



WORKERS' EDUCATION PROGRAM

8-6
55

The following is the Showa 21 report of the Executive Board of the United Auto Workers, CIO, largest international union in the world. It outlines the educational work being carried on or proposed by the union, and is a sample of the extent and nature of the educational work being carried on by a large American union. This union was founded in Showa 10. This program can be reproduced in whole or in part by any Japanese organization so desiring.

"1. We recommend that there be held an annual 3-day non-legislative education conference pertaining to the education program of the International Union, dealing with the techniques and methods of education work within the framework of the UAW. Prior to such a national education conference, there shall be held regional or sectional education conferences to implement the work of delegates at the national education conference.

"It is further recommended that only members of the education committees, councils, and directors of education programs be delegates to the national education conference.

"It is further recommended that a complete summary of the national education conference be printed and forwarded to all subordinate bodies.

"2. We strongly urge that local union officers call contract conferences of their stewards and committeemen upon the ratification of contracts, inasmuch as in the majority of locals confusion exists among the steward bodies as to interpretation of the various provisions of contracts with their individual plants.

"It shall be the responsibility and duty of local union officers to call sessions of their committeemen, stewards, and local union officers for the purpose of discussing contract clauses and their interpretation. At the conclusion of such a conference, summarized interpretations of each clause shall be distributed to each steward or committeeman.

"3. That summer schools be established where possible on a sectional or regional basis. That every effort be made to lease existing summer camp facilities for use by local unions for education and recreation purposes. Wherever possible, the school session shall be two weeks.

"4. We recognize that visual techniques must be used to a greater extent than ever before in the history of our Union, and this is recognized as one of the best possible methods of education work.

"To further the education work of our union, this Convention instructs the Education Department to use to the fullest degree all of the latest visual techniques so that local union committees can carry their program out to a greater degree. Included in the visual techniques shall be the use of film strips, charts, posters and cartoons.

"5. That cultural activities be promoted through city and area education councils by means of speakers, open forums, community activities, plays, skits, exhibitions, and other means and that the Education Department work in cooperation with the Recreation Department to achieve this end.

28

"6. The Education Committee recommends the continuance and expansion of the non-profit Union Book Store and that provisions be made to provide local union libraries with books at a discount. This store should stimulate cultural activities for our union through the preparation of exhibits, displays, etc. We urge all members of the International union to make use of the facilities of their Book Store for themselves, for their local unions and for their communities.

"We commend the Union Book Store for the excellent public relations job it has done through this medium for our International union and the entire labor movement.

"7. We recommend that the U. S. Department of Labor be called upon to set aside money to be used for the making of films needed by labor and also make funds available for workers' education through extension services.

"8. We recommend that the Education Department prepare a correspondence course for the use of education committees in local unions to help them carry out their duties in educating and instructing stewards, committeemen and local union leaders in collective bargaining, parliamentary procedure, labor history and other subjects which are important to the life and work of this union.

"9. The committee recommends that as much space as possible be given in the Auto Worker to educational news and information. This material to be prepared by the Education Department.

"10. We recommend that the Education Department continue its policy of cooperating with all departments of our International union in carrying out the program of the UAW-CIO. We further recommend that the International Executive Board call regular periodic meetings of department heads for the purpose of better cooperation and coordination.

"11. This committee recommends that the Education Department work with the Consumer's Division to establish a full scale program on setting up consumer cooperatives wherever possible throughout the International union. That more publicity be given to cooperatives through local union shop papers, radio programs and at local union meetings.

"12. This committee feels that the Education Department's present policy of developing its work through printed material and other activities should be continued along lines of basic trade unionism. We also urge the continuance of the policy of better illustrations and layout of pamphlets which are being provided for our membership. We urge that local unions make as broad a distribution as possible of all pamphlets issued.

"13. The International Education Department shall promote city-wide education councils for the purpose of assisting the education committees in carrying out their duties within their respective local unions, and helping stewards, officers, committeemen, and potential leadership of the local unions to better carry out their functions and responsibilities.

"14. The committee recommends that "Armuniton" be continued as an official publication of our union. The committee commends the splendid work achieved through this medium and its effectiveness as an educational instrument in meeting

the education needs of our leadership. We feel the need for expanding the distribution of this publication as far as possible, and to do this we strongly urge that all locals send in complete lists of names and home addresses of all officers, stewards, and members of committees.

"15. The committee commends the work done on radio by the International Education Department in securing free time for local unions on radio stations and for the excellent assistance given to local unions in preparing radio programs and scripts. We urge that the local unions also avail themselves of the instruction facilities of public institutions, schools and colleges to make their radio presentations more effective. That city or area education councils as well as local unions individually, exert all their possible resources to secure regular free time programs on their local radio stations. We urge that there be greater promotion, publicity efforts and support for both local and national UAW and CIO network radio programs, and we urge that all locals and councils take advantage of the assistance offered to them by the International Education Department to provide scripts and help on radio work.

"16. That the International Union have a survey made of subject matters being taught in the public schools in various communities throughout the country to determine whether or not anti-labor influences motivate teachings either in the text books or otherwise and make recommendations of findings to the International Executive Board for action, if necessary, or to prepare a program to counteract anti-labor teachings.

"17. We further recommend that an International Representatives Institute be set up and that it be the responsibility of each Regional Director and International Officer to see that as many International Representatives as possible working under their jurisdiction attend this training institute for a period of not less than one week of each year. The Board Committee will meet with the Education Department and assist in working out necessary details concerning this institute.

"18. It was continually brought to the attention of the Education Committee during its sessions that one of the main faults of our present methods of organizing new members has been the lack of following through with an initiation ceremony and education which would start the new members on the road toward becoming active workers in the ranks of labor. As it is anticipated that thousands of workers will join our union in the near future, it is of importance that these new members be imbued with the principles and purposes for which the UAW-CIO stands. To this end it is recommended that local unions implement the intent of the Initiation Ceremony by establishing within their local unions the following program and procedure:

"(a) Meetings of all new members to be called periodically for the purpose of acquainting them with the history of the local union and their responsibilities as union members.

"(b) That programs for such meetings be arranged between the local union education committee and the local union officers. Each local union education committee prepare an Initiation Kit consisting of the International Constitution, local union contracts with management, local union By-Laws, etc. It is recommended that the International Education Department immediately prepare a pamphlet specifically designed for new members.

"(c) That the meeting be attended by local union officers and include talks on a short history of the local union, program of the UAW-CIO, and the new member's responsibility to the union in his department, the local union, the political action program, and such other current programs of the UAW-CIO.

"The committee further recommends that the International Education Department be instructed to offer guidance and aid to local unions in establishing the program in this recommendation."