

CRAF

STRENGTH
IN
U-NITY

OCTOBER 31, 1975

CONCERNED RANK AND FILE NOV 20 RECD

LOCAL 22

VOL. 2 #7

FIRE IN 1804

A fire broke out in department 1804 several weeks ago during the last half of the day shift. Fortunately, no one was hurt though the fire was big enough for management to call in the Detroit Fire Department and for the plant to be closed for the rest of the day. But in the aftermath of the fire, several major questions have not been answered to the satisfaction of the rank & files, especially those working on afternoons.

First of all, management and the union report the cause of the fire as due to an exploding light bulb. Brothers and Sisters one of us could have been hurt in that fire, yet management ~~absolves itself of responsibility.~~

We say no!, to this line of reasoning. How could a blown bulb cause such a fire? ... What safety precautions should have been taken to prevent it from happening? Daily we see examples of safety hazards around the plant from oil slicks to faulty machinery. Isn't management negligence to blame for these safety hazards? And with only one union, safety man to represent all three shifts, the union is absolutely *powerless to help us.*

A second and related issue is the fact that afternoon workers who punched in that day did not receive their four hours pay. Paragraph 80 of the national agreement has been cited as the reason. According to this paragraph any worker permitted to come to work without being notified that there is no work shall receive four hours pay - unless it is beyond management's control.

This means in the case of the fire, that management did not have enough time to notify the afternoon shift - so no money.

Unfortunately, this is another example of the many loopholes evident in our contract which work in management's favor. It has certainly not been proven that the fire was beyond management's control and paragraph 80 does not account for the inconvenience of those workers who wasted gas & time getting to the plant only to be sent home again.

The union has said there is nothing that can be done because an umpire decision has set the precedent in Cadillac's favor. We say that we want the paragraph 80 loophole cleaned up. GM just cleaned \$243 million in third quarter profile for 1975, and can afford to pay us a measly four hours pay.

COME TO THE UNION MEETING!

SUNDAY, NOVEMBER 2nd at 1:30p.m.

EMPLOYEE FIRINGS!

It has recently come to CRAF'S attention that since March of this year, 29 Cadillac workers have been fired for falsification of unemployment claims. These types of firings are occurring at other auto plants as well. When a worker received too much unemployment funds for whatever reason, MESOC is sure to penalize him - so the company firing an already penalized worker is an attack against the employed which must be fought. We are presently gathering more information on the current firing of workers for whatever reason. In order to alert our readers to some of the aspects involved in current workers' firings during this unemployment crisis, we are here reprinting a portion of an article from the Detroit Unemployment Council Newsletter, vol. 1 #8, July 15th, 1975!

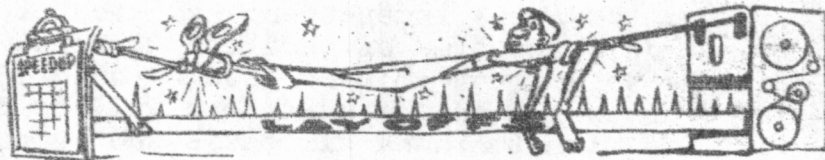
WE HAVE BEEN TRICKED BY GOVERNOR MILLIKEN AND THE LEGISLATURE!

Many people were fooled into thinking that they would see a big \$30 raise on their unemployment compensation check after the widely publicized unemployment bill (HR 4843) was passed into law. Well if you've been down to MESC lately you know that this is not true. The Detroit Unemployed Council has been going over the new amendments that have been added to the unemployment compensation law and we have uncovered a lot of worms in the bushell!

You must have an average weekly wage over approximately \$160.00 weekly to be eligible for the maximum increase of \$30. For example a claimant with an average weekly wage of \$100.00 received a weekly benefit rate of \$55.00 under the old law; under the new law, the claimant will receive a weekly benefit rate of \$60.00. That is only a \$5.00 a week increase not \$30 as was widely publicized in the paper!

But that's not all. You must be within your first 26 weeks of unemployment in order to receive the full percentage of the increase. Those of us that are on the first 13 week extension will get only a portion of the increase provided by the new law. So the example that we gave above of a \$5.00 weekly increase could be cut down to \$1 or \$2 after the first 26 weeks. If you are unfortunate enough to have to apply for a second extension, then you're out of luck, because you are then receiving Federal assistance, and the Federal payment cannot exceed the average weekly payment by State funds. What that means is that those of us who have been laid-off for longer than 39 weeks will get no increase at all! So you see, everything is not peaches and cream for laid-off workers.

On the other hand, Milliken's new law is also a slap-in-the-face to those of us that are fortunate to still be working. Let's look at some of these threats and intimidations that Milliken's slipped in under the mask of "reforming the abuses" to the unemployment compensation law.



To begin with, you can be permanently disqualified of benefits because of damages or theft that exceeds \$25.00. You could have worked 30 years in a plant or any job and be cut out of benefits for 25 bucks! Next, section 29 (8-B-111) disqualifies workers from benefits who are out of work due to a labor dispute, even if the dispute is not at your place of work and even though you are not directly involved. Can you imagine that! A strike in New York can disqualify you for benefits here! Think about it. Also our new law will now permanently disqualify any worker out of work due to participating in a work stoppage or wildcat. So if you took a stand against dangerous working conditions with other workers and went out on a "legal" or a "wildcat" strike you can be denied your benefits permanently or penalized for a number of weeks. This bill gives the employers another club over our heads to break our spirit and stop us from fighting for better working conditions and wages.

And that's not all! A worker can be disqualified for "voluntarily" leaving work if the MESC board decides that there was not good cause ATTRIBUTABLE to the employer. In this case the worker would be required to serve a 13 week period of requalification and a reduction of weeks of benefit entitled to equal to 13 weeks, or the number of weeks of benefit entitlement, minus one, which ever is less. What this really means is that if you quit a job for whatever reasons, the MESC will try to disqualify you for 13 weeks. And if you had only 10 weeks of benefits coming they will take all of them except one. PLUS, if you get another job and get laid-off from that job and apply for benefits, they will take the rest of the weeks away from your NEW claim. (The weeks they'll claim you still owe them from your penalty of quitting your previous job!) This means workers cannot try to upgrade themselves and look for better jobs for fear of being penalized if they should get laid-off from the better job!

W E L C O M E B A C K C R A F ! !

Many of our readers and friends have been asking about us since we have been unable to publish for the past few months. As many of you know, CRAF is independent and produced entirely with the money and spare time of Cadillac workers. This means that oftentimes we are not able to move as quickly as we would like. But we are still on the scene and will be publishing regularly now. We wish to thank all those who supported the CRAF fund-raising party in August.

Emergency Relief

Whatever the department, there comes a time when an emergency relief is most necessary. In this case it should be granted. No person should be denied an emergency relief whether it is to go to the bathroom or medical.

There are many times when the supervisor acts as if it is his privilege to let you go to the bathroom or medical or else he claims he has no spare person to give you an emergency relief. In this case the person on the line is left holding the bag. At times people have to wait 1-2 hours for a break to go to the bathroom or medical with the excuse that there was no one to take the job.

Even though this may seem like a minor, insignificant point, it is huge if you're stuck with the problem. The struggle to take care of ones personal needs is one that affects everyone if they are human. We have to band-together to make sure that even the smallest demands of workers at Cadillac be met. In this case it is the demand to take care of our personal needs just like everyone else without hearing a lot of static.

Letters to Craf: SPEAK OUT 22...

Dear Craf,

I am writing to you to inform you of a situation which occurred in department 1308 during the time the plant was on lay-off due to the Fleetwood strike. That Thursday, 2 stock-chasers were called into department 1308 instead of the truck drivers. These stock chasers were worked out of their classification by driving motors across the street and by loading stock in storage. This was a violation of the rights of the high seniority truck drivers. General Foreman Ternes would not recognize this violation by paying the high seniority driver so a grievance has been written on it. This grievance has gone to the superintendant and has been rejected. Now it has gone to labor relations. These little games go on by management all the time and should be stopped.

A reader of Craf

To the Editor(s) of CRAF:

Yes we do need U-nity.
Most of us agree on that.
Before we go any further let
lets define Unity.

Unity in general means
togetherness; oneness; being united;
and harmony. We didn't find unity in
your article: "THEY NEED OUR SUPPORT...
WOMEN WORKERS HARRASSED IN 1308".

In writing the article, you didnt
write with Authority, Consideration, or
respect whatsoever. You named two good men
Ed Gaston and Charles Harkless. Why didn't
you use the names of others since you
stated that the situation exists all over
Cadillac? What did you gain by using Charles
Harkless and Ed Gaston as examples? One
cannot accomplish mush in life by destroying
others in the process.

All people no matter what color they are
should work together to improve any and all
situations that may seem to be unfair. This
can be done without using slander. For years
we the people have marched and fought to
bring Blacks up in the world of business,
such as having Black foremen and executives.

Your article last week may have des-
troyed any future advancement for Blacks with
Cadillac as well as advancement for the two men you
named.

Editors' Note:

In regards to the above letter, we welcome all
comments to the paper - pro and con...

However, the membership of CRAF disagrees with
the spirit of this letter. We are indeed concerned
and support the equality of all people and realize
that the equality and mobility of black people must
be guaranteed in this country. By mentioning the names
of the 2 foremen who are Black, we may have harmed
their upward nobility, but our concern was, continues
to be - must be - the women who they affected.

We of CRAF can only stand for 1 side or the
other - we chose to stand on the side of our fellow
workers. Apparently the author of this letter missed
this very key point.

Speak
out
22 ...
Can you dig it



No, the real fact is that Chrysler is worried about the potential of workers to fight back economically and politically. They fear Communist organization and leadership the most. The capitalists know from public opinion polls and everything else that more and more workers see through their system of depression, war, oppression of national minorities and women, inflation and poverty and are looking at the alternative which has solved these problems--socialist revolution. They know that communists will not give up this struggle.

They also know that their drive for profits will get harder and harder. Chrysler is fighting against the other, bigger monopoly capitalists to stay alive. But all of them are fighting for their lives.

In our plant, we see more and more speed-up every week. During these two weeks we are working in December, some groups are under roll. There are no relief men. We are building the same number of cars but more than 400 workers have been laid off within the last 4 weeks. And we hear that during the shut down, foremen were taken to Windsor to see how a plant should be run--at 70 cars per hour.

The capitalists are intensifying their drive toward a fascist dictatorship like Germany had with constant attacks against the national minorities. We can see this when Doug Fraser instead of talking about the need for the UAW to unite to defend the Coney family from KKK attack tries to divide the working class by saying that the UAW will probably drop its support for busing--which most of us never knew they had in the first place.

Our demonstration on Tuesday must only be the beginning of our more organized fight back here at Lynch and at every factory. We must not allow ourselves to be worked under impossible speed-up conditions. If we do not struggle in every way we can, they will just keep putting more of our sisters and brothers into the street and making our jobs harder.

We must continue our fight to smash the KKK and other fascist gangs and to defend the Coney family. (At the Huber plant a collection was taken and nearly \$100 raised toward repairing the damage done to the Coney home by the KKK. We must get Local 51 to join the defense of Lynch Road worker Wayne Coney's home and family.

We must keep up the fight for decent medical care.



We must all fight to expand and protect the PLYMOUTH FURY as the voice of the Communist Labor Party in our plant. Our pages are open to all honest workers. If you want to write something, or know something that you think the whole plant should know, write us at P.O. Box 732, Linwood Station, Detroit, Mich. 48206. After you read this paper pass it on to another worker.

For the line and analysis of the CLP on the working class struggle throughout the country and the world read and subscribe to the People's Tribune.

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**TRIBUNO
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*P.O. Box 72306 Watts Sta.
Los Angeles, California*

For more information about the Communist Labor Party USNA or about the People's Tribune, write:

P.O. Box 783
Linwood Station
Detroit, Mich. 48206

READ

THE PEOPLE'S TRIBUNE

struggles can only yield temporary victories.

But there are other ways of struggle. We all must join together to lead our fight in an organized way. The conditions here at Lynch Road are ripe for a strike until we see some real improvements. If we fight together, time does not work against us but for us, because every collective fight builds our unity and makes us stronger for the next fight. A strike would tell us a lot about who in the union leadership is on our side. It will help us make our local into a fighting union again.

SUPPORT THE COMMUNIST LABOR PARTY!!

The Communist Labor Party (CLP) is a very young party. It was formed two years ago on Labor Day weekend. Most of its founding members had been struggling for a long time in the factories, hospitals, schools, and neighborhoods for a better society. During their fights they realized that one cannot beat the system by just struggling at one place. The working class needs an organization which coordinates and gives direction to all the struggles going on. And to struggle successfully, we need a scientific understanding of all the currents and countercurrents in our society. That is why they formed the Communist Labor Party. One often hears or reads that communism is something unamerican and alien to the interests of the working class. This is not true. The ruling class has to be afraid of communism, not the working class. A communist is someone who represents most consistently the interests of the working class.

The People's Tribune, the political newspaper of the CLP, gives hard-to-get, first-hand information and well researched analyses which are important for the struggles going on today. In many of the struggles about which the People's Tribune reports, the CLP has had a progressive and leading role and has gained the confidence of many. The record number of 33,500 signatures which the CLP obtained in Michigan in order to get a place on the ballot is proof of that confidence.

The CLP is your party. It needs your support. If you are

registered to vote in Michigan, then we urge you to vote for the CLP in the August 3rd primary. Due to a law passed in Lansing at the last minue, the signatures are no longer enough to keep the CLP on the ballot. The CLP also needs 5,000 votes statewide in the August 3rd primary. These are not votes for any candidates, but only an indication that you, the voter, want the CLP and its candidate listed on the ballot in November. To vote for the Communist Labor Party, you have to vote in the "Party Qualification Section" and are therefore not allowed to vote in the Democratic or Republican Party Section. In Detroit, you first have to turn down the Party Qualification Lever on the lower right hand side of the voting machine, and then turn down the voting pointer over the name of the Communist Labor Party--which is listed on the lower left-hand side of the machine. They are trying so hard to keep us off the November ballot so every vote counts!!

The State legislature is one of the many places where the working class can and must struggle. A representative who truly represents the interests of the working class will be able to rally the people of Michigan around the progressive and resist the reactionary State laws, which have a great effect on housing, education, welfare and health & safety in the plants. Our candidate for representative in the State legislature for the 9th district is General Baker. Gen is a long time fighter in the Dodge Revolutionary Union Movement (DRUM), the League of Revolutionary Black Workers, and now in the CLP. He worked for Chrysler at Dodge Main and Jefferson until fired and blacklisted for political organizing. He knows the conditions under which we are working. He is the right man to represent the interests of the working class in Lansing!! VOTE FOR THE CLP ON AUGUST 3rd, so that the voters in the 9th District will have a chance to elect General Baker as their State representative in the November election.

K E E P T H E C . L . P . O N T H E B A L L O T

V O T E A U G U S T 3 r d