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Ann Arbor Grad Students and Class Struggle

—Ingrid Kock

Over the past year at the University of Michigan, the Graduate Employees Organization (GEO) has mobilized its 1600 members with pickets, walkouts, controversial bargaining proposals, and many other Wobbly tactics in order to achieve a fair contract. The Union's membership is comprised of Teaching Assistants (TAs), Graduate Students who teach more than 40% of the courses at U-M.

Born out of a month long strike in 1975, the GEO has successfully gained health benefits, tuition waivers, and a fair grievance procedure for most of its membership. Existing video footage of the TAs' 1975 strike shows thousands of students demonstrating, singing solidarity forever, confronting administrators and eating out of a collective soup kitchen. After GEO won most of its demands and ended the strike, the benevolent University Administration dragged the Union through six years of legal struggles.

Now the U-M Administration is signalling that they wouldn't mind returning to the pre-GEO days when they could arbitrarily impose fees, take away tuition waivers, and grant no health benefits. As the University heads into the financial crunch of the 1990s, they'd like to balance their budget on the backs of the TAs. Recently imposed job restrictions, such as a ten-term rule which limits graduate students to only five years of employment, and the displacement of work from the bargaining unit through the hiring of non-unionized lecturers and undergraduates who teach their students for \$5/hour, have begun to erode the bargaining unit. Meanwhile, top administrators continue to pull in \$100,000 salaries.

Changes at GEO

In the last half of 1990, the GEO has seen some real changes. A previously defunct steward structure had been resurrected, many more people began attending membership meetings, and the Union planned to hold demonstrations to coincide with the opening shots at the bargaining table. During 1990, the GEO held a number of meetings in different departments to formulate a wide-ranging set of demands which included: pay for lesson preparation time, child care subsidies, automatic cost of living adjustments, smaller classes, and partial benefits for TAs who worked less than quarter time (the current cut-off point).

The War

Immediately prior to the first scheduled talks with U-M, the US stood poised to unleash war and destruction in Iraq. The moderately liberal town of Ann Arbor was the site of anti-war marches with five to six thousand participants. On the evening that the bombing started, GEO held a small membership meeting where it was moved for the Union to suspend negotiations until the University came out against the war. Members decided to hold off their vote until the next evening so more members could attend (most TAs were glued to their TVs watching the bombs drop). On the next night, the meeting was packed. Amidst heated debate, the GEO approved a resolution not to suspend bargaining, but to have the

Union ask the University to join them in opposing the war in a memorandum of understanding.

The anti-war stance had a pronounced effect on the membership. Students at the University began to notice GEO and its power to negotiate with the University administration, the only campus organization able to do so. Anti-war activists emerged as strong GEO supporters and leaders. Even pro-war graduate students began to take a greater interest in the organization, first as antagonists, but then as supporters as well. However, support for the resolution itself mirrored the national mood. Anti-war sentiment peaked early on but eroded as the flags came out. The University's chief negotiator, a renowned Girl Scout mother, said in response to the GEO's bargaining proposal: "You learn to mold your values to the values of the institution."

Bargaining Talks Move Slowly

The discussion of the war proposal proved to be one of the more pleasant bargaining table discussions. That was when the University administration was still serving Entemann cookies to the GEO Bargaining Team. As GEO presented their other proposals, it became increasingly clear that the University administration did not like any of them. According to the Administration, TAs who were paid for their preparation time were acting like hourly workers rather than professionals. Despite the 7% planned increase in tuition and 6% increase in state revenues, the Administration could not agree to spend more than a 4.5% increase for TA funding. By the end of March, the University was serving Oreos to the GEO team.

The Union Strikes Back

GEO had gone into bargaining with a demand for public negotiations. The University would not agree but neither would the GEO back down. As a result, the two teams operated without ground-rules. This freed up GEO to make unlimited statements to the press. The University administration refused comment to the press for the first month of bargaining so the Union won the initial public relations battles.

In a surprise move, the University administration proposed to remove the right to neutral arbitration of grievances from the contract. Members who didn't even know they had a grievance procedure became outraged that the administration wanted to take their existing rights away. TAs started to look at the University Administration in a new way: as a group of people interested in busting the Union.

GEO began to hold informational pickets at key campus locations, reaching many undergraduates with leaflets and their presence. Undergraduates began to worry if there would be a strike. TAs had to respond to many questions about bargaining that were asked in their classrooms. It became not infrequent to have more than 100 TAs come to the membership meetings. The Teamsters called to say they would honor picket lines should there be a strike. The Union dominated the front page headlines in the student newspaper.



Ottawa Wobblies and the "Class War Mountain Bike Club" on an outing to Parliament Hill. For this and other stories from around the IWW, see p. 6.

Mediation and Work Stoppages

It became apparent that neither side was getting anywhere in the negotiations, so GEO and the University Administration entered into mediation. Simultaneously, the GEO Strike Committee recommended that there be a one day work stoppage for April 4. This resolution was unanimously approved at a membership meeting with more than 200 people; twice that many voted for the stoppage by paper ballot.

The mediation session was scheduled to take place immediately prior to the steering committee meeting at midnight, where the work stoppage would be voted

up or down. At the April 3rd mediation session, the University Administration and the mediator focused on forcing the GEO bargainers to renounce the work stoppage, though the bargaining team did not have the authority to do so. Nevertheless, at 10 pm, the University's chief bargainer, along with GEO's (who was from the affiliated Michigan Federation of Teachers, not the local), appeared on local TV news to announce that there would be no work stoppage. The GEO bargainers returned to the steering committee's midnight meeting where their decision was overturned. The steering

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California's New Slave Labor Law

by Bernie Beadling

In November 1990, California passed a Prison Labor Initiative by 53% of "yea sayers." This initiative promises to be a panacea for the state by supplementing the DOC (Department of Corrections) budget. Since the use of prison labor has long ago been discredited, why has this idea been brought back to life? Who does it really benefit?

"In the distant past, prisoners working for private corporations were treated as slave labor and that's why it was stopped," said Robert Levinson, Special Projects Manager for the American Correctional Association, a professional association for Corrections personnel.

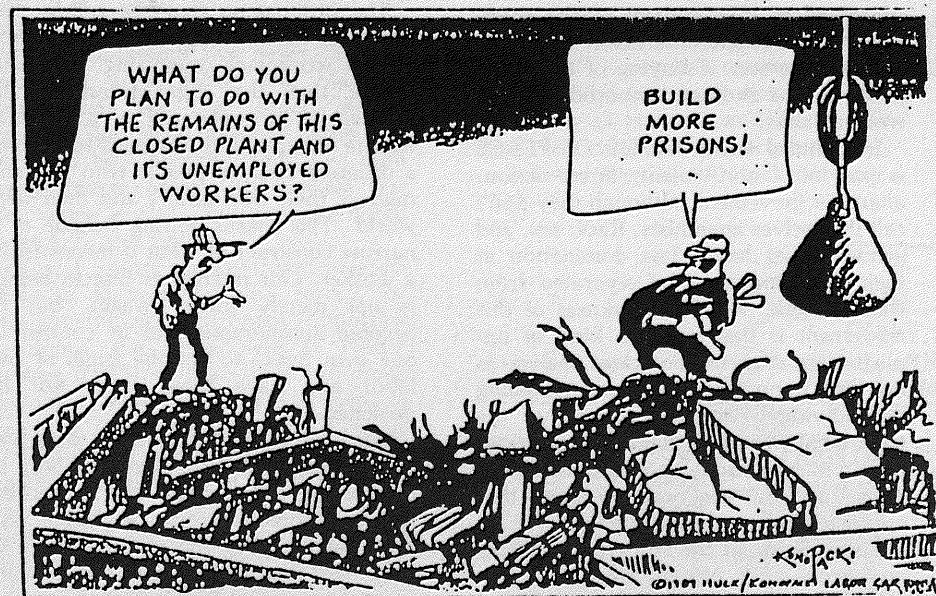
Proposition 139 supporters state that putting prisoners to work contributes to their upkeep, while simultaneously paying taxes into the state general fund, and thus benefits both prisoners and the state. In order to make this labor

is, of course, a duplication of functions and a further cost to the state. In addition, the state would suffer a financial loss because of the tax credits taken by employers utilizing prison labor.

Unions are threatened by Proposition 139 because it gives impetus for employers to use prison labor as strike breakers. Proposition 139 contains language that "restricts the ability of a contractor to replace striking employees with inmate labor." Labor groups and some law enforcement officials are worried about this provision—it would allow prisoners to continue working during a strike, thus effectively forcing the state into the role of strike breaker and union buster.

As we WOBS know, this is a valid concern because of the history of state and federal government role in the labor struggles in the U.S. These officials believe that the provisions prohibiting employers from increasing prisoners' work hours during a strike is insufficiently guaranteed and could lead to prisoners being used as strike breakers.

This already happened during the TWA Flight Attendant's strike in 1985. The California Youth Authority opened



profitable for employers, prisoners would be paid "comparable wages" to non-inmate employees doing similar work. Most agree that this would be the minimum wage.

One of the cornerstones of Proposition 139 is finding enough new jobs in this difficult economic time because jobs for non-inmates don't exist in plentiful supply. Even if 1,000 new jobs annually were found, this would represent only 1% of the prison population of California. The California Youth Authority's best efforts have been able to provide only 89 jobs as of October 4, 1990. A fact not mentioned by supporters of Proposition 139 is, that whatever jobs were created for prisoners would come at the expense of jobs in the private sector.

Another problem with Proposition 139 is that it is not cost effective even utilizing a minimum wage pay scale. *Californians To Save Jobs* computed the cost of the Trans World Airlines prison reservation system and came to the conclusion that when you subtract prison contributions from gross pay and compare this to the cost of the program to the host state, the state came out thousands of dollars short for each prisoner.

Proposition 139 would also create a new bureaucracy rather than utilizing the existing Prison Industry Authority. This

a ticket reservation system in Ventura, California in 1984 and during the 1985 TWA strike, prisoners continued to work. It was alleged that prisoners worked full time which freed up agents who then worked as flight attendants.

Is Proposition 139 a California lemon? You bet it is. Not enough jobs can be created and those that exist come at the expense of the private sector. Prop 139 is not cost effective per prisoner, a duplicate bureaucracy is created and the tax credits for employers all add up to the fact that Prop 139 could end up costing the state of California millions of dollars each year. The real purpose of Prop 139 is not to reimburse the state but to give a few select employers access to a cheap and controlled and captive labor supply.

Prop 139 has the side effect of undermining the wage scale of workers and the ability of unions to engage in fair collective bargaining. Richard Holober, spokesperson for the California Labor Federation said it most succinctly: "Armed guards standing over workers, no unions, no benefits, no complaints from workers, no matter how hard they've worked—you know that has got to look pretty attractive to a lot of employers." This would be the fate of all workers if the corporate capitalists had their way.

Bankruptcy and Sweat Shops

by x340864

The closure last week of nine Bay Area "sewing shops" has cracked the facade surrounding the garment industry and exposed one of the worst examples of exploitation in labor history: the sweatshop.

Most people tend to think of the sweatshop as a 19th-century phenomenon, carried over into the first twenty to thirty years of the 20th century. It is, unfortunately, still flourishing in the last years of this century.

In San Francisco's Chinatown and Mission districts there exists a virtual labyrinth of sweatshops operated by subcontractors in the garment industry. These are generally small businesses, employing an average of 20 women working an average of 10 hours a day six days a week producing clothing for the city's second biggest manufacturing industry.

The small shops, tucked away in storefronts and flats, work for some of the biggest names in the clothing industry, including Banana Republic and The Gap, among others. As a result, the Bay Area is the third largest clothing center in the nation after New York and Los Angeles.

On Friday, July 19th, Raymond and Yee Nor Kon filed for bankruptcy. They were the owners of eight shops in San Francisco and one in Oakland. Their bankruptcy put more than 450 seamstresses out of work and left hundreds of thousands of dollars in back wages unpaid.

The Kongs are currently being sought by the authorities.

The Kong bankruptcy has attracted a great deal of public attention, but the problem of owners closing shops without paying their workers is one with a long and tarnished history.

In an industry plagued by recession and competition from foreign manufac-

turers, subcontractors fight each other over what U.S. business remains and it's the shop workers who get hurt.

The case involving the Kongs is unique in that it is estimated that the couple may owe hundreds of employees a total of as much as \$750,000.

Other companies, however, are also having problems. In February, Western Golden Sun Fung, Inc., a San Francisco apparel business, closed most of its sewing operations. They then declared bankruptcy on July 19. According to Qin Ma, an organizer for the ILGWU, the closure left about 20 workers unemployed. Wage claims have been filed with the state Labor Commissioner by twelve of them.

Occurrences such as these are strong indicators of a larger industry problem. The garment industry, which employs about one million workers, and is still dominated by small companies, is experiencing a similar trend nationwide.

At the same time, according to union officials, there has been a major increase in immigrants into the sweatshops who are vulnerable to the most horrendous forms of exploitation. And due to cutbacks there has been a lack of labor law enforcement at state and federal levels.

There's that "C" word again. And the old question comes up once again—if the government wants to "cut back" on spending, why not start with the military budget? Of course, that would leave a lot of brass unemployed, but changes are inevitable.

One of the saddest and most maddening aspects of this whole mess is that fact that because a majority of workers in the garment industry are Third World women, exploitation is rife. Many of these women emigrate from countries where unions are repressed, organizers are either jailed or murdered, and the very idea of workers' rights is nonexistent (at least on the surface). Upon entering "the land of milk and honey," they experience culture shock and fall victim to the unscrupulous whims of subcontractors and others.

How can I tell when the last war has ended & the next one's begun?



Inmates Balk at Building Death Stand

ANGOLA, LA.—A death gurney for executing condemned murderers will be built by a private contractor instead of by inmates who went on strike rather than construct the table, a prison warden said Wednesday.

A work stoppage by 350 inmates spread Wednesday when 25 more prisoners refused to build the gurney where lethal injections will be given, said Warden John Whitley, of Louisiana State Penitentiary. Whitley admitted it was a bad idea to order inmates to construct the platform. Lethal injection will replace the electric chair in Louisiana beginning Sept. 15. Trouble began Monday when two convict welders refused to construct the table. On Tuesday, inmate work strikes broke out as word spread through the 20,000-acre prison farm.

—Arkansas Democrat, 7/25/90

Letters continued from page 2

Dear IW,

This is to inform you that *Talkin' Union* has officially ceased publication. Though I have tried to find the time and money to keep the magazine alive, my efforts have not been successful.

Talkin' Union was established in 1981 with 2 goals in mind: to promote communication among artists and unionists and to persuade editors and reporters from the labor press to include creative expressions—poems, songs, etc.—in their publications.

While I am disappointed that the magazine has expired, I feel proud that some progress has been made in the achievement of these goals. Each year labor arts festivals and exchanges are held in different regions of the country. Most union publications now include movie and record reviews, labor history essays, arts reporting, cartoons, etc. as regular features.

Talkin' Union played a role in these developments and I hope that others will carry on the work of promoting the songs and stories of America's working people.

Farewell and Solidarity Forever!
Saul Schnidman

Dear FWs:

We all joined the IWW because we know we are getting robbed by the bosses (having surplus value extracted from us, if you like fancier terminology) and felt the most likely way to stop the rip off is to build a union strong enough to reshape the economic system.

So how do we start doing this?

A beginning might be for each branch and IWW group to spend some meeting time evaluating the organizability of each member's workplace. The criteria might include:

1) the nature of the business (the service sector is the fastest growing part of the US economy with the most under-

paid workers—and service unions are growing.)

2) how big is the shop? how much turnover among the employees?

3) age/sex/race/language of the workers — how typical is the Wobbly — how well placed to start something — how long no the job?

4) how much contact between workers — do they work in the same building or are they scattered in different sites?

5) how much fraternization is there between management and workers after work? does management have relatives on the shop floor?

6) how skilled is the work? how much trouble would the boss have to find scabs?

7) what is the work pace like?

8) what is the work cycle like? is there some part of the year that a slowdown/sick-in/strike threat/strike would be more effective than at others?

9) have there been organizing drives there before? (if so, the workers may be

better able to see through the boss's "we're one big happy family" propaganda.)

10) what are the issues on the shop floor? lousy pay? health insurance? (any plans afoot to raise the deductible?) vacations/holidays? (remember French workers get five weeks off) forced overtime? personal favoritism/discrimination? length of lunch break? conditions in washrooms? safety? flex-time? and etc.

11) any issues that will involve the community? is the workplace polluting the environment as well as poisoning the workers? is the boss cutting corners that could effect the quality of service rendered? (very important in childcare facilities, hospitals, nursing homes, etc.)

12) Even on a job that can't be organized right away, there's always something that can be improved. Concerted action, even by a couple of workers, can prepare the ground for future organizing.
—Penny Pixler, X331052

SEEDS OF PEACE: Blue Collar Workers of the Movement

by zimya' a. toms-trend

Sarah Seeds and David Kemnitzer, both 41 years of age, are SEEDS OF PEACE family. Sarah, who resides in the collective house providing administrative expertise states that family members ages range from 18-60+ years. David, who does not live in the collective house, is a member of the I.W.W. like others in the collective. Their working class consciousness, political analysis and non-violent direct action methods are strikingly similar. Is this "anarchy in action"? Let the reader decide!

I.W.: What's the history and philosophy of the SEEDS OF PEACE collective?

S: SEEDS OF PEACE was formed at the end of the Great Peace March, a walk from Los Angeles to Washington, D.C. In November 1986 when the walk concluded, there was consensus that the action and outreach on the walk had been extremely successful. Money was raised, in-kind donations acquired and the basic equipment to support a mobile walk, a mobile Peace City or an encampment was acquired. SEEDS formed with the idea of supporting those kinds of activities. Basically we're a collective, living and working together as a family as well as a working unit. Our purpose is to organize and support legal demonstrations and to acknowledge the strength of direct action. We also provide networking, coalition building and information sharing. We've been called the "blue collar workers of The Movement."

I.W.: Is non-violence a part of SEEDS philosophy?

S: SEEDS OF PEACE is organized, founded and lives with the concept of non-violence. It's basic to everything we do. Oppression exists from physical, psychological or economic violence. If your goal and purpose involves a just, fair and peaceful society, you can't create it by using violence to oppress other people. Non-violence is not some form of giving up but can be very strong and principled.

I.W.: What type of actions has SEEDS chosen to do?

S: We began with a pretty solid focus on nuclear issues—nuclear weapons and nuclear power being the principle evils. We believed that we would be a mobile community and be supporting mobile actions. Our first action was a 200-mile walk from St. Mary's, Georgia to Cape Canaveral, Florida ending with a 4,000 person demonstration against the Trident 2D-5 Missile System. Interestingly enough, when we were still sorting out the people in jail, there was a Civil Rights March in Forsythe County Georgia—a Martin Luther King celebration that resulted in a riot. SEEDS packed up, left a few of us in Florida sorting out the jail cases and went down and did support for that.

We've done actions at the Nevada Test Site—the only place in this country where nuclear weapons are tested—about 65 miles outside of Las Vegas. In order for a large group of people to stay out there for any length of time to do direct action, it was necessary to create a viable living space. SEEDS OF PEACE brings portable toilets, water, portable kitchens and the expertise to organize a mobile community. Ultimately we had a community of about 6,000 people for whom we provided basic living support as well as peace-keeping, facilitation for meetings and transportation.

Since then we've done actions at Oak Ridge, Tennessee, walks with the homeless and with *Habitat for Humanity* (which builds houses for low-income people and teaches the skills to do so.) In 1990 we provided the logistical support for the Redwood Summer Campaign in an attempt to save the remaining 5% of the old-growth California redwoods. We're doing the same at this year's Redwood Summer but on a smaller scale.

In the fall of 1989 we had just completed a 300-person walk with the home-

less from New York to Washington, D.C. About 13 hours after arriving home, the October 17 earthquake jolted northern California. We contacted the City of Berkeley and found out that the Oakland Red Cross had no power. At 5 a.m. we took a couple of generators, brought in our kitchen and spent a week feeding homeless victims of the earthquake and volunteers who were digging out under the collapsed bridges and highways. This was the first disaster in 20 years in which the Red Cross didn't have to buy anything. We were able to provide the services to cook, to organize and manage the donations, feed earthquake victims in the shelters and the homeless in Jefferson Park good solid meals. We are thought of as a very political organization, and this was the first time that we worked directly with community people. There was no issue at stake here—this was people's lives.

I.W.: Were you able to carry out 1990 Redwood Summer objectives in spite of the bombing of Judi Bari and the police fiasco which directly affected SEEDS?

S: We intended to set up the logistics of the base camp, help with the organizing and do some informational and networking work. We did all that. We hadn't intended to be a focal point for the FBI, Alcohol, Tobacco and Firearm, and Berkeley and Oakland police, who ransacked our house after the bombing incident. We worked with Redwood Summer organizers to find campsites, to bring the kitchen equipment, to bring portable toilets and water so that people had a living situation in the Redwoods. We taught nonviolence and trained people in the skills necessary to set up and maintain a community. We worked with the media and did some fundraising. We could not pre-plan a lot because we didn't know where the bulldozers were going to be or what kind of response we would get at a given moment. We felt it was very important to have one or two who could take in the information from the various base camps, action sites and stable offices and put that information back out so that everyone was connected. That was basically what I did, as most of SEEDS was up in the camp area either doing actions or maintaining the camp.

SEEDS OF PEACE itself is a support organization. Individuals from SEEDS may choose to do a direct action but SEEDS itself does not participate in civil disobedience. If individuals need to participate, they excuse themselves from SEEDS, and follow their conscience. The organization itself is support, logistics, blue collar work—we get our hands real dirty. We do a lot of recycling, by the way—re-using and recycling. It's very important that we conserve our resources and set an example. We use Bureau of Land Management (BLM) campsites controlled by the government. We have a number of commendations from the BLM recording our ability to leave a site in the condition that we found it—if not better.

I.W.: How does the I.W.W. and SEEDS OF PEACE coalesce for you?

D: I met SEEDS OF PEACE in October 1989 at the Oakland Red Cross when I volunteered after the earthquake. Together with others, we ran the emergency mass feeding operation and I started working with them on other issues. I've been a WOB since 1968 as is my father who joined in the late '40s. When I was first involved with the WOBS, I was running an Experimental College at Berkeley with other people like myself who were university employees. We formed a WOB shop within our small unit at the university although we never did any concrete union activity there. Later we got jobs as printers in a print shop, and again organized as a Wobbly shop. We had a strike, got locked out, ended up losing the strike and starting our own collective Wobbly shop printing business. In 1973-74 I started doing other things and my I.W.W. membership lapsed until last year when I re-upped.

I.W.: How does the collective structure of SEEDS OF PEACE fit in with the anarcho-syndicalist ideas and the I.W.W.? **D:** The WOBS fundamentally have a syndicalist perspective; collective organization of workers is clearly one of these tenets. Although the WOBS don't talk about how a post-revolutionary society will be organized, a collective organization of workers is very much implied. A great weakness of the conventional labor movement is that it can't comprehend "workers' power." The Wobblies are now in a position to make tremendous gains because we can organize workers not just in an ongoing competition for a piece of the pie with the ruling class, but to direct, manage and begin to own our workplaces. It's a very important future trend. There are a lot of industries where workers can be organized to take control of the enterprise. In the short term, it probably means some sort of buying of the enterprise, but it's an important model for the working class.

In political terms, SEEDS OF PEACE is part of a non-violent, direct action, anarchist movement, although they don't call themselves anarchists. Race, sex, and gender issues have class domination at their core and can't be separated from class struggle. A great weakness of this movement is that it has a kind of implicit class analysis, but class analysis is not very important to our understanding of individual issues. Conversely, the traditional working class organizations have a narrow focus—not just workplace organizing, but the types of issues that are focused on in the workplace.

I now work in the computer industry and know that although folks in this industry are pretty privileged, they're very concerned about the ways computers are used in this society. Thus it might be better to organize them around these negative results than with traditional issues like working conditions, wages, and workers' control.

Environmentalism and ecology are workers' issues. Workers live in the middle of the garbage and are forced to produce it, pay taxes to clean up the garbage, pay more taxes for the health consequences of the garbage, and it's their kids who live in toxic environments.

I.W.: How does the collective structure fit into working class ideology?

D: The basic idea behind a collective is direct democracy. Whatever the business of a collective might be, all the decisions are made by everybody agreeing together through a consensus process where people must come to agreement. That's basic to the collective vision. Collectives changes the way you think about your work and workplace, because you have an equal voice in every single decision that gets made.

When you have a boss, you've got to fight with him so we need to organize workers to not have bosses. The most fertile grounds for organizing are on the "fringes of the economy." The I.W.W. could go from being a small group to being in the forefront of industrial organization if we devised ways to organize workers to become productive units, now that sections of the working class are only marginally employed, industries are dying and jobs are being exported wholesale to third world countries. It's important not to be locked into the notion that labor only makes sense when you have a boss. Large industries, once the core of the labor movement, are in great decline. There is a rapid demand for solar hot water, drip irrigation, and small electric cars for urban environments. If workers began to pull out of bourgeois industry, organized to produce new products, ran these enterprises in collective self-managed ways, decided what to do with the profits and the product themselves, then we're speaking of a radical transformational industry—a new system in the ashes of the old.

Environmentalism and ecology are workers' issues. Workers live in the middle of the garbage and are forced to produce it, pay taxes to clean up the garbage, pay more taxes for the health consequences of the garbage, and it's their kids who live in toxic environments. Rich kids live in clean environments and get their wilderness experiences too, while workers' kids get neither. We must learn that it's not an opposition between industry and the environment, but an opposition between capitalist industry and the environment in the U.S., or state capitalist industry and the environment in Eastern Europe. We've got to realize that we can produce what we need and have a clean and productive society. Environmental problems don't arise as a natural consequence of making things but from the need for excessive profit.

The proposition that the ruling class organizes the working class is the reason behind workplace organizing. We must realize that the organization of the workers as a proletariat is a negative feature of capitalism. We need to become a different class of people who run and manage their own affairs and their own world. This means getting outside of a narrow construct of what it means to be a worker. Our interest as human beings is not merely higher wages, but to become autonomous and in control of our own lives—to get the fruits of our labor and have those fruits *not* be poisoned.

We have to start organizing ourselves in a different kind of way—not only to oppose the ruling class, but to become that autonomous group of people. We don't have to beg the multinationals to keep their factory here, but can demand the right to produce the things we want to produce here and the way we want to produce them for the benefit of ourselves and our fellow workers.

The rejection of wage labor is a major I.W.W. principle because wage labor is slavery. One of the best ways to end

wage labor is to demand workers' control and ownership. We've got the resources and capability to start producing the things that need to be produced. It's a long term trend which is not going to be reversed by plant closure bills, but will only be reversed by transforming the fundamental characteristics of capital and the social relationship of industry. We can only transform that by beginning to build an alternative.

This is a very strongly divided society. The right wing may look very strong right now but its support and strength is very shallow. We're at a point that, if we have imagination, we can break through this kind of stalemate between the left and the right, and we can put the right on the run. Most of the important issues: environment versus jobs, men versus women, race issues are bullshit issues from a working class perspective. All those people are workers. Solving race, gender, and environmental issues are in the direct interest of all workers. As a workers' and people's movement, we have to break down all distinctions because the workers' movement is the people's movement. We have the strength to draw from all sectors and in so doing we can find out what it's like to be a new kind of worker.

I.W.: Can SEEDS OF PEACE be contacted and how can one obtain a copy of your newspaper *Across the Lines*? **S:** People know about us because they've needed our services. We're at 2440-16th Street Box #241, San Francisco, CA 94103. Our phone number is (510) 420-1799.

MUTATE NOW AND AVOID THE RUSH

by Lili Ledbetter

I've lived all my life in Needles, in the Mojave Desert. It's really beautiful if you appreciate it—but it's just a bunch of cacti to outsiders. I wanted to help my little town and years ago became a firefighter. Over the years I fought a lot of fires until one day the Sacramento big-wigs chose my town for a nuclear waste dump site. Now I'm thinking of changing jobs because if there's a problem at the dump I'd be the first one they'd call, and I just didn't learn much about radiation in firefighting school...

The above scenario is actually happening, but I'm one of San Francisco's unemployed and heard about it second-hand at a public hearing in Sacramento. Since I've often been exposed to radiation, I feel invested in stopping the dump, even though I've never been to Needles. I grew up in the Marshall Islands, where the U.S. tested atomic bombs in the '50s; I lived in Berlin and got dosed by Chernobyl; and I've been arrested several times at the Nevada Test Site, where nuclear weapons are tested by the U.S. and Britain.

Thus, I joined the environmental activists in Sacramento who forced the state government department supporting the dump, the Department of Health Services (DHS) to hear their anti-dump viewpoint. Nevertheless DHS is trying to license a low-level radioactive waste (LLRW) dump near Needles, in the East Mojave's Ward Valley. Only a few legal snags need to be ironed out; then, theoretically, the dump can begin operations by the end of this year.

According to federal law, states must dispose of their own nuclear waste by 1993. This clears the federal government of liability and virtually mandates nuclear waste dumping. The theory is out of sight, out of mind. Yet every state except California has slowed or stopped their dump licensing process; they took their cue from states with leaky dumps which had to be closed. So far every LLRW dump in this country has leaked. The only three still in operation will restrict intake in 1993. Since no new LLRW dump has been created in the U.S. for 20 years, the nuclear industry is desperate and, therefore, Needles could easily become a national dump. Eighteen states have already expressed interest in dumping at the Ward Valley site. In the future, the 70-acre dump license application could easily be expanded when no one is watching. One thousand acres will be transferred to the state for this purpose.

Like a moth in cocoon, the nuclear industry has waited a long time to re-emerge. In the '80s, due to Chernobyl and Three Mile Island, it went underground. But people have forgotten those catastrophes. The industry figures that the time is ripe after the recent scare in the Middle East convinced many Americans that we need alternatives to oil. Ill-suited for monopoly, solar energy has never been seriously developed. Nuclear energy is the perfect solution to our "energy crisis" since it doesn't increase the Greenhouse Effect. Thus, plans for small, easily assembled nukes that could fit in your backyard are ready to go on line.

Unfortunately, nuclear power produces waste. The nuclear industry lies about this, stating that its plants are practically waste free. But even the pro-nuclear Department of Energy (DOE) estimates that 80% of radioactive waste is a byproduct of nuclear power plants. The industry needs dumps to handle the enormous amounts of waste a new generation of plants would produce. California's site is central to this agenda, since California is supposed to lead the way and encourage other states to build their own dumps. In the industry's favor, California is known as environmentally aware, which helps project a safe image. In the meantime, Ward Valley will be open game, since California cannot legally refuse waste from other states if federal officials declare that it is an "emergency."

In many ways the Mojave Desert—arid and remote—represents an industry. While the press covers up disasters such as Hanford and Three Mile Island, reporting on these accidents only years later, they're still bad publicity.

hospitals can store most of their waste on site. In the discussion of medical waste, the industry typically manipulates statistics by discussing LLRW in terms of volume as opposed to radioactivity. When compacted for dumping, LLRW has less volume, but more radioactivity. In this case, less is more. Nuclear industry PR personnel further exploit the public's ignorance about radiation by asking, "How can a few curies hurt anyone?" They fail to mention that radiation is harmful in trillionths of curies.

Consistent in their use of Doublepeak, nuclear spokesmen developed "low-level radioactive waste" as a misleading term, for low-level wastes can be even more deadly than high-level wastes because they remain hazardous for hundreds or thousands of years. Legal definitions are also manipulated in reference to wastes from decommissioned nuclear power plants. At present, the highly radioactive fuel cores from this process are defined neither as high-level nor low-level wastes. Because of this omission, they could someday end up in LLRW dumps.

matters, the public eats the industry's mistakes.

USE tried to escape its bad reputation by changing its name from Nuclear Engineering and by taking its PR into isolated, economically depressed Needles, and by promising jobs. The possibility of employment won local support until residents learned that only a few jobs would be created because USE monitors its sites as little as possible. What worries the community is USE's plan for the dump: digging shallow, unlined trenches as receptacles for waste packaged only in plastic bags or cardboard boxes. This led to disaster in other states. Then Bechtel was hired by USE to study the Mojave Desert's waterways to determine if the desert would be safe from contamination. Since Bechtel just happens to be a major military-industrial nuclear contractor, the corporation decided, not surprisingly, that Ward Valley is a "closed system" and would not endanger any water sources. Yet the area is known for flash floods, and the Colorado River, which supplies Los Angeles and much of the Southwest with water, is a mere 13 miles away. The other worrisome aspect of this "closed system" is that the dump site sits directly above a huge aquifer. Since water is like gold in drought-ridden California, should we put our trust in Bechtel?

Native Americans say that the Mojave's waterways are beyond our understanding. It is their ancestral lands which will be endangered by the LLRW dump; but in Sacramento the claims of indigenous peoples count about as much as desert tortoises, which USE plans to make safe by building fences to keep them from entering the site. Indigenous people have no voice, so legislators don't care what happens to them. The same with Needles and the Ward Valley: only a few thousand people live there, thus their vote is negligible. If the DHS plays its cards right, the dump will be licensed before the rest of California knows about it.

Because waste means profit and money makes the world go round, it wouldn't surprise me if the dump gets approved, even if it means the desert tortoise mutates out of existence, and trucks and trains from across the country spill radioactive waste on their way to the Mojave. I read about chemical disasters daily and a few more would hardly shock me. Would I really notice if the desert tortoise, already an endangered species, disappeared? After all, I live in San Francisco, and I've never seen one.

Because I've been zapped so often in my life I oppose nuclear proliferation in any form. And if legal action fails, I'll join my friends in direct action to stop the dump from being built. But then, we're facing the nuclear industry and the government—formidable opponents. Despite our best efforts, if their plans come to fruition, then our future may glow. In that case, I'm considering another option: mutate now and avoid the rush.

For Bay Area info on how to stop the dump contact Abalone Alliance (415) 861-0592 or Seeds of Peace (415) 420-1799.



Nature Calls

Why not have them someplace far removed from population centers? What's in the Mojave besides cactus and desert tortoises? In any case, California has the nation's fifth largest nuclear industry with more than 2200 licensed nuclear operators who are paying the state to build a dump. Nuclear power plants, often located on faultlines, cannot safely store on site. In their interest, the state will have to start paying liability fees if a dump isn't created by 1993. And why limit nuclear waste? It can be profitable since the DOE will pay for waste by-products such as radioactive cesium and cobalt. Waste can be used in food preservation too.

To get into the Mojave Desert, the nuclear industry used medical waste as a smokescreen, claiming hospitals need dumps for their X-ray-related waste and that 80% of LLRW is medical. But the DOE claims that only 0.5% of radioactivity comes from medical sources and

The nuclear industry uses a variety of jargon, scientific and legal, to promote confusion and further its interests.

One stunning example of the industry's immorality is U.S. Ecology (USE), the company chosen by the DHS to operate the Ward Valley site, despite its history of legal and environmental misconduct. Currently involved in litigation over several toxic waste dumps and an LLRW dump in Kentucky, USE tried to flee Illinois when sued for \$100 million over its badly leaking LLRW dump there. Illinois' experience has served to delay California's licensing process because the State Controller, Gray Davis, wants evidence that USE would be liable for its own mess. Since insurance companies don't cover clean-up costs for migratory contamination, townspeople in Illinois wanted their dump entirely removed. They received only \$8 million from U.S. Ecology. When it comes to nuclear

CORRECTION:

In the article titled "Pie Keeps Growing," printed in the August issue of the *Industrial Worker* figures for the average value of output per worker in constant 1982 dollars were incorrect. The correct figures appear below. It should also be noted that the average per worker in constant dollars between 1950 and 1989 was between \$7,000 and \$10,000, not \$1,000 and \$7,000.

Gross National Product Measured in billions of constant 1982 \$:	Number of Workers Producing GNP:	Average Value of Output per Worker in constant 1982 \$:
1950=\$1,203.7	63,377,000	\$18,992.00
1955=\$1,494.9	62,170,000	\$24,045.00
1960=\$1,665.3	65,778,000	\$25,316.00
1965=\$2,087.6	71,088,000	\$29,366.00
1970=\$2,416.2	78,678,000	\$30,709.00
1975=\$2,695.0	85,846,000	\$31,393.00
1980=\$3,187.1	99,303,000	\$32,094.00
1985=\$3,618.7	107,150,000	\$33,772.00
1989=\$4,117.7	117,957,000	\$34,908.00

Trade Union Meetings Hazardous to Health

by Bruce S. Kern

Most of you readers don't attend trade union meetings on a regular basis. Here is my synopsis of a typical one. You start out by having a prayer for the leadership. I have nothing against prayer, but the last meeting was for nomination for officers of the union, and the prayer did not mention the contender for President. You're left with the impression that God supports the incumbent officers but not the opposition. I personally don't think He's involved.

Most of the meeting is a report about how they spent our money. A lot of money is spent for first-class hotels and accommodations. Maybe I'm watching too many TV commercials, but I think Days Inn and this type of accommodations are

more than adequate when you are spending other people's money. If you want to live like a potentate and stay in first-class hotels, do it with your money, not our money.

If you want to bring up a point or make a comment, I'd advise you to get legal advice from a good Philadelphia lawyer as there are rules of parliamentary procedures that must be adhered to. Why not give out copies of these rules? However, comments on bowling scores or golf scores are most welcome. They also always seem to want to give to police organizations. Maybe we are thanking the police for clubbing our fathers and grandfathers when they went on strike. The police almost always took the owners' side. It was the steel

mills and coal mines that made this country a world power and made it necessary to have a strong labor movement. I call for a moratorium on all donations to police until the police brutality is investigated and addressed.

About this time, if you don't smoke, you will probably start to cough from the thick cloud of cigarette smoke hovering in the air. I personally saw one man smoke six long unfiltered cigarettes in a 60 minute meeting. When the meeting is over there is a mad rush for cholesterol-laden foods, such as ring bologna, lunch meats, and cheeses, and this is all washed down with plenty of beer. There's nothing like free food and booze to uplift the spirits of the workers! There's also plenty of free smoke whether or not you choose to smoke. If conditions were that bad in the shop, OSHA would step in!

From Around the Union

Ottawa

Bicycles were used by IWW organizers to patrol picket lines at Patterson Strike, says Fred Thompson in *IWW: FIRST SEVENTY YEARS*. Ottawa Wobblies use bicycles for fun and to get around.

The bicycle is non-polluting technology that needs no toxic chemicals or electric tools to maintain. Two Ottawa IWW's work in the bike repair trade. Another makes mudflaps out of old plastic bottles. Use of bikes is growing across Canada, encouraged by high cost of cars, lack of mass transit, and improved design of mountain bikes.

Any attempt to secure more facilities such as bike lanes or parking racks, brings confrontation with city planners,

and ultimately with the oil monopolies. Yet the single step of banning cars from densely populated streets would do a lot to improve our quality of life.

A Winnipeg, Manitoba group fixes up old bikes, paints them white, and leaves them around for public use free. In Edmonton, Alberta, bicycle rallies are held each Friday at rush hour. A popular sport is off-road trail riding.

Ottawa has police on bicycles. The better to harass you with. Bicycle couriers can usually outrun them, however.

As "Free Trade" brings more people to poverty, more people will give up supporting a car habit and change to cycling. The Mountain Bikes are being ridden right through our cold winters.

Job and co-op opportunities exist in manufacture sales, and repair of bicycles,

and in recreational tours and races.

—Mynor Variante

Pennsylvania

On July 20th, members of the Lehigh Valley IWW held a rally in Reading, PA to observe the anniversary of the Reading Massacre, which took place during the Great Rail Strike of July, 1877. On July 23, 1877, eleven unarmed workers were shot dead by the PA militia and many more were wounded; simply because they dared to challenge the capitalists' rule.

Local Wobs carried signs shaped like tombstones, with the names of the eleven dead workers. They also laid a beautiful black and red wreath on the site where the Massacre took place. (Thanks to FWs Carl, Fran and Mike Schaeffer for the wreath and signs).

The local Wobs also kept up the long-

standing I.W.W. tradition of singing "to fan the flames of discontent." The songs included Preacher and the Slave, Dump the Bosses, and of course, Solidarity Forever. The Wobs also played two tunes written by FW Lenny Flank Jr. FW Flank said that he thought the musical portion of the rally went over very well and that the Lehigh Valley Wobs would definitely formulate a Wob singing group.

The local Wobs now have plans to petition the state of PA for a historical marker on the spot of the Massacre. This marker would serve as a memorial and a remembrance of the struggle of the working class against their oppressors. Hopefully, it will help continue the struggle by aiding workers to recognize the enemy. However, all the signs and markers in the world could not replace a handful of radical organizers.

—Mike D'Amore, x341375

Briefs, Shorts, and Other Dirty Linen

Swedish Workers Fight Back

Swedish postal workers organized in the SAC (Central Organization of Swedish Workers) are blockading an automated sorting machine to protest management's reorganization and automation of their work at workers' expense. Unorganized postal workers have joined in refusing to operate the machine, which apparently stands idle. Meanwhile, 18 electricians working at a large bakery in southern Sweden left the social-democratic union federation LO to join the SAC. A major reason for their switch was the LO's agreement to Labor government plans (abandoned last year after grassroots opposition including a general strike called by the SAC) to abolish the right to strike.

Thirteen SAC stage hands and five sympathetic nonunion dressers were locked out by one of Stockholm's leading theaters earlier this year after planning a brief strike over pay differentials. The star makes 7,000 crowns nightly, stage hands just 248. When they approached non SAC-organized workers to join the strike, the boss responded that "SAC is not a proper trade union. It does not even exist."

Swedish law requires prior notice of a strike. Before the strike could begin the employers' association locked out all SAC members and others who would not promise not to strike, replacing them with scabs. When workers called off the strike after three days, the bosses at first refused to let them return to their jobs and demanded that the strikers sign yellow-dog contracts, promising not to

mention SAC or strike again. They are still trying to force SAC members out, but have promised a 3 crown-per-hour pay hike in an effort to undercut SAC support.

The SAC continues to pursue stronger international relations, meeting with independent unions in the Soviet Union in May, meeting with postal workers in Madrid, and joining with Danish environmentalists to fight a proposed bridge which would increase pollution and damage a vulnerable sea ecology.

Indonesian Labor Leader Arrested/Released

Saut Aritonang, Secretary General of Indonesia's free trade union Solidarity was arrested June 2nd, and released a few days later after international protests. Saut was stopped on a major Jakarta street on Sunday by five plainclothes policemen who forced him into their car. Solidarity has been protesting government efforts to chair a meeting of the International Labor Organization because of its restrictions on workers' rights to organize. Government officials denied knowing his whereabouts even as they released him from captivity.

Sound Familiar?

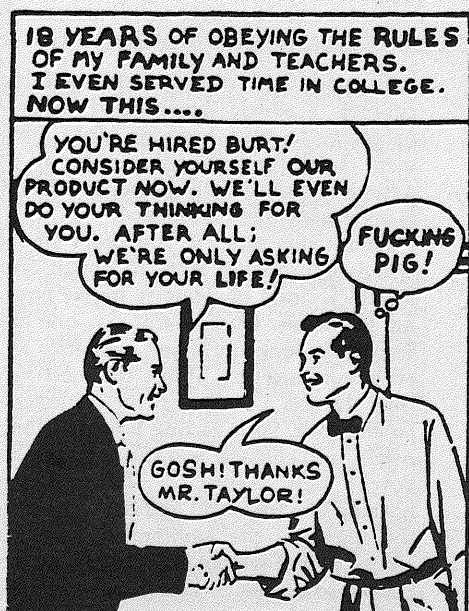
Some 150,000 Norwegian workers were unemployed at the end of 1990, about the same as when the year began. Real estate prices have collapsed and banks—losing money at record rates—are raising interest rates and firing workers to stave off collapse. City governments are slashing services to try to balance their budgets. Twenty thousand municipal workers in Oslo struck for 12 hours March 20th to protest the cuts.

When oil workers struck for higher wages, the government outlawed the strike. But while the union ordered strikers back to work, the strike continued for another week before workers—isolated on oil platforms scattered throughout the North Sea—gave in.

Tire workers are fighting to keep Norway's only auto tire factory open. The factory is owned by a Swedish company, which in turn is partially-owned by a German firm fighting a takeover by the Italian company, Pirelli. Instead of focusing on this international framework, the campaign has taken on nationalist sentiments—threatening a boycott of Swedish tires if the factory is closed. The union's main tactic in this campaign has been to induce someone else to buy the plant. Sound familiar?



I WAS DETERMINED NOT TO SPEND THE REST OF MY LIFE DOING THE SAME MEANINGLESS SHIT! REAL LIFE HAD TO BE ELSEWHERE.



18 YEARS OF OBEYING THE RULES OF MY FAMILY AND TEACHERS. I EVEN SERVED TIME IN COLLEGE. NOW THIS....

YOU'RE HIRED BURT! CONSIDER YOURSELF OUR PRODUCT NOW. WE'LL EVEN DO YOUR THINKING FOR YOU. AFTER ALL; WE'RE ONLY ASKING FOR YOUR LIFE!

GOSH! THANKS MR. TAYLOR!



I BEGAN TO FUCK UP AND STEAL FROM THE REAL TIME BANDITS—THE BOSS. I ALMOST LOOKED FORWARD TO WORK. UNTIL...

...WE SUSPECT SABOTAGE. THE UNIONS AGREE THAT THIS SORT OF THING MUST BE STOPPED.

North American Free Trade?

The Canadian Labour Congress figures that a quarter of a million jobs left for the U.S. in the first year of the U.S.-Canada Free Trade agreement. Yet while the jobs indisputably left Canada, they don't seem to have arrived stateside yet.

Now the politicians are negotiating with Mexico for a North America-wide Free Trade Zone to compete with the European economic bloc. The UFO-CIA is hot against the deal, arguing that it will destroy U.S. living standards. If they hadn't been so busy working with the feds to put down fighting unions around the world, of course, our fellow workers might have been able to improve their conditions to the point where it wasn't so easy for the bosses to find cheap, desperate labor.

The bosses already move their operations to wherever they'll make the most money, to the point where many "Japanese" cars sold here have more U.S.-made-and-assembled parts than many cars sold by General Motors.

Whether or not free trade goes through, the bosses will continue trying to play workers in different countries (and even different cities and states) off against each other. And until we build effective labor solidarity, and help our more desperate fellow workers improve their conditions, we'll continue to lose ground. One way or another, the gap between our wages and those of our Mexican fellow workers is going to narrow. The question is, will our wages go down or theirs go up?

Philippine Transport Workers Strike, Manila, July 9 — Some 2000 people held a rally outside the presidential palace in Manila in support of the transport workers strike against higher gasoline prices and higher power rates.

Concessions Don't Pay

A few months ago, Jones Truck Lines workers agreed to a 12 percent pay cut and layoffs, blasting the minority who voted against the cuts as malcontents suffering from negative thinking (Scissorsbill of the Month, April, p. 7). July 8th the company locked its trucks and told employees not to return to work. Jones filed for bankruptcy the next day, and workers have yet to receive their final paychecks covering their last fifteen days on the job and accumulated vacation leave.

Some workers—doubtless the malcontents who opposed the pay cuts—are threatening a suit on charges that management violated the Worker Adjustment and Retraining Notification Act, requiring two months notice of any shutdown. But that law is filled with loopholes, and if the bosses can't find one to wiggle through the bankruptcy court probably will.

So another group of workers has learned the hard way that concessions don't pay. One can only hope they take the lesson to heart.

Demand on Food Pantries Increasing, Chicago, July 8—Food pantries and soup kitchens in the Chicago area say that during the current recession they have had to serve more people than ever, even during the downturn of 1982-83. The 125 agencies of the Anti-Hunger Federation dispensed 289,294 food boxes and meals in the first half of this year, 38% more than a year ago. The demand for

emergency food is no longer just a phenomenon of Chicago's inner city and rural downstate Illinois. In May of this year, 106,000 people in Illinois were using food stamps, but the Anti-Hunger Federation figures that up to a million other people in the state are eligible for the stamps but not receiving them. Nationwide, a record 22.8 million people were on food stamps in May, eclipsing the 1983 high of 22.6 million people.

Citicorp Ponders New Layoffs, July 10 — Citicorp, which sacked about 7000 people in the last 5 months, announced that the company may lay off as many as 17,000 employees in its cost-cutting programs. The US's largest banking company, Citicorp has 95,000 employees at the end of 1990.

Greyhound Strikers Cheated One More Time, Milwaukee, July 9 — Not only are the striking Greyhound workers not going to get their jobs back but the lawsuit they hoped might get them some back pay is floundering. The NLRB has allowed a two month postponement in the bus drivers' union's unfair bargaining case against Greyhound. The postponement was purportedly to allow the two sides to negotiate a settlement at this late date.

Edward Strait, president of the bus drivers' union council, pointed out any negotiations aimed at settling the bitter 16-month strike were hopeless because Greyhound insists the scabs must be allowed to keep their jobs. Strikers are to be rehired only as positions become available as the scabs quit.

More than 6,300 bus drivers struck in March 1990 after Greyhound declared an impasse in contract negotiations and implemented its own wage proposal. Greyhound, which gained Chapter 11 protection from creditors in June 1990, hired more than 3000 scabs whom it promised permanent jobs and resumed most of its routes, taking advantage of the situation to cut the less profitable ones.

The government, prodded by the bus drivers' union, filed a complaint alleging Greyhound bargained unfairly and forced the strike in an attempt to break the union. The National Labor Relations Board's hearing into the charges began in May, but broke off after two weeks.

When the case resumes, the strikers can expect little even if they win. The bankruptcy judge, Richard Schmidt, who was assigned to the case after Greyhound filed for Chapter 11, declared that he "didn't think there was any doubt there was an impasse in bargaining" and reduced the government's claim against Greyhound for back wages and damages from \$120 million to \$31.5 million. Schmidt's ruling effectively limited the amount of money the NLRB can collect from Greyhound even if it proves the company bargained unfairly.

Survivor Anxiety

Last year 3.2 million US workers lost their jobs. One of the hidden problems is the effect this had on their former colleagues, who kept their jobs. Psychologists report that survivors of a big job layoff have the same stress reactions as victims of a natural disaster. The survivors are told they should feel lucky they still have a job, even if they have to do more work. Many feel guilty, blaming themselves; others whose identity was tied up with the company feel loss and lessened self-esteem.

continued on page 7

(continued from page 6)

State Employees Face Checkless Paydays For the first time since the Great Depression of the '30s, employees of the state of Illinois went unpaid. Because of wrangling in state legislatures about whether the budget shortfall would be made up out of cuts in education or welfare, the state didn't issue 15,000 paychecks in mid-July. A court order forced the payment of welfare checks. Unions representing the workers urged them to stay on their jobs.

On July 9, thousands of state workers in Connecticut and Maine reported back to work after a week off the job in protest of budget impasses that held up their paychecks. In Maine, 10,000 workers were involved in the partial government shutdown; in Connecticut, about 20,000 of the state's 48,000 workers were off the job.

Paychecks have been also delayed in Pennsylvania, and deadlocks in state legislatures threatened workers' pay schedules in California and North Carolina.

In Washington, DC, politicians announce the end of the recession.

Working Fathers and the 6 Hour Day

In 1990 in the US, there were 24 million working fathers with children under 18, about 36% of the male workforce. Two-thirds of them also had a wife in paid employment.

The term working father is uncommon; men work and someone else is supposed to be home minding the children. Most employers are unaware of how the juggling that goes on in modern families affects their male employees. Fathers often find it easier to lie and say they had a flat tire on the way to work rather than to say they had to take their kids to the doctor.

A recent survey showed that 75% of men would accept slower career advancement if they could have a job that let them arrange their work schedule so they could spend more time with their families. Studies show that boys whose fathers are involved in their upbringing advance further intellectually and that girls have a better grasp of mathematics. Options for a more flexible workplace would include ability to vary starting and quitting times, job sharing, a compressed work week or working from home.

IWW Literature Available from Chicago

Music

LITTLE RED SONGBOOK: Songs of the Workers to Fan the Flames of Discontent

The IWW "little red songbook" has been at picket lines, shop floor actions, and demos for eight decades. Songs that tell a truer and clearer story of who the working class is and where we come from than any history book. 40 classic and new labor songs including "Pie in the Sky," "Amazing Boss," "There is Power in the Union," and "The Nine to Five Song." Contributors include Phil Ochs, Utah Phillips and Joe Hill. The most dangerous song book in America Fits in your back pocket. Available with special Joe Hill cover for the 75th anniversary of Hill's assassination by the bosses. \$5 each; \$3 each for 10-39; \$2.50 each for 40 or more.

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GREENFIRE!, by Dakota Sid & Travers Clifford. Cassette or CD. Wobbly & Earth Firster Clifford sings about the "Greenfire" in a wolf's eyes. Includes the funny "Legendary Folk Rumor," and the insurrectionary "We Want the Whole Thing Back." Cassette or CD \$10 each

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WAR AT HOME: Covert Action against U.S. Activists and What We can Do about it, by Brian Glick. The political police disrupt, jail and kill U.S. citizens for political activity. Useful advice on how to defend our movements. Also a short history. \$5

SOLIDARITY FOREVER, by Bird, Georgakas & Shaffer. Oral histories of organizing told by Wobbly elders who were members sixty years ago. Frank Cedervall, Sophie Cohen, Phil Melman, Fred Thompson, Art Nurse and two dozen more. \$10

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YALE STRIKE OF 1984-5, by Gilpin, Isaac, Lotwin & McKivigan. Rank and file struggle unionized Yale clerical workers. The story of that struggle as told by rank and file organizers. A democratic committee of several hundred organized their co-workers one on one and won. Inspiring. \$6

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IWW Preamble

The working class and the employing class have nothing in common. There can be no peace so long as hunger and want are found among millions of working people and the few, who make up the employing class, have all the good things of life.

Between these two classes a struggle must go on until the workers of the world organize as a class, take possession of the earth and the machinery of production, and abolish the wage system.

We find that the centering of the management of industries into fewer and fewer hands makes the trade unions unable to cope with the ever growing power of the employing class. The trade unions foster a state of affairs which allows one set of workers to be pitted against another set of workers in the same industry, thereby helping to defeat one another in wage wars. Moreover, the trade unions aid the employing class to mislead the workers into the belief that the working class have interests in common with their employers.

These conditions can be changed and the interests of the working class upheld only by an organization formed in such a way that all its members in any one industry, or in all industries if necessary, cease work whenever a strike or lockout is on in any department thereof, thus making an injury to one an injury to all.

Instead of the conservative motto, "A fair day's wage for a fair day's work," we must inscribe on our banner the revolutionary watchword, "Abolition of the wage system."

It is the historic mission of the working class to do away with capitalism. The army of production must be organized, not only for the everyday struggle with capitalists, but also to carry on production when capitalism shall have been overthrown. By organizing industrially we are forming the structure of the new society within the shell of the old.

Join the IWW

No Bureaucrats—Aside from the modestly paid General Secretary-Treasurer and the office worker who staff our General Administration, the IWW has no paid officers. The General Executive Board is elected annually by the entire membership, and its job is to oversee the running of union affairs, not to set policy. All officers may be recalled at any time by referendum.

Real Democracy—All policy decisions are made by the members themselves by referendum. All branches maintain full autonomy on matters within their jurisdiction. Job branches (IWW groups composed of workers at a single job-site) set their own demands and strategies in negotiations, free of meddling internationals or sell-out business agents.

Low Dues—Our dues are structured on a sliding scale basis. Unemployed and low-income workers pay \$3 a month; those making between \$800 and \$1,700 per month pay \$9; and members making more than \$1,700 per month pay \$12 monthly dues. Initiation fees equal one month's dues, so a low-income worker can join for as little as \$6.

To Join—Fill out the questions below and mail this form with your check or money order to **IWW, 1095 Market Street Suite 204, San Francisco, CA 94103.**

- I affirm that I am a common worker without direct power to hire and fire.
- I agree to abide by the constitution and regulations of this organization.
- I will study its principles and make myself acquainted with its purposes.

Name _____ Occupation _____

Address _____ City _____

State/Prov. _____ Zip _____ Phone _____

Total amount enclosed: \$ _____ Initiation \$ _____ Dues \$ _____

★ Membership includes a subscription to the Industrial Worker.

Ann Arbor Grad Students and Class Struggle

continued from page 1

committee voted that the bargaining team had not brought back enough signs of progress to warrant calling off the stoppage.

The stoppage itself was a qualified success. Pickets were lively with picketers chanting "Two, four, six, eight, Preserve our right to arbitrate!" GEO members in the Romance Languages Department composed a song to the tune of Gilligan's Island, "if not for the courage of the GEO, the Union would be lost." Many departments shut down. However, the University did not move from its hardline position. Neither did they break off mediation or penalize TAs for participating.

Work Stoppage II

It became clear in subsequent mediation sessions that the University was not budging. By this time, GEO had whittled away its own demands and nixed childcare, automatic cost of living and adjustments and made compromises on other issues. The University was frittering away time at the bargaining table complaining that GEO was putting up too many posters and that the GEO publications were too inflammatory.

To combat the University's administration's recalcitrance, GEO members called for a second, three day work stoppage. The University issued a bombshell: each participating TA would be docked \$150/day for participating and were expected to sign loyalty oaths to testify that they did not participate in the work stoppage. GEO put up posters denouncing McCarthyite tactics, and the second work stoppage, despite the fact that it was to occur during the last week of the semester, was on.

The highlight of the second stoppage was an impromptu GEO picket at the Administration Building during a Regent's meeting. Regent Power walked out of the building, and 100 TAs followed him down the street asking for a fair contract. They chanted, "The TAs have power, we shall not cower" and followed him to the nearby Law School. Power was unable to attend a private luncheon there due to the crowd behind him. Meanwhile, a GEO member entertained the crowd which had stayed behind performing "The Preacher and the Slave."

Again, the University did not respond to the stoppage by changing their position, but they also did not carry out their threats of docking pay. GEO members are now working without a contract. The bargaining team has, as of this writing (August 1), just returned to the bargaining table. The University administration would like very much to pressure the GEO to a quick settlement while 4/5 of the Union's membership is unemployed for the summer. It will be up to the Union membership to resist the pressures of a quick settlement and to develop new creative measures to mobilize effectively in the Fall.

The anti-war resolution, the work stoppages and the militancy of the GEO were not engineered by the Union's affiliate, the Michigan Federation of Teachers. Indeed, these activities were possible because GEO operates very much as an independent local. The Teaching Assistants hire their own staff, control their own resources (except the dues money paid to the MFT and the AFT), and for the most part, make their own decisions. The GEO was independent, without affiliation, for one year before joining with the MFT. Had the



Informational picketing at the University of Michigan.

state organization exercised more control over the GEO, many of strategies employed this year would not have been adopted.

The increased militancy of working graduate students at the University of Michigan mirrors a growth of union activity among University workers across

the country. Graduate students at Berkeley, Temple University in Philadelphia, and Yale have been struggling for unions over the past few years. This movement among graduate students has been reinvigorated by the successes that Yale and Harvard clerical workers have had in unionizing the academy.

Redwood "Summer Song"

REDWOOD SUMMER

Music. Trad.

Words Tom Savage © 1991.

We have heard of famous Wobblies who fought in labor's Cause, of Mother Jones and Gurley Flynn defying oppressive laws. I will tell you of another who's in the struggle still, she's a Wobbly organizer and she's too tough to Kill, her name is Judi Bari, she's a leader in the Fight, to organize the Redwood Summer and protect the Worker's rights.

In Mendocino County, one day in Ukiah Town Pro-lifers tried to close the family planning clinic down Judi led a demonstration, saying "Sisters we can't lose control of our own bodies and a woman's right to choose" They kept the clinic open, and she carries on the fight

Judi travels round the country, trying to organise the loggers and millworkers and expose the companies' lies At the rate that they're clearcutting, soon the forests will be gone

Log exports and automation mean no jobs for anyone Come and join the One Big Union and together we will fight To preserve the redwood forest and protect the workers' rights

One day as Judi drove to town, her children by her side A logger ran them off the road not caring if they died They say that she's a red and that excuses what they do But the company scab that ran her down is yellow thru' and thru'

But they couldn't frighten Judi and still she leads the fight To preserve the redwood forest and protect the workers' rights

Education Workers Update

The reactivation of Education Workers Industrial Union 620 is continuing. A third issue of *News & Comments*, the I.U. 620 newsletter, will be out by the time you read this. Organizing activity at New College of California continues. A flyer aimed specifically at education workers has been put together and is waiting to be printed in large quantities (photocopies will be mailed with *News & Comments* number 3). An interim proposal for printing funds is being written while we wait for more input toward a large scale organizing campaign. Membership is increasing and inquiries are being received.

With the bill for the Reagan-Bush wealth redistribution plan coming due, public schools and colleges are gearing up for a big struggle this fall. A decade of union givebacks has weakened the AFL-CIO formations to the point of

almost complete ineffectiveness. This has already resulted in management walk-overs at some California public colleges. Concessionary agreements have been approved at several universities in the CSU (California State University) system. But a rank and file outcry is being raised at others (San Francisco State for one).

Primary and secondary school teachers are facing massive layoffs under a state budget approved by the Democrat-controlled legislature. That many of these same Democrats were elected with heavy support from organized labor mattered not a bit in this decision. They no longer respect or value the business unions of the AFL-CIO. They don't value or respect us either, but someday they may learn to fear us.

This fall will find I.U. 620 fighting like hell to maintain benefits and stop layoffs. We will be, for the most part, fighting within AFL-CIO formations. By next fall we will hopefully be fighting like hell to build a new education system, this time in Industrial Union 620 of the I.W.W.!

*Threats and intimidation could not drive her from the town
And a case of Coors was offered to burn her cabin down
But Judi was undaunted, her spirit was too strong
And in May 1990 they tried to kill her with a bomb
Tho' hurt and maimed in body she still leads us in the fight
To preserve the redwood forest, and protect the workers' rights.*

Repeat Chorus,
*So come and join us in the union, and united we will fight
To preserve the redwood forest and protect the workers' rights.*

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The *Industrial Worker* is a collective effort. That means not only the collective members in San Francisco, but you too. We need your contributions—photos, articles, opinion pieces, cartoons, illustrations and other graphics.

Send your contributions to: Industrial Worker Collective, 1095 Market Street Suite 204, San Francisco, CA 94103. If you have any questions, give us a call at (415) 863-WOBS.



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