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# WHY

## ALL WORKERS

### IN THE METAL WORKING AND MACHINERY MAKING INDUSTRY SHOULD JOIN THE METAL AND MACHINERY WORKERS' IN- DUSTRIAL UNION NO. 300, INDUSTRIAL WORKERS OF THE WORLD.

An address to all the men and women who work in the various plants and shops of the metal and machinery producing industry. Fellow Workers:

No less an authority than Basil M. Manley, Joint Chairman of the National War Labor Board, says, "We are about to enter a period of the most acute industrial unrest and the most bitter industrial controversy that the American nation has ever known."

We are not only **about** to enter such a period—we **have already entered it**. And the supreme question of **Organization** looms largest on the present labor horizon; for only as Labor is **properly organized** can it hope to press home its points and win the fundamental rights for which it must contend in this or any other industrial dispute.

For the past fourteen years the Industrial Workers of the World has been urging the necessity of the industrial form of labor organization and demonstrating its efficiency in many hard fought strikes. And so patent are its advantages that as usual, the imitator arises to corrupt the principle and offer a spacious article, which he advertises as "just as good." Let no one be deceived by these semi-industrial unions. They are not the "real article"; they represent but a phase of history repeating itself. Again we hear advocated the same half-measures with which good-natured people have been endeavoring to "save" the working class for lo! these many, again we hear the same well meaning platitudes that were hearing the truth and we are und

ciation of Machinists, the Amalgamated Association of Iron, Steel and Tin Plate Workers, the United Automobile, Aircraft and Vehicle Workers, the Brotherhood of Metal Workers, and others, are **not** Industrial Unions.

The International Association of Machinists is yet a part of the American Federation of Labor. Not so very long ago its membership was composed of highly skilled workers only, but being confronted by modern industrial conditions, it has been forced to broaden out, so that it now includes in its ranks, not only the expert machinists, but helpers and machine hands also.

The Amalgamated Association of Iron, Steel and Tin Plate Workers confines itself to the mills and fabricating shops. Being affiliated with the American Federation of Labor, it is forced to exclude certain classes of craftsmen in order to avoid invading the jurisdiction of other affiliated craft organizations.

The United Automobile, Aircraft and Vehicle Workers was, at one time, affiliated with the American Federation of Labor, but is now an independent union. Finding that the old moss-backed Federation would not let it expand from a Craft into an Industrial organization, it withdrew, but not until it had been practically forced to do so by the conditions of its existence.

The Brotherhood of Metal Workers is more recent in its formation than the others and up to this time has confined itself to metal and machine shops in the East. It does not pretend to enter the field of basic metal production.

Practically all of these organizations are old organizations and, for many years, their leaders have known the I. W. W. and the correctness of its positions in advocating Industrial Unionism. But, not until the I. W. W. had spent thousands of dollars for the free distribution of industrial union literature, not until the sentiment for industrial unionism had become tremendously strong, did they abandon their old, fossilized ideas about unionism. For years they have been a stumbling block in the path of industrial unionism, but now, at the eleventh hour, they come to pluck the ripe fruit from the tree so painfully nurtured and raised by the Industrial Unionism. It is only

sought to cure by affiliation, but without success. The U. A. A. & V. W. of A. perpetuates this mistake, only to be forced, in time, to seek affiliation where affiliation is impossible except at the expense of compromising whatever industrial union principles it may now possess.

The Brotherhood of Metal Workers, socialistic in sentiment, but confining itself to a particular line of shops and workers, falls under the same criticism of attempting to magnify a part into the proportions of the whole, and hanging on to ancient craft conceptions that evidence their misunderstanding of true industrial unionism.

### **The Real "One Big Union"**

METAL AND MACHINERY WORKERS INDUSTRIAL UNION No. 300 OF THE INDUSTRIAL WORKERS OF THE WORLD reminds you again that there can be no half-way measures in Industrial Unionism; that the part cannot function as the whole; that the entire Metal and Machinery Industry must be organized in all its branches, from top to bottom; and that the Metal and Machinery Industry cannot be affiliated, but must be woven into the very fabric of the organization of labor. Industrial unions are not to be limited by artificial boundaries, but are to expand naturally to include all who should be contained within them, and must be closely co-ordinated with the other allied industries.

The Metal and Machinery Industry starts with the Blast Furnaces and runs through many processes and thousands of plants and shops from the production of the Mallet Compound Locomotive to the ring upon "my lady's" finger. The making of automobiles, engines and other machinery are but parts of a complicated industry that spreads over the face of the earth. Therefore, the Metal and Machinery Workers Industrial Union No. 300, I. W. W. includes within its jurisdiction not alone the automobile workers, machinists, etc., but the blast furnace workers, the steel, tin and copper mill workers, the iron, steel and brass molders, the structural steel workers, the machinery and metal fixture workers, together with metal specialty workers, cutlers, metal tableware makers and metal jewelers. And, equally as important, it includes the fabric of the Industrial Union where it becomes one

with the Agricultural, Forestry, Transportation, Mining, Construction, Textiles, Cereal, Packing House and other industries that make up the whole of production. Instead of being a chassis without either engine or wheels, it is a high powered racing machine, completely assembled and fully equipped to meet every need of the driver and, thru its very excellence of construction, win the race against odds and over the most difficult course.

Since the Industrial Workers of the World is an integral body and not an affiliation, the members of the industrial unions are at the same time members of the "One Big Union" which is the I. W. W. Instead of many different craft unions with many different constitutions, many unnecessary staffs of officers, many different kinds of cards (all calling for high dues and initiation fees) we have a uniform low initiation fee, uniform dues, free and universal transfer system, universal card system, a universal label—in other words, One Union, One Emblem, One Enemy,—One Big Union of all the workers of the whole world, subdivided into Industrial Unions for the purpose of production and the transaction of business, but closely entwined into one general union of workers in all the industries.

By way of contrast, let us point out that under the old system of craft unionism, if you leave the automobile industry and enter another, your card is no longer good, you must join another union and pay another initiation fee, you must get another card and study another constitution, and help keep up another staff of officers, who, altho they may be honest, are keeping the workers separated into many unions in order that they may hold down their fat jobs.

The craft unions and their offspring, the so-called industrial unions, believe in long drawn-out strikes: note, for instance, the Wadsworth strike in Detroit. They believe they can fight the capitalists with big treasuries. On the other hand, the I. W. W. advocates short strikes, the irritation strike, or the general strike of a whole industry in order to win better conditions. It advocates the strike against a protest against police brutality and the imprisonment of workers.

sneered at the industrial unionists, calling them dreamers and freaks. But these dreamers and freaks held true to their great principles, pushing the cause of true working class organization both in and out of season, and reaping the reward of all pioneers; the path to industrial unionism is indeed watered with the blood of their martyrdom. The early agitators were jeered by the workers, misrepresented by the venal press, clubbed by the police, sentenced to long terms of imprisonment by craven judges and killed by corporation hirelings. And now, Behold: since the working class is coming to realize the necessity of the industrial form of organization, these unions come out, dolled up in brand new clothes, proclaiming themselves as the only simon-pure, died-in-the-wool industrial unions. But remember, Workers, that these are the same old unions that held back the progress of industrial unionism—they have merely changed some of their tactics because of pressure due to changing industrial conditions and the wakening of the workers.

It is indeed high time that there should be a definite change in the method of organization among the workers of the various kinds to whom this leaflet is addressed, but can these two organizations to which we have just referred, change themselves so completely as to meet your needs in the most efficient manner? Any effort of the International Association of Machinists to become completely industrial will not only meet with opposition on the part of the American Federation of Labor, but will surely be completely strangled by that organization. It cannot become an industrial organization and retain its affiliation with the A. F. of L. It must be forced on the outside and lose contact with all the other craft organizations and forfeit the support which it has formerly drawn from them. This fact is only too well known by the officers of the I. A. of M. and all their professions of adhesion to industrial unionism are so much camouflage to retain the substance of craft unionism while they deceive the workers with a great show of enthusiasm for a name.

### **In the Steel Industry**

The above remarks apply with equal force to the Industrial Association of Iron, Steel and Tin  
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paign in the steel district around Pittsburgh only too well illustrates the refinements of craft separation that exists within the American Federation of Labor. Read the following from the call of the organizing conference in May, 1919:

"All unions of every trade having members employed in iron, steel and tin plants or having jurisdiction over men employed in these plants are invited and urged to send delegates. This includes Blacksmiths, Boilermakers, Brick and Clay Workers, Bricklayers, Bridge and Structural Iron Workers, Coopers, Electrical Workers, Foundry Employees, Iron, Steel and Tin Workers, Machinists, Mine, Mill and Smelter Workers, Mine Workers, Molders, Pattern Makers, Plumbers and Steam Fitters, Quarry Workers, Railway Carmen, Seamen, Sheet Metal Workers, Stationary Firemen, Steam and Operating Engineers, Steam Shovel and Dredgemen, Switchmen, etc., working in the iron and steel industry proper."

In the face of this array of jurisdictions in the metal industry, the claims of the A. A. of I. S. & T. P. W., go glimmering. In the language of the man in the street, "it is to laugh!"

The United Automobile, Aircraft and Vehicle Workers is now, and for some time has been, independent, but owing to the fact that it confines itself to this particular line of production, which is only a part of the great metal and machinery industry, its field of activity and growth is limited by an artificial boundary of its own erection—it shuts itself out from any contact with or appeal to that great mass of workers, who, by the nature of industry itself, are naturally co-ordinated with it. This attitude of exclusiveness, this specialization within the field of the industry, is a survival of craft union ideology and complete evidence that there is a fundamental misunderstanding of industrial unionism—a misunderstanding that is nothing less than a fatal weakness that must hurl the workers into ever recurring industrial defeats. Apparently it is impossible for these workers to see that a part cannot be as strong as the whole—that the part cannot successfully function unless it is knit into the fabric of the entire industry. This is the basic truth of the Craft Union movement.

## **Emancipation, Once and Forever!**

The avowed aim of the I. W. W. is the abolition of the capitalist system of society. It requires no camouflage and it enters into no compromises with the master class. While battling for better conditions, shorter hours and higher wages today, it teaches the workers to build for the future, it trains them to be ready to take charge of industry when capitalism collapses.

We are building the new society within the shell of the old. Where the General Executive Board of the Industrial Workers of the World shall sit, there shall be the nation's capital.

The place of the present incompetent, wasteful and undemocratic Congress shall be taken by an assembly of delegates representing the workers of all industries. Instead of political city, county and state governmental departments we shall have the executive bodies of our industrial unions. Just as the workers in Russia have their Soviets with delegates from all industries, so the I. W. W. constitution provides for "District Industrial Councils" which shall be made up of delegates from the various industrial unions in a city or district. These Councils shall take the place of the present rotten and grafting municipal administrations. Altho the industrial unions will be strictly industrial, the Councils will be industrial, political and social.

The workers in the different shops, mines, factories and other industrial establishments shall elect their own foremen, superintendents and boards of directors. They shall be owners as well as workers.

The present capitalist system can not last much longer because of a lack of foreign markets, which any system that lives on exploitation and wage slavery must have in order to exist.

The I. W. W. is the greatest constructive force in existence today. It will some day save the world from disorder, chaos and destruction.

Long live Industrial Democracy!

Long live the Workers' Commonwealth!

and Machinery Workers Industrial Workers of the World.