. They'd go to their homes and pick them up.

Q: Oh boy.

Z: Well this political thing is rough. I'm glad I'm out of it to tell the truth. It's rough and it gets mean and nasty now. These blacks you

know they get pretty rough. They want to fight. They don't want to argue, they want to fight. And that's bad. And there's a lot of blacks, you know, in the labor movement now. I don't know what they're doing. I'll bet they are getting along. From what I hear in the Glass Plant they say the union ain't too good there right now. People--they don't listen to the Company and they don't listen to the union. What are you going to do? Yeah, the people are like that today. They don't want the Company, they don't want the union. You figure it out. It's crazy. I went to a retire meeting here--well they had an anniversary there so I went there and by God, they all was there. They went there but it's still the same old arguments going on. People don't stick together. I can't figure it out. Look at this neighborhood--people don't talk to each other. Nobody talks to each other any more. It's true.

Q: It used to be different?

Z: Why sure. God, people used to help one another. Now even a neighbor won't help you. If he comes over to help you, he says what kind of money are you offering. That's the way they are nowadays. Money talks. There's no more particular friend, you know, friendship. Even out in the country, I've got some property up north in Lyonsville(?), son-of-a-gun, the farmers don't even stick together any more. It's just the times. It's gonna--I feel sorry for anybody who is trying to make a movement nowaday. They are not going to get it. They ain't going to get off the ground because nobody wants to do nothing. They're not interested. Everything is on a daily basis is the way it looks to me. Everything is on a daily basis. I'm sorry to say it but that's the way

things are happening today. Neighbors don't stick together. It's terrible.

Q: Would you say that the unit that you were in, the glass unit, was very militant? Were there a lot of work stoppages and ----

Z: Ah, we had a few stoppages but they were quickly settled in a day or so. We'd shut the line down, the grinding line. When they shut that down it cost the company a lot of money. A lot of scrap. Yeah, we didn't have too many in the Glass Plant. Of course you know when they got the furnance through that's a continuous operation, a seven-day operation. Well they can bank the furnance.

Q: You mean in the Glass Plant or in another plant?

Z: No, in the Glass Plant. They can bank--they make the glass there and they can bank it. When they do then it causes a lot of maintenance work and so on, start it up. It takes time to start it up. You get a lot of scrap once they stop the blast floats they get scrap for about a week. Some good, but most of it's scrap because the follow through is cold, you know. It's got to warm up. They warm it up in advance but it still isn't right. They've got to have the glass in there to get that even temperature so it don't crack. But now they've got a new system, this floating system that orginated in England. The glass comes off of the layer that rolls where it gets the thickness of the glass and it just goes up there and it dries on there and you don't grind or polish it or nothing. It's just as smooth--smoother than that. You can see right through it. They don't have to grind it. So you can imagine the money they are making now on glass. Of course there's a lot more glass being used nowadays with modern buildings.

Q: You mentioned earlier that you went to the Henry Ford Trade School and then you ended up not using the skills that you acquired.

Z: No. Well it did me a lot of good. I could still run new jobs. I got a job with Buell Aircrafts doing some lath work there. I did some welding. You know when things got tough there after I quit with Trade School and I went several places to work.

Q: Did you know any other union leaders that also went to the Henry Ford Trade School?

Z: No, there's very few of them. In fact, my number is something like--I've still got the badge. I didn't turn it in, I told them I lost it. They charged me $2. But no there weren't too many Trade School guys. That trade school where we used to go they called it The Lawrence School of Technology. It's there now I guess. Ford donated it, to the Lawrence School of Technology. But then they tore down the old, big plant in Highland--that was a beautiful plant. I'm sorry that they tore down the big powerhouse. It was a big powerhouse. It was great big, it used to generate power. It was a beautiful sight.

Q: Is that where you were with the trade school?

Z: Yeah. Streetcars going by. Everybody wanted to see the powerhouse. See those great big wheels, belts about that wide, producing electricity at the Ford plant. But he finally abandoned it. He made the electric train there in the Highland Park plant. Henry Ford used to come into the Glass Plant four o'clock in the morning. I used to see him all of the time. Him and he'd bring his son Edsel and young Henry, the two kids, they'd all come at four o'clock in the morning.

Q: Just to check things out?

Z: Yeah, well that was their custom. They'd get away from the people and do what they wanted to do. Yeah, he used to come right during my job, the old man, young Henry, and Edsel and then they brought two girls with them. Usually he'd come alone. You see Ford only slept three hours at night. He wasn't a long sleeper. Henry Ford never slept over three hours. So he took one of those boats, those Liberty boats, that they manufactured during World War I there at the Rouge River, he took the boiler out of one of those Liberty Boats and he put installed it next to the glass furnace. And so as the furnace was melting glass it was generating steam and was transferred into that boiler and from the boiler it was transmitted into the Rouge steamline. So he originated that idea. He was always playing around with steam and I kind of admired the old man, I admired him. Of course, I didn't like him when I was younger because I used to say he was this and that and he got a cross from Hitler and all this stuff. But ---

Q: So you worked on the midnight shift part of the time.

Z: Well we used to have rotating shifts and then that's one thing why I pushed so hard for the union to abolish, the swingshift. And then we got frozen shifts. You could elect. Used your seniority. If you had fifty years seniority and you wanted to stay on midnight, you could stay on midnight. Of course I always stayed on days. That midnight is terrible.

Q: Yeah, I bet that's hard. How were the foremen in your unit generally?

Z: Well like I say they're puppets. You know before the union come in everybody--the foreman was scared to death. The timekeepers had more authority in the building than the foreman. The timekeeper could fire

you. As a matter of fact, the general foreman would say, go see the timekeeper. And that's it. You'd go see the timekeeper and he'd cleared you out. Miller Road, cleared out. But then after the union got in there why then the authority went to the superintendent. From the timekeeper to superintendent. The day after the foreman were in charge after they met with the UAW bargainers straightened it out with the procedures were made.

Q: Would you say that the foremen that you worked under were generally fair or not so fair?

Z: Oh, some of them were but like I say, before the advent of the union they always concentrated on that last hour. Come on last hour, let's go, let's get them. No matter how hard and tired you worked, they wanted that production in the last hour. But they finally got them out of it. They finally graduated and got into the system where they measured the production on an equal three-shift basis. So these foremen weren't fighting with each other. The foremen didn't like it themselves. But they'd pit one foremen--they'd pit foremen against--hey, that guy he made more on the afternoon shift. How come, what happened? You know they'd kid around about it. First thing you'd know they'd fight among themselves to see who produces the most per shift. But then that was finally abolished so it helped out the foreman.

Q: You don't know when that was abolished.

Z: No, that was quite late. I think that was abolished just about five years before I retired. That stuck with them for a long time. The foreman even wanted to get into a union. Get over it, you know, they wanted a union.

Q: How would you perceive the influence of Local 600 in the UAW as a whole during the '40's and '50's?

Z: Well the UAW--Local 600 was always looked upon as the world's largest local and they were militant, that's true. We did a lot of things, we had a lot of firsts, and we won a lot of prizes throughout the country, different events, sporting events. Most everything we participated in why come out pretty good on top. Even at the conventions. Everybody was worried about what 600 is doing. That's all you heard. What's 600 doing in the election? That's all you heard out there in all these caucses and committees. What's 600 doing? So they must have had a lot of weight there.

Q: Do you think that many progressive ideas came out of Local 600 that the International pursued?

Z: Well I don't know. Local 600 has tried I believe. Given out free income taxes and this and that. Started out food markets and fruit stores and they had a credit union. We had one of the best credit unions in the country. The Local 600 credit union was highly recommended. It did a lot of good.

Q: Is it still around?

Z: I don't kow. They've got a credit union but I don't know what label it is. What name it's under now. But it's still connected to the Local, I guess. I haven't gone to these retirement meetings too much. I figured that when I retired from that I want to rest a little too.

Q: Do they get pretty good attendance at the retirement meetings?

Z: Yeah, they get big meetings. A lot of these fellows they go there and

get free coffee and doughnuts and stuff, talk. You know they talk to their buddies. Yeah, they get pretty good attendance.

Q: How did the production change during World War II when the UAW made the pledge not to strike? Was there much controversy over how much production or how fast you should work?

Z: We didn't notice that much in our building. Of course some plants throughout the UAW had trouble. I know Chevrolet and Ford started pushing it. I don't think--I mean Chevrolet and Chrysler. We didn't have too much trouble at Ford's I didn't think.

Q: There weren't many speed-ups or ----

Z: Nothing that we couldn't control or settle without a strike.

Q: Do you remember Larry Yost who was in the Aircraft Unit at the time when he had his movement to rescind the No-Strike pledge in the UAW as a whole?

Z: Do you mean how far did he go in his movement?

Q: Yes.

Z: Well it just went to the convention and that's where it died, I guess.

Q: Were there many supporters for him do you know?

Z: Well yeah, he was pretty--he was a good speaker, well liked, he had a big unit. The aircraft--there were a lot of women in there at that time. Yeah, he was a good man, I'd say.

Q: Generally, what kind of workers, would you say, became union leaders? Were they mostly skilled workers, or what kind of characteristic got a person to be popular or be able to maintain a leadership position?

Z: Well they were mostly, from what I could see, they were mostly the people that had pretty decent jobs. People that could read and write

and spell pretty good because they figured--well these people that wanted to be in the leadership, wanted to but they was afraid of it, see. Afraid they couldn't write and stuff. So it fell more or less on semi-skilled people.

Q: Even committeemen jobs ----?

Z: Tool and die men. Yeah, I think so. Because I tried to get certain people to run and and they'd--oh I couldn't do that, I can't write, I can't do this. But it wasn't that hard. I mean they should have run but they were scared of it. Even the women. I tried to get a woman to run for a district job but she says, oh no, I couldn't take it. I couldn't take all that arguing.

Q: Huh?.

Z: It's up to the individual. But like I say, mostly kind of semi-skilled people. Somebody that had a knowledge of the political situation. As far as I'm concerned, I was more or less in publicity, you know, way before I even got into this in the labor movement. But it helped me a lot, photographing.

Q: You had a business on the side though?

Z: No I never did, I was going to go into it. The guy who wanted me to go into it he couldn't get the money so I forgot it. We were going to start a picture press burueau, you know. I did a lot of worldwide photo work, you know. All this stuff that come out of the conventions at Atlantic City that went worldwide. A wide world of photos. That's why I'm liable to see my name on the back of certain pictures from China. It could be any place. Any place in the world. Photo by Mike Zarro and Local 600 right under it. Yeah.

Q: Did you take a lot of photos for the FORD FACTS also?

Z: Oh yes. I used to cover the FORD FACTS and I got two or three other amateur guys. I said I can't do this, I got too much other stuff to take care of. So I'd get some of the local guys there to turn out some of the pictures. It wasn't that important, you know. They could handle it. But I used to go out on special assignments. Mostly the big conventions and conferences. Wherever they had anything going, I'd be there. That's why I say Reuther could have stopped me if he hated me too much. Because my paychecks come mostly from the International.

Q: Oh yeah. Well, that's all the questions I have.

END OF TAPE 2

Side A