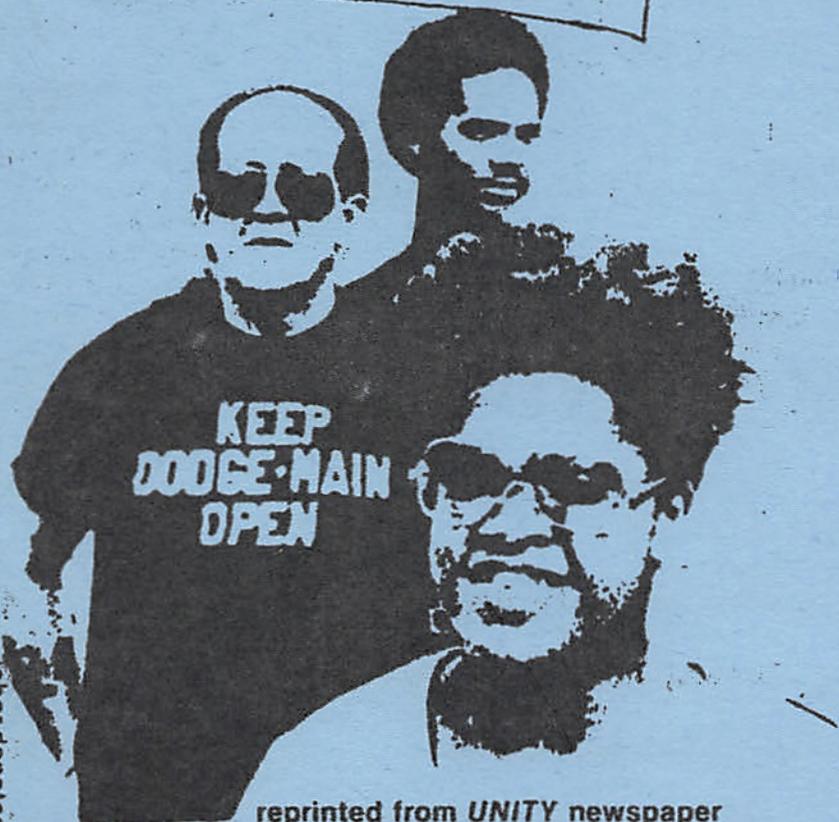


Auto workers need a fighting Program!

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Introduction

The working class in the U.S. today is faced with a double-barreled attack of layoffs and a soaring cost of living. Already there are officially over 7 million unemployed in the country. The auto industry, which employs one out of every five workers in the U.S., is in a deep slump with 25% of all auto workers unemployed.

Although there is yet no organized nationwide movement in any union or industry to resist the attacks of the employers, workers throughout the U.S. are responding to the attacks on a local basis with growing resistance and militancy. The successful four month strike by International Harvester workers is one such example of this resistance within the United Auto Workers union.

U.S. workers must forge a mass, broad and fighting movement to combat the attacks of the employers. Each day the layoffs increase, plants are closed and those on the job are faced with speed-ups, forced overtime and increased disciplines from the companies. Especially important is the need to support the special demands and struggles of oppressed nationality workers and to build the unity of workers of all nationalities. Communists are helping to build such a movement. In the 1930's, communists played a major role in organizing thousands of Detroit auto workers into a militant mass movement which inspired workers all over the U.S. to join unions and resist capitalist oppression and exploitation.

The monopoly capitalist system is the cause for the crisis, for these attacks on workers and for the general instability of the situation internationally which is pulling us closer to a war which only the capitalists want. In the final analysis, socialist revolution is the solution for the situation presently facing auto workers and the rest of the working class.

The following articles are reprinted from UNITY, the newspaper of the League of Revolutionary Struggle (Marxist-Leninist). UNITY is published biweekly in English, Spanish and Chinese, with up-to-date coverage and analysis of national and international news. These articles, written over the past year, analyze some of the most important issues facing auto workers today.

Table of Contents

| | |
|--|-----------|
| Auto workers need a fighting program | 1 |
| Are imports to blame for auto layoffs and plant closings? | 4 |
| GM "Southern Strategy" still going full force | 7 |
| Federal aid no gift to Chrysler workers | 9 |
| Fighting for women auto workers' rights on the job | 11 |

Auto workers need a fighting program

UNITY Vol. 2, No. 9, April 25, 1980

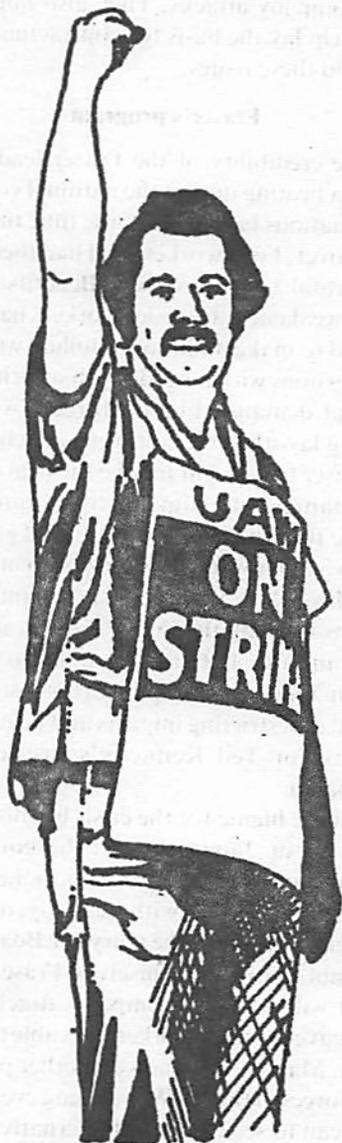
The United Auto Workers (UAW) 26th Constitutional Convention, scheduled for Anaheim, California, June 1-6, will take place amidst the worst crisis the auto industry has seen since the 1974-75 recession. Nearly a quarter of a million auto workers have been thrown out on the street, and no less than four major plants are permanently shut down. Ford just announced it will close its giant Mahwah, New Jersey, plant for good, and General Motors shocked the industry by shutting down the second shift at its Detroit Cadillac plant — laying off workers whose high seniority supposedly meant their jobs were "safe."

Workers who have escaped the layoffs have not escaped their consequences: speed-ups, stricter discipline, worsening conditions — all enforced through the threat of more layoffs.

The crisis has greatly sharpened the contradictions within the UAW. Union President Douglas Fraser and the rest of the international leadership are uptight. Rank and file forces, though still scattered and not that strong, reflect the growing anger of thousands of workers at the refusal of the international to fight for their interests.

In the local convention delegate elections, slates are forming in opposition to the international's policies. Many local leaders are under increasing pressure from their members to break with the international leadership.

Workers are drafting resolutions and discussing ways to make themselves heard, even when they are not allowed to speak



from the convention floor. Rank and filers have targeted the convention as a major arena to raise their demands, consolidate their forces, and further the unity of the masses of auto workers in the face of growing company attacks. They also hope this will help lay the basis for contractual gains around these issues.

Fraser's program

The credibility of the Fraser leadership took a beating during the national contract negotiations last year. By the time the talks were over, Ford workers had had their Supplemental Unemployment Benefits (SUB) fund weakened, Chrysler workers had been forced to make millions of dollars worth of concessions with no added job security, and crucial demands like no forced overtime during layoffs were completely shelved.

Fraser has sought to take the heat off the companies and himself by pinning the blame for the crisis on OPEC and gasoline prices, and now on Japanese auto imports. On May 8, he hopes to climax this public relations hype by flying 800 UAW leaders to Washington, D.C., for a demonstration and massive lobbying effort — probably aimed at restricting imports and beating the drums for Ted Kennedy's presidential campaign.

But the blame for the crisis lies not in the Mideast or Japan, but in the corporate board rooms of the auto monopolies. And the solution lies not with Kennedy, not with Douglas Fraser on the Chrysler Board, but with auto workers themselves. Fraser's program will not stop company attacks, and will leave the auto workers less able to resist them. Marxist-Leninists and other progressive forces in the UAW are doing everything they can to see that a real alternative is put

forth at the convention.

Make the struggle against plant closings and layoffs a priority

The convention must resolve to make the fight against plant closings a priority. The demand must be raised, "No new plants built anywhere until all plants, including those which have recently been shut down, are operating at full capacity." The auto companies must be held accountable for the suffering they have caused thousands of workers and their families.

Auto workers must be mobilized to pressure state and local governments to impose stiff tax penalties on companies which close down plants. They must demand extended unemployment benefits and job retraining. The companies must be forced to pay full compensation in wages and medical benefits to laid off workers, until these workers can find equitable jobs, while providing for such things as early retirement and full transfer rights with funds for relocation.

Other demands for protection against layoffs are for a short work week with no pay cut, and for an end to forced overtime, especially in plants where workers are on layoff. Layoffs and speed-ups go hand in hand: GM's Fremont plant is on a 54-hour week, while 3,000 of its workers are in the unemployment line.

Open shop states provide a strong incentive for companies to shut down their plants, relocate and save money on non-union labor. The convention must take a stand for stepped-up organizing efforts of plants in the South and Southwest. The UAW must oppose all "right to work" laws and push for the repeal of section 14-b of the Taft-Hartley Act, which gives states the right to pass such laws.

The fight against discrimination against women and minorities

Minorities and women are at the bottom of the seniority ladder and have been hardest hit by the current layoffs. The UAW needs to break this "last hired, first fired" pattern. A demand of full guaranteed SUB benefits for all workers is crucial. In addition, the demand of a system of voluntary, inverse seniority during layoffs would allow older workers with more seniority to take time off and collect SUB pay.

As auto plants move to the oppressed Black and Chicano nations in the South and Southwest, the UAW must organize those areas and press for preferential hiring for the Black and Chicano workers who have suffered discrimination.

The UAW's thousands of immigrant workers, concentrated mainly in southern California, now face substandard wages, denial of basic rights and continual harassment from the Immigration and Naturalization Service. The UAW should take a strong stand opposing deportations and supporting full and equal protection under union contracts for all immigrant workers. The convention should rally behind the request of the Latino workers at Vogue Coach for international support of their strike and boycott, actions which have already gained support throughout California.

Forces at the convention will also be pushing for making Martin Luther King's birthday a UAW holiday, and support also exists for the 10th anniversary commemoration of the Chicano Moratorium. The latter issue is particularly important in California, where roughly half the auto workers are Chicano.

Union democracy: The fight for a referendum vote

The UAW holds a convention every three years to elect its international officers and chart its course. Historically, the UAW leadership has used the conventions to consolidate its power, jam through its program and stifle dissent. Auto workers' struggles are invariably reduced to supporting the international's legislative shopping list and promoting the Democratic Party politicians, who are paraded through the convention hall as champions of the working class. This year's convention, held in a crisis atmosphere which cries out for something new, promises more of the same.

But there is a growing movement in the UAW to take the voting out of the convention hall and into the shops. At the last convention, 36 locals voted to support a referendum vote, which would allow every UAW member to vote directly for international officers. This would be a step toward breaking the stranglehold by Fraser and the international leadership.

* * *

How good are the prospects for these demands? The wave of shutdowns and layoffs has stirred rank and file auto workers to new heights of activity, with laid off workers from plants like Detroit's Dodge Main and California's Ford Pico Rivera taking to the streets. UAW members at International Harvester, after an historic four-month strike, beat back a company attempt to get rid of their no-forced overtime clause. Black workers at GM's St. Louis plant are taking the lead in battling discrimination there.

The likelihood of rank and file forces

playing a decisive role at the convention is not great — the rules are stacked against them and their own forces are not yet strong enough. But the demands will be raised, and the international will be forced to account for its actions. Where workers can't get elected as delegates, they will attend as observers and make their voices heard out-

side the convention hall, and will unite with other forces inside the convention hall wherever possible. They will be heightening their own unity and organization on a national level, bringing them a big step closer to the point where they can challenge the Fraser machine and turn the UAW into a fighting organization.

Are imports to blame for auto layoffs and plant closings?

UNITY Vol. 3, No. 4, February 15, 1980



Dodge Main and Ford Pico auto plants are being shut down. Two hundred thousand auto workers have already been laid off. Hundreds of thousands more fear losing their jobs. Auto workers throughout the country are demanding to know why these shutdowns and layoffs are taking place.

The auto companies and the United Auto Workers (UAW) President Doug Fraser point to competition with foreign car imports as the problem. Their argument

usually goes something like this: "Foreign imports are taking a larger share of the U.S. market. This means reduced demand for American cars which in turn means American companies must cut back production and lay off workers. Therefore, in order to save jobs, we must stop these imports." The auto makers and Fraser therefore promote a protectionist trade policy such as import quotas or stiff tariffs as the solution to stop unemployment in the auto industry.

This path of action however is not going to help auto workers at all but will actually weaken their struggle by diverting workers' attention away from the struggle that must be waged against the auto makers themselves.

The actual reason layoffs are taking place in auto these days is due to the soaring car prices, pushed higher and higher by the auto makers' profit demands. Auto sales in the U.S. have slumped due to the high prices and the fall in real income due to inflation. Unemployment has resulted not because of imports competition but because of the auto companies' desire to cut costs to keep up their profit margins.

But let's look more closely at the import argument pushed by the auto companies and Fraser.

Why are auto imports rising?

Auto imports are on the rise due to a combination of factors that reflect the declining position of U.S. corporate capitalism and the rise of the second and third worlds. Counting on the availability of cheap oil from the Middle East, U.S. auto makers designed oversized and high priced cars. They have continued with these models because big cars make more profits per car for the companies. They also have not wanted to make the large capital investments needed to re-tool production for smaller cars. Even now, General Motors, the industry leader, still only sets aside 16% of its total production for these smaller cars. Auto makers have therefore lagged behind U.S. market demands for more fuel efficient automobiles.

In contrast, European and Japanese car makers have been producing smaller, more gas efficient cars for years, because of their lack of domestic oil and dependence on for-

eign oil. As a result, last year, Japan's auto exports to the U.S. increased by 86.5%. Imported cars represented 23% of the total U.S. car market, and projections for 1980 are 30%. This reflects that foreign car companies have been able to better respond to U.S. market demands for less expensive, more fuel efficient cars.

U.S. auto makers want a protectionist trade policy in order to improve their position in competing with foreign cars. They are trying to get auto workers to support them in this campaign by linking it up with the layoff issue. But experience has shown that when workers throw their lot in with the companies, the only party that benefits is the employers.

Does restricting imports help save jobs?

Let's look at an example. In 1977, Zenith closed down a number of their U.S. plants, blaming foreign imports. Zenith convinced union leaders to target imports and foreign workers as the enemy. Workers were forced to attend rallies denouncing imports. As a result, Zenith pressured Congress to levy duties on specific foreign products which they were competing against.

Now, three years later, the situation is actually worse for Zenith. Layoffs are still taking place, and the conditions inside the plants are worse. Using the threat of moving the plants as a club over the workers, they have forced through harsher conditions and more speed-ups. By targeting imports and not Zenith the union served to disarm the workers and they have suffered losses because of it. In contrast to the situation of the workers, Zenith's profits today are on the rise. The protectionist policy helped keep Zenith's profits up but was no protector of the workers' jobs. This would

be the same result in auto if the companies succeed in focusing attention on the imports.

Fraser selling out workers

The auto companies have persuaded Fraser to echo their call for a protectionist trade policy. Instead of fighting to strengthen the workers' position against layoffs, speed-ups and overloads, Fraser is doing the auto companies' work by running to Japan to try to get Japanese auto makers to restrict their exports to the U.S. He also wants to convince Japanese auto makers to build whole plants in the U.S., luring them with promises of union concessions in wages and job conditions. In other words, Fraser is using UAW workers as bait.

This has already been tried and workers have made it clear they aren't buying it. Volkswagen was the first of the foreign automakers to build a plant and produce cars in the U.S. Both the stamping plant in South Charleston, West Virginia, and the assembly plant in Westmoreland, Pennsylvania, are set up with substandard UAW contracts. On January 2, the workers at South Charleston walked out demanding a contract which is at least equal to the GM contract.

Fraser's misleadership clearly will not provide any relief for auto workers from the threat of layoffs or deteriorating job conditions. Fraser is actually playing a dangerous game. By offering substandard contracts to foreign car companies (as the UAW did for Chrysler), the door is opened to lower the standards for *all* UAW workers.

In contrast to Fraser's "efforts" to stop layoffs are the attempts of various UAW locals and their membership to keep the pressure on the auto companies themselves.

In Detroit, workers have mobilized broad community support to pressure Chrysler to stop plant closings.

At Ford Pico, some workers have put forward a demand that "no Ford plants should be built until Ford Pico is reopened." These efforts combined with the struggle to oppose all layoffs, forced overtime, speed-ups and job overloads are doing more to keep the jobs of workers than a campaign against foreign auto makers.

Auto workers know that the companies never have had the interests of workers at heart. This is an important lesson to keep in mind as the auto makers try to enlist the support of the workers against imported cars.

GM "Southern Strategy" still going full force

UNITY Vol. 2, No. 12, June 15, 1979

Runaway shops and General Motors' "Southern Strategy" are still important questions facing auto workers. In the 1979 UAW contract, auto workers must fight for demands that oppose national oppression, unite auto workers of all nationalities, and help the unionization of the "right-to-work" states in the South.

Despite the unionization of 3,000 workers in over a dozen auto-related plants in the South, the UAW still faces increased runaways. The White Motors, International Harvester, and Peterbilt companies recently announced plans to open up plants in the South which would replace plants in the North by shutting them down or cutting them back.

GM has opened 10 of its 11 new plants in the South since 1972, and plans to open another one later this year. The UAW has only been successful in organizing four of GM's new southern plants.

Why the South?

GM began decentralizing its operations out of the Detroit and midwestern urban centers in the early 1960's. It's no coincidence that most of GM's newest plants are in the South. Like other capitalists who "run away" to the South, GM wanted to get away from militant union workers (especially Black workers) and take advantage of the South's cheaper, nonunion labor.

Nonunion auto workers in the South earn \$40 per week less than their northern coun-

terparts. In some places the company pays union-scale wages in an effort to keep the union out, but the workers receive fewer benefits. Workers have no protection against speed-ups, job overloads, dangerous conditions or the harassment that all auto workers face, day in and day out.

As difficult as the conditions are, auto jobs are considered to be among the best in the South. GM holds this "best" status over the workers' heads to drive them harder.

In fact, GM gets more out of its southern auto workers than anywhere else. Southern auto plants have lower absentee rates and higher efficiency rates; GM's Doraville plant near Atlanta has the highest efficiency rate of all GM assembly plants in the country. All these factors mean a bigger profit margin for GM.

Many of the workers are whites recently removed from the land, though in some cases they still have some small landholdings. As part of the depressed petty bourgeoisie they tend to be less experienced in workers struggles and are relatively more conservative in their thinking. GM believes that these workers will give them "less trouble."

Oppression of the Black nation

The situation in the South is the direct result of the oppression of the Afro-American nation there. The subjugation of the Black nation by the monopoly capitalists means the robbery of Black land, Klan terror, the highest unemployment rate, the

worst jobs and living conditions, unequal education — oppression in every aspect of life. The capitalists derive huge superprofits from these conditions.

The oppression of the Black nation also serves to keep the South as a whole a backward area. Wages and conditions for white workers are also kept depressed. Workers in the South generally earn \$30 a week less than in the North. Southern states all have "right-to-work" laws that outlaw the closed union shop. These are really anti-union "right-to-work-for-less" laws.

Because auto jobs are among the highest paying in the South, they go mainly to whites. Most of GM's plants are built in counties with a low Black concentration. For example, Limestone County, Alabama, site of GM's Saginaw steering gear plant, is only 17% Black. Almost 70% of the counties in Alabama have a higher Black concentration.

Blacks are heavily discriminated against in hiring at GM's southern plants. Nationally Blacks are 30% of the auto work force, but in the South they make up only 20%.

Until the 1960's, Blacks were hired at auto plants in the South only as janitors. While some Blacks have been able to get into the industry, they are generally confined to the night shift.

Thus, while GM doesn't like to hire Blacks, it needs and depends on the oppression of the Black nation to hold wages and conditions down for all its workers.

Organize the South!

The UAW has yet to seriously challenge GM's Southern Strategy. Last year the union forced the company to sign a "neutrality pledge" in which GM promised not to interfere with unionizing efforts, and agreed it would hire UAW members. But

despite these victories, no big strides forward have been made.

This is largely due to the UAW leadership's refusal to target the root of GM's Southern Strategy — national oppression. The nonunion status of the South rests on the enslavement of the Black nation. Thus in organizing the South, the UAW must raise consistent demands against GM's discrimination and oppression of Blacks.

The union must fight for preferential hiring of Blacks and affirmative action in the skilled trades, where Blacks have been most severely excluded. Workers in northern plants should support these demands and also demand that no work be transferred from the North to nonunion shops in the South.

Fighting national oppression is the only basis for solid unity between Black and white workers, a unity which is necessary to effectively challenge the companies.

The unionization of the South will be a big blow to national oppression and an advance for the whole working class.

Federal aid no gift to Chrysler workers

UNITY Vol. 3, No. 1, January 4, 1980

Detroit — On January 4, Dodge Main permanently closed down. This is the latest blow in the full-scale assault being waged against Chrysler workers. Since 1979, 10,000 workers — a majority of whom are Black and Arab — have been laid off. With the closing of Dodge Main, the total of unemployed Chrysler workers now exceeds 40,000.



The early closing of "the Main" was Chrysler's way of showing Congress its willingness to make "necessary cuts." Having finally proven the company "worthy," Chrysler was granted \$3.5 billion in federal aid through the Chrysler Loan Guarantee Bill passed by Congress on December 21.

The bill calls for UAW members to contribute \$462 million in contract concessions. This is significantly higher than the \$203 million worth of take-aways already

approved in the recent contract. The new proposal will require a renegotiation of the present contract. Under this proposal, each Chrysler worker will be giving up approximately \$5,000 a year.

U.S. aid is blackmail for the workers

For Detroit Mayor Coleman Young, this Chrysler bailout was a "Christmas present." To the *Detroit Free Press*, it was seen as a "miracle." For Lee Iacocca, chief

of Chrysler, it is a "new lease on life." However, for thousands of Chrysler workers, it's a disaster.

When *UNITY* asked Joe S., a Black Chrysler worker, what he thought about this call for greater sacrifice from the workers, his reply was: "I think it's ridiculous . . . They're asking too much of the worker and don't want to give the worker a helping hand. Chrysler's got the money. If they went broke today, Chrysler owners would still come out ahead. Once they sell off all those assets, they'll still have money. The only person who's going to be really hurting will be the workers who won't even be able to pay for the things they already bought."

"It's blackmail," said Bill L., another worker. "They're telling us we have to give in or the government won't deliver any money. Then Chrysler would go under and we wouldn't have any jobs at all. But there's nothing in this bill to protect our jobs anyway!"

Government board

One part of the loan guarantee bill that is particularly threatening to the workers is the establishment of a government oversight board, which has to approve all major decisions by the corporation, from labor contracts to product development to plant closings.

This board will undoubtedly demand an "austerity program" for the workers to better ensure the profitability of the company and the security of the federal loans. (Similar boards have been used by the World Bank and the International Monetary Fund to impose cutbacks on workers in countries which receive loans, such as Italy and Zaire.)

For Chrysler workers, this will mean more plant closings, layoffs, speed-ups, and health and safety problems.

UAW officials' role

UAW President Doug Fraser has all but agreed to the terms of the federal bill, complaining only that the workers' sacrifice was not kept to \$400 million.

But Fraser did nothing to involve the thousands of auto workers affected by the bill, relying instead on the lobbying efforts of UAW officials and "friendly" politicians. No mass demonstrations were called by the UAW, and the organized power of the workers was never brought into play. By refusing to mobilize the rank and file, Fraser left the workers virtually defenseless against attack.

The loan guarantee does not guarantee the survival of Chrysler, and far from securing jobs, it will only lead to further cutbacks. But even with such a restricted choice, Chrysler workers can put up a fight.

If they have to make economic concessions, workers can demand concessions in return on such issues as a streamlined grievance procedure, "innocent until proven guilty" provisions, a local right to strike (which is included in the AMC contract), and restrictions on the management's rights clause.

Only such gains can keep Congress' "Christmas present" from being one more in a string of setbacks for the workers.

Fighting for women auto workers' rights on the job

UNITY Vol. 2, No. 16, August 10, 1979

More women work in the auto industry now than ever before, yet they still face intense exploitation and many abuses on the job. The struggle for a good contract this year places the problems women face before all the workers.

Investigation through the UNITY network in the auto plants brought out several major demands for which all workers — men and women — should fight for in order to assure more fair and equal treatment of women in auto. These include equality for women in hiring, training and promotions; free child care; paid maternity leave, and improved medical care for women.

Equality in hiring, promotions and training

Women entered the auto industry for the first time in the 1940's, during World War II. After the war, most were forced out of the plants and back into the home. The last ten years has brought the biggest jump in the hiring of women since that time. Particularly due to the pressure from the civil rights and women's movements, many plants have been forced to hire women again.

But today, women make up only about 15% of the auto industry's work force, and only 3% of the skilled trades. The attitude of the companies is to hire women as tokens to satisfy their hiring quotas. Almost as often as women are hired, they are fired.

At GM's Fremont, California, assembly plant, four Black women were fired in 1978

for no reason, just before they completed their probation. They were rehired only after rank and file men and women from the plant and the UAW Women's Committee jammed the personnel office and circulated petitions demanding that they get their jobs back.

Incidents like this are common. Around the same time, Mack Trucks in Hayward, California, fired ten women. The UAW international representative refused to back up the workers who were demanding the women be rehired.

Now with the drop in auto sales, layoffs have started all over the country. Women and minority workers will be the first to go, because they were the last hired.

Many women are also given the most strenuous jobs to discourage them from staying in auto. They frequently get injured on the job. Women are still found mainly in the unskilled trades, and Black women are virtually excluded from the skilled trades.

In order to fight for women's equality in hiring, promotions and training, auto workers are demanding affirmative action hiring, as well as training programs to guarantee that more women are promoted to the higher paying skilled trades. They are demanding that women not be given jobs that are too heavy and dangerous for them.

With massive layoffs threatening to almost eliminate women from the industry, workers are also fighting for a right which some UAW locals have already won in their contracts — for higher seniority workers to

take voluntary layoffs according to inverse seniority. This allows older workers to finally get the benefit of SUB pay (supplemental unemployment benefits) while lower seniority workers can continue to work.

Working mothers must have child care

Another vital concern of women auto workers everywhere is the need for child care. At a Ford plant in Detroit, women on

the day shift told *UNITY* that they must start their day long before the sun comes up to get their children dressed and off to daycare centers.

Most centers operate for limited hours, so mothers have even more problems if they have to work overtime. Child care is nearly impossible to find for women who work the second shift (swing shift), and single mothers have the hardest time of all.

Child care is also expensive, and takes a



THE 89th DAY OF A 90 DAY PROBATION
OR HOW AUTO GETS AROUND ITS AFFIRMATIVE ACTION QUDTAS

big chunk out of the women's paychecks.

Since mothers bear the main responsibility for the children, finding child care is a serious problem. In fact, the lack of affordable child care is one more way of forcing women to quit their jobs.

The companies are also invariably callous when it comes to problems of sick children or children left home alone because they have no child care or babysitter.

A woman in the GM plant in Doraville, Georgia, got a call from home saying her children were locked out of the house with the water running. Her foreman refused to let her leave, saying, "By the time you get there, the place will be flooded anyway." She had no choice but to walk off the line without permission. When a woman isn't even allowed to leave when her children are in danger or there is an emergency in the family, it crystallizes the oppression women face on the job.

Women auto workers today can learn from history. During World War II, when women were desperately needed in the auto plants, the government passed the Lapham Act of 1945 which provided funds for child care centers often located right at the plant. With so many more women working in auto today, it is crucial to fight for free, 24-hour child care centers as a major contract demand.

**Fight for health and safety,
and paid maternity leave**

Though all kinds of medical disabilities, including alcoholism and voluntary surgery, are routinely covered under medical plans, women are penalized for disabilities related to pregnancy. Until the 1960's, women auto workers were forced to quit upon becoming pregnant. Now a limited

amount of leave is given, but it is usually not paid. Women auto workers should be guaranteed a fully paid maternity leave.

As for other medical coverage for women, it is not much better. A woman in Chicago spoke for the experience of many women auto workers when she said, "If a woman goes to medical with a 'female complaint,' you can be sure she will go to the end of the line."

Women have the right to decent health care that takes into account their special needs, and to safe working conditions.

* * *

Women are a growing force in the auto industry, and have always taken part in fighting for the interests of the working class. Likewise, all auto workers can increase their fighting strength by uniting men and women to take up the special demands of women workers. This also includes the fight to unionize the thousands of auto-related parts plants which employ a large number of women.

As the contract battle heats up, the basic demands of women for equality and fair treatment on the job must be fought for and won along with all the other workers' demands.



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