Fraser says job security main union issue

Dy Emory Daniels

The quest for job security is the single thread which runs through the history of organized labor in America.

That theme kept surfacing in the talk given Monday night by Douglas Fraser, retired president of the United Auto Merkers (UAV), at the annual Civic Diamer of the Plymouth Salvation Army.

Although many people equate high wages and rich fringes with the UAW, Fraser said demands for money always have been secondary to the desire for job security.

Many people ask why auto workers wages are so high and fringes so rich Many people ask why auto workers wages are so high and fringes so rich and wealthy Industry—far richer and wealthy Industry—far richer than any other landstry in America.

The speaker clied the time Generate who was a very meager one—1 was any other landstry in America that from 1957-77 GM's productivity equaled or exceeded all wage increases given the UAW for those 20 years. During those two decades, Fraser said, auto workers wages increased by \$2.90 and hour—Fraser said searching for digity and job security.

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their families."

TURNING FROM THE past to the present, Fraser commented that loday auto companies are recognizing that employees are intelligent and innovative and, given the opportunity, are capable of contributing ideas to the company.

"One result is that supervisors are not bosses anymore but must be leaders. Workers gain job satisfaction and a

reflects external events, said Fraser, noting that first major irringe benefit galaxed by the union was a pension plan and the next major benefit was supplemental unemployment pay to give security to workers and their families.

"We always had in mind the security of the people we represented. Then came 1982, a different year. For the first time in our history we left the bargaining table with less than what we had when we went to the table. We agreed to concessions, and we did so to get job security for the workers and their families."

TURNING FROM THE past to the meaningful voice in determining their job futures, and management gets increased productivity and improved quality of product."

The idea of having union representatives on corporate boards is now being met with union resistance but will be accepted in the future, he said. "It gives workers a voice in their own desting. Unions will come around to wanting representation at the level where decisions are made. When corporations made decisions which are irroverable and have an impact on workers' lives, unions need to be there."

Change will come in the future, but

unions need to be there."

Change will come in the future, but the democratization of the work place will remain. Fraser predicted. "Democracy is something that once people experience it and practice it, they won't give it up. The companies don't want to go back to the old authoritian order of the plant floor either because it's a return to poorer quality and lower productivity."

THERE WILL BE conflict in the fu-ture, said Fraser, over how to divide the economic ple. But if we handle it intelligently we can minimize the con-

intelligently we can minimize the con-flict by going to profit sharing."

The problem with bargaining, be said, is that negotiations always are based on past experience because no one can be certain what the future holds.

bolds.

"Walter Reuther made the first profit sharing demand in 1988. He argued we should divide the pie after it's baked and we know how large it is, instead of trying to divide it up before it's even in the oven. But Harlow Curtis, GM president, refused, claiming it would bring about the end of the capitalistic system."

about the court in the UAW repeated the demand at every negotiations after 1958, and the companies refused each time, added Fraser. The union never pressed the issue, he stressed, "because our membership never understood the concept or

supported the idea, and you should never take your membership on strike if they don't support and understand what you are lighting for.

you are igating tor.

"Then in November 1981, Phil Caldwell of Ford came out and said that maybe profile-saring was not so bad after all. The next month, Roger Smith said the same thing. It was nice of them to make those speeches since there were no profits then. But we agreed and in 1982 negotiated a profile making formula."

Workers have not yet received much from profit sharing, said Fraser, but it does give the union membership "a better understanding that there is a better way to compensate workers" than the traditional wage scale.

"Once workers accept the concept of profit sharing you minimize the possi-bilty of conflict over how to divide the economic pie."

Escapee sought in armed robbery

An armed man who threatened the life of a child Saturday at the Plymouth Hillon Inn and stole a pick-up truck from the bottel's parking lot might have been an escapee from the Detroit House of Correction (DeHoCo) in Northville Towaship.

Detroit Police found the truck, missing its tires and battery, Sunday morning in the city's Sixth Precinct near McGraw. The recovery spot is not far from the Third Precinct address of a 34-year-old tunitee who escaped shortly before 9 p.m. Saturday from DeHo-Co, 46000 Flye Mile.

from the north parking lot at the Plymouth Hilton, 14707 Northville Road.

Police said the man approached two separate families, each time apparent-ly branishing a gun and demanding the keys to their car.

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spotted a gun, he said be turned over the keys and returned to the hotel. Po-lice later found the keys in the passen-ger-side door of the ear, still parked in the lot.

ger-sine obor of the ear, sin parees in the lot.

THE ROCHESTER man described the gumman as black, about 5 feet, 8 inches tail, with an Afro hairstyle, slim build and wearing dark clothing. He was described by the Southfield man as black, 40, about 5 feet, 7 inches tail, slightly built, gaunt and "grubbily" dressed.

Plymouth Pollec Lt. Henry Bergboff called the incident "bizarre."

"We think it's the same man as the exappee, but he used overfill if all he wanted was transportation to Detroit."
Bergboff suggested the battery and tres might have been stolen after, the

truck was abandoned in Detroit.
DeBoCo director Emmett Baylor confirmed a trustee was reported missing about 9 p.m. Saturday. Ho described the trustee at black, 34, about 150 pounds and alightly built. Baylor questioned bow an escaping immate could have gotten a gun so quickly.

could have gotten a gun so quickly.

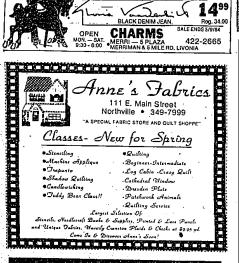
He said he also couldn't understand
why someone would want to escape
when he only had a possible 25 days to
serve as a trustee (five days of for
good behavior,
"If doesn't make sense," Baylor said.
"He was not considered dangerous at
all. If the trustee committed the urns at
all. If the trustee committed the situation. He would have been out in 25
days. Now he has an escape charge to
face."

. Perry's Clock Shop

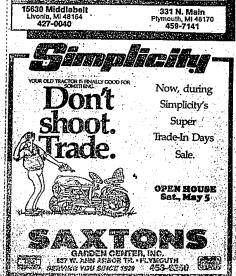
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