

## A PRESIDENTIAL MESSAGE TO STEWARDS

THE FOLLOWING IS A MESSAGE FROM PHILLIP MURRAY, PRESIDENT OF THE CONGRESS OF INDUSTRIAL ORGANIZATIONS, TO CIO STEWARDS.

The following is a message from Phillip Murray, President of the Congress of Industrial Organizations, to CIO stewards.

Over the years I have learned that constructive industrial relations rest on four points:

1. The assumption and discharge of responsibility.

Responsibility cannot be discharged until it is accepted. And when it is accepted it should be acted upon. For example, the CIO is committed to the responsibility of educating its members. Therefore, this manual to help shop committeemen and stewards with their special responsibilities provides further proof that our national organization means what it says.

2. A continuing conscious educational process.

Both labor and management need educational programs to help them carry out their respective and mutual responsibilities. In my opinion, a meeting of minds involves a conscious effort to learn and understand. Mutual confidence doesn't always come easy. It must be created. Human relationships must be developed, sometimes slowly. These things are not often spontaneous. They must be fostered through action. We of the CIO have pioneered with educational programs geared to developing these goals. This booklet represents a further attempt to establish stable labor-management relationships, through the training of capable shop stewards and committeemen.

3. The security and integrity of the union designated by the workers to represent them.

Here, too, both union and management are involved. The members cannot make their union secure when ma-

agement continues hostile obstruction. But the union can and must preserve its own integrity and permit the full functioning of democracy, in spite of obstructions in its path. Furthermore, I believe that the unions with the most progressive educational practices are most apt to broaden the area of mutual respect between workers and employers and thus to build union security.

4. Complete acceptance by management of the fact organization by workers.

The CIO cannot force this. But it can impress upon management the sincerity of union ideals, by training union personnel to function as effectively as possible. Because union personnel is handicapped in an environment of suspicion and distrust, it must be convinced, through legitimate and reasonable assistance, of management's good faith. I know, and management will learn, that workers cooperate heartily when their union is accepted and secure and when they, personally, play an important part.

On these four points, a harmonious collective bargaining pattern depends. And from such a pattern, increased productivity results. Since increased productivity benefits the union, the employer and, in the long run, the entire nation, the four points are of utmost importance. The job of putting them into effect rests largely on the men who interpret the collective bargaining agreement. Therefore, the rank and file union leader, the one closest to the men in the shop, must be adequately prepared to start the ball rolling in the right direction.

PHILLIP MURRAY  
President, CIO.

## STEWART TORTOISE



Stewart Tortoise ambled down through the shop in search of something to do. As he plunked down the lanes he wondered why so much arguments existed between the foremen and the workers. Obviously, something had to be done. But, thought he, it was

some job and one that he could not tackle since they had long since ceased to pay him and only because he had not enough time to go around.

THIS IS A VERY GOOD EXAMPLE OF THE TYPE OF STEWARD IT'S NOT GOOD TO BE.

## Bulgaria Enacts Broad 'Wagner Act'

Unions are considered so important in postwar Bulgaria that a special law has been passed guaranteeing a paid leave to any worker elected as a delegate to a national or regional labor conference.

New labor laws set the working day at a maximum of eight hours and the maximum for night shifts at six hours. Young people from 14 to 16 are allowed to work six hours at most and no one under 14 is allowed to work. The law binds employers to pay equal wages to men and women.

Workers are guaranteed a minimum of 15 consecutive days paid vacation a year. A new law is now pending which will raise the minimum vacation to 18 days.

For the first time, all Bulgarian workers are now protected by insurance funds which cover industrial accidents, occupational diseases, old-age and health insurance, as well as special grants for marriage and childbirth.

## Peruvian Workers Give in to Government Appeal Won Most of their Demands

LIMA—(ALN)—Five thousand Peruvian copper miners, on strike against the Wall Street-owned Cerro de Pasco Copper Co. since Jan. 1, have returned to work in response to a government appeal. The workers won most of their demands for higher wages and improved conditions and agreed to arbitrate the rest.

## Austrian Youth Movement Declared Legal

VIENNA—(ALN)—The Austrian government got a polite rebuke from the Allied Control Council when it tried to hand over the responsibility to ACC for banning the Union of Democratic Students. The Austrian government claimed the student body was illegal because it was engaging in political action, and Allied rules restrict such activity to political parties. The Allied Council now says the Union is absolutely legal. The World Federation of Democratic Youth protested vigorously against the Austrian government action.

## A WARNING TO THE UNWARY

By PRUDENCIO CORDERO

A word of information to our fellow workers so they will not be fooled by those white slave dealers. They are not only guilty of bringing women here to work in night clubs. They also bring men here to work for PRA. A certain "pansie" brings men from Rio Hato and San Carlos and then sells them. These men are called money gods or owners of slavery. On the 10th of February, Organizers Cordero and Atherton, the President of the CIO and the Chief of the Labor Office Tomas Arauz, made a visit to the PRA Labor Camps at La Joya and we were informed that these men violate our labor laws and by so doing are able to line their pockets at the expense of the poor worker. Having sold the men they go on their merry way leaving their victims without recourse when they lose their jobs. They do not last very long and are thrown out like dogs, as happened in the case of a worker recently who had to be put in a hospital by the chief of the Labor Office. He later informed the President of the Republic, Don Enrique Jimenez, of these outrages, since those who are in charge little care what happens to the workers. Brothers: watch out for these white slave dealers.

The Management of the Monaco Gardens in the City of Colon have invited the membership of Local 713 to attend a festival held specifically for the workers.

On Saturday, March 15, beginning at 8:00 P.M.

## Oh! For the love of Money

HAVANA—(ALN) — Cuban cattle bosses, copying the tactics of the U.S. meat trust, have announced they will halt the sale of meat until prices are jacked up or price controls removed altogether. Only recently the price for live cattle was raised from 3c. to 8c. a pound.

## INDIAN LABOR HELPS INDO-CHINA

Labor is taking a prominent part in a nationwide movement to help the people of Viet Nam (Indo-China) in their battle for independence from France. Vice Pres. S. A. Dange of the All-India Trades Union Congress has called on Indian workers to refuse to load ships carrying troops or supplies to the pre-war French colony. Recruitment of volunteers to serve in the Viet Nam armed forces is going on under the auspices of the Indian Natl. Congress.

## STEWART RABBIT



Stewart Rabbit worked in another shop. The employees worked daily without unnecessary chatter and complaints against the management or workers were few. Every

grievance was settled in a hurry. Every employee paid his Union dues, or Stewart Rabbit and other members got after him. All workers know their grievance procedure and

were kept on the line by their steward.

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