

To Employees of the Automobile Industry

This is what is happening: The American Federation of Labor and other outside unions are trying to force you to join their union and to pay dues to support professional labor leaders.

They are trying to destroy the present satisfactory arrangement between you and the management under which your right to collective bargaining is fully recognized.

These employee representation plans — which the labor leaders call company unions—have been set up by more than 80% of the employees themselves. They are working satisfactorily. Any one of you can see his supervisory officer at any reasonable time and settle any questions that may arise. Most of the questions that have come up have been peacefully settled.

No one has to join any union. Your employment does not depend on your membership or nonmembership in any organization. It depends on merit alone.

The outside labor leaders are trying by force, by coercion, by intimidation of you and your families and threat of strike to make you join their union. Regardless of what you want, these labor leaders want the right to speak for all of you. They want dues-paying members.

But the N.I.R.A. does not say that the American Federation of Labor or any other union shall speak for you.

It is up to each one of you to decide for yourself whether these outside unions can secure any right that you can not secure for yourself.

It is up to you to say whether you want to surrender to professional labor leaders your own right to deal with the management of your companies.

To get what they want, regardless of what you want, the American Federation of Labor is using its usual weapons, namely a threat to call a strike.

Sunday's newspapers quoted William Green, president of the American Federation of Labor, as saying: "The question as to whether a strike in the automobile industry involving more than 100,000 workers shall or shall not occur on Wednesday morning, March 21, rests with the automobile manufacturers. Their decision will decide the question. The cause of the strike is directly traceable to the attempt of the automobile manufacturers to impose company unions upon their workers and to force them to accept."

That is not the issue.

You know that the companies have not coerced you into employee representation plans.

You well know that you have taken part voluntarily in setting up employee representation plans.

You know, too, that hours have been shortened voluntarily to an annual average of 36 hours per week, that wage rates have been increased more than 30% within the past year and in many cases are higher than they were in 1929 at the peak of prosperity and that twice as many men are at work today as during the depression.

There is only one fundamental issue here, namely:

Whether the automobile industry is to be run by the American Federation of Labor or any other outside union;

Whether you have to get a union card in order to work in these plants;

Whether your job and your advancement in the industry will be based on merit;

Whether the employee representative shall be ousted in favor of outside labor leaders who have interests to serve other than your interests.

If the strike comes, it won't be because you want to strike.

The strike threat comes from the American Federation of Labor and not from the automobile workers.

Let there be no misunderstanding as to the companies' attitude toward the automobile representation plans.

The automobile manufacturers intend to abide by the employee representation plans as they may be modified from time to time by the employees themselves.

And bear this in mind, the automobile industry is unquestionably leading the way back to prosperity. People are buying more automobiles than they have been for years.

This increased demand means more jobs at good wages—not only in the automobile industry, but in thousands of other industries supplying materials and parts to the automobile manufacturers.

A strike at this time will not only work hardship on you and your families, but will interfere with the recovery efforts of the President of the United States.

The automobile industry has reached its present state of high efficiency, low cost, with the consequent wide demand for its products, high wages and plentiful jobs without the help of the American Federation of Labor and without any serious labor trouble.

Unasked and unwanted, the American Federation of Labor is now trying to get control of this industry and destroy what we have taken years to build.

This industry does not intend to yield to such un-American and unpatriotic procedure.

National Automobile Chamber of Commerce

Members

AUBURN AUTOMOBILE COMPANY
THE AUTOCAR COMPANY
BUICK MOTOR COMPANY
CADILLAC MOTOR CAR COMPANY
CHECKER CAB MFG. CORP.
CHEVROLET MOTOR COMPANY
CHRYSLER SALES CORPORATION
CONTINENTAL AUTOMOBILE COMPANY
DESOOTO MOTOR CORPORATION
DODGE BROS. BROS. CORPORATION
FEDERAL MOTOR TRUCK COMPANY

H. H. FRANKLIN MANUFACTURING COMPANY
GENERAL MOTORS TRUCK CORPORATION
GRAHAM PAIGE MOTORS CORPORATION
HUDSON MOTOR CAR COMPANY
HUPP MOTOR CAR CORPORATION
INTERNATIONAL HARVESTER COMPANY
MACK BROTHERS MOTOR CAR COMPANY
MORELAND MOTOR TRUCK COMPANY
THE NASH MOTORS COMPANY
OLDS MOTOR WORKS
PACKARD MOTOR CAR COMPANY

THE PIERCE-ARROW MOTOR CAR COMPANY
PLYMOUTH MOTOR CORPORATION
PONTIAC MOTOR COMPANY
REO MOTOR CAR COMPANY
STERLING MOTOR TRUCK COMPANY
STEWART MOTOR CORPORATION
THE STUDEBAKER CORPORATION
STUTZ MOTOR CAR COMPANY OF AMERICA, INC.
WALTER MOTOR TRUCK COMPANY
WILLYS OVERLAND COMPANY