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Folder: Murray
Body Committee

MURRAY BODY COMMITTEE
LOCAL 2

at

EXECUTIVE BOARD MEETING
April 26, 1939
Toledo, Ohio

Members of the Local 2 Committee were: Brother Hall from Spring & Wire; Brother McDonnell from Stamping; Brothers Sanders and McWilliams from Trim; Brother Smith from Frame (Eccorse Plant); and Brother Manini, Vice President.

BROTHER MANINI: Last week we were confronted by the management of the Murray Corporation, which included the president of the organization. It was the first time that he had ever met with the union, as all previous negotiations were done with the manufacturing manager, Mr. Earl; and the Industrial Relations Manager, and so forth, but this time the half-owner of the corporation, Mr. Whitman, was there, and Mr. Avery, and presented us with a problem that is the most serious problem that has ever confronted us, even to the time when we first had our strike.

Now, the problem that he presented to us with is the fact that we have entirely lost all of our business unless a future change in the policy of receiving pay.

In other words, a suggestion was made that we take a wage cut and an increase our efficiency or possibly an incentive plan.

Now, the incentive plan that he proposed to us was to take a base rate of twenty-five per cent less our standard rate at the present time and in the event that we increased our efficiency and showed a good incentive we could bring ourselves to our present rate, which would be no wage cut, only that we would keep them from losing their business on the prices that are quoted elsewhere.

Now, our competitors in the frame industry are A. O. Smith of Milwaukee and Budd Manufacturing Company of Philadelphia, and their rate I understand are considerably below ours. In bodies Briggs used to be our competitor but at the present time we understand that Briggs is practically going to do all of Chrysler's work and no Ford work, and that the Ford Motor Company is filling out that new stamping with the body business and naturally their rates are anywhere from fifteen to twenty per cent below ours. So, of course, Ford wouldn't send his work out to us if they can build bodies cheaper than we can.

In the spring and wire industry we have the McInerney Plant in Grand Rapids; we have Reynolds in Jackson, and we have Falls Spring and L.A. Young, but their rates are comparable with ours and they are suffering because of the organized competitive shop.

We are confronted with this situation immediately because it has got to be done in the next thirty days because that is when the prices are going to be quoted on these jobs and we have not got a single job for 1940, and we don't like to accept a wage cut in the first place.

In other words, we don't know whether the company is serious in their proposal and that is why we have come up here, because we figured that you fellows are broader to a situation like that, and have more experience. We figured that it was too big a job for us to handle. What we would like for you people to do is to set up a committee of one or two to come with us in the negotiations with the management.

They said they would be perfectly willing to meet with any of you people. That they would be perfectly willing to meet with Mr. Murray, or Mr. Hillman if necessary. That they would, if need be, lay their books open to them and let them decide what they could do about this thing.

I would be more than happy if you people would start the ball rolling by setting up a committee, in the event that you people thought that it was too big even for you to handle then you could refer it to the CIO. I think that you people more than likely can take care of it yourselves without bothering the bigger people. I would like to close with that and in the event that I have left out anything I can call on my fellow committeemen.

I also have a statement of the financial standing of the corporation and the loss they had last year, but all corporations of any size have lost money last year. That is, anyway, they did not make any amount of profit, or the amount of profit that they had in the previous years. That is not the argument that I want to use that these fellows lost money. The argument that I want to use is that competition is so keen, not on the basis of efficiency but on the basis of wage rates, and I think that is unfair competition.

BROTHER REUTHER: Are we going to have a question?

CHAIRMAN THOMAS: Are there any remarks?

BROTHER SMITH: I would like to talk on this Frame situation; In Milwaukee you have A. O. Smith under the AFofL as one of our competitors, we are not worrying about them; but Midland Steel of Cleveland, when I was in Cleveland as a delegate I found out that they are paying seventy-five cents on the line, and eighty cents in the die room. We are paying eighty cents to a dollar and thirty cents in the die room.

Now, Budd Manufacturing Company in Philadelphia I found out when I was in Cleveland that they are not even organized. Their average wage is 74¢ and ours is 94.85 cents. The Parish Manufacturing Company we don't know anything about.

The next one that we don't know about is Fords, we don't know about that.

Then, we comette the City Stamping. They took a job away from us. They bid \$ 25,000 under us. They tell me that

they are paying eighty-five and ninety cents an hour.

BROTHER REUTHER: Then, Youngstown Steel Car Co. that is another competitor. I want to leave this with the chairman if you possibly can notify us find out what these rates are because we don't want to go down unless we know it is true. We don't want to take a cut.

BROTHER MCWILLIAMS: We have had quite some arguments amongst ourselves after the proposal was made to us in regards to this incentive system of wage cuts, which is really what it means.

In our Executive Board meeting we were taking it up and we saw that we would probably get involved with the International and we are now here today to lay this case before you fellows because we know that we can't take any action over there that is not okayed by you people here.

Furthermore, as Brother Smith stated, you know more about this thing than we do and we are very young in the labor movement and although we have got hellish good intentions they probably can fool us a hell of a lot easier than they can you fellows. Therefore, I would like to make a plea that one or two or possibly all of you can sit in there and listen to the same story that we have heard.

BROTHER HALL: I would like to say a few words for the spring industry. The management of the company called my shop committee in one day last week and wanted to know what we thought would be a fair rate of efficiency for the next year. He showed us what we had run this last month, this current month I should say, and all our departments had run anywhere, one department ran eighty-eight per cent for one day but outside of that they had run from eighty to ninety-eight - - 98.7 per cent. That was up to last Thursday for the entire month.

He explained to us that they work on an eight per cent basis, well, if we are making 93 that is really 100. He wanted to know if we could give him a fair idea of what we would run next year so they could go out and bid on those jobs according to that. So, we got together and we thought it over and talked it over and we figured that we could give them on the rate of what they had been getting, we could assure them of 95 per cent, which I think was fair, because they had been running around 95 on an average for the whole shop.

But what we are up against is that McInery in Grand Rapids is paying ladies 31 cents and men 41 cents. We pay ladies 70 cents and men anywhere from 85 cents to \$1.05. So, you see that is quite a difference. McInery today is working six days a week three shifts and we are having an awful time working one shift and a half and it is going down every day. Outside from that we have Audry and they are cutting in on us.

We have Great Lakes in Chicago, and we have one down in New Jersey. They can get that stuff made down there and shipped in to Detroit cheaper than we can make it on account of their wage scale.

What we would like to get at is to get McInery

2. and these places right around the east do not bother because they are quite away away. If we could get these places in Michigan organized so that they can, so that they will have to pay a rate of wages as we do, we figure we could get somewhere with it. It would be fair competition. We would like, if possible, to get those organized as soon as we can. *Technocratic argument*

City Auto Stamp
BROTHER MANINI: I would like to elaborate on what Brother Smith has just said. Brother Smith mentioned City Auto Stamping; as I understand it they have two plants.

BROTHER KRAMER: Yes.

11 BROTHER MANINI: They have one plant where they pay a fairly good rate but when business goes down there they underbid the other tool and die shops, regardless of price, then they go to the people and say, "We can get this job providing you make a certain cut." I understand they underbid us \$ 25,000 on a die program. I think on that program we figured they bid \$ 72,000.

1 *X* BROTHER KRAMER: I want to mention one thing for the benefit of the committee, City Auto Stamping at present is a Martin shop. They did go in here quite some time ago and take a five-cent an hour cut but that was voted on by the members of that particular department and two days ago when I was out to the management representing our faction in the shop I asked the management if they have anything anywhere as to a supplementary agreement where the price reduction was put into effect and where it was voted and accepted by the body and they said, "No, the committee of those particular die makers have accepted that," I said, "Of course, you understand that that may be in effect now but I feel that when this situation is settled that you had better figure right now on that five cents an hour that you have taken, because I am going to appear before the NLRB and try and get that back." Since that time we have been able to divide and now we have 85 per cent on our side and two weeks ago they had a nomination and election and now we have a complete set of officers and Bargaining Committee and as soon as Aurice Sugar can get in here, I am trying to arrange a meeting with Aurice and their lawyer in regard to the matter of who they will bargain with. Up to the present day they have refused to bargain with us and are still bargaining with Martin.

Sugar - State cap bargaining
I think before this week is over the situation will have been straightened out. I was happy to get this information. Now, I will explain about this other, they have a shop called City Machine & Tool, which is owned by them. City Machine & Tool does the work and in other words, the Martin faction gets the work at the City Stamping and when the work goes down they go into the unorganized plants and they take the difference between \$ 1.50 at the City Auto shop and they go over to the other plants and take 85. Up to the present time I merely want to inform you that there hasn't been an anti-Martin shop but it has been a pro-Martin shop and I feel reasonably sure that in about a week, before this week is over I know that the moment we convince the company or force the company to recognize our Bargaining Committee and our set of officers I am sure that we will eliminate them as competitors.

11 That shop has always been and was the highest paid workers in this area and they were way up and they were con-

sidered one of the best die shops in the country.

Of course, Martin got his foothold in there and he was able to get the committee and the die workers to go in and agree to take this five-cent an hour cut.

BROTHER REUTHER: Brother Chairman, has your committee at any time made any sort of a check on the company's books outside of looking over the annual report put out to the stockholders; have you had any auditor in?

BROTHER MANINI: We have never come before the International and they have never checked their books.

BROTHER REUTHER: Is the company willing that we send our auditors to check the company's books?

BROTHER MCAULAY: Can you give us some of the rates?

BROTHER MCWILLIAMS: The lowest rate is \$ 1.05 and runs up to \$ 1.15; and some of the lowest assembly rates are 85 and run up to 95 cents.

BROTHER MCAULAY: What is your production speed?

BROTHER MCWILLIAMS: In headlining, headlines we put in a Ford standard coupe in eighty minutes.

BROTHER MCAULAY: Eighty minutes.

BROTHER MCWILLIAMS: Eighty minutes.

BROTHER MCAULAY: Do you know how many men?

BROTHER MCWILLIAMS: Two men, that is forty minutes for two men.

BROTHER MCAULAY: On one headline?

BROTHER MCWILLIAMS: Yes.

BROTHER REUTHER: How does your production efficiency compare with that of Briggs on a similar job?

BROTHER MCWILLIAMS: Now, last year we were both doing Ford jobs, but I couldn't tell.

BROTHER REUTHER: How would the efficiency in your plant, since the company has raised that question, how does it compare with the production at Briggs and also the rates? What is the relationship of the rates?

BROTHER MCWILLIAMS: We have comparable rates with other body companies in Detroit on a par with any of them and the efficiency in our plants I must confess is damn low. In other words we, according to Briggs, and Dodges, we got a picnic.

BROTHER REUTHER: Is that true about the whole plant?

BROTHER MCWILLIAMS: Over in paint and trim that is true as to my division.

BROTHER MANINI: I can answer on this one particular department since the news leaked out there was some hundred or so hours in the red and in one day they went eight hours into the black, since the scare went out.

BROTHER REUTHER: How many men?

BROTHER MANINI: Around 300 men. I was speaking of, at the present time, about 100 men there. The entire metal finishing and press room, about 300 men but this increase was on a matter of about 100 men.

BROTHER KRAMER: Could I ask you one question. Did the City Auto Stamping take away a job on dies or stamping?

PLANNING
BROTHER MANINI: They did take our International Roofing, and our International Harvester Roof away from us. However, we are not objecting on that.

WVW
BROTHER KRAMER: The dies are the problem and not the stamping?

BROTHER MANINI: Yes

BROTHER MILEY: In discussing this thing out in the hall I understood, maybe I got it wrong, but it was my impression that the efficiency was not very low and that some departments were pretty high.

BROTHER HALL: That is a separate plant from my plant.

BROTHER LAMOTTE: I would like to ask the committee if efficiency was not discussed in the argument with the company, would that efficiency itself, would that take up the slack or did you ever discuss it in that light?

WVW
BROTHER MANINI: We did, in certain departments and possibly in the main plant we could increase our efficiency maybe fifteen, maybe twenty per cent. I doubt like hell if we could do it in the Jackson plants, and Ecorse, five and six plants fender plants. I doubt like hell if we could raise five or ten. They have a good efficiency basis. We have got to meet our competition there on the question of rates and that is what is hurting us.

BROTHER LAMOTTE: If you raise your efficiency that much that will have a hell of a lot to do with the rates.

WVW
BROTHER MANINI: In Plant 1 we may meet that on the basis of increasing our efficiency and in the other plants I doubt like hell if we can raise our efficiency enough to take five

cents out of competition.

BROTHER McDONNELL: Here is the sort of a song and dance we got. Over in 5 and 6 before they called us in to tell us about this 25 per cent cut they told us that on the basis of efficiency at the present time that we could fill up our plants. That was on Monday and on Friday of the same week the management of plant 5 and plant 6 told us this, then the general manager and the president of the Murray Body, when they called us in Friday, told us we didn't have anything, nothing to do. That is, after we finished out this order and that job that we have right now, that we were going to lose them, such as the Lincoln fender. When we started that Lincoln, each man was doing six fenders a day and they called me in and a few other boys to tell us that they had put a dollar and a half on each one of these fenders. Now, finally the boys figured that we could do a couple more, so they did eight a day and then they called us in again and told us, "We are still putting a dollar bill on each one of them fenders." Today on the same fender they are doing eighteen a day and they are still losing a couple of pennies.

Lincoln
Fenders
6/day

Now I don't know, of course, the job is that we could jump it up to still twenty or twenty-two cents a day, but at this rate of jumping all the time what sense is it? Then we have other jobs that they click off pretty good and I don't think that you can get efficiency on these jobs. Such as the Ford fenders, they just seem to bang right along. Not at a fast gait but an easy gait. They are complaining on that. These men are working just about as good as anybody would want anybody to work on a fair rate. Valves

Then, again, on tool and die, at this time last year we had 648 men and that was the personnel of the tool room; today I think it is fifty-four men that are only working four days a week. And, they told me Wednesday that they would still have to cut this down.

Now, these fellows know that in Philadelphia the wage scale, for all occupations in the tool and die room is from ten to twenty cents lower than we are paying and they have asked me to ask you fellows if you would give them any sort of a program of what you are going to do to Philadelphia. Take these fellows, they can them at the drop of the hat and stuff them in the window, almost anything they please, they feel that if that situation continues that they won't have anything over there. These men over here, we are down right at this time with our tool and die makers down to 1927, that will give you an idea of how these men who have worked there for years today are out on the street and the cases are pretty pitiful from the angle that they can't get a job any place else. So this is about as good as I can tell about this thing.

BROTHER KRAMER: This job that they took away from you, about how many men would that affect there, throw out of work in the tool and die room?

100 to 200

BROTHER MANINI: I would say around a hundred men.

BROTHER MCWILLIAMS: I would say easy that.

Copy
BROTHER KRAMER: The reason I ask you fellows is so that you may get it straight and so that you can check it further. The City Auto Stamping has an ordinary tool force of sixty-five men and working twenty-three men, that is all they are working. They have worked for weeks so I am just giving you this with the idea that I am beginning to wonder if we did get that job that we are accused of, we only got twenty men working at the City Auto Stamping right at this particular time.

BROTHER MANINI: You people are blending that work, you are guaranteeing these people a year round job. That is the story I received that they are guaranteeing a year round job by blending that work.

When we get a job we put on the force and push the job out.

BROTHER KRAMER: The reason I am asking those questions is so that I will have something. I know there are about twenty-three men and they work on an average of 3 days a week. Is that the place where they have got those reduced rates?

16
Yes, Now, I said the City Auto Stamping, I meant to say the City Machine and Tool. Now, the City Auto Stamping over there, they are pretty busy. They have a different rate of pay. There is about the same difference, for your information, between the City Auto Stamping and the City Machine & Tool as there is between the City Auto Stamping and Briggs. So the competition, if they are doing it over at the City Auto Stamping, is not as keen as if they were doing it at the City Machine. Unless they are shoving the Briggs work, and they are doing the other work at the City Auto Stamping. That is the reason I am asking all of those questions. Up until we were able to get that division I had little or no information from Martin, in fact they don't talk to me, half of those guys.

*Phila
Tool*
CHAIRMAN THOMAS: I would like to say for the information of the Brothers here who mentioned tool and die workers in Philadelphia. I have been checking on that myself and there is a peculiar situation in Philadelphia on tool and die workers. From the information that I have got they tell me that tool and die workers in Philadelphia are organized, but they are organized by the United Electrical Workers, and the largest share of their tool and die workers are in the radio business. They had a blanket contract in Philadelphia and that contract has expired and I have been in touch with Jim Gary who is the president of the Electrical Workers and I have tried to show him what your set-up in Detroit was with tool and die to get the rates in Philadelphia to conform with the rates in Detroit.

Now they are expecting at any time now to have trouble with tool and die in Philadelphia because they have not renewed their contract with the various tool and die manufacturers.

BROTHER ADAMS: I would like to add this one thing --

BROTHER McDONNELL: Was that the Crosley job? That was about the only thing that we every got. Was that the only one they did get at the City Auto Stamping?

BROTHER KRAMER: I don't know what job they did. All the information that you have given me now is all new to me because you see, as I say, up to the Cleveland Convention, the City Auto Stamping was pro-Martin but they always had a good shop up until the split. In other words, a renewal of their contract was the first time since 1933 that they have not had any raise and prior to that they have had raises as high as from five to ten cents an hour. It has been a shop that we have held up as an example to all our shops in this territory as being a high-priced shop and from the things that you tell me, they are actually surprising to me, although I knew that here some time ago they went in with the men and told them that the only way they could get a certain job was by taking a five cent an hour decrease in pay, otherwise they would not get the job. And, these men, tool makers, would be out of a job.

Hooven came back and told the tool and die men, Hooven is one of Martin's stooges, he said, "There is a job we can get from the International Harvester and we can get that job only on a decrease of five cents an hour." The die makers voted to accept the five cents an hour in order to fill the die room up with work. Nothing was mentioned about Briggs.

BROTHER REUTHER: In the spring end of your production there, you weren't having any trouble with L. A. Young, Gibson and Muer?

BROTHER MANINI: Our rates are comparable.

BROTHER HALL: McInerney in Grand Rapids, and Great Lakes of Chicago. I understand that L. A. Young and Falls have smaller factories out in the small outlying districts that are paying less than the fellows in Detroit.

BROTHER REUTHER: There is something here, I don't know whether you want me to discuss it here now, but I have one spring plant in my local and they don't, that is precision springs, die springs and things like that, but your trouble is with cushion springs.

BROTHER MANINI: Cushion springs.

State
Cap
Wow
BROTHER REUTHER: We had a conference with the Spring-Fall and Jimson Muer, that was the Spring Council and we have been trying to coordinate that. We had a conference with our Bargaining Committee and the management of Precision Spring. There is a fellow there by the name of Peterson, one of the big shots of the Spring Manufacturers Association. He is quite an advanced sort of fellow on these problems and he is willing, next month there is going to be a Spring Manufacturers Association meeting in New York City, there was one last year, at which time they agreed if the UAW would send an International representative their group of people would fight on the floor and try to force an agreement for the whole industry. In order to try to take labor out of competition. Last year Tucci was instructed to go there and he got there a day late, after the conference was over.

Here is what he wants us to do. He wants to do

this if we can get the various committees, now if we can get L. A. Young to get their management and Jinson and Fall Spring and Precision Spring, if we get all the spring companies in Detroit who are dealing with the union and have the highest wage rate in Detroit, if we can get these people to come together and have a joint management meeting and committee meeting and you people send people from your spring plants and other plants in Detroit, we can sit down and map out a program and send an International representative to the association's meeting and these fellows will work with us when we try to break this thing down.

Peterson tells us our committee was there two weeks ago, that the spring companies in Detroit are technically equipped and strong enough, if they work as an organized group with the support of the union working in a concerted program they could lick these God damn sweat shops up-state.

I think that is the sort of approach that is necessary in this industry. We have got to being to work as an organized group with the organized group of manufacturers who are willing to accept the union. In Precision we have a closed shop, this fellow says, "The Union is here to stay and I am going to live with it and I want to work with the union and lick these others."

Peterson thinks that L. A. Young and some of the other companies here that are being pushed like Jinks & Muer will cooperate if we do that sort of thing and we can get before the Association of Spring Manufacturers and set up a blanket agreement in the spring industry and we can begin to squeeze these little fellows who are operating little shops and save shop wages. If this can't be done through the Association then we might get Peterson and these fellows in Detroit to lead a movement for setting up a new association in the spring industry the same as they did in the clothing industry. In the clothing industry they had to help an advanced group of employers. In the clothing industry they started with the white goods industry and they had to help these fellows set up a whole new association and together they licked the sweat shops in the clothing industry. These are possibilities that we have got to explore. If you fellows can go to the management and get them to agree in a joint meeting like that in Detroit so they can work out a caucus in the Association, I think you might move this thing.

Jenks and Muer is a big company and I think if they start squeezing in one way and we send organizers to Grand Rapids we can begin to do a job. I would like to see if you fellows will cooperate.

BROTHER MANINI: I am willing to lay my pocket-book on the table and say, "Yes."

BROTHER HALL: Jenks and Muer, there we have a very fair administration to work with. They are very fair and willing to work with us. I will agree to that. We can get them to do something about McInerney because they have Chrysler work Dodge work and all of that that we used to have and they are working three full shifts and that is what is pinching us and we have

a hell of a time working one and a half shifts. Half of the time our day shifts go home anywhere from 9:30 in the morning up to four in the afternoon.

WMM
BROTHER CODY: I believe that this damn thing is more than just a coincidental thing. Today in Milwaukee the committee from Local 75 is in conference with the management of something just exactly like this.

Right Monopoly
For
The management submitted a list of jobs and operations that they want to reduce the prices on. It is a direct reduction in prices, not a raise of efficiency, just a reduction in prices.

✓
Now, apparently there has already been a caucus among these people but they are working their own way to suit us. I would like to check some of the rates with these men and compare them with the other rates in other shops and Nash Body shops and others. I think there is a concerted movement to reduce the prices all down the line. I have a list here that I would like to question on and get some information.

CHAIRMAN THOMAS: I would like to ask a question. When you refer to this plant of the Seaman Body, you refer to Milwaukee?

BROTHER MANINI: Yes.

lining rate?

BROTHER CODY: In you trim, what is your head-

* — BROTHER MANINI: Fifteen cents.

|| BROTHER CODY: What is the time on headlining?

headlines.

BROTHER MANINI: Eighty minutes for applying

BROTHER CODY: For how many men?

BROTHER MCWILLIAMS: For two men, forty minutes each.

BROTHER CODY: How about a press operator?

BROTHER MANINI: Ninety cents.

BROTHER CODY: What is the helper's rates.

BROTHER MANINI: Ninety cents.

BROTHER CODY: Is that the standard rate?

BROTHER MANINI: Yes Sir!

BROTHER CODY: Is there any given top on top panels?

BROTHER MANINI: We refused half jobs.

BROTHER CODY: What type? Top panels?

BROTHER MANINI: All steel top, 9200 an hour.

BROTHER CODY: How many side quarters do you run?

BROTHER MANINI: 125

BROTHER CODY: What is the paint rate? Spray.

BROTHER MANINI: 110

on the line.

BROTHER CODY: How many jobs an hour do they run

[fourteen men.

BROTHER MCWILLIAMS: About 23 jobs an hour with

a ninety-cent rate?

BROTHER MANINI: No, \$ 1.35.

BROTHER CODY: Die makers.

BROTHER MANINI: \$ 1.40 die loader.

BROTHER CODY: What is the back and cushion rate?

BROTHER MCWILLIAMS: \$ 1.05

BROTHER CODY: How many per hour, and how many men, or do they run that way?

BROTHER MCWILLIAMS: ^{on} cushions, leather cushions, about three an hour, with two men.

BROTHER CODY: Fabric?

BROTHER MCWILLIAMS: Four and a half, two men \$ 1.05 and the back is almost the same.

BROTHER MCAULAY: General Trim, the general trim wage is about \$ 1.05?

BROTHER MCWILLIAMS: Yes.

BROTHER CODY: Take turret top and steel top, how many men do you work on the press and how many helpers?

BROTHER MANINI: That depends on the size of the panel.

BROTHER CODY: On a roof job?

BROTHER MANINI: On a roof job we have two men in front and four men in the back.

BROTHER CODY: Six men?

BROTHER MANINI: Yes

CHAIRMAN THOMAS: Are there any other questions?

BROTHER REUTHER: I would like to ask one more question. In discussing the whole financial position of your company with the management, has the management at any time offered any alternate program of an alternative program in the event that you have an adjustment such as if at the end of the year in the event that the company makes a profit have you discussed that sort of thing on a sort of share-the-profit plan?

BROTHER MANINI: That in the event it did go over, they would put all back that on labor. Murray would not take a cent out of the labor profit but it would go 100 per cent to the employees. That they were only interested in making out their eight hours per day, if we went above that in production, that we would get 100% of labor, that is on their incentive plan.

BROTHER REUTHER: How about the net profit at the end of the year?

BROTHER MANINI: We did suggest, however, this was at our first meeting, naturally we discussed it thoroughly and couldn't go into details because it takes a couple of days and we have not come to that point yet.

BROTHER LEONARD: May I ask one question? In the event the company cuts the basic rate 30% and establishes an incentive plan, just what sort of reaction does your local union membership have to that?

BROTHER MANINI: The only way you could get them to take it is by scaring them to death, that is about all. Tell them, "God damn, you take it or you will close the shop." But it is going to be a tough job to sell.

BROTHER REUTHER: What assurance do you have that this is not a move on the part of the Ford Motor Co. to threaten you people because of loss of work and in that way force Murray Corporation to cut your wages and in that way get bodies cheaper? What assurance do you have that would leave you to believe that this is not a bluff but a natural and real threat?

BROTHER MANINI: All the assurance we have is the fact that we have is the fact that we have a militant union and that we can give them what they give us.

BROTHER REUTHER: The reason I raise that is because that sort of movement has been done before. Even though you say you have a militant union, in taking of an adjustment that sometimes weakens the union after you take it. It is sometimes very difficult; take the Ford Motor Company, they are treacherous in that, and they have dominated Murray for many years.

BROTHER MANINI: We have been suspicious of that. Edsel Ford was a student of Mr. Avery our president. He tutored him. That is why Murray is paying Mr. Avery, because he has got a drag with Edsel, and not because he is an extraordinary president or because he is holding a seat there and he can bring in this work. We are suspicious naturally, between Murray and Ford.

CHAIRMAN THOMAS: I would like to ask a question, insofar as Ford has the body shop he can do all his body work?

BROTHER MCWILLIAMS: Yes, it is brand new.

CHAIRMAN THOMAS: Is it big enough to do all of Ford's body work?

BROTHER HALL: He is taking in more of our work than will fill it up?

CHAIRMAN THOMAS: What assurance do you have that Ford would not do his own work, even if you took a fifty per cent cut?

BROTHER SMITH: That was one of the points we discussed. They took the job away from us. The 112 jobs, he is going to do it himself. We have no assurance that he won't take some more, we think he will. But rather that he take a little bit of it than take it all at once because 65% of our work is Ford.

Another thing we ought to work on is the Spring Division, which is as important as the body. Your spring competitors, you take Budd Company, you said their tool makers are under the electrical workers, they started in stamping two or three years ago. Reed, the director, called Homer Martin and asked him to organize them. Martin said that it was too small, that there were only 400 men there. Now, they have 4,000 men.

CHAIRMAN THOMAS: Who do you build frames for, Ford?

BROTHER SMITH: Ford, Dodge; that is all we build right now.

BROTHER KRAMER: Did you mention Parrish?

BROTHER SMITH: We got it here.

BROTHER KRAMER: That is a subsidiary of Spicer in Toledo?

BROTHER THOMAS: Are there any other questions. The, I will ask this question: Does Ford have a frame department?

BROTHER SMITH: Yes; he took a frame job away from us this week.

BROTHER MANINI: I think they took it away and gave it to Budd.

BROTHER SMITH: They took this job themselves, the 112, but Budd is sitting on the Mercury. Our frames are shipped to Lords after they are built in Ecorsq, and they are re-directed from Ford's east, but Budd is in the east and he has us on freight rates for export. All they have to do is load them on the boat and we have to put them on car for shipment. Their wages are sixteen cents under ours.

CHAIRMAN THOMAS: Is the Mercury a very high production car now?

BROTHER SMITH: Yes, it is the best he has got right now.

BROTHER MCWILLIAMS: We lost the Mercury coupe over there, we were building that and now we have lost it.

BROTHER MANINI: Is Ford building that himself?

BROTHER MCWILLIAMS: We ran the last one through the production line this week.

BROTHER REUTHER: The time element is all important and I want to know how much time the company sort of indicated they would give you to figure this out. How soon will they have to begin placing their bids for 1940? Did they give you a definite dead line?

BROTHER MANINI: They have to get their bids, they would like to have an understanding from us within two weeks so they can immediately start their mathematical calculations.

BROTHER REUTHER: You have about fourteen days time to date.

BROTHER ~~MCWILLIAMS~~: You don't have the rates from Parrish?

BROTHER MANINI: No.

BROTHER FRANKENSTEIN: On procedure, I think the Board has heard enough to save the necessity of at least sending a committee to go into the details which this committee is bringing out now. Unless there is some specific question which affects the national picture the committee should be excused at this time.

CHAIRMAN THOMAS: Do any of the Board members have any other questions they would like to ask this committee.

(No response)