



PROCEEDINGS

**27th GRAND LODGE
CONVENTION**

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS

CHICAGO, ILLINOIS

September 3 to 13, 1968

THIRD DAY

727C): I would like to ask that the Law Committee announce the time of hearing on the matters that have been referred to them so that we can be present.

PRESIDENT SIEMILLER: That will be taken care of, Brother.

For what purpose does the Brother at microphone 2 rise?

BROTHER C. E. EDWARDS (Lodge 1484): In view of the information given by Brother DeMore in relation to Brother Tony Ballerini, I would like to move that our Secretary-Treasurer transmit an appropriate telegram to Brother Bellerini wishing him a speedy recovery. I would like to have that on the record.

PRESIDENT SIEMILLER: Your suggestion is a good one. I am sure that the Executive Council and Matt DeMore will send such a wire to Tony Ballerini. Thank you. (Applause)

It appears that we have reached the hour of recess for lunch. We do have Brother Chavez scheduled to speak this afternoon, but if he does not get here we will proceed with the reports of committees. All the committees that have either a full or partial report will please let the chair know so that we can keep the convention rolling along with the railroad bell that apparently found the clapper.

We are recessed until two o'clock.

(The convention was recessed at 12:05 p.m.)

THURSDAY AFTERNOON SESSION

September 5, 1968

The meeting was reconvened at 2:15 p.m. President Siemiller presiding.

PRESIDENT SIEMILLER: The convention will be in order. Will the delegates please be in order. The chair recognizes the Secretary of the Convention to give the results of the poll that we took yesterday.

Remember, the delegates were asked not for their own personal preference but for their opinion on how the majority of the members who elected them and whom they represent here feel about the qualifications of the three Presidential nominees, Hubert Humphrey, Richard Nixon and George Wallace.

I will read the questions and the results which have been compiled by our Grand Lodge Auditors.

1. Who would do the best job of winning peace with freedom in Viet Nam?

Humphrey 77% Wallace 12% Nixon 11%

2. Who would do the best job of keeping our country prosperous and checking inflation?

Humphrey 82% Wallace 10% Nixon 8%

3. Who would do the best job of establishing justice and order in our cities?

Humphrey 67% Wallace 26% Nixon 7%

4. Who would do the best job of improving our labor laws?

Humphrey 92% Wallace 6% Nixon 2%

From these results, it is obvious that we have a big job to do in this election.

Before we finish next week we will take a vote on your own personal preference this year.

Thank you for your cooperation.

PRESIDENT SIEMILLER: Sisters, Brothers and Delegates, one of the most encouraging developments in the labor movement today is the growth of trade unionism among farm workers. Until recently, farm workers have never been able to succeed in organizing because they are unprotected by the National Labor Relations Act and undercut by a horde of strike breakers. Farm workers are beginning to make progress through the farm workers organizing committee. They are beginning to overcome the traditional oppression and poverty of farm employment.

We have with us as a guest of this convention a representative of the United Farm Workers. This organization is involved in a life and death struggle with the large growers that seek to perpetuate what are called factories in the field. This Brother is here to tell us about this struggle and how we can help.

The United Farm Workers, AFL-CIO, are fighting great odds to extend the borders of collective bargaining to one of the most backward areas of the American community.

Brother Cesar Chavez was going to be here, had planned on coming. However, he hurt his back and is confined to his bed. In his stead he has sent to us the Chicago Boycott Director of the United Farm Workers. So let's give a real welcome to Brother Eliseo Medina.

(Cheers and applause.)

BROTHER ELISEO MEDINA (United Farm Workers): Thank you very much, Brother Siemiller.

Delegates, Brothers and Sisters, I can't tell you how happy I am to be here today, especially to see the love that you have given to Brother Chavez. He asked me to relay to you his greetings and at the same time say how sorry he is he could not be here today. As Brother Siemiller mentioned, he hurt his back and probably is going to be confined to bed for the next two or three weeks. This is one of the conventions he did want to come to, but unfortunately was unable to do so.

I am going to talk to you about one of my favorite subjects, the matter of grapes in California. It has been quite a while since I have been in the fields of California, three

years to be exact, but at the same time, even though I am not there, I am more than happy to be here now because I hope to be able to make you understand even a little more of what it is that we are bargaining for.

The farm workers today are low on the economic level. They are not supposed to be human beings—we are supposed to be animals, machines. For instance, when you buy a pair of shoes, they are nice and new and as soon as you wear them out, you just throw them away and get yourself another pair. That is precisely the condition under which the farm workers operate today. When we are young and working, we produce quite a bit and so the growers love to have us but as soon as we are too old to keep up with the younger workers, they get rid of us. What is a person of 65 supposed to do? He hasn't had any education, doesn't have any other skills, doesn't have any place to turn—he has to go to the Welfare Department and for one reason or another they turn him down. He goes to the grower and he says to him, "I'm sorry, we don't have anything to give you." Therefore, he has to take his children out of school (if they are lucky enough to be there) and put them, as well as his wife, in the fields and send them to work.

In California, Brothers and Sisters, there are two kinds of justice; one for those who can afford it, the growers; and another kind, the justice for those of us who can't, the farm workers.

Nobody in this country would eat if it wasn't for the farm workers. We are the oldest workers in the nation, and we are the ones who have been forgotten and thrown to a place that is reserved for animals.

You know, when the kids go to school, they get told: "Why do you want to go to school? You are just going to grow up to be a stupid farm worker. Why do you want to waste your time?"

Let me tell you that no matter how much you want an education, when you have that day after day after day, a child doesn't want to go to school. The reason is simple, because the growers own the political system, so they own the school boards. So they feel, keep the children stupid and we will always have our cheap labor supply. Keep them stupid, and we will always have them for our needs, and we are tired of that.

We want to be able to determine when and if our children are going to go to school. We want to be able to determine their future. I don't want to see my children or the children of my brothers or my sisters going through life without any hope, dragging themselves through the vineyards.

You know, they don't have a chance to go to school. They hate to migrate through every state in this country to make sure the United

States is well fed, while at the same time the farm workers don't even have enough money to buy back the products that we make.

When we go to a hospital in Delano or any other place, even Illinois, we don't have any money to pay for it. We don't have any money to pay the doctors. So they say, "We can't take care of you." Then they have to go to their local county hospital, and the hospitals are so badly understaffed and just don't care about people that are not from the same states. But they will come out and feel their pulse, take a look at their eyeballs, roll them up and down, and then they say, "Well, you are okay. Just wait a minute until we can take care of this other patient."

They will come out, sure. Once the baby has been born in the aisles, all they have to do is give a death certificate to the person, and they are done.

This is justice for the farm workers. This is the justice of the people that bring the food to your tables every day. This is the justice, Brothers and Sisters, which we are tired of.

When we went out on strike, they brought people from Mexico to take our place. They used the labels of other growers to hide their products in order to avoid the boycott.

When we complained, the police beat the hell out of us. Excuse me, sisters, but some of us have been in jail four or five times.

I have five stitches in my mouth; two in my head from having to deal with the nice police in Delano. Why? Because all we wanted was the right to organize, the right to have an organization.

They threw us in jail again. Whenever we got beaten by the scabs, we complained. They refused to take our complaints.

They won't even listen to us because we don't have any money.

Ronald Reagan, our beautiful governor — boo, boo,—he is trying to break the union if he can. You know, we were hoping in the last convention of the Republican Party that he would at least be nominated for Vice President. That way you could have him. (Applause)

I am not sure if you want him, but we don't. (Laughter) Somebody has to have him.

So you see, the political system is not going to help us, but one good thing, Vice President Humphrey has spoken out in favor of the boycott and the farm workers, (Applause) so at least it looks like we have a friend who, I think, will probably get into the President's position, but we cannot win without your help. We cannot win. There are people working in the fields right now who were brought in from Mexico. Our people are still out on strike. The only way we can win, and we are doing it, is by boycotting all California grapes. We

are asking you today, Brothers and Sisters, boycott grapes; forget grapes. That is the only way we can win.

These people, the growers, don't have a heart. They haven't got a mind. All they have is a big, thick wallet full of hundred dollar bills, and when you start squeezing that wallet, they start thinking and not before.

We can't boycott. We can't make them listen to us, but a union such as yours that is powerful like in this hall right now, if you say together you are going to boycott grapes, they are going to listen to you where they won't listen to us. You have them here by the neck, because it is your money that keeps them going.

You know, everybody complains about welfare for the poor people. Let me tell you about welfare. The growers last year received 3.2 billion dollars for not planting cotton and for supposedly conserving the soil. Isn't that welfare? Isn't 3.2 billion dollars welfare? (Applause) I will bet that all the programs that the poor people have don't amount to 3.2 billion dollars.

We don't want charity from anybody. All we want is the right to build an organization.

Let me tell you some of the things that the system is doing; just one thing, so I don't take too much of your time.

A couple of days ago our lawyer, our general counsel, went to the offices of Kern County, and they wanted access to the public files to show what kind of sulphur, what kind of insecticides the growers were asking the workers to use.

We wanted to know so he kept going and going and they kept giving him the run-around. Finally, the last time they told him, come back tomorrow, and will show you the files.

Two hours after he left the director of the department got an injunction prohibiting him from showing the files to anybody.

These are public files. Do you know why? The director of the department called the growers. The growers then got together and went to see their friend the judge, and the judge right away gave an injunction so the guy was free from showing the files to anybody, and I ask why. What are they hiding?

Are grapes fit to eat? What kind of insecticides are they using on these products that they don't want the public to know about?

For my part I would boycott grapes from here on in if for nothing else than because of that, and last, I am sorry we couldn't bring any materials down with me today to explain boycott more fully, but we don't have any money as we never do, so I am sorry we couldn't bring that along, but I do want to say that the growers of this nation have learned

and through you it can go forward that we are not going to give up ever with your support.

We are going to continue fighting. Even if it has to be 150 years before this strike is won, we will win it with your support. (Applause)

And last, I know how hard it is to thank each and every one of you that has helped us throughout our three years on strike. It will be three years and three days. September 8 will be three years we have been on strike, and I know it is very difficult to thank each and every one of you that has supported us, but I would like to do it through your President.

Brother Siemiller, by the powers vested in me by the membership of our union, we make Brother Siemiller an honorary farm worker and an honorary member of our union. (Applause)

Thank you very much, and remember, boycott grapes. Thank you Brothers and Sisters. (Applause)

(The assembly arose and applauded.)

PRESIDENT SIEMILLER: There is no more pitiful situation in America than the plight of the farm worker, the migratory farm worker who follows the crop from the south to the north and for the first time there seems to be a determined effort to correct this situation.

This union and its membership everywhere can make a real contribution. You can make the contribution in two ways. As Brother Medina says, you can forget that you like grapes unless you are in New York or somewhere where they grow them and go pick them off the vine to be sure they don't come from California. And until these grape growers in California agree to come to the bargaining table and negotiate an agreement with the United Farm Workers, let's say that we don't like grapes, we don't like grape jelly, and it is going to be hard on Matt DeMore, but we don't even like grape wine. (Laughter and Applause)

We can help them another way. They are trying to sustain themselves, and it is a very difficult thing to do when you have been on the picket line for three years, and they didn't have much dues income to start with.

I would suggest to you that any of you as individuals or if any of your local unions would like to make a contribution in support of the United Farm Workers, have your check made out, transmit it to Secretary-Treasurer DeMore, and he will certainly see that it reaches the proper place, the United Farm Workers.

It wasn't long ago your International Union sent \$5,000 down as a token of help. They need additional help.

Brother Medina, we want to thank you for

coming here today and for bringing us this message.

Please extend our best wishes to Cesar Chavez for an early recovery of his sprained back. We need him out on the forefront of this battle. Don't go away. There are a couple or three delegates that are up here getting ready to say something nice. In fact, I see three mikes. Mike No. 4 was the one that asked first and I will have to give it preference.

DELEGATE OWENS: I want to request the chair to pass the hat around. Let's put our money where our convictions are right now. (Applause.)

PRESIDENT SIEMILLER: Apparently there were a lot of people with the same idea. We will ask the auditors to get a wastepaper basket, a big one, pass it up and down the aisle. Make any contribution you would like to make in behalf of the United Farm Workers. (Applause.)

While the auditors are doing that, I am told that the Automotive Committee is trying to get its meeting going. They only have 18 delegates present. They would like for you, the rest of the committee, to join them so they can get around to the business of the convention.

Somebody signed a statement placed up here requesting that by a show of hands we find out how many delegates are staying at the Essex Hotel and then make the allegation that this is a non-union hotel.

As is often the case, we listen to rumors for which there is no foundation.

The Restaurant Workers, the Building Service Union, both affiliated with the AFL-CIO, delegates, are 100 per cent Local 4, maids; Local 593, Restaurant; Local 727, Garage; Local 88, Cooks; Local 484, Waiters. The Essex House Hotel, their members working therein are 100 per cent union. (Applause.)

And incidentally, the hotel is owned by the officers of the Amalgamated Bank which is a union bank. (Applause.)

The Secretary of the Convention.

SECRETARY-TREASURER DeMORE: The Machine Tool and Tool and Die Industry Committee will meet in Room 521 at 9:30 a.m., Friday, September 6. Rudy Poweleit, Chairman.

Aluminum, Copper and other Non Ferrous Metals Committee will meet tomorrow, September 6, 1968, at 9 a.m. in Room 520. Thomas Tracy, Secretary.

The Ritual Committee will meet at 2:30 p.m., Room 537. Frank Burke, Chairman.

Wisconsin delegates pictures will be taken after today's session in front of the rostrum.

For the delegates of Lodge 1111, Air-Transport Committee has not finished its business. The committee was scheduled to meet at 9:30 a.m., September 6. But because the Law Com-

mittee was to make its report, the committee recessed until after the Resolutions Committee makes its report this afternoon. The committee will meet in Parlor 1, on the third floor. Carl P. Scheibe, Chairman.

The Georgia Delegation is requested to meet in front of the speaker's platform following this session for the purpose of having their delegation's picture made.

"Brother Siemiller, would you please consider, for the comfort of the delegates in attendance, a seventh inning stretch at each session of this convention. Fraternally, Ben Grayson. Local 1746."

Workers Education Committee will meet at 3:30 p.m., Room 516. John Roe, Chairman.

The Atomic Energy Committee will meet immediately upon adjournment, Room 526. Bob Haygood, Chairman.

The Government Employees Committee will meet at 10:00 o'clock Friday morning in Room 513. Robert C. Spillner, Chairman.

District 128 delegation will have their group photographed after today's session, under the Trade Union Goal sign to the right of the platform.

Aerospace Industry Committee will meet in Room 545 today immediately after the Law Committee finishes its report. J. W. Molen, Chairman.

The Resolutions Committee hearings, which were cancelled this morning due to the Law Committee's report, have been re-scheduled for 10:00 a.m. tomorrow morning, Friday, September 6, 1968, in the Lake Erie Room on the eighth floor of the Conrad Hilton Hotel. All delegates wishing to appear for the purpose of speaking FOR or AGAINST resolutions are invited at that time. James N. Iafelice, Chairman, Resolutions Committee.

The Senior Citizens Committee will meet this afternoon at 4:00 p.m. in Room 521. Art Metrefa, Chairman.

There will be a meeting of the delegates from Lodge 850 and Lodge 921 at 10:00 p.m. this evening in Room 2202. James A. Lyon, Lodge 850.

The Law Committee will meet at 6:00 p.m. this evening in the Lake Michigan Room with delegates wishing to express opinions on propositions 11A through 11L, 18A through 18C, 29 and 29A and 53 remanded to the Committee for further consideration. Fred Purcell, Secretary, Law Committee.

Mr. Chairman, C. E. Wideman, delegate from Lodge 702 respectfully requests to be excused from the Saturday September 7, 1968, session due to pressing personal business.

PRESIDENT SIEMILLER: There being no objection, the Brother is excused.

SECRETARY - TREASURER DeMORE:

President Stemmer

The motion is to concur with the recommendation of the committee. Are you ready for the question; All in favor say "aye"; contrary "no." The report of the committee is unanimously adopted.

This is the final report of this committee and therefore let me say that they have done their work well. They were here early with their report and they deserve a round of applause.

(Applause)

You know, sometimes we don't like something that has happened. There used to be a wonderful old business representative, still alive, in fact retired from District 9, Jack Manning, and he always had a saying—"let's throw it back into the hat, shake the hat again and have another drawing."

Apparently that is what we have done in behalf of the Farm Workers—thrown it back into the hat and counted again and found that the final account is substantially greater — \$2,733.11. (Cheers and applause.)

The chair next recognizes the Chairman of the Electronics Committee, Frank P. Meagher, Lodge 1327, San Francisco, California.

DELEGATE FRANK P. MEAGHER: Mr. President and members, four years ago, at the last convention, I had the opportunity and privilege of being chairman of the Electronics Committee of that convention. I mentioned to the delegates at that convention that I probably knew more about electronics than any other lodge member. In fact, I made the remark that although we did not fully realize it as a Machinist organization, we found, after research, that the Machinists represent more electronic workers within our charters than any other union in the United States and Canada. I have also mentioned the fact that statistics indicate that in a period of ten years, at least seventy-five percent of our total membership would be directly or indirectly involved in electronics. That was some four years ago and I believe that at this time we can no longer talk in terms of ten years for I believe that this time is now upon us. Every branch of our union, whether it be machine shops, auto mechanics, aircraft workers and all the rest that I have not mentioned are now affected by automation and electronics.

In 1960, President Hayes and I had a talk about the electronics situation and he did, with the help of the Executive Council, appoint a standing Electronics Committee, which I am proud to be a member of and he told us to go out and see what the real picture was.

Well, we did that and found something that was very amazing—that as a Machinist organization we had more electronic workers chartered under our local lodges than any other union in the world, meaning, at that time, that we were ahead of the IBEW, IUE, UAW or any of the rest of them.

Therefore, we did, as a standing Electronics Committee, continue to develop the electronics part of the Machinists. We had our meetings around the country, in different lodges and in different locations and we found a little resentment as to why we, as Machinists, were talking about the electronics industry.

Well, the fact of the matter is that every one of us, whether we are automotive, airlines or whatever the section of our trade, are now connected with the electronics industry.

We talk about automation taking over our jobs but we sometimes forget that any type of automation is controlled completely and entirely by electronics. For example, we have a plant in the Bay Area which is very heavily electronics and this company has seen fit to purchase a machine which has seen problems evolve on a jurisdictional basis. Several of us have looked at this machine and have tried to decide which one of us would have jurisdictional rights over that machine. This machine was so electronically operated that you did not have a die setter, didn't have a tool setter, you did not have an inspector—you did not have anything but a red and black button to push on this machine. This machine is still in operation and has to date replaced four journeymen machinists in that department. Now, what is even worse than that is that this company is contemplating the purchase of another like machine that will be even more automatic than this first one, meaning that without any set-up time involved, this machine will reproduce itself and then go into operation.

Therefore, with all of these rapid advances taking place I am sure that you will all agree that we just cannot turn our backs on this new field of technology.

We used in our deliberations yesterday the Officers' Report and I am sure that each and every one of you have seen it. If you have not read it, I would advise that you do—in fact, turn to page 134, for there it gives a resume of what the Machinist organization has done about electronics.

In the past the aircraft plants on the West Coast used to talk about building airplanes but today they are talking about building rockets. As used, a rocket is nothing more than a tin can completely saturated with electronic devices.

I would like to close by saying that it is no longer enough to have an attendance in our Electronic Conference limited to just a number of electronic lodges. We feel, Brother Chairman and delegates, that the information on electronics and new technology must be made available to all segments of the industry.

In closing, I would like to thank the first secretary of the Standing Electronics Committee for making an appearance and address-