

**Discrimination
Costs YOU
Money**



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FAIR PRACTICES AND ANTI-DISCRIMINATION
DEPARTMENT

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IT'S YOUR NECK, BROTHER!

Bilbos come in different sizes. There is the big one who befouled the Senate. There are the little ones, in office and factory, in public and private places, who hate and fear other people because they despise themselves. A Bilbo is a man or woman who cannot understand that the common needs and hopes which bind humanity together are more important than the differences that mark us as individuals or minorities.

A union man should not have to be taught that bit of ancient wisdom. The employers should have taught it to him long ago. Every tyranny of the world has played the same game for all it is worth: Divide and rule! Keep the Catholic at odds with the Protestant. Keep the Christian at odds with the Jew. Keep the Irishman suspicious of the Pole, the Pole of the Italian. Keep group snarling and snapping at group—and you can poison your way to power.

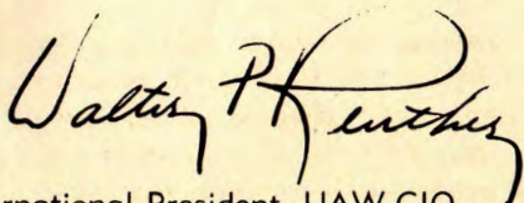
Only democracy will lose. We are all members of minority groups. We all have something about us that is different. We all have something to contribute, if those differences are appreciated, not feared, not seen as inferiority or superiority. Democracy is a fellowship of minorities, a union of differences. Once we become a house divided, once we fall into the error of sniping at each other's differences instead of extending the hand of brotherhood and

solidarity, we are heading for a crash. Once we fall for the little lies of the little Bilbos, we are softened up, ready for the big lies of the big Bilbo, the next Mussolini or Hitler who comes along with another gold brick to sell.

None of us is perfect. We all have a little of the Bilbo in us. What saves us is the conviction that we are members of a team, in the union, in the nation. This little book is well worth looking at and passing on to a union brother or sister, because it reminds us again that we are all in the same boat — as wage-earners, as trade-unionists, as citizens in a democracy that will last just as long as we can subordinate the Bilboism in our midst and in our hearts to the common needs of our common humanity.

Solidarity is more than an empty word in a song we sing. It is the condition of our survival as free men. The ruins of a Germany that succumbed to the Nazi lie should teach us, if sermons won't, that discrimination not only costs you money — it can cost you your life.

Think it over, brother. It could happen here.

A handwritten signature in black ink, reading "Walter P. Reuther". The signature is fluid and cursive, with a large, sweeping flourish at the end of the name.

International President, UAW-CIO.

If you treat a man with scorn,
For the place where he was born,
Or the color of his skin,
Or the church he worships in—

That's what's called DISCRIMINATION,
In a union, or a nation—
And it isn't very funny,
And what's more, it costs YOU money.

Here was Joe, who didn't know,
Discrimination costs you dough.
He came into a union shop
And almost made the whole works stop.



THIS IS A UNION SHOP



Joseph's bench was set between
Sidney Cohen and Frederick Green,
With Nick Petrone on Freddy's right—
A team that worked with main and might.

When Joe came in he blew his top,
"Now I don't mind a union shop—
But I won't work with Green or Cohen,
Or any guy named Nick Petrone."





Now Al, shop steward, heard him say:
"I won't work with those guys one day"
And watching Joey slowly burn,
Al thought, "This boy has much to learn."

Al took our little Joe in hand—
“Just let me make you understand.
Don’t talk so big and act so funny.
Discrimination costs you money.”



**"Who me?" said Joe, "I'd like to know
How *this* is gonna cost me dough."**



**"Its quite a simple thing to see—
Just look at union history.**



**"In stockyard, railroad, plant and mill,
The union battles were up-hill
Because some workers, dumb as you,
Said, "Keep out Negro, Catholic, Jew."**





**"Instead of helping one another,
Worker battled working brother.
And when they added up the cost,
Strikes were broken, battles lost.**



**"In spite of all the fight and strain,
The workers' struggles were in vain.
There was no chance for victory,
Because there was no unity."**

Good unions have to meet the need
Of every color, race and creed.
If each man has a union card,
No man will scab because he's barred.





For men with kids who cry for bread
Might break a strike to see them fed,
Unless they know that when it's done
They'll get their share of all that's won—

"But look," said Joe, "I still don't see
What this has got to do with me."

"You chump," said Al, "d'ya think *this* shop
Was born with a contract buttoned up?"



"We had our battle—fought it hard—
But *all* of us had a union card.
Petrone and Green and Cohen and me,
We worked it all together. See?"





"No man would scab against his neighbor,
For all of us were union labor,
And no one fell an easy prey
To bosses offering lower pay."



**"We battled on with belts pulled tight—
But sticking together, we won our fight.
Wages went up; hours went down.
We made this place a union town!"**

**"We didn't put our fight across
With a Jim-Crow union or restricted clause.
We all helped you to sit in clover—
Now you go home and think *that* over!"**





Our Joey thought it over right.
Al's words stayed with him through the night.
He dreamed of Cohens, Petrones and Greens,
All putting money in his jeans.

The dawn came up, the sun shone bright.
"I got it now—I see the light"
He grabbed his pail and rushed to work,
And shouted, "Boys, I was a jerk."





**"I didn't know—I couldn't see
That workers need their unity.
That I need you and you need me,
And that's what makes democracy!"**

*Acknowledgment and appreciation is given to
National Labor Service,
David Sigman, Director.*

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"FAIR PRACTICES FILM CATALOG" . . .

BROTHERHOOD OF MAN

16 mm. color—11 min.

The UAW-CIO new color film "Brotherhood of Man" is an adaptation from the pamphlet "Races of Mankind." It strikes at the common fallacies of racial difference. It is a primer of facts about blood and culture in a contracting world where living together is the only alternative to destruction. The film depicts Mr. White Man looking out of the window, one fine morning, to find in his own backyard Messrs. Black, Yellow, Red, and Brown Men. As he greets them, in this new "One World" of ours, his sub-conscious mind "prejudice" lurks in the background to distort his better judgement. Finally, his better judgement wins after clear demonstrations that racial origin, color of skin, or texture of hair are no criteria of mankind.

DON'T BE A SUCKER

20 min.—800 ft.

The stakes are human liberty. The dangerous race-baiter in the role of a super-patriot has taken to the soap box on the corner of an American city to disseminate hate propaganda. Paul Lukas plays the role of an exiled German professor. He intercedes just in time to show a young American that the "racial superiority" line is dangerous to this youth. Lucas draws the comparison between the street scenes of pre-Hitler and the threat of race-hating to America. He clearly dramatizes the Hitler method of dividing minority groups as a basis for establishing totalitarian rule.

THE HOUSE I LIVE IN

10 min.—approx. 400 ft.—Young America Films, Inc.

During a break in rehearsals, Frankie Sinatra steps into the alley for a smoke. A 12-year-old lad is chased into the corner atop an ashcan, with a group of teen-age boys in hot pursuit swinging wildly. Sinatra interferes and finds the boys boasting of their superiority. They are in dead earnest. Frankie does a remarkable job in undoing somebody's bad teaching about race and religion. He uses simple examples of democracy, which the boys can understand. He wins them over to his side, and tops it off with the title song, "The House I Live In."

WORLD WE WANT TO LIVE IN

20 min.—2 reels

This film is the answer of the three predominating faiths—Protestant, Jewish, and Catholic—to a need for unity of all peoples around the moral principle of brotherhood. It takes examples from Nazi Germany and from the many groups who compose our national life; such as, schools, churches, colleges, business offices, and places of amusement, to tell of the urgency for all religious groups working to the common goal of a "World We Want to Live In."

These films may be obtained by writing the UAW-CIO EDUCATION DEPARTMENT, 28 West Warren Avenue, Detroit 1, Michigan.

VICTOR G. REUTHER, Director.

PUBLICATIONS ISSUED BY THE UAW-CIO FAIR PRACTICES DEPARTMENT

Handbook for Local Union Fair Practices
Committees.

Complaint Forms.

Appeal Forms.

Report Forms.

Certification Cards.

PAMPHLETS:

UAW-CIO Outlaws Discrimination.

Full Employment and Fair Employment Can
Win for U.S.

It's Time for Fair Practices in Bowling.

Discrimination Costs You Money.

REPRINTS FROM AMMUNITION:

Political and Paycheck Equality for Women.

Practicing Fair Practices in the UAW-CIO.

POSTERS:

"Don't Be a Sucker."

Equal Pay for Equal Work.

Knock Him Out (Discrimination) Labor Can
Do It!

International Union Constitution, Article 25.

The above publications are made available to all local unions without charge by writing UAW-CIO Fair Practices Department, 5701 Second Boulevard, Detroit 2, Michigan.

DOES YOUR LOCAL UNION HAVE A FAIR PRACTICES COMMITTEE?

ARTICLE 25, UAW-CIO CONSTITUTION

Fair Practices and Anti-Discrimination Department

Section 1. There is hereby created a department to be known as the Fair Practices and Anti-Discrimination Department of the International Union.

Section 2. The International President shall appoint a committee composed of International Executive Board members to handle the functions of this department. He shall also appoint a director who shall be a member of the union and approved by the International Executive Board. He shall also appoint a staff which shall be qualified by previous experience and training in the field of inter-racial, inter-faith and inter-cultural relations.

Section 3. One cent (1c) per month per dues-paying member of the per capita forwarded to the International Union by local unions shall be used as the Fair Practices and Anti-Discrimination Fund of the International Union as provided in this Constitution.

Section 4. The department shall be charged with the duty of implementing the policies of the International Union dealing with discrimination, as these policies are set forth in the International Constitution and as they may be evidenced by action of the International Executive Board and of International Conventions, and to give all possible assistance and guidance to Local Unions in the furtherance of their duties as set forth in this article, and to carry out such further duties as may be assigned to it from time to time by the International President or the International Executive Board.

Section 5. It shall be mandatory that each Local Union set up a Fair Practices and Anti-Discrimination Committee. The specific duties of this Committee shall be to promote fair employment practices and endeavor to eliminate discrimination affecting the welfare of the individual members of the local union, the International Union, the labor movement and the nation.

INTERNATIONAL EXECUTIVE BOARD
FAIR PRACTICES COMMITTEE

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Secretary-Treasurer, UAW-CIO, Chairman

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Distributed by

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