

YOUNGSTOWN STATE UNIVERSITY

ORAL HISTORY PROGRAM

Women in Labor Unions

Personal Experience

O H 1868

MARTI MORN

Interviewed

by

Holly Hanni

on

May 7, 1997

MARTI MORN

I hate this interview Ms. Marti Morn was born in Honolulu, Hawaii on September 9, 1947 At age seven, she moved to Youngstown, Ohio Ms Morn graduated from Wilson High School in 1965 She is a single mother of four and has always been a working mother. She has relied on her own mother to help care for her children.

Marti has been very active within her local, 717, partly because her mother was a union activist. She served as Recording Secretary for a short time until she was beat by Charlotte Ingalls Marti has been involved with several campaigns within her local and is very involved with politics in general She is very bitter towards the inner-politics amongst other women in her local and as a result, has decided not to participate in union politics at the local level any longer

Marti is focusing her union activities with CLUW [Coalition of Labor Union Women]. She attends many CLUW national conferences and is currently the District Seven Representative for CLUW She feels CLUW is a very powerful motivation for women and does not feel that its message of female solidarity is working within her local She is also actively involved in helping women seek political offices and has helped a fellow female co-worker get elected to Warren City Council

-- Holly Hanni

H This is an interview with Marti Morn for the Youngstown State University Oral History Program, on Women in Labor Unions, by Holly Hanni, on May 7, 1997, at 2 00 p m

I see on your personal history sheet that you were born in Honolulu What was your childhood like?

M. Well, I only lived there until I was about seven years old, so that is kind of too far back for me to remember how it was

H And then you came to Ohio?

M: Yes, with my mother

H: Where did you settle?

M In Youngstown

H. Where did you go to school?

M: Immaculate Conception, East High for my freshman year And then we moved over to the south side and I went to Woodrow Wilson until I graduated

H What was your childhood like?

M: Here?

H Yes

M: Well, I had a working mother, so it was not really a productive childhood because she worked so much and, you know, I spent most of the time just with baby-sitters and family But it was not really something I want to write about

H. Were you an only child?

M Yeah

H Where did your mom work?

M My mom worked at Republic Rubber for several years As a matter of fact, she was one of the first organizers down at Republic Rubber, and she used to talk about it quite a bit But then she went to St. Elizabeth's. She was an elevator operator for several years, and then she went into practical nursing She retired out of the dispensary, the clinic, that they have there

H What was your high school experience like?

M: Fun [Laughter] I mean, what else can high school be, but fun? I went to good ole Woodrow Wilson and we were the football champs when I was there

H So you had a good experience in high school?

M Oh, yeah.

H You graduated in 1965, and you started working at Packard, right?

M Yeah, in 1968

H Okay So what did you do in the three years?

M Oh, odd jobs. You know, work St Elizabeth's at the lab, I worked [at] the Bureau of Workman's Comp as a typist For, maybe, about six to eight months, I worked at a credit bureau And then I got called at Packard

H. How did you go about getting hired at Packard?

M Just like everybody else, we used to stand in line from midnight, you know, until seven o'clock, when the office opened You would go and file your, you know, application. You do it four or five times and then, you know, you just crossed your fingers and hoped they called you

H So when you were hired, were you hired full-time?

M Yeah They hired full-time back then.

H What was your job?

M. I worked on a line, a conveyer-type thing We made the harnesses. I put so many wires in a plastic connector, wrapped it with tape, put connectors on it and clamps You know, we just made wiring harnesses.

H I see that you were married You are divorced, correct?

M Right.

H When did you get married? What year?

M The first time? Back in 1969.

H Okay, so you got married shortly after you started to work

M: Yeah

H: When did you start your family?

M: Then We started then

H: Did you continue to work?

M: Yeah

H: What was that like?

M: Well, actually, you did not think about it, because I had worked before, and everything You just never thought that it was going to be anything different. You know, I just went to work That was it

H: What kind of child care arrangements did you have?

M: Mostly my mother

H: Your mother helped out?

M: Yeah, helped out quite a bit

H: I see that you are a Hawaiian, Pacific islander What has your experience being part of a minority been like? Have you ever been treated differently at work?

M: No, because most people really, they do not know what I am Sometimes they will think you are Italian or Greek, or a different nationality I have never had a negative reaction to being Hawaiian "Oh, wow, you are Hawaiian That is great " Never had a negative reaction

H: How was it raising your family? Can you remember what kind of struggles you had? You said your mother helped you out

M: Yes, which did not cause any struggles, because I always knew that she would be there You know, that is one of the biggest problems, child care, when you go to work But I was lucky enough to have my mother be constantly there Even after the divorce, I lived with her She worked day turn, I worked afternoon turn There was no problem I would take my daughter to a child care center for a couple hours I would drop her off and my mother, when she got off work, picked her up It kind of made it easier for me to go out and make a living, because of the fact she did do that [Tape stops]

My mom worked at Republic Rubber We lived on the East side, right off Albert Street. She left work one day, and she was telling me that she stopped

and talked to an old friend of my grandfather's and grandmother's. She was seen talking to him. Because of that, they laid her off. She did not realize until later that he was an organizer, trying to get the union into Republic Rubber. Well, when she finally did get back into Republic Rubber, she worked hard to get the union in there. She worked with Chuck Carney and she has mentioned other names but, right at the moment, I cannot tell you.

H: So she was part of the organizers?

M: Yes, she was part of organizing Republic Rubber. And very, very proud of that.

H: When they did organize, did she hold any positions in the union?

M: You know, I do not recall her saying that. I do not know if, back then, they did have a lot of positions like we do today. But as long as you were active and you stood up for the rights of people, I mean, you were a union activist. Talking to her, she could give you more of that information.

H: Do you think that did have an impact on you, knowing her history?

M: Maybe, and maybe not. I am not really sure. We never talked a whole bunch about it, but she has told me the same stories several times. And she has told me several times about trying to organize the nurses at St. Elizabeth's, but that was kind of like a lost cause. They really did not want a union in there and they did not really realize how important it is. Now, today they do.

H: It being a Catholic hospital, they had that to contend with.

M: Yeah, and then we had an aunt that was number two in command at St. Elizabeth's Hospital so, you know, it was like the loyalty to the sister. But she still tried, you know, and was working with them.

H: What was the acceptance like in the union since you joined?

M: You automatically join. You cannot work there if you are not a member of the union. So, I mean, if I decide I want to be part of the union, I am going to join. The work, I think, should be active, since you have been active, not really joined. You know, we are all members, we all pay dues. It is whether you get involved in the union movement.

H: Is there a lot of female participation in your union, do you think?

M: I think there has been, considering the percentage. I am not exactly sure, but I know we are over 50 percent of women in that particular workforce. They have women on committees and, you know, they work on various projects. It is really

surprising that we do not have a lot of women elected officers. It seems the men all get elected. Considering the percentage of women, you would think that they would elect women more.

H: Why do you think that is? Would you say that women are the majority of employees?

M: They are. I think we have a lot of old school. Men are smarter, men are breadwinners. And there are some women there, they do not have faith in women, they do not believe women are as smart or -- not equal -- but they do not think that they are qualified to do their job. They look at them differently. You know, we are a different breed and this is really a man's job. It is changing, but I do not think even age has anything to do with it. There are younger women who think that men should be running it. You know, they do not have, like I said, faith in women.

H: Do you think that the union promotes women being active in leadership roles?

M: The union? I do not really want to address IUE. I do want to address CLUW. CLUW is the Coalition of Labor Union Women, and their main goal was to get women active and educated, so that they can take a more active role in their unions, to become officers. I met the most dynamic women -- I mean, my chin hit the ground the minute I started getting active with CLUW on the national level, because I was one of those who did not think women were that smart. I mean, you just sit in awe of these women, their accomplishments. And this organization has nurtured many women to go up the ranks in the union movement. I think last year we had the first woman secretary/treasurer elected to the AFL/CIO, [American Federation of Labor - Congress of Industrial Organizations] and she is in New Jersey. That is quite an accomplishment. Unfortunately, we had to have a women's organization to do that. Men just do not know how to relate to women. Even in today's age, there may be some. But they did not know how to teach women how to be active in the union movement. We have women's issues. It really is not women's issues. It is women taking on an issue. You know, but they did not understand where we were coming from, so they created this organization in order to help women do the things that they need to do to be active in the movement.

H: What are some of the issues that you have seen women take on?

M: In the union movement? Well, we have taken on the family, medical leave, you know, we have taken on minimum wage. There is a gentleman who is the president of the NAACP in Trumbull County, and I really kind of get uncomfortable with them saying it is a black's issue and it is a women's issue. I say it is an issue that is right for everybody, but we just happen to be the organization to take it on. You know, like child care. CLUW is big time into child

care. Several of the ladies out of Chicago work with Metzenbaum in trying to get a lot of the legislation with the family and medical leave act. We have been real instrumental in child care, we have been instrumental in minimum wage, comparable worth.

H: So CLUW works within the union, but it also focuses on the political activities outside the union, like lobbying for the union's interest.

M: They have done that.

H: Is that one of their main focuses?

M: Well, they do that. We have an excellent lobbyist out of the international labor, the ILGWU, the garment-workers union. As a matter of fact, Evy DeBrow. And she is a vice president of CLUW. She has just retired, unfortunately for us. But she is also going into another. She is one of the most well-known lobbyists in Washington, and she fights for the labor movement and for the women's issues. I hate to use the term, but I still use it. But she does fight for a lot of things, you know, what a dynamic lady. She is only about this big [indicating the size of the woman] and, up here, brilliant.

H: Do you think that women's activities in the union have brought the unions to focus more on family issues?

M: I think, in some unions, yes they have. The Communication Workers of America -- there is a sister out of California -- they actually got child care language in their contract. And they fought for years, and they finally did get it. We do not have it in IUE, that I know of. Not locally. I cannot address the rest of the IUE, but we do not have any language like that, locally, where as the company and the union would work together for some sort of child care. We have gotten about 1800 people hired. The last administration, they worked out a program with the company, and we got 1800 people hired. And a lot of them are of child-bearing age. We also find that there are a lot of grandparents that have taken the custody of their grandchildren, so child care is still an issue there. Even though we have got an older work force, we still have an issue of child care. And it is important. But we have not done anything that I know of. Years ago they did a survey, but nothing came about that. I wish they would. I mean, if it is a union/management type thing, there is a lot of office personnel who are of child bearing age, also. So, I mean, it is something that is really desperately needed in there.

H: Right. When I was talking to someone from the UAW, there are specific jobs they are forbidden to do during child-bearing age at the plant. Is that so at Packard, too?

M: I am not familiar with that. I know when I got hired back in 1968, you were required to go off at a certain time, when you were six months pregnant. But they only gave you six weeks pregnancy leave. They would not let you work because of the hazards but now, since laws have changed and different things have changed, it is not mandatory that you go off. They do caution you that if you have a job with heavy lifting and stuff, you might want to consider going on to another job. I do not know anybody who has been forced to move out of a job, such as painting, as you said. Like with the paints, most of those jobs, you had to have high seniority to get into, so, I mean, they were older people who were past the child-bearing age. But I do not know any jobs that they say you cannot go into. They do warn you about certain things, but they give you the proper equipment. If you have to have breathing equipment and stuff, they give that to you to use, you know. And it is your own common sense whether you are going to do it, you know, the right way, or get off the job.

H: Right. I see that you are politically active. Can you tell me how you became interested in politics?

M: We have the Political Action Committee, which is the political arm of our local, which I served on, good Lord, for maybe the last 16 years. And I was not that active until maybe six years ago, when I started becoming active in different campaigns. My very first big campaign that I worked on was Senator Latell's. I had done a few things here and there and gone to a few fund raisers through the committee, but never actually took part. And since I worked on Senator Latell's campaign, then I have gotten the opportunity to work on several judges', you know, commissioners'. I just helped a councilwoman. I worked with Butch Mathaney when he did Rob Birches governor campaign. I kind of was helping him a little bit in Trumbull County, trying to get support for him. My feeling is, even though he is from Mahoning County, his vote is going to represent what we are going to do in Trumbull County, too, so we do need to interact.

H: When you get involved with these campaigns, are you getting involved personally or are you doing it as a union representative?

M: Kind of both. You know, what we do is, the AFL/CIO has endorsements. And so, a lot of those campaigns we go on, you know, as a union person, so that we can interact between the union and that candidate. But then I will not go on to a campaign unless I personally feel that I want to support that person.

H: Can you work on a campaign that the union does not support?

M: If they do not endorse the other candidate, yeah, you can. You know, there has been a lot of times where they have made no endorsements, so it was open. The AFL/CIO, actually, I talked to one of the presidents, and he said that he does not really like to see an endorsement in a primary, because of the fact one

union may like this candidate and another local may like this one, and we do not want a division. So it is best, let us go out and do what we want at primary time and then, whoever the winner be, endorse them.

H Is there a lot of women involved in the political pack, or is it predominantly male?

M It is about, maybe 40 percent women. We do not have an extremely large committee. We have about 15. We have people that come and they do not do anything and they leave, you know. But they are not really politically active. They do not want to spend time and get involved.

H Are you appointed to the committee's in your union or can anyone join within the committee?

M Yeah, you have to be appointed.

H So you were appointed to the committee?

M Yes.

H What other committee's have you worked on?

M In the past? My union involvement started way back with Gregory Whitman, and I am trying to think of the year he was in. You are talking 16, 18 years ago. I cannot remember. But I was appointed to the Women's Committee. And the purpose of the Women's Committee is to educate women, you know, about the union movement, and to help them get more involved. And they do a lot of fund raising and a lot of cookie-baking, coffee-making, too. Women have such a scope of things that they are really great at, so they need this committee. Same way with the Political Action Committee. I was appointed by him then.

About three years later, I was appointed to the Organizing Committee, because an edict came down from our international that we will create within each local an Organizing Committee, so if there is any campaigns going on in the area, we have people that will go and help the organizers, instead of them bringing somebody in from Washington. Whether it is to hand out leaflets or talk to the people, you had someone there who can help you out. I was on the Education Committee. I had an opportunity for six months to be the chair of the Education Committee, and our committee felt that we wanted to educate the membership, not only through classes, but we would write articles letting them know what was going on with the entire union movement. You know, we have this strike, and we have caterpillar. We did articles, plus we have union label, and there was like union products that we could buy that people are not aware of. You know, look for this union product. Buy them, support the other unions because they can turn around and support you.

H. I noticed in the one newsletter that I have of your union, they had on the back page what was being boycotted presently. Do you try to let the public know, or do you just keep that mainly within the union?

M. Actually, that is the job of the central labor body, which is the ALF/CIO. You have it in Mahoning County and you have it in Trumbull County. They are supposed to do that. Sometimes you just cannot seem to get it out. I think that if they set up committees and worked harder, they could get that out to the public, letting them know, you know, what is going on. If you are a real union activist, you do know what is going on, what is going on with the different steel mills. You do know it, but it does not seem to filter to the guy sitting next to you unless he is active, or you happen to get into a conversation. The job of the AFL/CIO is to do that, is to go out there, not only to promote the union -- union services, union products -- but to let you know, you know, what companies we are boycotting and why we are boycotting them.

H. Over your years with the union, have you seen an increase in union activity, to get out to support the unions? Or have you seen a decrease?

M. I think there is a decrease.

H. What do you think are the causes?

M. Personally? I am with Delphi Packard. We are all contented cows. We have had a good contract, we have had protection. We have gotten lazy, we do not pay attention to what is going on, so we do not really have a real union feeling because we are not fighting for anything. You know, you go into the steel mills -- to me, those are the godfathers of the union movement -- they still have to fight for their rights to be union. We do not have to fight anymore. Now, maybe we will after Sunday, but we do not really have to fight, and we have had, in the past, excellent contracts, excellent benefits, rights that people all over this country are in awe that we have certain rights. We have union reps that can represent you, that is their job for eight hours. A steel worker, no, you gotta take me down to the union hall and you gotta talk to me on your own time, and on my own time. And that is a really important issue. People do not realize how important it is to have your rep right there when you have a problem. But we have gotten kind of -- I do not know what the word is.

H. Over-confident, maybe.

M. Over-confident. Like I said, I think of us as a contented cow. We are just going to lay back and we think everything is all right, and it is not. You know, you have to fight daily for things. It is not right and I do not think that they realize what could happen.

H They are passive

M. Yeah

H We were talking before the interview about NAFTA. In my interview the other day, the woman touched on that her job went to Mexico. Is that a big issue out there amongst the women, or the union, period, about the jobs going? How many people do you think have lost their job?

M Well, you know, they are saying that no one has lost their jobs, but there has to be lots of people out in limbo, you know, on lay off. I do not know where they are putting all these bodies. The administration prior, there were 1800 people, which brought it up to around 8,800 employees. I do not know where they all went. They are taking so many jobs, putting it down. There are jobs that are slated to go in June, you know, you are talking hundreds of people. I do not know where they are putting all these people. When I first got hired in 1968, foremen would fight over a square inch of floor space. Now, the place is so wide open, there is so much floor space, it is like, "Where am I? I am not in the same place." I do not know where they are putting them. I do not know where they are at. They do not have the jobs. There was a business that came in, and it was supposed to be 1200 employees working in there; there was going to be two or three shifts. Now, it was not there were going to be 1200 new bodies coming through the door, because there was one job that was going to be eliminated that had 1100 people in it. That 1100 would transfer there, those bodies, and they would need 1100 people from somewhere. With all these jobs going out, I do not know where people are.

H Does the union keep you abreast about that?

M Yeah, no. [Laughter] It is like, yeah, they are going out, but we do not know what is going on. See, I was more active with the last administration, and the Bargaining Committee kind of took on being sales people. They said, "General Motors, you have got all these packages that you are slating to go to Alabama or Mississippi. Let us tell you what our workforce can do. Let us do something so maybe you can bring this package in here." And that is how they got the 1800 people, because they went in and said, "Come on, let us look at this work-force." You have got a very qualified work-force up here that can do the job, will do the job. You do not have to work like Mexico, the turn-over is, supposedly, awesome. No, bring it here, because we have educated, hard working-people. And they did. They brought package after package. A month before that administration was over, they were talking about the fact that there were three packages being considered to come in, which were hundreds of jobs, so that if something went out, there were jobs there for people. There has not been anything new come in, everything is just walking out the door.

- H They made a big deal on the news the other night about the new Corvette Did you see that? That is supposed to be for Delphi
- M The Corvette harnesses?
- H I do not know what a harness is
- M Oh, the harness is the electrical system in your car
- H Yeah They were supposed to get that
- M That would be great because we have lost so many It is awesome, the jobs that are there We actually make a complete wiring harness from scratch You know, we make all our wire, it is copper that is put into a plastic coating And we make our own terminals, we stamp them out, we put them on I mean, it is fascinating We make our own plastic covering, which is, I think it is a grometer or a conduit. I mean, it is fascinating what we do. The plastic part -- we make plastic Actually, they are the largest plastic-making company under one roof in the whole United States. It is just fascinating what Packard's all about And we got some great people that do excellent work Like I said, we were trying to bring -- that Bargaining Committee and that administration was trying to bring -- jobs here You know, trying to sell the company on this work-force I do not know what this one is doing. [Laughter]
- H What happened?
- M. New administration, new Bargaining Committee, and not being active with them, I do not know what they are doing
- H Since you said women are the majority of employees out there -- do you think women are as aggressive as men, as far as the union activities Or do you think the men are more aggressive, you know, keeping abreast on what is going on?
- M That is kind of hard for me to answer [Laughter] It really is kind of hard for me to answer Aggressive?
- H Union participation If you have an even split of employees, is that represented equally in the union, as far as participation and activism? Is there a 50/50 participation in the union, male and female representation?
- M. Most women are appointed to committee's Most men are appointed to positions You have, I think, two insurance reps. We have insurance reps that will go and help you with your benefits I think we only have two women -- I could be wrong When I left, there was only two women and the rest were all men You have got a health and safety rep who is appointed -- that is a man

The alternate is a man. Women seem to still be categorized "You make the coffee, bake the cookie. You do the reading of the books, like you can do on the Education Committee." I think the women that are on the Political Action Committee are there because they have the reputation of being politically active, being politically recognized. And we also have a council woman. You know, she works with me, as a matter of fact, on midnight turn. She is a council woman and she is politically active, and that is why she is there.

H: She is a council woman where?

M: In Warren. Sixth Ward Council Woman Helen Rucker. She was supposed to fill that thing out, also, because I wanted her to come with me.

H: We are supposed to collect names, too. Do you think she might be interested?

M: She might.

H: On the Bargaining Committee, are there women?

M: No.

H: Have there been?

M: No. IUE 717 does not believe women have enough smarts to be on the Bargaining Committee. Just recently, there is a lady named Joyce Thomas, she is from 722 -- that is IUE. They represent GE [General Electric]. She just got put on the national Bargaining Committee for GE. She is the very first woman in history with GE.

H: Where is she at?

M: Warren. Local 722, GE, and she is the very first woman that was put on that National Bargaining Committee, and I think that is an awesome accomplishment.

H: Right. And did CLUW help her out?

M: No. She kind of was just a little dynamo, and started getting active and going to classes. She has got a great personality and, I mean, she has built a rapport between the company and her as a union rep. She is the chief bargainer for 722, she is the worker's comp rep. I think it has been in the last two months that she got appointed to this position, and I think that is really great.

H: How did you become an IUE delegate to the national executive board?

M: Of CLUW?

H: Right

M: Actually, I went with a friend to a meeting and was impressed, and then had the opportunity -- there was a group from the chapter going to the convention, which was in Los Angeles. I got a chance to interact with other IUE women from all over the United States, and also interact with a sister named Gloria Johnson -- she is out of our international. She was the head of the Social Action and the Women's Committee at the international. She kind of took me under her wing and she helped me along. The very next convention that I went to, she supported me running for the IUE delegate, representing what we call District Seven. That is the IUE over in this area. I was elected by IUE women from all over the United States. Men and women, there are men included.

H: Oh, are there?

M: Oh, yeah, there are.

H: They have one man on every CLUW local, is that it?

M: No, actually. All you have to do is join and become active in CLUW. I always felt that men should become active in CLUW, because a lot of them do not have any idea about how we look at things. Once they get within a group of women and hear how these women are looking at certain issues, maybe when they come back into the local, you know, they will be able to address things a little differently because they will have both sides. I really feel men should be active in CLUW.

H: What was the district encompassing?

M: District Seven. I always do that. There are six states, I know there is Tennessee, Kentucky, Mississippi, West Virginia, Ohio, and I am always missing one.

H: Do you think it is Pennsylvania?

M: No. It is down within that area.

H: What year was that?

M: That was back in 1982.

H: Are you still very active in CLUW?

M: Yes.

H: Do you attend the national convention?

M: Yes Like I said, as a national executive board member, we have three meetings a year, in between each convention, which is every two years, and we deal with, you know, what is going on labor-wise. In conjunction with each meeting, they will have a conference We have had political conferences, we have had recruitment conferences, we have legislative conference, we are big on reproductive rights. You know, we have had conferences on that But yeah, still active there There is a local chapter that, there are times I cannot get there because I have gone somewhere else. You know, they hold meetings once a month.

H I notice that the IUE has a local chapter, but the UAW does not?

M. You mean on the national board?

H No, locally

M. Oh, locally, yeah, there are The president of the local CLUW chapter is out of IUE. Her name is Rose Bennford. She is a retiree. The vice president is Joyce Slusarzyk. Joyce Slusarzyk is also the state vice president for CLUW, and she is out of local 1112

H Oh, I asked a woman and she thought they just did not have one. She must not be aware of it

M. No, maybe she is not Her name is not familiar. I am trying to think of who else is there from the UAW Actually, there is a lot more UAW involved in CLUW locally right now than some of the others We have had some steel worker, we have had AFME IUE

H. Is CLUW making in-roads? Like you said, the one woman was elected from GE, you said CLUW helped her.

M No, CLUW did not help her No, the AFL/CIO in New Jersey, that secretary-treasurer, which is the second in command in the state, is a woman who was very active in CLUW, is still very active in CLUW

H So CLUW is very supportive?

M Oh, yeah

H And they are making a lot of in-roads, do you think?

M I think so, too, because women have such a vast net-working system, you know Whatever you need, you can get for them Whatever support that you need, they are there -- in CLUW CLUW taught me sisterhood, something I never even

heard of in the union movement. But CLUW taught me sisterhood, they taught me inclusion, bring people in. You know, show them what the union movement is all about. They will have to decide whether they want to be active in it or not, but bring them in. Give them that opportunity.

H Is there a lot of participation from your local with CLUW?

M No.

H Why do you think that is?

M I cannot speak for anyone else. I really cannot.

H Does CLUW come to the 717 and try to recruit?

M I have in the past, and gone to deaf ears. We have had charter members that, when I joined in 1980, [I] never saw hide nor hair of them. Maybe they joined ten years later for a year, [I] never saw hide nor hair of them again. I do not know why they did not stay active. They supposedly were active within the local, but I do not know why they did not stay active in CLUW. They never failed to mention that they are a member or charter member of CLUW. And, as a matter of fact -- I do not know whether I was out of line or not -- I read several campaign literatures running for offices. The first thing the person mentioned was the office they were running for, they were once appointed to that office. The second thing they mentioned was CLUW. So I cut the article out, and I tacked it to a piece of paper and I said, "Since you found it a priority to mention that you are a member of CLUW -- you have not been a member since 19-whatever -- I think you should find it a priority to join it."

H Did you bring that out during the election?

M No. To them, I had no intentions because CLUW is very, very dear to my heart. Do not use it as a stepping-stone, do not abuse it. That was just a personal thing in between me and that person. And, you know, they hem-hawed around, and I said, "I do not want to hear. Do not ever put CLUW down."

H Do you think, perhaps, the women do not understand the significance of CLUW?

M Yeah, that is kind of it. They do not know what CLUW is all about. If they could use CLUW to get somewhere, they would do it. But they do not want to be part of it, they do not want to be active in it. You know, they just want to pay their dues and say, "I am a member of CLUW." It is sad, because it is an awesome organization.

H How do you think CLUW could get the word out better? Like you said, with the

jobs going to Mexico, they need more solidarity. CLUW, to me, seems to be a way that could help them gel together more.

M: It depends on the person. There is one right now trying to become the Hillary Clinton of the local, and all of a sudden, she has decided she is going to be an advocate for CLUW, which could destroy CLUW. I actually have not pushed CLUW in my local because there are very few women that truly believe in the union movement, in sisterhood, in inclusion. They will not like CLUW. They do not want to be a part of it. They will pay their dues and use it as a stepping stone.

H: You fear backlash against it.

M: Yeah, I really do. I feel a negative would arise from their activity. We have men who term it an auxiliary organization. It is, but it is not in that attitude. You know, you do not have to be a member, but to vote, you have to be a union member. We have 22,000 people in CLUW, all over this United States. It is not an auxiliary. It has been a support group, it has been an educational group for many, many people. It has done what the unions have not done, and that is educate. But they will not support it. You practically beg them to support it. I have been very lucky.

The state president of AFL/CIO, Bill Berga, I talked with him about CLUW when he got into office, and about possibly helping me spread the word of CLUW over the state of Ohio. Now, even though we do have a state vice president for CLUW, which is Joyce, she is UAW, and UAW is not affiliated with the AFL/CIO state-wide. We are locally. They are nationally, but not that way. So he cannot work with her. At the last convention, which was last year in September, he went so far as printing up a membership form. He made a fold-down and on it, he put a spiel about joining CLUW. He also put the resolution that the AFL/CIO has about supporting CLUW, and on the inside, he put the locations of all the chapters in the state of Ohio. Everybody in CLUW went nuts when they saw that. They all took one home to see if they could get their state to support it. But, you get some support like that, and then he also had our president, Gloria Johnson, speak, a dynamic woman. He then, you know, was a little bit more supportive of CLUW. But we have not had a chance to sit down and make arrangements for me to write little articles to go into the News and Views, which is our state paper, so that we can promote CLUW more.

H: Do you think that your union involvement is more geared toward CLUW than in your local 717?

M: Yeah, more so. But because of CLUW, I think it allowed me to be active within my local and allow me to bring things to, you know, the women and the local, that I had gotten from CLUW, via education that I have gotten and the feeling that I have in my heart for the union movement. That came from CLUW and that

made me more of a benefit to our local

H: Have you run for anything in the local?

M: I did run one time for recording secretary, and I won that. But when I did my rebid, I lost.

H: You mean your re-election?

M: Re-election, yeah.

H: So how long did you serve as secretary?

M: Three years. It is a three year term.

H: What were your duties?

M: Actually, you just took the minutes at the membership meeting. You had to, you know, transpose them onto a ledger. Plus we have a newspaper, and you have to put the minutes into the newspaper. You also have to keep attendance. A lot of positions we elected, and some appointed positions, are required to attend union meetings, you know. And if you do not attend union meetings, you could be history. So a part of that, and then I got a chance to interact and work on different projects, because I was in the hall periodically.

H: Do men run for that position, or is that predominantly female?

M: Ah, it is women's work.

H: Do you feel the union is still the Good Ole Boy Network?

M: Absolutely. In our local it is, I cannot address any other. Maybe if it is like the garment workers, they are Unite now. It used to be the ILGWU and Act Two. They merged and now it is called Unite. Well, the majority of that is women, you know, so they do have control. But our local still is the Good Ole Boy Society. Some of them are coming around and being more supportive of women, higher up, like our district president and our international president, who is out of our local. But locally, I do not see their, really, sincerity in supporting women. Women are there and they are allowed to do this and that, but they are not sincere. You only can go so far, you know. You will never reach these heights.

H: Everyone I have talked to, there is an invisible glass ceiling.

M: Yeah. But see, the women are the ones who elect these men into office, and they do not understand it.

H How do you think that could change, if you could change the attitudes?

M. Oh Lord, we would have to erase them all and start clean I do not know, really, how to do it because we have had an opportunity to get women into positions, but these women do not support other women, so they do not bring them along because it is safer in that Good Ole Boy Society to do what they want. You know, they will let me go so far and, hey, that is okay That is all they further I need to go

H. It is like a subservient

M. Yeah But if I decide that I want to go further, I know they are going to bury me

H: Like a threat

M Yes.

H. And do you feel that the threat is more viewed by the men or the women?

M By the women

H They are threatened by other women?

M. Yes That is the biggest downfall, is women against other women A really good friend of mine was angry with me because I did not support a certain woman for president She was even going to go to CLUW about the fact that I did not support her I told her I said, "In the many years that that woman has been in the position of power," I said, "I want you to tell me what programs or projects she has supported "

H. How do your children respond to your union activity?

M I [will] tell you what, my children, I have kept them very active in my union activity As a matter fact, my 16-year-old, when she was about ten, she found a bunch of stencils that I had -- we had a lot of old paper, I keep paper and they use it for scrap -- she had "A" and she had apple When she got to "I" she put IUE. When she got to "U" she put union And my children have always been active, they know how I feel about things. They know when we go into a store, they look at clothes. The first thing they pick up is the label If it is not made in the USA, they will go, "Oh, no," because they know I will not buy it But they have been active with me in a lot of my union functions They are in the union parades

H They participate

M Yeah, they go with me a lot

H And does the union support family participation? Is there an increase?

M That I cannot tell you The only thing that I know that we have had in the past is a Geagua Lake day And we used to have, years ago, a Christmas party for the kids But it started to get out of hand There were so many and we then needed to, you know, try to figure out how to get all these people in it That was stopped one negotiation year and it has never been started again There really are not, that I know of, at the moment, any family-oriented programs

H What is your specific job task? Is it the same as when you were hired?

M Oh, no.

H Do you want to tell me about the different jobs that you have had?

M The different jobs that I have had? Well, I started on a line, which every woman did When you first got hired back in 1968, every woman started on a line or, a woman's job, a board You never got a man's job.

H Oh, was there sexual segregation?

M Yes, there was sexual segregation. Men got to work on all of the machinery The women got to work on the line and maybe a stationary board, or maybe inspection Those were the three jobs we basically all came into. And there was a high percentage of women in comparison to the men When legislation came down that says you are not allowed to do this discrimination, women started going on what they called "men" jobs Like these cutters that are going to Mexico We went on there and the men gave us a bad time I was real lucky going into a lot of the cutter jobs because of the fact I was on the bottom of the list of seniority, so I was no threat But women with high seniority were a threat because these men would lose their job before that woman So they gave them a bad time and would not train them I guess I was lucky, but I guess I was not lucky because I was part of the discrimination, in a sense

H How did the union work against that?

M I really do not know what kind of involvement [there was] You know, how can I prove that you bad-mouthed me?

H Did they recognize the problem? Did women get support within the union?

M As far as recognizing the problem, I do not think they were really aware of it, unless it got out of hand I think a lot of us knew we were going to put up with it,

you know, that this would happen. It did not get really out of line, when that happened. A lot of the men that got hired, got hired in on the jobs -- the conveyors and the stationary board and inspection -- like we did, and over the years it kind of just died out and it was like a job is a job. It had nothing to do with whether it is a man's job or a woman's job

H So there is no sex segregation?

M No, there really is not I did various jobs, I packed out, I worked on lines, I serviced I spent 22 years down in that mold area that I spoke about

H The plastics?

M Yeah, the plastic mold area. They went to something which I did not agree with, which is a 12-hour day, a mandatory 12-hour day, which as a union activist, people fought and died for an eight-hour work day And so I left the area because I refused to work it, because it would destroy my weekends and I did not want to have to do that. Now, if I want to work 12 hours, I want to say "yes" to that extra four hours. I do not want to be forced to And I went to a job where I made terminals Now I am on the labor gang, [laughter] which is a janitor, which is not a very high-paying job but I love the job

H Have you taken pay cuts to get into different positions?

M. Oh yeah This is actually the first pay cut I have taken Most of the time I have gone a little bit higher because they had, years ago, language where you went up If you went lateral, sometimes you could be protested off the job. Usually you went up when you went there. This is the first job I took a pay cut.

H Why did you opt to do that?

M I was used to not being confined I spent 22 years running a bank of ten machines I walked back and forth on them I could walk off and go to the bathroom and not have to worry about the thing When I came back into the other plant, North River Road, the job I had I was confined in like a six by six square, which drove me up a wall. So I was looking for a job where I can work at my own pace, not a machine's pace, and I would be able to walk away and go to the bathroom when I could and not have to get myself in trouble because I left my work area Now, on the job I am at, I get a job assignment, I work that at my pace, and when I am done, I am done So I do not like the confinement

H How long have you been doing this?

M. Three years now in this one

H: Is it all day shift?

M: No, I work midnight.

H: You work midnight to get onto this?

M: No, I wanted midnight. As a matter of fact, to get into the classification, I had to file for any shift, which was day turn, afternoon and midnight. I got a job offer on day turn, I immediately filed a shift preference to go onto midnight because I knew there were younger people than me on midnight.

H: So they gave it to seniority?

M: Yeah, I had seniority because I wanted midnight.

H: Why did you want midnight?

M: For me, that is the best shift because I get active in a lot of things. You got meetings in the morning or meetings in the afternoon or meetings in the evening. If I work day turn, I miss work and do not get paid. If it was the afternoon, I miss work and do not get paid. So this makes my whole day available to me, to be active in the things that I want to be active in.

H: When do you sleep? [Laughter]

M: Well, you know, today, knowing I had to be here at two o'clock, I went home immediately and went to sleep. There is times where I have to be someplace at ten o'clock. Well, when I am done there, then I will go home and sleep.

H: You live with your mother, you said?

M: No.

H: You did, though, right?

M: Years upon years ago. I found my freedom. No.

H: How is your family?

M: Right now I only have my daughter. The other two are with their father.

H: How does that work when you are working midnights?

M: She either stays with her sister or, if her sister is working, my mom will babysit my two grandsons, and she will come over to my house and she will stay with my

daughter. Or there are a couple of nights that she will go and sleep -- she has a got a very good friend about two blocks up and I know the family and they are great people, and I have no problem with her staying there for the night.

H. So you have worked midnights now for three years?

M For six years, actually I worked three years down in the other department on midnights

H So your children were younger then Were there nights when they had to stay by themselves?

M No I do not like that. You know, since my daughter, since she is 16, like if I work Friday nights -- that is our Saturday -- there are times she stays there. But when my other daughter gets off work, she will come over and stay Yeah, I do not particularly like that

H What kind of changes have you encountered at work since you have started?

M Being a union activist?

H We started talking before, like you said it started getting pretty hairy with the men Have women always been at the plant?

M Oh, yeah, because we were predominantly women back in the 1950's and 1960's The type of jobs that we did were considered women's work Making the harnesses, putting them together and everything We were predominantly women

H But now it has changed, right?

M Yeah, it has changed.

H Was it gradual change? Were there problems where there was high stress?

M Yeah, at first At first there was a lot of high stress, there was a lot of hatred, there was a lot of people giving people a bad time But I think it was the individual Some men were very threatened by the fact that there was a woman doing the same thing that they were doing You know, that is not how they were brought up. But today I do not think they even look at it So there is a guy coming in, so there is a gal coming in It does not make any difference

H: Do you think, during those times, that the women acted more sisterly? Did women stick together?

M. No, they did not. I do not think back then, either, because, like I said, they kept electing men constantly, and that is all they did. It must have been, maybe, within the last ten years, that women were elected as alternate reps. And now they have gone on to reps. Like the woman you spoke to, the alternate -- no disrespect -- that is kind of the bottom of the totem pole. You are allowed to function when the rep is not there. But it depends on the rep, whether you are allowed to do anything or not. That is just substitute. We had three really great women that started it off, and they have passed on, but there are women now that are respected. And I find they look at me that way, too. They talk to me like I know what is going on because they know of my involvement. After talking to me for awhile, they know I may know something and I might be able to help them out with something. I do not think there is a division anymore. We are all just there. The company may utilize if you have some foremen that are favoritism to the men and let them get away with things. But that is the individual.

H. Do you have female foremen?

M. Yeah.

H. How do the men respond to them?

M. Again, that is the individual. We had one in our area who is a great lady. I mean, honest, straightforward, did not go out to screw anyone out. You know, "Here is what has to be done for the day. I know what the procedure is. Let's go." Great foreman. Then, we have got one right now that will bone your eyes out. The people that work for you, you screw. The people that do not work for you, you kiss their butts. But it is the individual. And there are men like that, as well as women.

H. What kind of female competition have you encountered within the union?

M. [Laughter] Oh, gosh. It is like right now, I am not allowed to be active. That is the competition.

H. You are stifled.

M. With CLUW, like I said, they teach inclusion. It is like women should create their own security blanket, in a sense. A security quilt. Each square represents a woman and her talents and the things that she can bring to you and the union movement. This local is not doing that. They are afraid. If you are smarter than they are, they are afraid of you, so they will do everything they can to push you away, instead of realizing how important that you could be. You are only that one square, you are not the whole thing. This particular administration does not believe in utilizing talent. Yes, people, yes. Like I said, I live in two different union worlds. CLUW is my dream world. That is where there are so many

women that are so supportive of you. You know, they do everything they can for you to help you out. In my local, no they will not.

H How do you think you can change that?

M Elect a new administration. [Laughter] It seems like a losing battle right now because they are so far gone in the way they are, I do not think they could understand my feelings, or the way it should be, the inclusion, the sisterhood. But I cannot say, I do not know. What I do is, I just step back because they are hanging themselves left and right.

H You said the administration before was more supportive.

M. To an extent, yeah. They were not as afraid -- still they were afraid -- of bringing people into the movement who would be an asset, who would be a little bit of a benefit to them. I do not think they know what it is.

H When you were talking about CLUW earlier and you said they sponsored you to go only twice, right?

M Two national executive board meetings and there was a couple of conventions that they did give some money to, one way back when. Another one, we had to beg for the money and there were ten women going, they gave us \$1,000 -- which is \$100 a piece -- to go to a convention, because there were men who believe it is an auxiliary organization and really, it was not worth their time. As a matter of fact, the same man that is the president right now, he used to debate me half an hour, 45 minutes of why do we have to send women. And I thought, "What?" I know I got a smart remark from one of our bargainers at one board meeting that said, "Well, you want to go do this steward's training at the University of Michigan. Why do women have to go?" I said, "Well, maybe someday they want to grow up and be a rep." That was the attitude. Those people are in office today, they have not changed. That is why there is not really real support for women.

H Do you have aspirations for yourself within the union that you hope to achieve?

M. Not anymore, right now. I may change my mind tomorrow, but no, because that local can break your heart. I have seen this, even though I experienced it late and it did not ruin my whole life, but I have seen them destroy really good, sincere union people. I do not want to do it anymore. They said, "Why do you not run?" I say, "No. I am not going to get beat up by the membership." I said, "It ain't worth it." I can go about being active with the ALF-CIO, go to the different schools they have and conferences, be involved with CLUW. I do not need to be destroyed. That is not why I got involved in the union movement. But I am a bit little more active here and there in politics now than I was. I am still a

rookie there but I know it is going from one frying pan into another skillet. It is a new avenue and I have not been beat up on it yet

H Do you have any female friends that you can encourage that might take the forefront?

M: No, because they all deserted me. When I lost my position and this new administration came in and purposely ousted me, good friends that I had brought into the union movement do not even want to talk to me anymore. And I say, "Shame on you."

H: Is that a union thing or do you think that is a predominantly female thing?

M You know, I want to say a female thing. I do not really want to say a union thing because of CLUW. Those women do not do that. They have not ever done that and I have been involved since 1982. They have never done that. I think -- here we go again -- it is an individual.

H: Does CLUW address those kinds of problems? You said there is solidarity within CLUW itself, but then when you get on the local level of the unions, which CLUW is supposed to help promote, you are coming up against this kind of problem. Is there a way CLUW is addressed?

M The only thing CLUW can do is sponsor conferences and send out literature. They do not have any authority to come in and say, "Now, look at here, ladies. What is wrong with you?" They do not have anything like that to do. CLUW has attracted good union women. I have seen some come in and they are gone because they cannot function within that realm. These women in my local cannot function within it. Charlotte's a big . [Laughter] Wait until you meet this charming lady. She is so stupid.

H. What types of problems have you encountered in trying to balance work and family responsibilities?

M You know, a long time ago I probably had them, but since I have been doing it for so long, I do not really have a whole bunch of problems.

H: You were married in 1968, was it?

M 1969

H That was your first marriage, right?

M Yeah

H And you have re-married since?

M. Unfortunately, and I really do not want to have to go through that one [Laughter]

H Did you receive support from a husband?

M Absolutely none As a matter of fact, he did nothing but try to destroy He rode on what I was involved in, my activism, the people that I knew As a matter of fact, in court, it was like I was a union whore Okay, he was the pimp, not the union The union never paid me to do anything He would take me into bars or restaurants, we would go there and he would say, "Oh, Marti You know that guy over there. Why do you not go and see if you can get me a vote " To me, he pimped me for a vote

H A vote for what?

M Him He tried to be active in the union, but he was worthless, and a lot of people caught on way before I did, unfortunately.

H Did he work with you at Packard?

M. Yeah, he still works there

H. How do you handle that? Do you have to encounter him?

M: No, I do not have to encounter him Right now, he is working over at the CAC plant by the airport, and I am on North River Road I know he will not come around me

H Talking to other women, I have found men and women meet and date where they are at

M. I will never do that again

H. Are there problems that you see in the plant during divorces?

M. Oh, yeah It seems to be more prevalent at Packard, but you consider the number of people that are there, it is easier to spot than in a small, little place. You know, you might see one case, and we could have 32 cases because there is that many people It can get a little uncomfortable

H Do you recall any situations or anything?

M No because, like I said, I was always in one plant and he was in another

H I mean amongst other women

M Not right off hand.

H Is that an issue that the union addresses?

M The union movement does address domestic violence in the workplace. As far as our local getting involved in it, we do have a human relations rep, and usually when I get the domestic violence or the workplace violence stuff, I give it to him. How he handles it or if he has encountered it, I do not know, because he does not speak about the cases.

H Have you ever witnessed any?

M No. I witnessed an ex-mother-in-law and a lady fight but I have never witnessed any. Really, I have not.

H How has the union helped you as a working parent, such as supporting changes in family or maternity leave?

M Well, the only thing that I can say that they have helped that I know of is within the contract we have family medical leave, a little bit of language there, which goes in conjunction with the federal laws. Other than that, they do have contract language which calls for you, maybe, going to another shift because of a hardship. We have decent benefits, you know, that help us out, too. You have good benefits for your whole entire family. Anything other than that I cannot think of.

H What about education? Do they help with the children's education?

M Oh, yeah, just recently -- the last national negotiations. We get tuition refund. There is a limit, however, but we still get tuition refund not only for credited classes but certificate classes. In this last national negotiation, they negotiated that we can get \$1,000 per year for our children.

H. Each child?

M Each child. I just got the specifics and I have not opened up the letter, because they had not put it all down yet and every time I call the hall to see if the benefit rep heard anything on it, he said, "Not yet, but they are going to send something." And I have not had a chance to open it up, but they do have up to \$1,000. With that program, certain colleges are not necessarily within the listing and they do not pay tuition. It took a long time for them to get the University of Michigan and Michigan University as an accredited school that they will pay tuition for.

H: Geez, and you think of all the unions in Michigan.

M: Yeah, well, it is like they might have forgot about those two and did not put them on the list. But most of them, it is like we have the George Meany Institute in Maryland with labor studies. They are a part of Antioch College. Maybe about eight years ago they finally recognized Antioch College, so now they pay, because you can get a two year labor studies course. Maybe it is an associate degree or something. You only have to spend two weeks on campus and the rest of the time it is all homework and parts of what you do. But it is finally recognized so that the tuition will cover that.

H: How has your job duties at home affected your union participation?

M: It really has not. Like I said, with midnight turn, I have my whole day available to clean up or go to sleep or go to wherever I want.

H: There has not been times where you had to not participate because of family crisis?

M: Right now there is going to be, but normally no.

H: How has being a woman affected your role in the workplace? What are the positive and negative issues?

M: I think it does not have anything to do with it. I really do not. What is your role, your job? I really do not have an answer to that one. I really do not know what you are asking.

H: How has women's experience in the union changed since you have joined?

M: I think in the last few years there are more women who want to be active than before. They just wanted to clock in, do their work, clock out, take their pay check. There are more women who are getting more active. They want to learn a little bit more about what is going on.

H: It has increased?

M: Yeah, it has increased.

H: How has your union encouraged political activism amongst its female members?

M: Within the union or outside the union?

H: Both.

M: There are two different answers. They do have a political arm, as I said, and women are on that political arm. Mostly the ones that have been active for years, and that way we have a good rapport with what is going on. Politically, within the union, women are getting more active. I do not know if encouraged them is the right term, but there are more women who want to be active and are running for various offices. The percentage of the success is not big, but they still are trying.

H: Are women appointed to all the committee's? I cannot remember if I already asked this.

M: No, you did not ask that. Yeah, they are appointed. Well, you have the Women's Committee, which is all women. You have got the Education Committee, which is a mixture -- I do not know what the percentage is. What else do we have?

H: Are there male exclusive committee's?

M: No. Actually, we got a guy appointed to the Women's Committee one year.

H: So there is not a committee that is just all male?

M: The Veteran's Committee is all male. I do not know if they have ever appointed a woman to the Constitution Committee. As a matter of fact, I do not believe there is a woman on the Constitution Committee. The Veteran's Committee, I do not know if there are any women there. That has never been active, that I know of. You know, they would go to the parades and they are in existence, but I do not see them.

H: How has your union's attitude toward women changed since you joined?

M: Well, they are allowing women to be a little more active than they were way back when. They really are. No, I do not want to go into that part of it; never mind [Laughter]

H: What kind of leadership positions have women achieved in your union?

M: Well, we had a woman that had achieved the position of vice president.

H: Is that Barbara Morgan?

M: Barbara Gleason.

H: When was that?

M Maybe six, seven years ago, she was in the position of vice president. She had done various jobs: benefit rep and the executive administrator and many things Women's Committee and things like that. She went to vice president and that is all the further she got.

H Is she still around?

M She has gone to the company. She got a corporation job [Laughter] And why not? If they are going to utilize her talents, why not? I mean, why loyalty? She had spent many years being loyal and got destroyed. Like I said, that union can break your heart. So she just walked off and went over to the corporation side.

H Have you ever been discriminated against because you are a woman? If so, in what way?

M I have been discriminated against by women [Laughter] because I am a woman. As a matter of fact, I just passed a lady in the work area not too long ago -- last week. I was telling a lady, I took around a petition to run for alternate rep. The guys wanted me to do it because they knew I could get more signatures than they did. I just wanted to open up this election. I did not want the job. I actually got stuck because the guys all backed down, and I did not want the job. But I had a woman tell me that she would not vote for me because I was pregnant. A woman. And that is the first time I think I realized the discrimination of women by women. When I see her, I am still in awe that she said that to me. Because I was pregnant, she would not vote for me.

H I think women can be harder on women.

M Oh, they are horrible. They can destroy.

H Have you ever encountered problems of equal work for equal pay? How did this make you feel?

M I have not, myself. Because of the way the contract is set up, yeah, in the past nine years, you know, there has been equal pay for equal work. But it is not like I have ever done a job and not, because I was within the group of seniority that did get the highest amount.

H But now you are saying that is a trend, is it not?

M Unfortunately, I guess it is. That is what you got to sell to get something. I will work for two dollars less if you will guarantee my job. Or if you will give me a little bit more of a benefit.

H Do you feel that is weakening the union?

M: Oh, yeah, because if you have got too many different structures and they are representing me more than they are representing you and more than they are representing, you know, Monica. It causes a division in there and people do not support you. That is another way they do not support each other. "Well, you know, you are one of them seniority boys, you have got all those rights, you got all that big money, and I am doing the same job and I am getting this." It is not my fault. It is my fault that I said yes to that to get you a job.

H: What about animosity?

M: There is. Like I said, you got a lot of these young kids [saying], "Well, when are you going to retire? Are you not old enough to get out of here?"

H: So it is more an age division than a sexual division. A money division.

M: Yeah, it is a money division, really. But we have always wanted the old farts to retire so we can get a better job. [Laughter] I remember being low in seniority and saying, "When are them old farts going to retire so I can move up?"

H: How have you or other women you know confronted or dealt with injustice that you have encountered?

M: I cannot answer for anybody but me. Like I said, I feel there is injustice right now within my local. My action is just to step back and watch because I knew they would hang themselves. And it has been coming more and more to light that they are hanging themselves. Fighting them is lowering yourself to their level. And I do have an arrogant attitude where they just do not know what to do when I am around. And I am not the only one; there is a couple of us. We walk into a room and they are very quiet, but their mouth had been going long before. Because of the fact they know what we are all about, they know what we have up here, what we can do, and they do not want to take us on.

H: And that is not just a male thing?

M: No, it is male and female both.

H: What are some issues that you feel your union still needs to address?

M: Family issues. You know, like I said before, we have got a lot of people of child-bearing age and they need to have good child care. Mostly that is going to affect the women because the women have to run home when there is something wrong. Then men do not run home. Boy, do I sound like I am on my band stand against men but, no, the women are the ones who have to run home. And there are men that have gotten divorced and been awarded the custody of their children and they need support that way, also.

H: How well do women get along with each other in your union or workplace?

M Oh, I cannot address that one. I do not know I really do not know. I am on the outside and I am not even looking in right now, so I do not know what the relationship is with the women there, within the union, being active In the workplace itself, most women get along pretty well. I think they remember the days we had to fight to keep those jobs and it just seems to be automatic that we help each other We do

H Did you not see earlier that, within the union, there is a lot of caddiness amongst the women?

M Yeah. Well, you still have got people on the floor, too, that are not involved in the union movement, that will slit your throat in a heartbeat, but that is the individual We have got a lot of good, good people and even the men are willing to help when you have got problems, or help you learn your job There is a lot of women that help each other. I wish they were the ones that were active in the union movement, because that is the kind of women you need.

H: Maybe because the young ones are, that is why they are not.

M That is why they are not, right

H What are the positive in-roads that your union has made for women workers?

M Well, a lot of the unions, not just mine, they have created a lot of women's departments and that is, basically, to do what CLUW has done How successful each union is, I am not sure They have accepted them more I do not think they are looked at as not having enough smarts to be active. They will only go so far Anything specific, I cannot pin point anything specific Even the AFL/CIO right now, I believe, has a new project for women Working Women Speak Out, or something like that I have gotten a couple of pieces of literature on it I do not know where it is going to go, it does not say where it is going

H How has your union worked to educate you of your rights?

M. You mean as far as contractually?

H Within the union or within the workplace

M Mostly, you pick the brains of the reps that are around I learned a lot from talking to a lot of the veteran reps, regardless of whether they are an alternate, a rep, or zone, or even an officer or something They do not really sponsor programs to say, "Okay, sit down and we are going to go through the contract We are going to tell you what your rights are " They do have informational

meetings around contract times, so that they give you an idea of what is within the contract

H What about conferences?

M We have District Seven, which encompasses those six states They give you information about the various schools, the AFL/CIO schools, the Michigan schools

H: Have you attended any?

M Gangs of them.

H What do you do there?

M Well, one was on steward's training and they went in through how to deal with statement of facts, finding out if it is a violation of the contract, how to deal with it, how to write up your grievances, your interviews, how to go into various meetings with the corporation, what the structure is, you have to go to the first line supervisor, from then on it will go into a second step, which will go into your general foreman, if it has to go A lot of times, my belief is, if you know the contract, you know what the laws are, and if you are a good talker, before you have to do any paper work, you can sit down with that first line supervisor and be satisfied You really do not have to write up a paper A lot of people believe if you have a hundred pieces of paper, you are a better rep and someone who can get the problem solved They do not teach you that They just teach you the logistics of it

They have got workers comp school That is an extensive school I drop into classes periodically and I do not know very much about it I have been delving into, in the last four years, health and safety schools. Being the type of job I have, we work with chemicals, we work with machinery, you know, we crawl up on things, we have got confined space we deal with. The company gives you informational training, as far as I am concerned They call it training, but it is just for information. It is nothing you really can depend on if you need to save your life somehow But the AFL/CIO, that I know of, has excellent health and safety training. They also work in conjunction with the Hasmet training that is down in Cincinnati That is awesome

Like I said, a jack of all trades, I have gone in [for] a little bit of grievance training, a little bit of worker's comp, a little bit of health and safety, political action, legal classes Boring, you cannot understand Labor law You know, various subjects I have gone into

H What was your most positive experience, as a woman with your union? And what has been the most negative?

M: The most positive is my involvement with the Coalition of Labor Union Women

H: The most negative?

M: My involvement with IUE 717 [Laughter]

H: What kind of union activities have you attended or participated in?

M: Oh, like I said, mostly Women's Committee, you know. Different programs we put on. CLUW, we have different programs that we put on. I have been involved in a lot of things. political action

H: How did you get involved in union activities?

M: I joined CLUW.

H: So you were not active in your local before CLUW?

M: No. Knew nothing about it

H: And how did you come about joining CLUW?

M: A friend of mine called me up, she says, "Marti, I gotta go to this meeting. How about coming with me?" I said, "Oh, Mace, I do not want to go." She said, "Come on with me." So I went, and it was at my local. And I am sitting there and these women are talking about the union movement and getting involved, and this one lady had just come back from a conference in New York and was talking about what was going on. And I thought, oh, this is neat. So the next month, she says, "Are you going to go with me?" And I said, "Oh, heck, yeah." So I went back, and the next thing you know, it was time from convention and I got the opportunity to go out to Los Angeles for the convention, and that is where I met a lot of the other women, plus Gloria Johnson, and then I started getting active. I was the secretary for many years, I think ten years, of the chapter, and then I was president for four years of the chapter. CLUW is, to me, what gave me my love and my education of the union movement

H: What kind of activities does CLUW do at your local?

M: At the local level? It varies. They get involved. CLUW has a project right around Mother's Day, and it is called Working Women's Awareness Week. And what it does is try to make the public aware of all the different jobs and the different things women have done. A lot of the questions you ask, like, how do I juggle my family and my responsibilities, they just delve into a lot of neat things like that

- H: How has the role of women changed where you work?
- M: That is kind of like, years ago, we were just in certain jobs, we could only do that. Now, there is no division. Women are capable of doing any of the jobs that are in there, be it skilled trade or production
- H: How does management act towards women?
- M: You know, I do not think they treat them any differently, either, on an individual basis. But that is not male or female. We are not exactly singled out. Contractually, because of all the protection we have within the law and our contract, I think they are finally into the groove that there really is not a difference. We can do anything.
- H: What is your definition of middle or working class, and where do you fall?
- M: That I do not understand, because maybe one makes ten dollars more than the other. I am the poor working class. That is where I fall. [Laughter]
- H: Have you ever filed any grievances? If so, what for?
- M: Money, actually, because most of the time I can deal with the situation. If I cannot, then I can get the rep to talk out a problem, you know, that goes on. And if you do not get it solved paper-wise, there is other ways you can deal with it. You know, like, "Do this, Marti." "No problem." And it does not get done. But most of the grievances are filed for something like money. They did not pay me or they did not ask me to work and they should have. They asked ten people to work. Well, I was number one on the list. Why did you not ask me? Our contract now says that it depends on how much is involved. If it is one day, then what happens is, the next time, instead of them giving me money, I just get to work. You know, that is how it goes. We just filed a group grievance on the fact that they are giving day-turn project jobs and they are allowing them to work Saturday a time and a half day, and midnight is not allowed to do it. We are not allowed to do any. I am doing project jobs during the week because she refuses to let us work Saturday. So because of the imbalance on over-time, that is what we filed a grievance on.
- H: When you said, "Yeah, I will do it," and then you do not do it, that is kind of rebellion.
- M: I do not consider that. I had a foreman -- a good man, I enjoyed working with him -- he would say, "Marti, I want you to do this, and you have to do that." I would say, "No problem, Jimmy." And walk away. After about two years, he said, "I finally figured out what "No problem," means. I said, "What?" He said, "Eat shit and die." I said, "You got it." And I used to tell the general foreman, he

would say, "Well, you have to do this now " I said, "This is my job. This eight hours You want me to kick this in? No problem What do you want me to kick out?" You know, I have a job description Most of us will go out of our way to do things, but it is the point Sometimes they will get out of hand, and then you tell them "I have got a job description What do you want me to do?"

H. Have there ever been strikes while you were working?

M We had a one day, eight hour strike Yeah, I loved that It was on afternoon turn. [At] midnight, we all went to the bar, and had to go to work the next day with a hang-over

H Have there been times -- like right now with you working without a contract -- when workers are mad or angry about what is going on, disgruntled, and they show it by means of production?

M Like I said earlier, I do not know A lot of them realize what is going on They are not taking the threat of a strike seriously They think they are going to come to work next week, and there will not be any problems Years upon years ago, when we were all crazy but we had good times, yeah, there were times when there was wild cat walk-outs and people banging on things But not anymore

H You do not see sabotage of any sort?

M No, because most of the corporation would be glad for the time off, too, I think I am just speaking for them -- how do I know I do not really know. Because one guy asked me, "Will they stop me from coming in?" I said, "I doubt that " I said, "We do not care if you guys are coming in because you do not know nothing You cannot run these machines." I said, "But I will tell you what If you wear a T-shirt and a pair of jeans, we will think you are one of us and we will throw your dead butt out " [Laughter] But, they want out, too, because, really, the company does not treat them -- first-line supervisors -- I mean, they treat them like dogs. We are better off than they are, and that is sad, because they are there to earn a living, too.

H So you have sympathy for them?

M Some of them, yes. Some of them, no [Laughter] But they really do bone these poor people.

H What kind of activities have you engaged in to support other unions?

M I have been real, real lucky to be able to function with steel workers, not only locally, but out of the Canton area and out of the Columbus area There was a lady out of Canton -- she is with the communication workers -- she and I were at

a worker's comp school in Cincinnati, and the steel workers were trying to organize. And a lot of the people were concerned because they did not see any women. I mean, there was one woman, who was the head organizer, but all they brought down was men. And a lot of the women wanted to know where the women were. Well, steel workers, they do not have a vast number of women in the steel mill, so we decided to take one day and we ran up there and we introduced ourselves -- I am good at talking, but I am not good at speaking -- and they asked different questions about our involvement and what we felt about the union movement.

Well, we did go down and they were really excited that we were there. They did not realize, but I said, "You are right at the start of this. You do not have to beat the door down to get into the union movement and get recognized." Because they were part of it. I did work on a fund raiser for displaced persons with the steel workers out of Canton. You know, various things, you just get involved with steel workers.

H What about picket lines?

M Oh, yeah. Well, as a union member, when WCI was having that problem in Warren, I was active because I know those guys. And GE always goes on a one-day strike, 24 hour strike to protest, but the last one -- well, not the last one -- one of them, they were going off longer, protesting these jobs going to Mexico. Usually you walk into a picket line. I went to Atlantic City one time. I had a meeting in Philadelphia, we went to Atlantic City, we went to Trump. You know, a little bus trip over to Trump, whatever. I walked out the door, and here they were picketing one of the casinos. And so we picketed with them for two hours until the bus was ready to go back. We do a lot of picketing with CLUW. We will go into a town that is having problems with something, and we just walk that picket. We go right down and picket for them.

H What are the major road blocks that women face in your union or work place?

M Work place, I do not know if there is any. Like I said, we have a contract, you can get a job by your seniority.

H What about the union?

M Union, depends on who is there. That is the road block. It depends on who is in power and how they feel about women being involved in the union movement. We have had many that have been really supportive, and we have had some that, you know, women belong in the kitchen making cookies.

H You see that more on the local level, though, right?

M Yeah, because as you get higher, you are more in the public view, so you got to

be really careful. Even though we have got publicity, the administration is really not in the public view, like as you go up further. And a lot of them really are starting to support women more, because they realize what an asset they are to the union movement, the various things they can bring to it, that the men have not been able to bring to it. So I mean, even as they go higher, they are getting a little smarter. At the local level, it just depends on the union.

H What are the different demands placed on women, rather than men, in the union?

M Making cookies. [Laughter] We get some guys that are pretty good cooks, too. We do. One guy at work used to feed me all the time, and I envied his culinary abilities. I do not really think there are different demands. It is just we are only allowed to go so far. I do not see how you can say there is different demands.

H How do you think women can better obtain leadership roles in your union?

M By inclusion, as I said. By supporting other women, by not cutting their throat. You got to get together. They have got to understand, you cannot do it all by yourself. You need support, you need other people's talents to do things. They need to, like I said, get with each other and help each other out. That is the only way they are going to achieve the leadership. And they have to be sincere. That sounds corny, but you got to be sincere about doing it. You have got so many positions, not just union, that women get into, and they do not do right by other women, which destroys other women's chances of advancing.

H Do you feel that is the system as it works today, that they get in and they put the screws to the other women?

M A lot of them do, and that is really sad, because some of them, they have a lot of good things about them, a lot of potential. I do not know whether it is greed, they get greedy, like I said, I want to be the Hillary Clinton of the local, and I will slice your throat. And it is sad because, like I said, I walk from the CLUW world, which these women support each other, and they help each other get the things that they need. And I open that door and I walk into my world, and it is too different. I hate reality, as far as the union movement goes. I hate reality.

H What do you think is the future for women in your union?

M In my union? [Laughter] I do not even want to touch that one. No, I really cannot say because, like I said, this membership, what is going on in our union now, has totally confused me. It is not like what I am used to and I do not know how to react to it. As far as other women in the union movement, like I said, we have one woman who just was a secretary-treasurer, which is second in command, at the AFL/CIO in New Jersey. We have got a lot of women. Gloria Johnson, the

president of CLUW, sits on the AFL/CIO's national executive board. There are not that many women, there were not. Now that Linda Chavez is in there What is her title? Linda Chavez Thompson, what a dynamic lady I cannot remember her title.

H Her husband was with the Farm Union?

M You are thinking of Caesar Chavez

H No relation?

M: She could be. I have no idea We have got so many women that have achieved so much in the labor movement, like Gloria Gloria is well-respected all over the world. She was at the Beijing conference What a dynamic speaker This woman, I have always been in awe of her and very grateful that she took me under her arm There was a time I picked her up in an airport at 1 00, at 2:00 we were on the road down to the meeting place, she has a speech at 6 00 and has not written it yet. Did an awesome speech on human rights, globally, and I thought, "Oh, God, I wish I had a mind like that " I would love to sit in her pocket for 30 days She has taught me a lot of the finesse Believe it or not, I have finesse, compared to what I used to. She has taught me patience, she has taught me the love for the union movement, she has guided me, and I am eternally grateful There are some great women

H Where do you see your future with CLUW?

M. I do not know I am very happy where I am because I sit on the board, I am very active

H Do you have higher aspirations?

M You mean an officer position?

H Yes

M No, I do not want to speak. I said I am a talker, not a speaker, and a lot of them are speakers, really great speakers. Maybe if I have some spare time I will go and learn how to be a speaker, but I do not want to do that [Laughter] I really enjoy being what I am, on the board, functioning within the committees.

H Is there any other topics that you want to discuss?

M Not at the moment. I have got a meeting at 7 00 in Warren. [Laughter]

H Thank you very much

End of Interview