

UAW REGION 5
NEW DIRECTIONS MOVEMENT
REPORT



SEPTEMBER, 1986



INTRODUCTION

The "New Directions Movement" in Region 5 really began in the fall of 1985. A number of elected local union leaders had begun to feel a personal sense of frustration, and rising pressure from a restless, dissatisfied membership.

At a regional meeting in Denver, they raised several questions with the director, and with UAW President Owen Bieber — few answers were forthcoming.

These concerned local officers then began to discuss, among themselves, not only their own problems, but the severe loss of economic and political power America's workers and the labor movement have suffered in recent years.

Key local officers then called for a special leadership meeting for March 1, 1986, in Oklahoma City, Oklahoma. Director Ken Worley, Assistant Director Jerry Tucker, and UAW President Owen Bieber were invited to participate.

Contained in this booklet are the resolutions agreed upon by those in attendance; a copy of a letter sent to the entire Region 5 leadership defining the basis for the draft of Jerry Tucker as a candidate for Region 5 Director; and the August 2, 1986 New Directions Conference statement, drafted and approved at a regional leadership meeting in Tulsa, Oklahoma.

TO ALL UAW REGION 5 LEADERSHIP: (March 4, 1986)

On March 1, in Oklahoma City, Oklahoma, a historic first step was taken by UAW Local Union leaders and members from all parts of UAW Region 5.

In answer to the call sent out on January 27, 1986, which questioned some of the International Union's current policies and the failure to work with our Local Unions, 125 concerned Local leaders gathered to discuss problems and propose solutions.

A call for New Directions was issued, resolutions developed and the delegates responded by unanimously adopting the enclosed UAW Region 5 Leadership Conference Statement. The Statement calls for new directions in Collective Bargaining, Organizing, Community and Political Action, Education and Internal Communication, and further calls for International leaders with the "conviction, courage and energy to stand up to these challenges."

Those of us who, for so long have felt the need for regional opportunities to discuss the problems our Union faces, are excited with how well the movement for New Directions was received by so many Local Union leaders. The program we are calling for is grounded in basic trade union principles. We call on all Local Unions in Region 5 to ask themselves and their members, "Why shouldn't we have New Directions?" We need and expect accountable, energetic leadership, who will fight for these goals and programs at all levels and at the UAW Constitutional Convention this June.

The Oklahoma City conference raises expectations and brings a new spirit to Region 5. Join the movement for New Directions.

In Solidarity,

THE REGION 5 NEW DIRECTIONS STEERING COMMITTEE

UAW REGION 5 LEADERSHIP CONFERENCE STATEMENT

Oklahoma City, Okla.

March 1, 1986

As concerned Local Union officers from throughout Region 5, we believe the UAW faces its deepest crisis in nearly 50 years. We are losing our work, losing our wage and benefit protections, and risk losing the support of our membership. In fact, our members and all working people in America today are under systematic attack from greedy corporations, insensitive politicians, and right-wing hit squads. We've seen our share of this trend in Region 5.

This meeting is the result of the widespread concern and frustration we feel about the problems we face. Most of us have serious questions about the direction we are taking in some areas. All of us have been consistent supporters of the top UAW leadership in the past. We feel we have earned the right to be constructively critical. We do not intend to be taken for granted and we want leadership accountability. We also want new ideas, new strategies, and stand-up programs. **WE WANT NEW DIRECTIONS!**

Some of us have heard UAW President Owen Bieber speaking about his hopes for the next 50 years for our Union. He calls on us to commit ourselves to making our future at least as good as our past. We want to accept that challenge and we want to do it by demanding true implementation of the principle of "Teamwork in the Leadership, Solidarity in the Ranks" as laid down by Walter Reuther many years ago.

Therefore, we have discussed many of our major concerns, our leadership problems, and some ideas for change and new directions and have resolved the following: We need New Directions in Collective Bargaining, Organizing, Community and Political Action, Education and Internal Communication. And we need leaders with the conviction, courage, and energy to stand up to these challenges.

NEW DIRECTIONS IN AEROSPACE BARGAINING

Aerospace workers in the UAW are under attack. During the last round of negotiations the companies, while enjoying record profits and, with the help of the U.S. Defense Department, tried to impose massive takeaways including lump sums instead of general wage increases, two-tiered wage structures, elimination of COLA, and cuts in the health care benefits. In some areas they succeeded and our patterns of protection were splintered and weakened.

Add to that the rush of our aerospace companies to export our jobs overseas and the opening of facilities in R-T-W states and Union-hostile settings.

We must find and add work to our industry that is not tied solely to the Defense Department to gain and maintain stability for our industry.

The UAW must develop a program that will organize our collective strength to preserve our jobs and improve our wages and working conditions. Region 5, and what type leadership we have, is important to that program. "Getting in bed" with companies and "backdoor" deals are not the answer. We have to take on the fights when they are forced on us. But, we have to educate our members and keep them fully informed and, when the fights come, we have to fight smart and, when necessary, use new and different strategies as at Bell Heli-Copter and LTV.

We must also seek to unite all aerospace workers, not only the unorganized, but those in other unions as well. A merger with the Machinists, which maintains the principles of the UAW Constitution, should be at the top of that list. Why is it that eight years after the UAW and IAM organized a merger committee, nothing has come of it? We are entitled to a full explanation. Especially at a time when real unity could help solve the problems of aerospace workers everywhere. Our Region can and should take the lead in this historic effort.

AEROSPACE WORKERS IN REGION 5 WANT AND NEED NEW DIRECTIONS!

COLLECTIVE BARGAINING Automobile Industry

The Auto industry in America is in a state of change. For now, the amount of production and the number of our people at work is relatively good. But, our members are apprehensive. The future does not look that bright and they know it. They see the outsourcing of our jobs. They see new technology reducing our work. They know that our companies are taking profits that they helped earn and are ploughing them into overseas manufacturing and joint ventures. They also know that the results of these and other corporate activities mean less jobs, less plants, and less prosperity for all Americans. They, and we all know, that as that happens, their income security as well as their job security is threatened.

We as Local Union leaders, are being held accountable for these problems and fears and, we intend to hold our top UAW elected Leadership accountable as well.

Management's program is to have us trade in our traditional wage and benefit protection plans for something less, such as Annual Improvement Factor for bonuses and token profit-sharing. They want us to reduce classifications, limit seniority, and be accomplices in schemes which send thousands of jobs out of our plants to non-union employers and low-wage suppliers. And, they still want us to cooperate, to try team concepts and QWL and other schemes to enhance their profitability.

And, we have listened to the arguments and tried the programs. But, what's in it for us? Is it real job security? Is it real wage and benefit protection? Cooperation has to be a two-way street.

At the same time, we question the role of some of our UAW International leaders in all of this. We don't mind being told how rough things are going to be. But, we want positive, worker-oriented solution. We don't want our own people jamming the company line down our throats. The company may try to force competition between us, but that's not a proper role for our elected representatives. We need leaders within our great tradition who seek the collective response and solutions. That applies to our Regional leadership as well. We don't want to be left out there on our own. We want creative advocacy at every level.

WE WANT NEW DIRECTIONS!

New Directions in bargaining to provide:

- Real wage and benefit security.
- A renewed drive for shorter worktime.
- New directions and strategies to keep production in UAW plants.
- Severe penalties and community-benefiting sanctions against plant shutdowns.

- Joint planning and investment decision-making where it really counts. Not just where it divides and alienates workers on the shop floor.
- A commitment by the Corporation to jointly support Domestic Content, responsible reduction of the trade deficit, national health insurance, and a rational national industrial policy.

Our members find their jobs leaving their plants on a daily and monthly basis. We need a commitment from the International leadership to find methods to stop the erosion of our jobs. This method should include the right to strike between contracts to stop the loss of our work and jobs caused by outsourcing.

If profit-sharing is maintained as a part of the Auto packages that are negotiated in the future, the packages should be on a par value for all UAW members in the auto sector.

In the 1984 Agreements, the birthday of Martin Luther King, Jr. was negotiated as a paid holiday. Now that it is a national holiday, we need to bring this in line with the actual date of the third Monday in January to celebrate this holiday.

A working commitment to these goals and the necessary education effort and collective strategy to carry them out is the responsibility of our elected officials. We want the kind of leaders who will fight to carry them out.

NEW DIRECTIONS IN THE AUTOMOBILE INDUSTRY

NEW DIRECTIONS FOR SMALL AND INDEPENDENT SHOP LOCALS

The small and independent employer's local union in Region 5 is probably in the worst shape of all. Greedy companies and union-busters are everywhere. Those that demand unwarranted concessions must be resisted and shown that taking on our members anywhere is taking on the whole Union. Solidarity has got to be more than idle talk in these type situations. New strategies need to be used and, the Regional staff and Local and unit leadership need more training and support to prepare for these type struggles. Every possible resource of our great Union should be made available to workers under attack, no matter how few there are.

1. Development of alternative strike strategy proposals with Local, Regional and Internal Union Task Forces developing and modifying the proposals.
2. Better linkage with other UAW and non-UAW plants in large corporations. (stockholders meetings)
3. Modify Constitution to be more applicable to Independent Unions and their problems.
4. Taskforces designed with specialties geared towards Independent negotiations — Attorneys
— Actuaries
— Social Security representatives, etc.
5. International Union Finances to create and support ad-hoc arbitration services for small Independent Local Unions.

NEW DIRECTIONS THROUGH SOLIDARITY!

NEW DIRECTIONS IN ORGANIZING

Our Regional and National leadership have talked about "organizing the unorganized," but the truth is that the number of new members organized in Region 5 in recent years is embarrassing given our huge potential. Why is this? Some of the problem has to be the number of full-time organizers (3) assigned to the biggest region in the UAW (815,366 square miles). But, it is also by failing to effectively tap the energies, skills and know-how in our existing Locals to organize new ones. We need more emphasis on community relations and positive public relations and creative exposure where organizing potential exists. And, we need more resources available to these programs. We also need to go after new sectors of workers like professionals, service people, and workers in industries in high technology.

Therefore, we propose a major new commitment to organizing in Region 5. This effort will require more full-time organizers, some with more diverse backgrounds and demographic attributes to reach different kinds of workers. Also, we need more support of and training for Amalgamated Locals to organize more Units.

We also need more resources committed to Local Unions in R-T-W states for creative ways to reach non-members.

1. More attention to organizing run away plants or spin off plants and operations.
2. Organizing money from International Union to subsidize a Local Union in organizing.
3. A return to 7 full-time organizers.
4. Regular training to help individuals learn and understand how organizing works and functions.

ORGANIZING NEEDS A NEW PRIORITY

COMPUTER AGE

Today we find almost every sector of our country taking advantage of computer technology. Companies are able to accumulate information over a period of time and have it available at a moments notice. Companies are also able to communicate with their employees by mail in a short period of time. Political action organizations that oppose the very existence of Unions use computers and computer technology to aid their attempts to destroy Unions.

Many Local Unions have attempted to join the computer age by purchasing and using computer technology. In doing this some Locals have had some success, but, today we find many horror stories of Locals spending thousands of dollars and having both hardware and software that won't work for their particular organizations.

Local Unions and the International Union both need to take advantage of computer technology and use it to the advantage of our membership. Local Unions, however, find it difficult to find hardware designed especially for them or are able to hire their own staffs to develop software and hardware packages that work for them. Local Unions cannot afford to hire staffs of develop their own systems.

Today, we call upon the International Union to use their resources to develop computer packages for all size Local Unions and for Regional offices and make them available at a reasonable cost. They should also help smaller unions buy compatible equipment and establish a database in the International to be accessed by that equipment.

NEW DIRECTIONS IN INTERNAL COMMUNICATION!

COMMUNITY AND POLITICAL ACTION

The integrity of our Bargaining and Organizing programs is dependent upon the effectiveness and energy of our community and political action activities. We need a harder hitting stance on all the major problems which confront us and our natural allies. We need to intensify the effort to work with and through our total membership with ground-level education in the plants and the community. We need to mobilize our members even more than we have in the past and strengthen our relationship with community allies on issues of importance to all of us. We need new and in-depth strategies and plans of actions to carry them out.

Let's go on the offense against Right-to-Work, plant closing and weak labor laws; and for full employment, fair trade and industrial policies. Let's invest more heavily in the fights against discrimination, poverty, and the destruction of the family farm.

Politically, let's return to the philosophy of "rewarding" only our real friends, and punishing our enemies and their half-stepping colleagues.

WE NEED NEW DIRECTIONS TO WIN!

NEW DIRECTIONS IN INTERNAL COMMUNICATION

We need far more expertise and the use of sophisticated equipment and systems in our Union for internal communications. Corporations and the Right-wing are doing it. Management is doing heavy public relations with our members. The communities we live in mainly get the corporate line. We need strong video and systems communication. We need intense, specialized training for Local leaders in new technologies and communication skills. We need electronic link-ups between Solidarity House, Washington, the Regions and Local Unions. We also need programatic training and involvement with every form of community communication, such as public radio and TV, cable TV, etc.

NEW DIRECTIONS THROUGH MORE COMMUNICATION WITH OUR MEMBERSHIP

SUPPORTED AND ADOPTED BY REGION 5 LEADERSHIP CONFERENCE

March 1, 1986

Pre-Convention

UAW leaders attending the March 1 conference felt a certain sense of the meeting's importance. The dominant themes were "more International Union accountability;" "The need for new strategies and ideas;" and "more imaginative leadership."

A mood of change was in the air. A majority of these leaders returned to their locals and worked to elect Constitutional Convention delegates who supported the call for new directions. By now, it was obvious to them that Director Worley had little, if any, sympathy for the resolve of the conference or the concerns of its initiators.

On May 5, Region 5 New Directions Convention delegates, representing a majority of the regional votes, offered Jerry Tucker their support for Region 5 Director. The following is a letter sent to all top UAW Region 5 local leadership:

NEW DIRECTIONS IN REGION 5

Brothers and Sisters,

Within a very few days the UAW's 28th Constitutional Convention will be underway in California. For the first time in years we will have a choice in Region 5. A choice not only between two well known candidates for Regional Director, but a choice between two distinctly different approaches to the problems we face today and the challenges we will face tomorrow.

Our union has a reputation as a champion of innovation, progressive change, and adherence to strict democratic principles. That reputation is going to be put to the test in Region 5 at this convention. **Are we really a democratic Union at the International level, or has the system been placed effectively out of the reach of Local Union leadership? Is the Regional Director really accountable to us?**

For many of us in Region 5, that question is very serious. We have to face our own membership and answer the tough questions. But, when we have tried to get answers at the Regional level, they've been hard to come by. That is exactly why a number of us, last summer and fall, started communicating with each other in an effort to keep in touch with what's really happening in our union today. We tried at the October, 1985, Presidents'/Financial Secretaries' meeting to get answers and hold serious discussions. Brother Worley just avoided the issues. At later meetings, we looked for answers and, he wasn't even in attendance. Finally, on March 1, 1986, in Oklahoma City, we called a meeting of our own. **125 Local Union officers and members came and debated issues and passed resolutions on Bargaining, Organizing, and other important matters. That is when the NEW DIRECTIONS program in Region 5 really began.**

More and more Local Union leaders have joined the movement for New Directions and change in Region 5. Finally, after Brother Worley continued to ignore us, we joined in an effort to draft Assistant Director Jerry Tucker to run for Director. He ultimately agreed. We believe, that in Jerry, we have the best possible candidate for Director at this time. **These times require new ideas, new energy, and a person who will stand up for us and with us. The record is clear. Jerry Tucker is that kind of person (see enclosed flyer).**

One of the really puzzling things about this situation is that Ken Worley indicated at the 1980 Convention that that would be his last term. And then, in 1983, when he decided to run again, it was going to be the last one for sure. Why the change of mind, especially at a time when someone like Brother Tucker is so well equipped and pre-

pared for the job? Sadly, Ken has just not kept up the pace that most of us think is needed in these critical times. We also now hear a lot about how badly Ken is needed in these critical times. We also hear a lot about how important Ken's seniority on the IEB is. What good is it if it does not solve problems and get the results we need?

Instead of having the smooth, orderly transition that most of us felt Ken Worley owed the Union and those of us who have supported him for so long, we have the spectacle of threats and deceptive tactics being used in his behalf. Some International Staff members have pointedly suggested reprisals and punishment to individuals and Locals for not supporting Brother Worley. The threats to withhold service and the IEB's "hamstringing" of Region 5 if Jerry Tucker were elected are shrill and empty. . . . Who are they kidding! **The International Union has an obligation to service its affiliates and we've survived democracy's blessing on more than one occasion.** The UAW Constitution does not provide for revenge and retribution, not even in the fine print. **In fact, the Ethical Practices Codes contained in the Constitution provides protections against just such actions as have been threatened.**

And, in the same connection, those of us who truly believe in a democratic Union are outraged by the International Union's action in discharging Jerry Tucker from the staff for accepting our invitation to run for Regional Director. The Constitution does not provide for that either. **Local Unions are held to the highest possible standards and, a member in good standing's right to run for Union office is rigorously protected from coercion.** What's the difference here? Why the secret rules to protect International Executive Board incumbents?

As far as those of us who support New Directions and Jerry Tucker in Region 5 are concerned, we have the right issues; we have the right candidate; and, it is the right time for a new Director. We are confident, as we leave for the Convention, that a majority of the Region 5 Delegates agree with us and are going to vote for Brother Jerry Tucker despite the intense pressure, phony job offers, false rumors, and other tactics which will be used.

The New Directions operation will be in place when you arrive — contact any of us or Jerry Tucker immediately and, together we will launch Region 5's part of this great Union into our second 50 years.

In Solidarity,

THE NEW DIRECTIONS STEERING COMMITTEE

cc: Owen Bieber
Ken Worley
All Region 5 UAW Staff

POST-CONVENTION

The 28th UAW Constitutional Convention is history. Sad to say, no new directions were forged. It was business as usual, with frustrated Local Union leaders and the rank-and-file still being taken for granted.

One positive event did happen in Anaheim; the New Directions Movement, and our candidate, Jerry Tucker, became the talk of the Convention. The Region 5 election for director drew the attention of all the delegates from across the country. For four days, the massive weight of the UAW International Union administration battered the Region 5 New Directions delegation. Yet, when the election ended, incumbent Director Worley had barely survived, with a .161 lead out of 649 votes.

But something was WRONG. Illegal delegates had participated in the election and

cast votes for Worley. A protest was officially raised. The Convention refused to certify Worley. However, the UAW administration refused to take the time necessary to properly investigate the charges.

New Directions delegates left Anaheim further committed to restoring Union democracy to our great Union, and to the pursuit of New Directions and strategies in bargaining, organizing, political action, and internal communications.

The following statement was adopted at a New Directions meeting in Tulsa, Oklahoma, on August 2, 1986:

UAW REGION 5 NEW DIRECTIONS CONFERENCE STATEMENT TULSA, OKLAHOMA — ADOPTED AUGUST 2, 1986

As concerned Local Union officers and members from Region 5, we have again come together to discuss the direction of our Union.

At our first meeting held in Oklahoma City on March 1, 1986, we analyzed the frustration and growing sense of powerlessness that is evident among our rank-and-file and all working people in America today. During that meeting, we critically reviewed Collective Bargaining, Organizing, Community and Political Action, Education, and Communication within our Union. We also called for new strategies, new structures, and new ideas to bring to our UAW membership a renewed sense of purpose. We passed resolutions in each area and called for a national and regional leadership with the necessary "conviction, courage, and energy" to develop strategies and worker-oriented solutions in which we can all play a part.

WE CALLED FOR NEW DIRECTIONS, and **WE** resolved to take the sense of our concerns to the UAW 28th Constitutional Convention in Anaheim, California.

THE CONVENTION

Both before and after the March 1 meeting, we tried to get a response from the Regional Director. He ignored us and so did the National Administration Caucus that all of us had supported in the past. We launched a **movement** to draft Assistant Director Jerry Tucker, whose work on the national and regional staff of the UAW, had been marked by innovation and responsiveness to Local leadership and our rank-and-file.

Jerry Tucker's candidacy for Region 5 Director triggered massive efforts by International officers and staff to protect the status quo. Threats and efforts to intimidate became commonplace. Ugly tactics and overt deception was, and still is, central to the defense of Ken Worley. The current international Administration's insecurity about their policies and fear of new ideas and strategies became obvious. Despite all of the ethical violations and potential illegalities we had to overcome, our campaign came within .161 percent of one vote of victory at Anaheim.

None of us doubt that a truly fair and honest election, conducted in a democratic manner and in strict conformity to the UAW Constitution, would have resulted in a new Director and a New Direction in Region 5.

In spite of an overwhelming initial rejection by the Convention, the national administration certified Ken Worley as Director anyway on the last day of the Convention.

At President Owen Bieber's invitation, Jerry Tucker took his protest of illegal dele-

gates voting for Worley to the U.S. Department of Labor for investigation. **WE SUPPORT THAT INVESTIGATION.** Jerry further filed a four-part Ethical Practices Codes violation complaint with the UAW Public Review Board.

All of the New Directions delegates and supporters witnessed intolerance and blatantly undemocratic actions in California. We regret and reject the behavior of certain International Union officials and staff. **WE FULLY SUPPORT THE COMPLAINT BEFORE THE PUBLIC REVIEW BOARD.**

Therefore, we have again discussed our major concerns and have passed, or renewed, resolutions in the following areas: Union Democracy; Collective Bargaining, Organizing; Community and Political Action; Education; and Internal Communication:

DEMOCRACY WITHIN THE UAW

Union Democracy is fundamental to the maintenance of a free society. While other institutions may be created for the few to fully decide the fate of many, and some place privilege and even property above all else, Unions must be **by, for, and of** their membership. The UAW has a great tradition of responsible service to the membership, openly conducted decision-making, and a Constitution endowed with provisions which, if adhered to, compel democracy at every level. But those of us who truly cherish these traditions should take nothing for granted.

"The precepts of democracy require that workers through their Union participate meaningfully in making decisions affecting their welfare and that of the communities in which they live" (second paragraph of the Preamble to the UAW Constitution).

For many UAW Local Union leaders and members today, the standards of our democratic practices are in jeopardy, or at least under-utilized, at a time when the membership's fear and frustration are rising. The tendency of bureaucracy to insulate against change and defend the status quo, regardless of how impotent it becomes, is well known. Those of us calling for New Directions in the UAW recognize these tendencies and fear a mindset that stifles debate and suffocates new ideas and strategies. Our past greatness came from an educated and activatable local leadership and membership, following plans and strategies they helped produce. Solidarity cannot be produced by one-way communication.

Our Constitution provides reasonable latitude for debate and free political choices. The whole Union suffers, and participatory democracy in America is weakened when those safeguards are trampled on in favor of obscure, self-protecting rules designed to deny democratic access. The Administration Caucus is losing its popular appeal and relevance because it no longer evaluates issues and policies, but simply rubber-stamps incumbent candidacies.

It would have made more sense if, in Anaheim, the time and energy spent by certain International Union officers and staff had been used looking for solutions to the real problems we face, rather than bashing our candidate and his supporters. Fairness and democracy are not convenient options within the UAW — they are the fabric of our existence.

WE CALL FOR MORE, NOT LESS, UNION DEMOCRACY IN THE UAW.

COLLECTIVE BARGAINING

We renew our call for the development of bargaining strategies through solidarity and membership education. The sectoral positions we put forward on March 1, 1986, are hereby reaffirmed. We anticipate developing "action" statements on bargaining in the near future.

ORGANIZING COMMUNITY AND POLITICAL ACTION, EDUCATION AND INTERNAL COMMUNICATION

We renew and reaffirm our March 1, 1986 resolve in these critical areas. The health and vitality of our Union and the entire Labor Movement depends on implementing new strategies to effectively carry out Labor's role in a free society.

This Statement and Resolutions were adopted unanimously by the more than one hundred New Directions supporters in attendance.

The call for New Directions exists in the UAW because we are a democratic union. But are we democratic enough? Are bureaucracy and privilege overwhelming membership rights and open debate?

Our Union endowed itself with a fundamental purpose and democratic principles. Both the leadership and the membership of the UAW must actively defend and behave according to those principles, or they will be lost.

Political expression, open policy debates, and leadership accountability are **Old Directions** in the UAW. **WE CALL FOR THEIR RENEWAL.**

In Solidarity The Region 5 New Directions Steering Committee

Willie Ogden <i>Local 25</i>	Matt Snell <i>Local 249</i>	Bart Perkins <i>Local 952</i>
Charlie Knott <i>Local 31</i>	Richard De Los Santos <i>Local 276</i>	Carl Moser <i>Local 1093</i>
Gerri Hickman <i>Local 31</i>	Dave Perdue <i>Local 276</i>	Dennis Stanley <i>Local 1093</i>
Claude Thornton <i>Local 93</i>	Joe Smith <i>Local 282</i>	Joe Gordon <i>Local 1805</i>
Charlie Johnson <i>Local 93</i>	Sue King <i>Local 317</i>	Doug Burrell <i>Local 1921</i>
Correan Benson <i>Local 110</i>	Jimmie Lewis <i>Local 218</i>	Frank Spears <i>Local 1921</i>
Sylvester Raymond <i>Local 110</i>	Larry Bastian <i>Local 325</i>	Eddie McCracken <i>Local 1999</i>
Lew Moye <i>Local 136</i>	Carroll Butler <i>Local 848</i>	Al Jones <i>Local 1999</i>
Emma Feemster <i>Local 136</i>	B. J. Meeks <i>Local 848</i>	Jodie Clark <i>Local 2250</i>