

Industrial Worker

#1569 vol91no3

March/April 1994

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No a los Recortes Sociales!

General Strike Shakes Spain

by Don Fitz

I leaned down on one knee to snap a shot of cops guarding El Corte Inglés, the department store targeted during every Spanish general strike because of its practice of firing pro-union workers. Thirty feet was probably too far to get a good photo, but friends warned me that Spanish cops didn't like their picture taken and I could see riot squads around both corners from us.

"Move a little closer," Esteban prodded me. About 20 feet away this time and another shot. The riot cops still hadn't noticed us.

A block away, a rally of a quarter million people in Madrid had just broken up. The cops were edgy and unsure if a new demonstration was about to start. Spanish workers, especially the anarchist youth, often try to break through police lines at El Corte Inglés.

"Closer, closer." Esteban must have wanted me to have good photos. I moved up to about 10 feet and got another shot. This time three riot cops with "Policia" plexiglas shields and clubs started moving quickly towards us. The nearest motioned to me to give him the camera, presumably to expose the film. Esteban yanked out his "Press" card that had expired a couple of years ago and flashed it in front of the cops.

"Somos reporteros. Es escritor por el New York Times." "We're reporters. He writes for the New York Times. I guess Esteban thought that sounded better than the *Industrial Worker*."

"Si. Soy norteamericano." "Yes. I'm an American." I figured that if the cops could hear my bad Spanish they might believe I was a U.S. reporter.

One cop stepped on Esteban's foot while he glared at the press card. Esteban started yelling, "Qui es el problema? Es país libre!" "What's the problem? It's a free country!"

People leaving the demonstration were slowing down to look at us. Some carried "UGT" flags for the socialist Unión General del Trabajadores (General Workers Union). A couple stopped whose jackets both had stickers for "CC.OO.," the communist union comisiones obreras (workers' commissions). They seemed to be telling Esteban to avoid a confrontation.

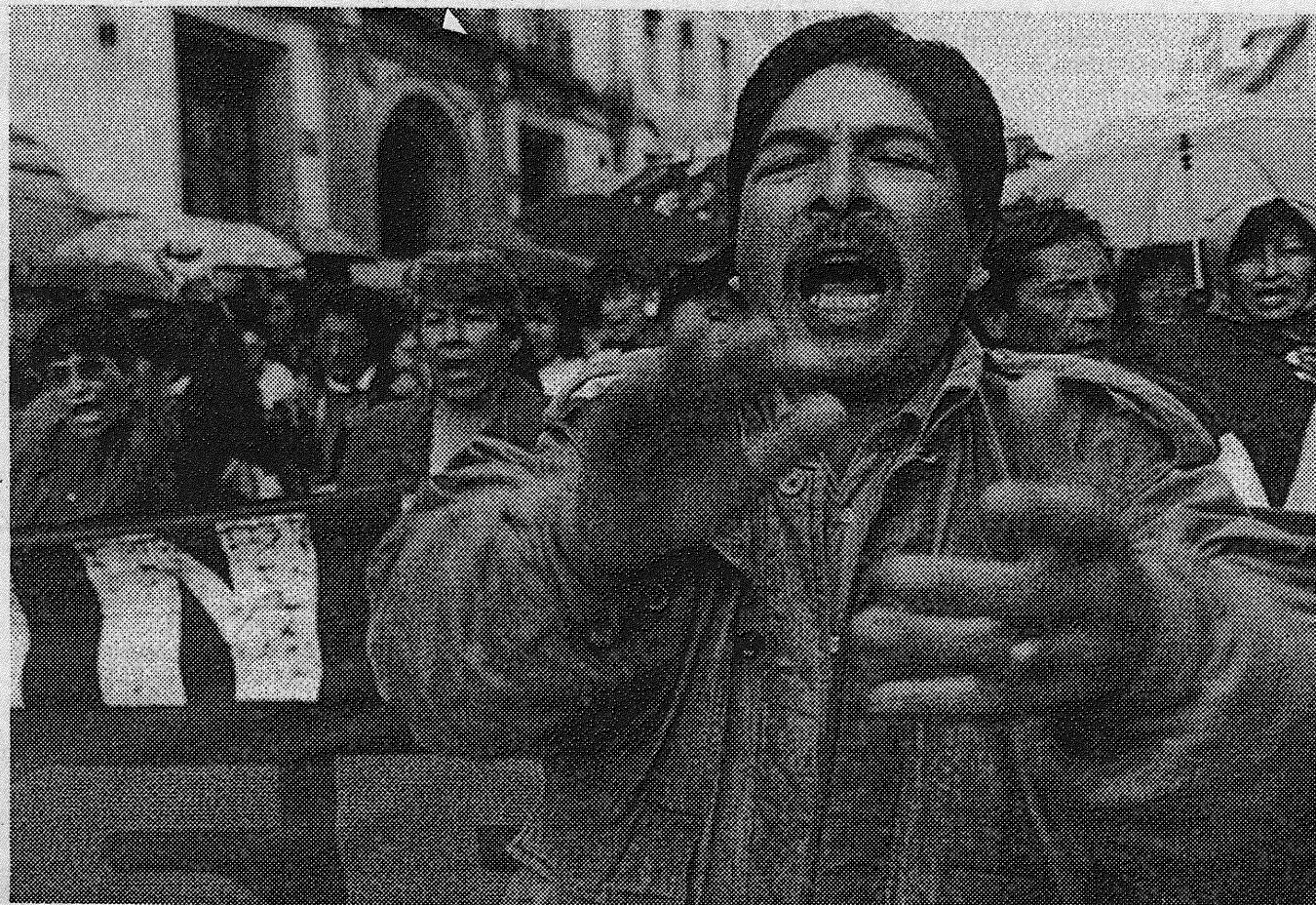
The cops must not have liked the attention because they walked off. "You looked like you were about to start running!" He was amused that I was nervous. "Yeah, it's an American habit to take off when cops come at you with clubs." "Listen, comrade, don't forget I'm the Greens' representative on the City Council of Rivas [working class suburb of Madrid]. If they had done anything it would have been a scandal. In all the papers."

That reassured me. I would've been real unhappy to have my camera ripped off, get clubbed and jailed, miss my flight and have to buy a new plane ticket without even touching off a scandal.

Labor "Reform"

"Reforms" in labor law brought Spain to a grinding halt on January 27, or, as they call it, 27-E (27 de enero). Some of the worst aspects of the legal change are the *aprendizaje* (apprenticeships) and liberalized layoffs. Spain has 23 percent unemployment. Many people in their 20's have never had a job. So the employers' association and government developed a program of allowing persons under 25 to work as "apprentices" at 70 percent of the minimum wage for one year (80% and 90% for the second and third years).

Spanish law currently makes it extremely difficult for a business to have a mass layoff. The "reform" would make layoffs much easier. Together, the



aprendizaje and layoff policy virtually guarantee that workers with seniority will be replaced by those earning a sub-minimum wage. The reform also legalizes temporary employment agencies, reduces unemployment benefits and makes it easier for employers to change workers' job assignments.

Government workers would be hit hard with a freeze on salaries. A flyer passed out by the anarcho-syndicalist CNT (National Confederation of Labor) protested that "The government is introducing measures that will cause the disappearance of the major part of gains won by workers during the last century. And public employees, as is usually the case, will be the first to suffer."

27-E

After the 1993 elections which drove the ruling PSOE (Socialist Labor Party of Spain) to form a coalition government with Catalan nationalists, the large labor federations UGT and CC.OO. complained bitterly that no one was including them in negotiations over proposals to change the labor law. When the government unveiled the proposed changes last December, the unions announced a general strike for January, 1994.

The strike began at one minute past midnight on January 27. Thousands of workers gathered at La Puerta del Sol in the center of Madrid. They broke into groups of a few hundred and fanned out across the city. Spanish commercial centers generally have several bar/restaurants on every street. Most closed their doors as January 27 began. If Madrid workers found one open, they reminded the manager that the general strike had begun. Most patrons left. Those who refused to leave often heard firecrackers go off under their chairs.

Manufacturing zones were shut tight. Many workers went without sleep the night and day of the general strike. As the morning dawned, roving pickets marched at department stores and other commercial businesses which remained open. Spanish streets are normally sprinkled with kiosks, or stands which sell newspapers and magazines. All were deserted. Foreigners couldn't cash travellers checks because almost all Spanish

The IW Interview:

Swedish Syndicalist
Mattias Gardell

We are living in revolutionary times

The Sveriges Arbetares Central-organisation (SAC) is the IWW's sister union in Sweden. SAC was founded in 1910, like the IWW, part of a wave of revolutionary unions formed in the industrialized countries of that period. The SAC primarily organized in heavy industry: lumber, mining, quarry workers, and the metal industries. Both organizations had their "most success" before the second world war.

During the post World War II period SAC maintained its base among timber workers despite the red-baiting and political repression. It did this by moderating some of its politics for a time, returning to revolutionary syndicalism in the 1960s. The IWW, by contrast, kept strictly to its principles despite the repression; and, as a direct consequence, lost its strong shop floor base among metal workers in Cleveland. In the 1990s both have their revolutionary principles intact. The SAC is currently one of the largest revolutionary unions in the world, while the IWW influence remains much larger than its membership.

Mattias Gardell, a member of the SAC International Committee was recently in the United States. Mike Hargis and Jeff Ditz spoke with Gardell for the *Industrial Worker*. Some of that conversation follows.

THE WORKPLACE

IW: Did you join the union through an SAC organized workplace organization or because you were attracted to revolutionary unionism?

MG: It was politics, I had this long journey through leftist groups, starting with the Vietnam war. There were a lot of communists around. I checked them all out and they all turned out to be the same: authoritarian, totalitarian, centralistic and with no democracy for the base.

Just before I became an SAC member I was a garbage collector in a hospital. Hospitals produce huge amounts of waste and we collected it from all over the hospital. That's all we did, collect the garbage. We were at the bottom of the hierarchy. Even the janitors wouldn't talk to us. There were lunch rooms for everyone — doctors, nurses, the support staff — but not for us. We were supposed to take a shower first if we wanted to eat in a lunch room, and if we did that our break would be over so we couldn't eat there.

One of the guys, the fellow collectors, was a member of SAC. We figured it's like this, we'll forget about one of the main houses (buildings). We won't collect anything. We did all the rest of the work. And it piled up in that one main building. It filled up the corridors and everyone was complaining that they couldn't work. On Monday morning we came in and cleaned it up and had our lunch in the lunchroom. Nobody said anything. So we started talking on our breaks about the union and then I applied

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Memories of a Wobbly: Marine Transport Worker, Ship Builder, Fisher, Musician, Scholar, Unionist

Tom Savage was not a large man, but his spirit touched many people in many lands and on the sea. Musician, seafarer, and student of Irish/Celtic history and Gaelic, he knew a lot about international working class struggles, and often told jokes and stories.

Tom didn't stumble on the IWW. He knew our history, being an admirer of IWW organizer/Irish activist James Connolly, and joined soon after arriving in America.

Collision At Dawn

At 59, Tom's fortunes were improving. He was recently and happily married. He signed on as crew of *St. Francis*, an old wooden vessel fishing halibut and rock cod. *St. Francis* left dockside at San Francisco before dawn, bound to Bolinas Bay off Stinson Beach.

Fishing vessels heading out from SF Bay run close along Presidio shoal. To go north they cross Golden Gate channel just beyond the south tower of the Bridge. *St. Francis* followed that course.

Just after 6 a.m. it was still dark as *St. Francis* neared the bridge. There was little wind and no fog. The tide had just turned to ebb flow so there were no strong currents. Entering Golden Gate channel the boat was hit by *NYK Surfwind*, an 815-ft. ocean-going container ship headed for Oakland.

Within seconds, *St. Francis* sank. Only one of the 3 crew, Dimitri Seleznev was able to swim to a raft

deployed from the fishing boat. He was rescued by a Coast Guard cutter. Tom Savage's body was found in the water wearing a life jacket. The coroner found heart failure from exposure and hypothermia. Captain Jim Koskela went down with his ship.

The Coast Guard investigated. Hiroyuki Tajima, *Surfwind* captain and pilot Bruce Allan said *St. Francis* came suddenly into their view. They could not stop or maneuver the huge ship.

Dimitri Seleznev said *St. Francis* was heading to sea in a normal manner, Capt. Koskela at the helm, and he and Tom were below drinking coffee when the boat was struck. Dimitri last saw Tom on the deck securing his life jacket, as the boat sank beneath them.

There was some conflict between Dimitri Seleznev's testimony and that of the officers of *Surfwind*, but nothing pointed directly to the cause of the accident. *St. Francis* was well maintained, properly lighted and equipped. Jim Koskela had years of experience and a good reputation. Tom Savage had 32 years maritime experience.

An official Coast Guard report is expected in about 2 months, but it appears unlikely we will ever know what exactly happened.

From Galway to SF Bay

Born 1934 in London, his roots were Irish. Tom went to sea in his 20s, working coasters between ports of

Northern Europe and on fishing vessels. He qualified as a mate and later a master's certificate.

In County Galway he worked the Galway City-Aran Islands ferry. A Seamen's Union of Ireland steward, he served the rank and file. This did not endear him to bosses or union bigwigs.

He was engaged in the Irish republican cause, but knew it is not enough to free a country of foreign oppression. He believed people must also bring down home-grown reactionary empires.

Tom worked out of Cork on supply boats servicing platforms built to pump natural gas from under the Celtic Sea. New EEC rules allowed ships of any European registry in Irish waters without restriction. Most supply boats were of Norwegian registry and Spanish crew, and would avoid hiring Irish unionized marine transport workers.

Tom fought back, demanding that ships working out of Irish ports be crewed by Irish union members. He wanted to prevent owners forcing down living standards of all workers. By solidarity, the marine transport workers thwarted the worst of the boss plans. It was a hard struggle and Tom suffered threats, sell outs and red-baiting.

Tom worked as mate on Spanish fishing boats, dangerous work conditions and low wages. Finally, he came to America. His first SF Bay Area jobs were in construction. He soon got to

know the music community and was welcome at ceilidhes and sessions. Tom sang Irish traditional music, played and taught Irish bagpipes and 5-string banjo. Regardless of the occasion Tom always included labor songs. He also wrote songs, including verses in honor of fellow worker Judy Bari.

He volunteered time and labor to help restore old sailing vessels at SF Maritime Historical Park. An expert rigger, he taught skills to volunteers and Park staff. Tom's pride and joy was the 102-year old hay scow *Alma*. He was so dedicated to her rehabilitation that for long periods he lived aboard. Restored, she is often seen sailing on SF Bay.

Jan.23, the crew of *Alma* sailed to China Camp State Park joining 150 others for a waterfront memorial. His wife, children, and friends spoke of him as a man of principle, a steadfast friend. Fishers and seafarers spoke of his skill and sense of humor. The SF Irish Pipe Band, members of SF Folk Music Club and many individual performers including friends from the Yurok nation, who sang in their own language, remembered him. Each in their own way. Emotions were expressed, but it was not a sad affair. There was food and drink, people re-told Tom's yarns and recalled adventures. It was a celebration of the spirit of Tom Savage that lives forever.

--X340308 14Feb94

**Industrial
Worker**
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Industrial Democracy



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ISSN 0019-8870 Official monthly publication of: Industrial Workers of the World (IWW) 1095 Market St. #204, San Francisco CA 94103.
Second Class postage pd: SF, CA & other mailing offices. Postmaster: send address changes to: Industrial Worker, 1095 Market St. #204, San Francisco CA 94103.
Subscriptions \$15/yr. (included with dues for IWW members).
Articles not so designated do not represent the official position of the IWW. Submissions that violate the principles of IWW Preamble & Constitution will not be printed. No paid or commercial advertising.
Info: (415)863-WOBS.

IWW Directory

Job Shop: IWW workplace 5 or more members. GMB: General Membership Branch. IU: Industrial Union. Del: Delegate, collects dues and signs up new members. Artisan Shop: IWW workplace fewer than 5 members. GOC: General Organizing Committee.

(*) denotes Industrial contact.

IU 120: Forest Workers
IU 450: Print & Publishing Workers
IU 460: Food Processing Workers
Dept.500: Transportation Workers
IU 510: Marine Transport Workers
IU 610: Health Workers
IU 620: Education Workers
IU 630: Entertainment Workers
IU 660: General Distribution Workers
IU 670: Public Service Workers

AUSTRALIA NEW SOUTH WALES

Jura Books -110 Crystal St, Petersham, Sydney, NSW
Sydney Area Group- Del:Ray Elbourne, Corner Dittons Ln. & Old Illawara Hwy, Sutton Forest NSW 2577.

VICTORIA

Melbourne Area Group-POB 1738Q GPO Melbourne, 3001.

CANADA BRITISH COLUMBIA

* IU120 Aardvark Sawmill Co. Artisan Shop/ SE BC Group-POB 54, Balfour, VOG 1C0. David Everest 604/229-4978

MANITOBA

Winnipeg GMB - B. Mackay, PO Box 3204, GNPO, R3C 4E7

ONTARIO

Ottawa GMB-POB 4217 Stn E, K1S 5B2. 613/231-2922 <indwrk@web.apc.org>
Toronto Group-11 Andrews Ave M6J 1S2. 416/941-9945 Meets 1st Thurs. of month 7 pm; phone for location.

UNITED KINGDOM

GOC British Isles/ * IU620 Contact-F.Lee, Secular Hall, 75 Humberstone Gate, Leicester LE1 1WB. Tel:0533-661835
* IU610 Contact: Harry Girling, c/o Ipswich Community Resource Ctr, 16 Old Foundry Rd., Ipswich IP4 2DU
* IU660 Contact: Ray Carr, 22 Brunswick Square, Herne Bay, Kent CT6 5QF
Swindon Region GMB/ * IU670 Contact -Kevin Brandstatter, 9 Omdurman St. Swindon, SN2 1HA; Tel: 0793-610707.
Stuart Croft, Box A, 111 Magdalen Rd, Oxford. Davey Garland, Box23, 5 High St.Glastonbury Somerset.
York-D.Czunys,13 Wolsley, Y01 5BQ.

UNITED STATES CALIFORNIA

* IU330 Custom Wood Screen Doors Artisan Shop-Paul Kay, 606 Alamo Pintado #3262, Solvang 93463. (805) 688-0123
* IU660 Time Tested Books- 1114 21st St, Sacramento 95814. 916/447-5696
Mendocino-Humboldt GMB-Del:Judi Bari POB 656 Willits 95490. Tel:707/468-1660. Herb Jager,114 E.Laurel, Ft. Bragg 95437. Tel:707/937-3457.
San Diego Group- RMR Kroopkin, 2675 Fletcher Pkwy #211, El Cajon, CA 92020. 619/460-2907
Santa Cruz GMB-PO Box 534, 95061. <sciww@ucscb.ucsc.edu>
Berkeley:
* IU450 New Earth Press Job Shop-

1921 Ashby Av. 94703. D.Karoly (510)549-0176

* IU620 Branch UCB Recyclers- 620 Eshleman, 94720. Del: Daniel Widener.
* IU630 Bay Area Jazz Musicians Service Organization- (510)704-0234
* IU670 Berkeley Recycling Ctr. Job Shop -M. Carlstroem, 2515 Piedmont #8, 94607

Los Angeles:

LA Area GMB- Meets 2nd,4th Sundays. Location call (24hr):213/368-4604. Del: Andrew Willett 1136 ArborDell Rd.90041.
* IU630 Film Workers Organization- Miguel Sanchez, 1724 Westmoreland Blvd. 90006. (231)368-4604.

San Francisco:

* IU510 West Coast USA/Sea Dive Job Shop-Colin Dewey,138-A Noe St., 94114. 415/487-1751. <patrice@crl.com>
IWW General Headquarters/ SF Bay Area GMB-1095 Market St. #204, 94103. 415/863-WOBS. <iww@igc.apc.org>

COLORADO

Denver:
* IU450 P&L Printing Job Shop- 2298 Clay, 80211. 303/433-1852
Denver/Boulder GMB-2412 E. Colfax, 80206. Ofc hrs Sat.9-12. (303)388-1065 Meets 1st Thurs.7pm. Del:Cliff Sundstrom 910 E.8th Av.#202, 80218. 303/832-7602. Brendan Ruiz,POB 370663, 80237--0663.

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J. Lewis, 345 Ocean Dr. #1103, Miami Beach 33139

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Atlanta Group - 340 Elmira Pl, 30307. 404/524-1243

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Oahu Group-POB 11928,Honolulu 96822 Tel:808/247-8584.<annies@igc.apc.org>

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Boise Group-W.Cohan, PO Box 822, Caldwell ID 83606.

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Chicago GMB-4043 N.Ravenswood#205 60613.(312)549-5045. Mt.1st Fri. 7:30 pm.

LOUISIANA

Baton Rouge Group-Del:Steve Donahue 729 Bungalow Lane70802.(504)389-9572.

MARYLAND

Baltimore GMB-R.Bey, Black Shield, Box 1681, Glen Burnie 21060. 301/367-3024

MASSACHUSETTS

* IU630 GOC - Jim Barclay, 75A Elm St. Worcester 01609

MICHIGAN

SE Mich.GMB/* IU630 Workers Stories Workers Lives Job Shop-Albert Parsons (313)769-0695;Michael Kozura 7252 Kendal, Dearborn48126.(313)581-2065
* IU670 Ann Arbor Tenants Union Job Shop- 4001 Michigan Union, Ann Arbor 48109. 313/763-6876.

MINNESOTA

Minneapolis Group - Box 2391, Loop Stn, 55402. (612)339-5002
Duluth Group-1514 N. 8th Avenue E, 55805. Del: Jack Rosenquist

MISSISSIPPI

Gulfport Group-C.G.Streuly601/896-3515

MONTANA

Butte-Mark Ross 111 W. Quartz 59701. (406)782-4465

NEVADA

Tahoe Group- Larry Steinberg, POBox 1114 Dayton 89403. (702)246-3120

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Paterson Group-POB 8532 Haledon

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* IU 620 Education WOB (Workers Organizing Bulletin) /Central NY Group- PO Box 762, Cortland NY 13045 <jbekken@igc.apc.org>

* IU630 Living Theatre Job Shop-POB 20180,NYC,10009-8959.(212)865-3234
* IU670 Socialist Party USA Natl Office Job Shop- 516 W. 25th St. #404, NYC 10001. 212/691-0776

Capital District Group-POB 74, Altamont NY 12009. (518)861-5627

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Lancaster Group-PO Box 2084, 17608
Lehigh Valley GMB-POB 4133 Bethlehem 18018.(215)253-5057.J.Kelly(215)866-5728.
Reading Group-PO Box 8468, 19603. Del:Dennis Good (215)921-2459; Rick Page (215)562-3487

Philadelphia:

Philadelphia GMB/ * IU450 Duplicators Network- 4722 Baltimore Ave. 19143. (215)747-0855.

* IU660 Wooden Shoe Books Records Job Shop-112 S.20th St.19103. (215) 569-2477. <ulrike@templevm.bitnet>
* IU620 Temple University IWW Group-2106 N. Broad St. 19122. Anthony Newkirk (215)765-3511.

SOUTH CAROLINA

* IU450 Harbinger Publications Job Shop- Meril Truesdale, 18 Bluff Rd. Columbia 29201. 803/254-9398

TEXAS

Austin Group - PO Box 49523, 78765. 512/416-9619

UTAH

Salt Lake Group - Tony Roehrig, PO Box 520514, Salt Lake City 84152-0514. 801/485-1969

VERMONT

Burlington Group- Anne Petermann, Orin Langelles POB 804, 05402. (802)658-2403. <peacejustice@igc.apc.org>

WASHINGTON

* IU450 Street of Crocodiles Letter Press Job Shop- PO Box 20610, Seattle 98102. 206/726-5924

* IU460 Fairhaven Co-op Flour Mill Job Shop-1115 Railroad Av.Bellingham98225.

* Dept.500 Industrial Transportation Research & Organizing Project -Arthur J.Miller, POB 5464, Tacoma 98415--0464
* Industrial/Environmental Toxicology Project-POB 20402, Seattle 98102. Stan Anderson 206/367-0477.
<helchick@mead.u.washington.edu>

WEST VIRGINIA

Delegate- Rick Wilson, 1019 2nd St.W., Huntington 25701

WISCONSIN

* IU450 Lakeside Press Job Shop- 1334 Williamson, Madison 53703. 608/255-1800. Delegate: Jerry Chernow Madison GMB-Box 2605, 53701. (608) 255-1800.Del:Tim Wong, Jerry Chernow

Around Our Union Swindon



Wobbly Job Action

Members of IWW Public Service Workers (Industrial Union 670) in the Research Council Offices at Swindon took part in illegal sympathy action 5 Nov.93, as part of a nationwide campaign against privatisation.

5 unions of the Trade Union Council (TUC) mounted a 1-day strike against Market Testing, a process in which public service workers compete against private companies for their own work. The unions agreed early on to "stay within the law" on balloting introduced by the Government in Sept. and this immediately caused Swindon union major problems. Being employees of 4 "non-departmental public bodies" they had to ballot separately from the rest of the Union.

The first hurdle was negotiating with union officials for the "right to ballot". CPSA union refused to ballot outright, in order to prevent any action. NUCPS "allowed" a ballot in only one council, the Agricultural and Food Research Council, where some IWW members are located.

The nationwide ballot of 300 workers in 30 workplaces was lost 53-70 on a 41% turnout. However, a small section of support staff in printing and messenger section voted 5-4 in favor of strike, on a 36% turnout! A strike was on and a picket was up.

The next few days were spent discussing the situation with the 1,000 strong workforce. Many opted to take a day's paid holiday rather than cross the picket line. We helped get the strikers some radio and press coverage which lifted their spirits. We also put around a leaflet in the name of our respective unions NUCPS and CPSA asking workers to stop at the picket line and listen to what the strikers had to say.

Many deliveries were stopped including the all-important post, and some workers refused to cross. It was bad that Labour Party Councillors crossed the picket line and went in to work. But it was good that the pickets numbered 24 and was reasonably successful. The IWW was 100% behind the strike and supported the strikers as well as we could.

The most positive outcome may be Polaris House Union Network, an informal body with many IWW members. This is seen as being able to respond to Governments' aim to freeze pay.

New IWW Industrial Contacts: England

Health Workers Industrial Union
610 -- Harry Girling c/o
Ipswich Community Resource Centre
16 Old Foundry Rd, Ipswich IP4 2DU

Education Workers Industrial Union
620 -- Fred Lee 75 Humberstone
Gate, Leicester LE1 1WB

Public Service Workers Industrial Union 670 --
Kevin Brandstatter
9 Omdurman St., Swindon SN2 1HA
Tel: 0793-610707

General Distribution Workers Industrial Union 660
Ray Carr 22 Brunswick Square
Herne Bay, Kent CT6 5QF

The General Organizing Committee for the countries of the islands known as Britain has established the following dues structure: (British Pounds)

Weekly Earnings	Monthly Dues
less than 100	1 /month.
100-300	4 /month.
over 300	7.50 /month.

IWW member W Johnston, 11 North Laggan, Spean Bridge, Invernesshire, Scotland, PH34 4EB, is refusing to pay the Poll Tax and fighting back. Write him for documentation and to send support.

--Bread & Roses

Chicago GMB will join Chicago Greens in a demonstration April 14 at the Canadian Consulate. The protest, against Hydro-Quebec's dam plan to destroy the James Bay ecosystem, is part of an international day of protest initiated by Native Forest Network. Similar actions are needed everywhere!

Entertainment Workers IU 630, General Organizing Committee has 2 more pamphlets available: "The Art of the Deal - How to Strike That Fee Goal" and "Warning, Will Robinson! Excuses and Tricks used by Club Managers to Screw You, and How to Avoid and Counter Them". Send a couple dollars to: Jim Barclay 75A Elm St. Worcester MA 01609. Good for local organizing & lit tables.

Project X --Capital District Group is launching "Project X", scheduled to begin as a regular feature of WRPI 91.5 FM, Troy NY, in early May. The one hour program will include news, comment, interviews and music with a working class perspective.

"There is a great need, a gap if you

will, for labor issues to be brought to the public's attention," believes Greg Giorgio, corresponding secretary. "We want to provide a forum, and would also like to get the labor community at large involved."

Project X seeks volunteers and contributions from other members of organized labor and concerned citizens who want to add their voice or supply any assistance in the weekly production. For info, contact Greg Giorgio POB 74, Altamont NY 12009. (518)861-5627.

Libertarian Labor Review-Anarchosyndicalist Ideas & Discussion No. 16, \$3 from POB 762, Cortland NY 13045. Health Care Crisis, Libertarian Economics, IWW highlights, and more. Here is a brief excerpt from an article in No.16:

Labor Party: What For?

"...Agitation for a labor party is almost as old as the labor movement itself... Yet labor party enthusiasts would do well to examine the record of labor parties around the world before embarking on this well-trod path.

"In Belgium, our fellow workers recently found it necessary to take to the streets in a general strike to protest plans by the coalition Socialist-Social Christian government (each closely linked to one of the two largest labor federations) to enact a "Social Pact" to hold down wages and slash social spending. A similar pact was recently pushed through by Spain's socialists.

In Canada, the labor-backed New Democratic Party lost nearly all its seats in the recent national elections, apparently because of widespread disgust... in the provinces under NDP rule (where) the "labor" government abandoned public auto insurance, abandoned most of its labor law reform package, and gutted social service spending. Ontario workers understandably concluded that they could get these sort of anti-worker policies from any capitalist government, and so did not vote for the NDP in the federal elections.

"These are not isolated examples. Every labor and socialist party in the world which workers have voted into office have ended up betraying them..."

(It was worse than it sounds in Canada. After sweeping to sudden provincial control of over half the population, Ontario NDP, party of labor, denied its own public service unions the right to collective bargaining -- imposing a "Social Contract." British Columbia's NDP paid back its environmental voters by buying shares in the clearcut corporation! MV)

Bringin' It All



Back Home

Preamble to the IWW Constitution

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 the 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 means of production, abolish the wage system, and live in harmony with the Earth.

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 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 interest 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 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.

Workers of the World: Unite!

WHY RETAIL WORKERS NEED A UNION

Over the last decade or so, the situation for retail workers has got ever worse. The pay was never that great, but now it is a real struggle to make ends meet. Many retail workers would, in fact, be better off on the dole -- if there weren't so many obstacles in claiming it.

To add insult to injury, working conditions in general have also got worse. Flexible contracts based on low standard hours, or even two part-time contracts, means insecurity in earnings and increased casualization of the workforce. So called "legal rights" are virtually worthless; especially for part timers. The few rights we do have get ignored by the worst employers anyway.

In summary, our employers are kicking us all over the shop, and retail workers deserve better than this. The only realistic tactic that workers have for self-defence, and to improve pay and conditions, is strength in numbers. In other words, we need to organise collectively. We need an effective Union.

Which Union To Join?

The TGWU, GMB and USDAW are all keen to have you sign up with them, so they can collect your dues money. Our experience of that type of union is that once you are signed up they take little interest in the needs and wishes of the membership. The full time union big-wigs are paid a lot more than you or I, and so don't want to rock the boat. Their complex negotiating procedures only help management buy time; some short and sweet direct action is invariably more effective in settling grievances at work.

Choose the I.W.W.

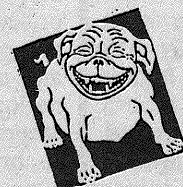
The best union for retail workers is the IWW Industrial Union 660 - General Distribution. The Industrial Workers of the World is a unique union that organises workers in several industries across several countries.

The IWW is a small democratic union founded in 1905 to help all workers get better wages and conditions and to bring about a fairer society in the process. We are independent of all political parties. Bureaucracy is kept to a minimum so that monthly dues can be low. Most of the day to day running of the Union is done by unpaid delegates and volunteers. We are workers just like you, which also means we cannot wave a magic wand and solve all your problems at work. However, we do everything in our power

to help you to help yourself. This is what we would describe as a D.I.Y. union! The IWW can assist you in tactics, organising, planning, legal matters, and support activities. The IWW is not a rich union but what we lack in cash we make up for in a commitment to win.

There is potential to organise a Union branch at every workplace in Britain, although it always seems impossible until it is actually achieved! So even if only you are at present interested in joining the Union, contact us. Just one or two members can provide the base for building majority membership at your workplace.

Join the IWW
Because you need



a union with
TEETH



International Notes

International Repression Against Labor

China Blacklists Dissident

Railroad worker Hang Dong Fang was recently deprived of Chinese citizenship in retaliation for 1989 efforts to build the Autonomous Federation of Peking Workers. At that time he was condemned to a 22-month jail sentence. In March '92, he demanded the right to demonstrate. He wrote:

"Considering that the Chinese confederation of trade unions (ACFTU) does not defend efficiently the interests of the workers, this demonstration aims at reminding the National Congress of the People that new laws on the trade unions are necessary to allow workers to freely associate and choose their trade union."

This right was denied. In early 1993 he left China, returning in August. Chinese authorities told him he had been deprived of citizenship, and took his passport. On Aug. 27, 1993, the minister of Public Security explained that Hang Dong Fang participated in "activities against China," among them "construction of illegal organizations in China" aimed at "attacking the Chinese government," and "encouraging unjustified strike movements."

Hang Dong Fang wants to resume his job at Peking National Railways. He explained: "I always said that the free labor movement is a movement for Human Rights... The free labor movement must not sacrifice workers interests to those of a party in power. The principles of the labor movement are educating and waking up workers. It leaves workers free to choose their own destiny."

Dissident Fu Shenqi has just been condemned to a 3-year jail sentence. Fu Shenqi lives in Shanghai. He had been condemned to a 7-year sentence for participation in "Peking Spring," and arrested again in June 1989 for "calling to subversion and counter-revolutionary propaganda." In June 1993 he was arrested a third time and condemned to a 3-year sentence because of relations

Child Labor in Brazil:

Child labor accounts for 18% of Brazil's workforce according to a new government study. Although Brazilian law prohibits employing children under 14 years, there are 1.4 million working children in the country. Child labor accounted for 6.1% of the workforce in 1970 and 11% in 1990. More than half the children are employed in the clothing and textile industry as weavers. They also operate heavy industrial machinery. The report also estimates that youths between 14 and 17 years of age comprise 45% of the workforce, up from 31.4% in 1970.

Vietnam: Official newspapers report that factories in Vietnam's southern commercial hub, Ho Chi Minh City, started 1994 with a rash of strikes over pay and conditions. 250 workers at a private soft toy firm, Hung Sang, won a brief strike protesting unpaid wages in the first week of January. At Triumph Underwear factory, management refused to bow to demands by 350 workers who struck for higher allowances and a traditional 13th month bonus. Workers at a state-owned cashew nut processing plant staged a brief but successful strike for a Lunar New Year (Tet) bonus.

In early January, 2 Vietnamese iron ore miners were killed and one injured when a tunnel they were digging collapsed. 5 people were killed when a tunnel collapsed in a tin mine in the Central Highlands in November.

with foreign reporters.

Meanwhile a series of arrests took place in Shanghai. Fu Shenqi's friend, Zhang Xianliang, is accused of participating in the commemoration of June 4. Four people on hunger strike in solidarity with Zhang Xianliang, and 3 independent trade unionists who had prepared the commemoration of June 4 are also imprisoned.

Bangladesh Attacks Unions

In the face of a national general strike, the Bangladesh government agreed July 18 to withdraw legal suits against union leaders. After 4 months of stalling the government withdrew 10 cases, but on Nov. 11 a trial was held and 5 trade union activists were sentenced to life imprisonment under the anti-terrorist law for having participated in street demonstrations against privatizations and IMF policies.

In order to protest this judgment and violation of government promises, and in order to reopen the closed textile mills, workers organized a massive demonstration to go to the parliament. Receiving no response, they occupied government offices Dec. 29. The main demands are: Stop all privatizations; Stop all structural adjustment plans; Immediate release of all jailed workers; Immediate payment of unpaid wages to textile workers.

Unionists are asked to send protest messages to: Prime Minister Begum Khleda Zia, Govt. of Peoples Republic of Bangladesh, Prime Minister's Secretariat, Dhaka - Bangladesh. Please send a copy to the trade union federation: BJSF, 961/9 Outer Circular Road, Rajarbag, Dhaka - 1217, Bangladesh.

Costa Rica

Widespread persecution of labor organizers and the rise of pro-management Solidarity groups have nearly forced traditional unions underground in this Central American "democracy."

"There are no guarantees for labor (here)--and if a worker can't fight for his rights, the democracy is very weak," says union organizer Elicier Sanchez.

Costa Rican unions fell from official grace partly because of their support for Nicaragua's Sandinistas and other Central American revolutionary movements. In the early 1980s many strikes for higher wages failed because of Costa Rica's economic troubles. The government determined to crush the unions in 1984, after a banana strike prompted Chiquita Brands to pull out of Costa Rica, costing thousands of jobs.

As unions have been crushed, Solidarity groups--essentially company unions--have grown. "The unions have a very combative attitude," says Rodrigo Jimenez Vega, executive director of the Costa Rican Solidarity Movement. "Solidarity is like a marriage between the employer and the worker."

Solidarity groups cannot strike or bargain collectively, but offer a range of benefits. They now dominate the private sector, with over 1,500 associations. By contrast, unions represent just 2% of the private-sector work force, although remaining strong in the public sector.

Company unions are supported by corporate donations, and by government policy of turning a blind eye to firings of union supporters. A recent case of anti-union firings involved LACSA national airline which the government recently privatized. As part of an effort to break the pilots' union, LACSA's new owners recently fired 60 of 70 pilots. A legislative commission found the airline had erred, but did not reinstate the pilots. A civil lawsuit remains pending in Costa Rican courts, but after 3 months on the dole, half of LACSA's affected pilots abandoned the union and returned to work.

India Proposes Law to Discipline Trade Unions

Reuter reports Indian Prime Minister P.V. Narasimha Rao has proposed a new law to check the "powerful and often unruly trade unions." Rao's proposal would prohibit multiple unions in industrial units. Reuter says government plans to woo foreign investments hinge largely on its ability to introduce western style policies for companies that can hire and fire workers with ease. Officials said Thursday's decision to change the trade union laws was a step in that direction.

While government proposes to strip workers of the right to form unions of their choice, 55 miners trapped for 2 days by fire at a state-owned colliery in eastern India were all found gassed to death Jan. 27. A letter found with one of the victims said: "It is 10 p.m. on 25 January. We are battling for six and half hours against carbon monoxide gas. We don't think we will survive."

The main union at the Newkenda Coal Mines 160 miles north of Calcutta condemned the incident and demanded the resignation of Coal Minister Ajit Panja. "The tragedy occurred because of gross violations of safety rules," said the union's secretary Dinabandhu Bhattacharya. "The government must sack Panja who sought a higher yield without heeding the safety requirements at the colliery." Bhattacharya said the miners were not provided with kits to protect them from gas emissions.



Indonesian Workers Strike in Early '94

Over 3,000 workers in Jakarta struck for better pay based on the new government-set minimum wage in early January. The minimum daily wage for workers in Jakarta and its industrial area increased from 3,000 rupiah (\$1.40) to 3,600 rupiah (\$1.70). However, many businesses have refused to pay the new minimum wage.

Although Indonesia's government repealed controversial labor laws and stated concern for workers' welfare, the human rights group Asia Watch reports continuing violations.

On Jan. 16 -- less than a month before the U.S. Trade Office must recommend whether to revoke tariff benefits for Indonesian exports under the Generalized System of Preferences, Indonesia repealed decrees authorizing military interference in the settlement of labor disputes.

But the military intervened in a strike of 8,300 workers on Jan. 17--the day after the repeal of Decree 342--at PT Naga Sakti Parama Shoe factory in Tangerang, West Java. The Jakarta military commander warned that repeal of the decree "does not mean the army won't be paying attention to labor issues."

Woman Organizer Tortured, Murdered

The murder of labor organizer Marsinah, raised new questions about the military's role in suppressing labor disputes. Marsinah was a young woman working at a watch factory, PT Catur Putra Surya (CPS), murdered in May 1993 in East Java. The murder galvanized the movement for labor rights. When details of the killing came out in the press it seemed a textbook example of factory owners suppressing a nascent labor movement with marginal military support. But questions soon began to emerge about whether owners were being framed to protect the military.

Iranian Workers Fight Islamic Councils

The Rafsanjani government has embarked on economic "liberalization" which has seen thousands of workers laid-off (some estimate that 1 million workers will lose their jobs by year-end), while wages plummet for those remaining at work. The International Confederation of Free Trade Unions reports that Iran is one of the most dangerous places in the world for labor activists because of torture, imprisonment and executions of workers exercising their rights. (Also South Africa, Burma, China, Columbia, El Salvador, Guatemala, Malawi, Peru, Sudan.)

While Iranian workers struggle to free themselves of government-imposed "Islamic Councils", and to build genuine unions, the International Labor Organization (a tripartite body with representation from labor, management and governments around the world) has rejected appeals from Iranian and other unions to expel the Islamic Councils, and instead placed Iranian government representatives on the ILO governing board at its 1993 convention.

Farhad Besharat, chairperson of the International Federation of Iranian Refugees and Immigrants Councils, reports international solidarity has played an important role in keeping imprisoned labor activists alive. Besharat notes that unless working and living conditions in countries such as Iran and Mexico are raised, they will inevitably drag down these standards for workers in the rest of the world. In Europe, IFRIC is combatting the rise of racism: "Unless the 25 million or more unemployed workers and their families in Europe understand that the Iranian or Turkish and Somalian refugees and immigrants are not those who close down the factories, slash the wages, dismantle welfare systems... Unless the just anger of the workers is aimed at the real promoters of unemployment and social miseries, i.e. the capitalists and their governments, it will be directed by the fascists towards scapegoats..."

Besharat says "Nationalism, protectionism and silly compromise" with the bosses for the sake of the "national" economy and competitiveness provide fertile ground for the growth of fascism and racism. He called on "working-class organizations in Europe and North America to respond to the challenges... in a way which can guarantee a peaceful life and happy destiny for all of us... Nationalism, protectionism and other kinds of dissension promoted by capitalism will take the entire globe to a real hell. The labor organizations have the potential and ability to defeat these ills of capitalism..." (from *Labour Solidarity*, published by the Iranian-Canadian Labour Solidarity Committee.)

Kenyan teachers strike:

A strike by 3700 teaching staff at all 4 public universities in Kenya has entered its 3rd month. The strike began Nov. 29 after authorities refused to register the University Academic Staff Union (UASU). The union seeks greater academic freedom and democracy within the universities. The Central Organisation of Trade Unions (COTU) has supported the strike and demonstrated in the streets of Nairobi, leading to clashes with anti-riot police.

The government and university administration have reacted with enormous hostility. 5 lecturers involved with UASU have been sacked. These are Dr Korwa Adar, national chairperson; Dr Omari Onyango, secretary-general Nairobi chapter; Charles Namachanja, deputy secretary-general Nairobi chapter; Churchill Kibisu, representative of Faculty of Commerce (Nairobi); and Eric Makokha, a committee member.

The government has also urged students and parents to condemn the lecturers, but most students and even parents see the government as the source of the problems.

Final Statement of Hatfield Miners

YOU MAY DISPERSE US FROM THIS SPOT BUT THE FUTURE IS OURS

Members of National Union of Mineworkers at the Hatfield Main Colliery have been in continuous struggle against pit closures since 1983. In the year-long strike, men from this colliery distinguished themselves as some of the most loyal and valiant fighters in Britain. The period after the strike were years of dedicated commitment to pulling the colliery from the edge and bringing it back to profitability. Our efforts were bedevilled by management pursuing a different agenda, that included ever greater attacks on union rights and democratic working practices. In resisting this, we fought alongside our comrades who had been victimized in the Kent coal field and struck with them, as well as with Frickley and Bentley when they had disputes.

Despite our agreement to new incentive schemes and multi-skilling, our cooperation was never enough and management persisted in attempts to break the work force from the union, resulting in Hatfield leading the South Yorkshire coalfield strike of 1990, in which our officials were prosecuted in high court, received damage writs for millions of pounds, and had wall to wall injunctions.

With a new manager the branch attempted again to find new relations for the sake of our mutual survival, only to be met by a government plan to wipe out 31 remaining collieries including ours. It

is to their utmost credit that members of this branch responded once more for the call to action balloting 75% in favour. The Hatfield miners, wives and children have marched the length and breadth of Britain in protest at the massacre of our collieries. Women from Thorne and Moorends in particular have taken initiatives of the most heroic kind; while the chambers of parliament have rang to our voices. Our delegates have lobbied and picketed union branches of all descriptions in an effort to bring around a generalized strike action against job losses; but with the exception of our comrades on the railways and in local government we failed. As miners born and bred of generations of miners we were not surprised by the inaction of the TUC general council or the leadership of the labour party, but our failure to mobilize the rank and file of the big and powerful trade unions is what has ultimately damned us.

On the production front, our men have toiled in most horrendous conditions, to turn coal and make the pit profitable. In this endeavor we have failed entirely due to management.

Hatfield had fought hard to get out of the power station market and had been totally successful in establishing new

high proceed markets; indeed Hatfield proceeds are already the highest in Britain. To be told by the area director that this colliery's markets will be filled by BRITISH COAL importing foreign fuel is a national scandal.

The new director says we are closed in part because of our "attitudes" - he should know that, faced with the murder of our communities and loss of our livelihoods that attitude is one of deep disgust. His lack of faith in us is mutual, given that in 2 months he has wiped out an entire coalfield and one with the cheapest coal and most productive collieries as well as those with the best commercial markets. Far from facing the sack for gross inefficiency he appears to be just the stuff of British Coal senior management in the 1990s.

So we come today to decide on whether to take the colliery through the extended review procedure, knowing that no pit has ever been spared.... and threatened with loss of £7000+ more favourable bonus assessments: the imminence of privatisation, and even more thorough going attacks upon terms and conditions with repeal of the 1908 hours of work act, and mines and quarries act; we reluctantly agree to withdraw from the review

procedure. Under no circumstance do we agree with the closure of this colliery or the loss of our jobs.

We thank our men and their families for the magnificent support and strength of conviction they have given to this branch and the union at large. We know that whatever they do, wherever they go they will keep proud to our heritage, always join the appropriate union, never crossing a picket line of any worker in dispute.

Exhausted and demoralised, the present has been taken from us; the past and future however belong to us and we shall guard them jealously. Mr. Houghton, John Major, Margaret Thatcher and the rich folk you represent, this moment is yours - you shall never take from us our dignity as workers who have fought for justice and a better world. You may disperse us from this spot, this moment in time, but our conviction shall remain wherever we go and in the generations of post miners children who follow us.

THE FUTURE IS OURS!

This is the unanimous decision of this branch 27th Nov 1993.
Hatfield NUM Branch

General Strike Shakes Spain

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banks were closed. Most Spanish bank workers belong to the communist CC.OO.

In previous general strikes, the government negotiated with unions concerning "minimal services" which would remain open. But the government unilaterally declared that "minimal services" on January 27 included 40 percent of buses operating. The unions were furious. By early morning, 130 buses were taken off the streets of Madrid due to smashed windows.

In Barcelona, I went with Juan Madrid, a former longshoreman, to the rally at Plaza Catalunya. The first group we saw was the anarcho-syndicalist CGT (General Confederation of Labor). (Until the 1980's there had been a single major anarcho-syndicalist union; but it split, largely over participation in the government-sponsored comités de empresa. The CGT wanted to participate and the CNT wanted to stay out.) A young worker gave me a button with the slogan "No a los recortes sociales!" ("No to social cutbacks!")

Row after row of workers walked by. Lots of red flags. A good number of red and black flags. Many carried banners in Catalan which I couldn't make out. The march of 200,000 wasn't like in Washington DC when busloads of people come in: No one was coming from outside of Barcelona because other cities were having demonstrations at the same time.

The next day I went to Madrid, which had its rally on January 28. Esteban Cabal and I joined the march somewhere in the middle. We weren't able to see its beginning. We looked behind us and couldn't see its end. Marchers completely filled the major street in Madrid and spilled over into the sidewalks.

Spanish media started trashing the strike before it began. One paper published a poll claiming most people did not support the strike. Another declared general strikes to be "obsolete" in a democratic country. The day of the strike, the unions proclaimed a 90% reduction in work; the government said it was 30%, and the employers' association said it was 26%.

The statement that fewer than a third of workers participated was an utter absurdity to anyone walking through any major Spanish city. When people told me how angry they were about the misrepresentation of the strike, I replied that I thought the game-playing with num-

bers was intended for an international, and not a Spanish, audience. Sure enough, as I flew back to Missouri on January 29, TWA generously provided a *Wall Street Journal* with a front-page story on the general strike. The story reported that it had 30 percent participation.

Neoliberalism in action

"Neoliberalism" maintains that an economy functions best when employers can easily hire and fire workers and when services are sold by private corporations to those able to pay rather than provided as human rights. That a neoliberal austerity program would be orchestrated by a "socialist" comes as no surprise to Spanish workers, who have seen a steady rightward drift since PSOE head Felipe Gonzalez took office in 1982. When I went to Valencia several years ago, longshoremen showed me a popular cartoon with the top half captioned "Felipe, 1967." It portrayed a militant Felipe among protestors screaming at police. The bottom half, captioned "Felipe, 1987" had the same two sides, but with Felipe standing by the cops, egging them on against the protestors.

After 12 years in power, PSOE economists have come to approach economic problems as would any Wall Street financier. They see the solution as making Spain more competitive. This means reducing the standard of living of the working class so that foreign capital will perceive Spain as a land of good investment opportunities.

Asambleistas

The socialist union, UGT, used to be aligned with PSOE, but broke with it over its extreme anti-labor policies. Throughout 27-E, the UGT worked closely with the communist union, CC.OO. Spain has a large independent labor movement outside of the UGT and CC.OO. Some, the CGT and CNT, are explicitly anarcho-syndicalists. Others share many CGT/CNT values but call themselves asambleistas (assemblyists), emphasizing their organizational structure which puts ultimate power in the general assembly of all union members. Spain has a reputation for being the European country with the lowest proportion of workers belonging to unions but having the most intense strikes. Many independent unionists do not believe that a centralized labor confederation is necessary for a militant movement.

The asambleistas are quick to point out that what really goaded the larger confederations was not the labor reforms but that the government acted without

them, excluding them from the management team. It was the refusal of the government to negotiate which led the UGT and CC.OO. to call the strike. They put out most of their information as joint publications, such as the strike leaflet arguing that "In Spain, economic difficulties have accumulated during recent years by a political economy that put the brakes on growth and stagnated industrial development."

Literature from an independent association of asambleistas in Barcelona objects that the larger labor confederations had been refusing to support independent labor struggles for years. They emphasize that fewer than 20 percent of Spanish workers belong to any union and that the UGT and CC.OO. were trying to negotiate with the government without truly representing the vast majority.

According to the asambleistas, the problem has been that workers as a class have not been able to participate in deciding future of country while UGT/CC.OO. only objects to the government's exclusion of labor leaders.

Of course, the government and press eagerly portray UGT and CC.OO. as "legitimate" unions. The independents fear that a major goal of the strike was to increase the exposure of UGT and CC.OO. which could help them crowd out the independent unions. (A photo of strike organizers in *El País* of January 26 shows UGT's Nicolas Redondo and CC.OO.'s Antonio Gutierrez, but was clipped so that Josi Marma Olaizola of the CGT did not appear.)

CGT strike flyers emphasized that 27-E should be more than "something purely symbolic and testimonial." Instead of 27-E being the ending of strike action, the CGT wanted it to be the basis for a new mobilization. They called for workers to use 27-E to rebuild unionism by holding assemblies at local workplaces and dealing with issues confronting workers there. Building a new movement from the ground up would form the basis for an alliance which could counterattack the government.

This is exactly what Barcelona longshoremen did. I went to their general assembly on the morning of 27-E. Earlier, they had picketed the docks until dispersed by the cops. At 9:00 everyone gathered to hear union delegates (stewards or committeemen) discuss what employers were suggesting for the new contract. Lots of comments and questions. Then someone yelled that the del-

egates weren't telling them anything concrete. Union President Julian Garcia that was because they hadn't gotten a contract proposal, but had only held discussions. Other longshoremen started yelling too fast for me to understand what they were saying. Julian got pissed and walked off the speakers' platform. Someone else complained that when he was disciplined by a ship owner, the delegates didn't support him. Julian walked back up and explained that members should bring up individual problems at a Monday meeting and not at a general assembly. As people were breaking up to go to the demonstrations, I asked Juan Madrid if general assemblies were always so raucous. He said that the one we had just been at was pretty mild.

The night before the general strike Juan and I had gone to an assembly forum on the politics and economics of the crisis. They did not agree at all with the economic analysis being put forward in UGT/CC.OO. literature that: "In Spain, economic difficulties have been accumulating in recent years due to a political economy that put the brakes on growth and stagnated industrial development."

According to the asambleistas, the problem is not that the government has been unable to stimulate economic growth, but that business is having an orgy of greed to see which European country can drive down the standard of living to the lowest point. The CGT made similar arguments in their literature: "the problem is not a lack of productive capability, rather the problem is using wealth in ways that are unjust and irrational."

At the huge Madrid rally (the last event of the general strike), the UGT's Nicolas Redondo warned that if PSOE does not withdraw the labor reform "social tension will increase." As he spoke, thousands began chanting "Otra, otra!" ("Another, another!"), indicating a desire to start the strike all over again.

The issue confronting the Spanish labor movement is what to do if, as expected, PSOE refuses to alter the "reform." Will the large confederations of UGT and CC.OO. be willing to mount a new offensive? If they do not, are the asambleistas and the independent unions strong enough to mount their own offensive?

Don Fitz was in Madrid and Barcelona during the week of the general strike representing The Greens/Green Party USA.



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for membership.

IW: Did you later find others with the same ideas in other workplaces?

MG: Yes. The ideas of SAC are so good that if you just speak about them people understand. You don't have mention the union first or a lot of like ... "general decay" words. You can speak of it in another manner: "How come with the authoritarian union I have to read in the papers what our wage rates are?" "How come I have to read in the papers if we are out on strike or not out on strike? How come we can't decide that for ourselves?"

And people relate to that. Immediately. They say, "Yeah. How come?" And then you can tell them "But there is this one union that actually practices membership democracy. Where it is possible." And if you take it that way people start to respond in a positive way.

IW: What is it like for SAC members where SAC is the minority union on the shop floor?

MG: Sometimes it's really hard for a lone syndicalist amongst a collective (workgroup) of social democrats. But the way the social democratic union functions we always seem to end up with the upper hand because the members in the authoritarian unions always end up betrayed by their union leaders.

The official union is bound by the labor law. They negotiate with the employers and sign a sort of social pact that they cannot strike for one, two or three years.

Only the members of SAC are free to go out on strike or take other actions. That kind of thing, even if you are just one or two people, that you are able to stand up for your rights, makes other people impressed and interested to see what kind of union this is where members can decide. So that starts a lot of things.

Like in the postal workers in Stockholm, they started as 5 SAC members of 7000 working there and now they're a couple hundred. Just because they were able to go out and strike.

IW: Are the rights of workers in the same workplace with different unions different?

MG: The totalitarian unions and the employers tried to say that an agreement made by these two parts also should expand to include us. But we say no. We have not signed any contract we have not agreed to any social pact.

And this has been tested in the labor courts a number of times and almost every time it has ruled in favor of the SAC.

IW: So in a workplace where SAC is a minority you don't have the same wages?

MG: We have the same wages and conditions. We have the same rights but not the same duties.

IW: In this country when the union becomes the collective bargaining agent then it covers all the workers in the workplace whether you're a member of the union or not.

MG: We don't have the closed shop that you have so there is the possibility of different kinds of unions existing in the same workplace. The contract embraces everyone so that we have the same wages, but still there exists the possibility to negotiate for different conditions.

We don't have to go along with their way that you cannot strike, cannot cause any trouble, you should be on time. It's not a good thing to sign the collective bargaining agreement. The employers impose a lot of negative things that are not covered by the contract, but because the LO signs the contract they give away the right to strike if things get worse.

IW: What has the SAC learned through

the experience of being the minority union in a workplace? How do you organize around that?

MG: In a few cases something good has happened when there were just a few SAC members in a workplace. Sometimes when there's a problem and things happen you find out there was another syndicalist also keeping a low profile. So people hook up with each other that way.

In the post office it started up pretty slow. There were a few people there that knew each other. It was mailmen. There was four of them they got together and began to discuss what's wrong with this place and compare situations. They didn't like to put out commercial advertising (junk mail). They said it's ecologically unsound to distribute that kind of stuff. They made a blockade. That made a lot of other mailmen listen. That's a lot of kilos of this stuff they're running around with so they listened.

Because of the blockades and struggles people suddenly knew that

these guys are members of a union that really does support them". That's really important. And then it grows by itself because the ideas are so good. So self-evident.

IW: What about direct action or sabotage in the workplace?

MG: Ingemar Nilsson, our secretary, wrote some interesting articles on alternative union struggles in our SAC-Kontakt. He described what sabotage could be, very broadly defined. You don't have to break things. You can work from every letter in the book so that it becomes very slow. You can do things in a very complicated way, very slow and cut the production. And if the employer knows what kind of problems lay behind it then they have to react in a different manner than if there is a strike or other open manifestation of the struggle. And that's pretty interesting.

That's been pretty functional in a number of cases and it's easy even if you're alone in the workplace to do that.

THE CRISIS

IW: How many members does the SAC have?

MG: There's somewhere around 15,000. We had this split after the last congress in 1990 and 1500 of the more reformist members split. They formed a small network, in the middle part of Sweden, it's actually old SAC strongholds. It's a kind of area where the local federation is as natural as the local theater. They also increased their membership in that area.

At that time people thought we're losing a lot. But we regained that 1500 and more. In Stockholm we've been growing.

It's actually more expensive to be a member of the SAC than of the LO. You pay extra to be the only syndicalist in the workplace. For me it's 269 Swedish krona. About thirty bucks. I really don't understand why you think dues should be so little.

IW: Sweden is highly unionized compared to the US where it's about 15%.

MG: Yeah we have a fairly high percentage. 87% or 92%

something like that are members in one of the different unions. You have the LO which is the blue collar workers authoritarian social democratic unions. You have smaller unions among academics and among white collar workers. The dockworkers are independent, as is the SAC.

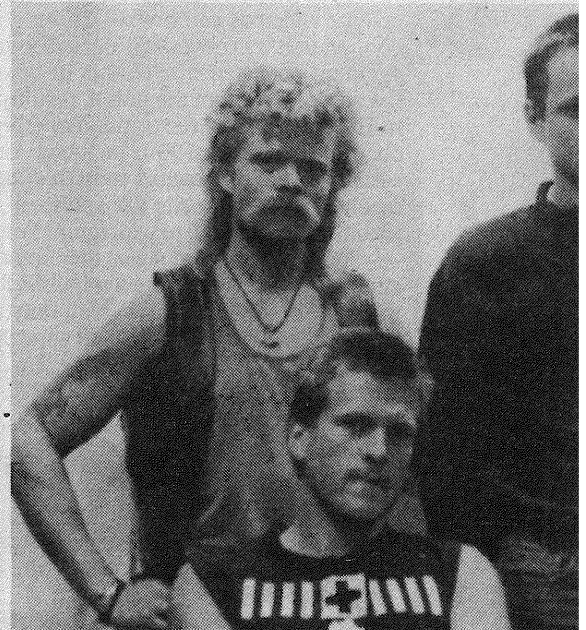
IW: Has there been a decline in unions generally since the government started privatizing everything?

MG: In the immediate beginning of that period it started to decline, then people realized that to be a member of a union is the only hope for a counterbalance to fight the onslaught against the Swedish

THE IW INTERVIEW:

Mattias Gardell, SAC

"We are living in a revolutionary era. A socialism has proven it's a failure. C about to prove it's a failure too. Now to formulate the ideas of a future so



Mattias Gardell (standing in

Model that the bourgeois parties initiated. Some anti-union laws went into effect January 1. Maybe it will decrease again, I don't know. This is a situation where you have one dominant union in almost all workplaces that doesn't like the SAC of course because we practice direct democracy.

IW: There has been a leap in the unemployment rate in Sweden at the same time the social supports are being torn down. Are the unemployed still members of the unions?

MG: The unemployment rate leaped from 1.2% to 16% in four years.

The tendency for unemployed people is not to be unionized. But I don't think they're not allowed to be members but the LO unions don't take care of them either They don't have an unemployment strategy.

This was not that big of a problem before and suddenly it became a problem. The unions and the parties don't know how to handle this yet. Strategies are getting started at the grass roots level especially in the western part of Sweden in villages where its all constructed around a mine or the lumber industry or one big plant so if those shut down, then only the guys who work in the bar have employment.

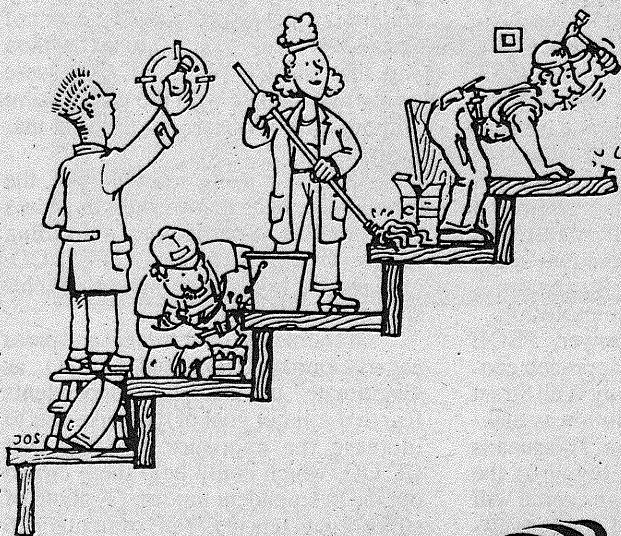
Social democracy functioned as a safety net for capitalism.

It provided a good net for people. And even though they were exploited and at the bottom it was pretty comfortable to be at the bottom. It wasn't that bad. But now they took that away, I can see a lot of social troubles that are coming ahead.

IW: How has the changes in the social system affected common folks?

MG: More people are unemployed. And people can't afford buying clothes or going on vacations. Formerly almost all families could afford to go someplace with the kids and now the majority can't do that. They don't buy as much for Christmas. The poverty rate has increased together with the loss of all the other benefits — we had almost free medical care, and school system and post-school system, the place where the kids can go after school. All of that is gone now or

Till Dig som är bygg- eller fastighetsarbetare.



SYNDIKALISTERNA
DET SOCIALISTISKA FACKET

members of the SAC could negotiate for themselves they went signed up 100 plus members in the Stockholm post office. Then they went out on strike and that strike got a lot of support from the rank and file members in the LO section so they increased their membership even more after that.

It's important, even in a symbolic way, to take action, to declare that you exist, and that you can do this and you have support from your union to do this. Because the usual rank and file experience is that if workers react to something and take a stand against something the union doesn't support them. So the other people in the same shop can see "wow

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tion
anc

Authoritarian capitalism is it's our turn society."



with SAC International Committee

privatized or extremely expensive. All the problems you have with youth gangs and stuff are beginning to appear in Sweden too. That affects people in their ordinary life a lot. You worry for your kids. You worry for yourself.

People don't know what is happening and start to look for simple explanations. Like the fascists or nationalists saying it's all the immigrants and if we get rid of them we got one million new jobs and everything will be okay again. People are more worried than before.

It's hard to predict what will come out of this situation. The latest polls predict the social democrats will win by 55%. The bourgeoisie parties are down to less than 30%.

IW: It was the social democrats that started tearing down the social system.
MG: Yes, what they had worked out didn't work in a lot of respects. It had to change, but it changed in a totally wrong direction.

IW: Did the IMF come in with loans and demands to tear down the social welfare system?

MG: Yeah. And Sweden suddenly became an in-debt nation. We're paying more paying the rents of our debts ...

IW: Is there a lot of de-industrialization, are the capitalists moving to the Third World or investing in speculation now?

MG: There's a lot of de-industrialization, it's both actually. Sweden is a fairly small country, about nine million people with 16 families controlling the wealth about 90% of privately owned stuff. Of them its 5 or 7 that are really genuinely wealthy. Most of those companies have always been multinational with a lot of branches all over the third world. But what's happened now is that those Swedes sell out and establish their headquarters in Switzerland or Brussels or

somewhere. The Germans are buying up a lot. The very few very rich also control the government. The sense of providing for Swedish workers is gone. The very rich have gotten billions richer from the destruction of the Swedish model.

IW: What is the mainstream union doing about the situation?

MG: The LO is basically a collaborationist union that tends to support the employers idea that what is good for the companies is good for the workers. Especially now, in the crisis, that is ridiculous.

You have a situation where the LO chairman went out and tried to impose the strike ban. The head of the union goes out, as the first of all the politicians to say that a strike ban is a good idea to have social peace. The SAC was the only union that went out on strike against the idea of the strike ban, and that too made people aware of the syndicalists.

There has been a lot of positive publicity about the SAC in the last few years, those crisis years. Negative publicity too, because a some syndicalists engage in street fighting against the Nazis. Then anytime there's a red and black banner the press pays attention to that, but that's not the majority of what syndicalists do. Mostly it's in the workplace. The positive thing is a lot of immigrant workers realize that "Here's a union that really fights for us too. That says something and is ready to back it up." The head of the metal union, he's made a lot of racist statements, and seems to support the idea that if you kick out some immigrants there'd be more metal working jobs.

IW: How are working people, not in the SAC, responding to the current crisis?

MG: I've spoken to a lot of members of LO sections who have always believed in the Swedish model and social democracy and now that's all being torn down. Well now they come and are speaking with the SAC about cooperating and associating on a federative basis. We have really good cooperation with the dockworkers. The same with one immigrant union of language teachers.

There is interest in the SAC among public sector workers, especially among the hospital workers, and in the schools and kindergartens because in all those they are tearing down and privatizing and the LO don't do shit about it.

We do. We've organized strikes and demonstrations, engaged in lots of different sabotage actions too and they really like it. The rank and file membership of LO, not the leaders.

We had this feminist strike last year on March 8 in Stockholm, Göteborg and Malmö. Next year it's going to be nationwide. I think that was the first political women's strike. There were a lot of women in the official unions who wanted to participate. And their unions forbid it. They became really upset "How come the syndicalists can strike on March 8 and we cannot?"

There's a lot of movement within the LO, and we have to go out and push it harder. Not just what we've done, because that is not good enough, we have to push it even harder. And if that's going to happen then I think and hope at home we could create the situation where our membership is very large again.

THE UNION

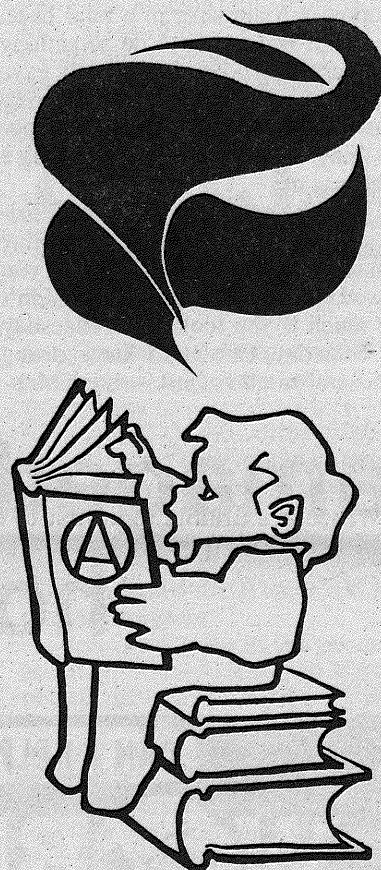
IW: How does the SAC educate new members to what a revolutionary union is?

MG: What we do now is educate new

members. We have a committee that takes care of them. First they phone them and visit them. Have a small meeting with just new members for sharing general information. The welcome committee takes them to their first meeting and introduces them to people and sees that someone goes with them to the bar or to eat afterwards so that they feel comfortable.

Then you have educational courses. New members go out for a weekend to study the background and history, the practice and principles of the SAC. You can ask a lot of questions and it's all new people so no one has to be ashamed that they don't know.

We have to do a lot more of that. Otherwise we will have people who come in and because they are so trained in the old ways of a union - you become a member, you pay your dues, you're not supposed to do anything yourself - they'll think "this SAC isn't doing anything for me". We make it possible for them to take action, but they really do have to take action.



IW: Tell us about differences among SAC members.

MG: There are a lot of tendencies in the SAC. There are generational conflicts. We have this double objective, we work for bread and butter but we also work to transform society. Then there are the "strictly unionists" and the "political utopian-ists". They try to say that you have to be either a unionist or a revolutionary.

I can't really see that conflict. To work as a unionist you have to take a political stand. To take a political stand by means of the union, that's unionism. I can't see the opposition in it. But that's been a long controversy between those poles that tend to see this difference.

You have also an opposition between the more reformist oriented, some of them tend to be the same as this unionist pole, that really doesn't want to have a high profile and wants to tone down the anarcho-syndicalist heritage. They want to say we are not a revolutionary organization but an evolutionary organization.

In Göteborg you have a conflict

between the autonomists and the unionists so some people that should don't organize with SAC. You have that conflict in Stockholm too but the autonomous punks understand that they have to be a member of the union too because they are part of the working class. You can do whatever you want to do as an autonomist in your own place but you have to be a member of the SAC, too if you are a revolutionary. Otherwise you're a stylist and we don't need that kind.

There's a lot of more women in the union and feminism and anarcho-feminism are on the rise. Some tend to think that this blurs the class consciousness and the class base of the organization. But it doesn't. These are working class women.

That's another pole. When people are afraid of each other. Some of the men are afraid, they know a lot of men have oppressed women, maybe they have. Can we trust these women?

That's also a question of language. A lot of the women who try to advance these positions speak very well in public.

And lot of these men who are afraid, who don't understand, lack words. They can go to the bar and become drunk. And then they yell. Or they fight. But they cannot really express very well with words. So those two camps misunderstand each other. Somewhat.

The majority of the internal controversies depend on misunderstanding. As I see it.

IW: What does it look like for SAC in the next ten or fifteen years?

MG: I think that we have a big chance coming up now. But that's about the internal struggle too.

You have this camp within SAC that because SAC has financial problems right now wants to stop doing things. There is one group that wants to shut the paper down. Perhaps Arbetaran, the weekly journal which is directed outward. Or SAC-Kontakt, which is internal. Some of them want to shut both of them down. They say we should not have a secretary, we should not engage in international relations, and we shouldn't do this and that either.

They want to shut everything down, more or less, to survive. They say it would save a lot of money. I think that's really risky, if they win at this Congress then the SAC will be a historical society before too long.

Our unions have to go the opposite way. A lot of the authoritarian unionists are really dissatisfied with the way the authoritarian union leaders are handling the crisis, and the extent that they cooperate with the capitalists and the bourgeois parties. They want to see more confrontation and action. I think we have to take a more public stand. We should spend a lot more money and go forward because this is an historical moment.

We are living in a revolutionary era. Authoritarian socialism has proven it's a failure.

Capitalism is about to prove it's a failure too.

Now it's our turn to formulate the ideas of a future society. I really do think that the ideas of libertarian socialism are so good that they will be tried sometime in the future. Perhaps not necessarily in the name of the SAC or the IWW. But the historians will follow the roots of libertarian socialism back to the SAC and to the Wobblies.

I think that if we make the right decisions in this Congress the SAC can have a lot to say in the future.

Direct action is the means for changing society and conditions of life. Only through direct action can the self-reliance be developed which is the precondition of socialism.

Dear Ned Ludd & Molly Maguire

READERS STORIES OF DIRECT ACTION ON THE JOB



The roar of the factory never stops. It envelops you. Stays with in your head long after a shift. The machine oil spewing off automatic drills casts a fog. Dense oil in the air, on the floor, on the lines and lines of machines that cut and drill engine blocks between foundry and assembly line. Oil seeps into the clothes and skin of the men tending the machines. Oozes off our shoes at lunch in the bar or the beer store across from the factory. Leaves a sad shiny trail on the places we walk.

Those times when the line stops running, the oil stops flying. Like the lifting of a fog so thick you can almost grab it as it falls. It stops, and is so strange. Reminds you that isn't the way it has to be.

The line stops when drills break, parts get jammed, or something else gets screwed up. It can take a long time to fix it. "You go lose this part somewhere. I'll go see the tool makers up stairs, it'll take a while to make a new one. Make sure that lousy foreman doesn't stick his nose in there while I'm gone. The louse has a parts stash of his own. And he goes drinking with that worthless committeeman who ain't gonna wave any contract at him about not working our jobs."

I hired in - much younger - as a mule. Strong back weak mind. Load these 50 pound hunks of metal into that machine. A machining line they called it. Machines set the pace. But in the end

people control the speed - this fast or that.

Throw one in the broach backwards shuts it down for an hour. Keeps the skilled guys employed. Crash their damn computer monitoring system, watch the foremans blood pressure rise.

We pay for ourselves the first hour we're punched in. The rest is for the company. Screw 'em. Don't be in a hurry. Just "look busy" when you need to.

My first time on an assembly line, during some changeover of the machining lines, never did have enough seniority to take a layoff instead transferring around (though there were plenty of layoffs too), was like some kind of test to see if we'd take to the assembly line. A couple guys who did that twice a minute job *too* well got left behind when the new machining line opened up.

I didn't take to it. Used to afternoons I worked a 5 am shift in a total haze. Bungled it bad trying to do something with spark plug holes. So bad they gave me a better job - off the line delivering boxes of parts to people. It was a temporary thing so they were just removing a problem - me.

So many people would take off Friday after payday Thursday, or Monday to make a better weekend, that if you showed up those days foremen wouldn't care much if you took off Wednesday and Thursday. One guy I knew strung out several months of just working Mon-

day, Friday and weekends, his own three or four day work week.

When the bosses get too pushy or rude, the overtime too much, when the line is sped up - folks, that maybe don't have a lot else in common, understand we share one anger, frustration and common enemy.

The machining lines are spread out. A few people here and there. The forklift drivers get around. They know everyone, pass the news and the rumors. The assembly lines are little villages of people all packed together.

The factory is tense. Heat. Speedup. Harassment. Anger, endlessness repetitions, overwhelming boredom.

Rebellion at work breaks that grind. Rebellion at work is joyous. Sometimes that's all that comes out of it. Sometimes there's more. Most times it's secret.

Mistakes on an assembly line can quickly fill the repair area. No parts from one department disrupts another.

It's an underground thing. A little guerilla war in the factory. No central command but people responding to the same pressures in the same ways, with the only thing in our own hands - cutting production, refusing to obey, covering for each other: solidarity. The other line is shutting down. Add to it. The foremen get nervous, the general foreman's face is turning vein-popping red, the forklift drivers are dringing around a lot of repair parts. "Hey Tiny's forklift busted down

and is blocking the aisle. All right."

Most of the time most of us are going along, making the bosses profits, being part of the machine. Just below the surface though, there is a resentment and desire for something else.

You don't need to know Karl from Groucho, Bakunin from Baklava, to engage in direct action. You just need to be a working stiff with a sense of solidarity who puts down the tools.

Solidarity, sabotage, slow down, direct action, call it anything. It is working class logic. Working class common sense. It doesn't need explanation, only inspiration.

- Don Payne

SEND YOUR STORY TO NED AND MOLLY!

This reader written column of on the job experience is your chance to share your on the job direct action experiences. Send your story to:

Molly & Ned
Industrial Worker
4043 N. Ravenswood #205
Chicago IL 60613

Job Damaged People: how to fight back

JOB DAMAGED PEOPLE

by Amy Clipp (1993) a joint project of the ENVIRONMENTAL HEALTH NETWORK and the LOUISIANA INJURED WORKER'S UNION

A Book Review

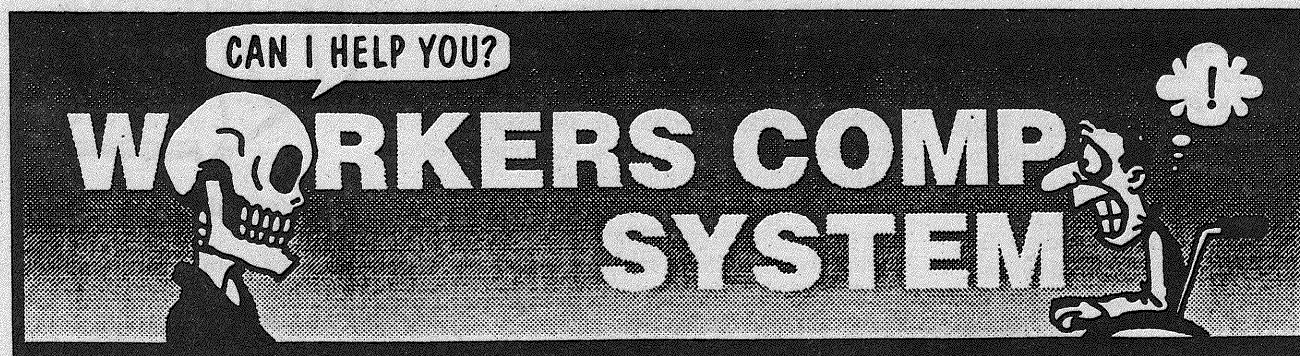
by zimya' a. toms-trend
IWW Industrial Environmental
Toxicology Project/Seattle

When the shit hits the fan after a job injury, this \$20 book is your best investment in both the long and short term. Each chapter is headed by a cartoon of Wobbly illustrator, Mike Konopacki which sets you up for gradual empowerment against the forces of Evil: the medical, insurance and compensation system that will become as intimate as any bed partner you've ever had.

Part I "What To Do When You Are Injured" and its five chapters define the problem and how to deal with it: state worker's compensation systems, what they are and aren't and how to utilize them; other compensation systems; helpful legislation; survival skills for making it through the waiting game; the problem with occupational diseases.

Part II, "Creating A Movement" is geared to turn the injured worker/victim into an activist through A) Helping Others--starting an Injured Workers' Group and B) Expanding the Group--Becoming an Agent for Change. The Appendixes include: Information About the Compensation System in Your State; Forms; Directory; Survey.

In its 152 pages of down-to-earth vernacular author Amy Clipp clearly and concisely shares the rudiments of kickin' ass for yourself and others when you're down and out and have nowhere else to go but up.



Did you know that there was no system for compensating injured workers in the 1800s and early 1900s? Workers could sue their employers directly but had to prove beyond a reasonable doubt that their injuries were caused by their employers. Did you know that Worker's Compensation is not a compromise between workers and employers?

Chapter 2 gives the sordid details: what they are and how to use them to your advantage as a worker. Specialized workers (longshoremen, harborworkers, railroad workers, federal workers and state/local worker's unions and systems are examined in a later chapter along with new laws like Family Leave Act and Americans with Disabilities Act which can be utilized with compensation statutes to help workers. In a later chapter entitled "Mad as a Hatter" Occupational Diseases bring the worker to a point of No Return and it's time to sink or swim.

The motto of the final two chapters is definitely "where there's unity, there's strength and by this time the injured worker has no alternative but to become an activist for oneself and all the physically, psychologically, chemically-in-

jured victims of global corporate capitalism who will invariably have the same fate.

Donalee Kessler, a Boeing aircraft worker from the Seattle area first realized her symptoms of illness in 1988. Because of a protracted strike and major surgery which took her away from her poisoned work environment for a period of time in 1989, she noticed that her health improved. In April 1990 however, her symptoms returned after she returned to work and she filled out the Labor & Industry (L & I) forms. She stopped working entirely in 1991 and has been figuring out through trial and error how to obtain benefits and get medical bills paid since this time.

I asked Donalee at a meeting of an MCS (Multiple Chemical Sensitivity) planning group for an upcoming demonstration, what she thought of JOB DAMAGED PEOPLE and when she'd heard about it. In August 1993 when she visited New Orleans' Tom Callendar, M.D. (one of a few MCS experts in the US and also mentioned in the preface of the book) she was given a copy of the book. "This book is a great place to start the process and I highly recommend it," she said. "It's the most comprehensive book

available to us (injured workers) at this time."

The Environmental Health Network (who co-published this book) is a membership organization which also produces a quarterly publication entitled "Profiles on Environmental Health". They are dedicated to help communities, workers and individuals who are suffering from health problems from chemical exposure and their services include networking, health registries and surveys, technical information, national health conferences and educational workshops, publications and attorney services.

The EHN, Inc. can be reached at Great Bridge Station O. O. Box 16267 Chesapeake, Virginia 23328 (804) 424-1162 FAX (804) 424-1517. The book is \$19.95 per copy or a reduced rate for 10 books or more.

This member of the Seattle Industrial Environmental Toxicology Project highly recommends this very enjoyable, well-researched, step-by-step taking care of business attitude prevalent from the first page through the appendixes.

It epitomizes my favorite IWW slogan: "An Injury to One is An Injury to All."

Women and Unions: Forging a Partnership

edited by Dorothy Sue Cobble. ILR Press (Cornell University, Ithaca NY 14853-3901) 1993, 452 pgs. \$19.95.

The premise of *Women and Unions* is that unions will rise again. In these disheartening times, this makes the book a treasure. The various writers discuss leverage points where union rebuilding can begin.

Women and Unions consists of 14 essays by women unionists and scholars on "Closing the wage gap," "Meeting family needs," "Temporary and part-time work," "Homework," "New directions in organizing and representing women" and "Female leadership and union culture." In an attempt to explore as many view-points as possible, the book includes several 2 and 3 page comments by women who saw the essays in manuscript and who want to expand upon or criticize some point in them.

In the U.S., most unions are still characterized by the model of service or business unionism that emerged after World War II, a model of union organizing and representation that encouraged workers to think of the union as something apart from themselves—something that would take care of their work problems in return for a "yes" vote and payment of dues; something whose success or failure didn't depend on them and their initiative, imagination and courage.

This bureaucratic, hierarchical unionism worked best for white, male, blue-collar workers toiling in large industrial worksites in a 40-hour workweek, 50-week year and a 45-year working lifetime, and who put work demands ahead of family responsibilities. Service unionism also implied employers willing to tolerate unions.

U.S. unions clung to this model even as the workforce changed, bosses turned to ruthless union busting, and union membership plummeted. In the 1980s, white male workers became a plurality, not a majority, of the workforce as women of all races and minority men entered the workforce in record numbers. Women currently make up about 47 percent of the workforce, but only 37 percent of union membership. The gap between the percentage of unionized women workers and unionized men workers has decreased, partly because of the decline in unionized men workers.

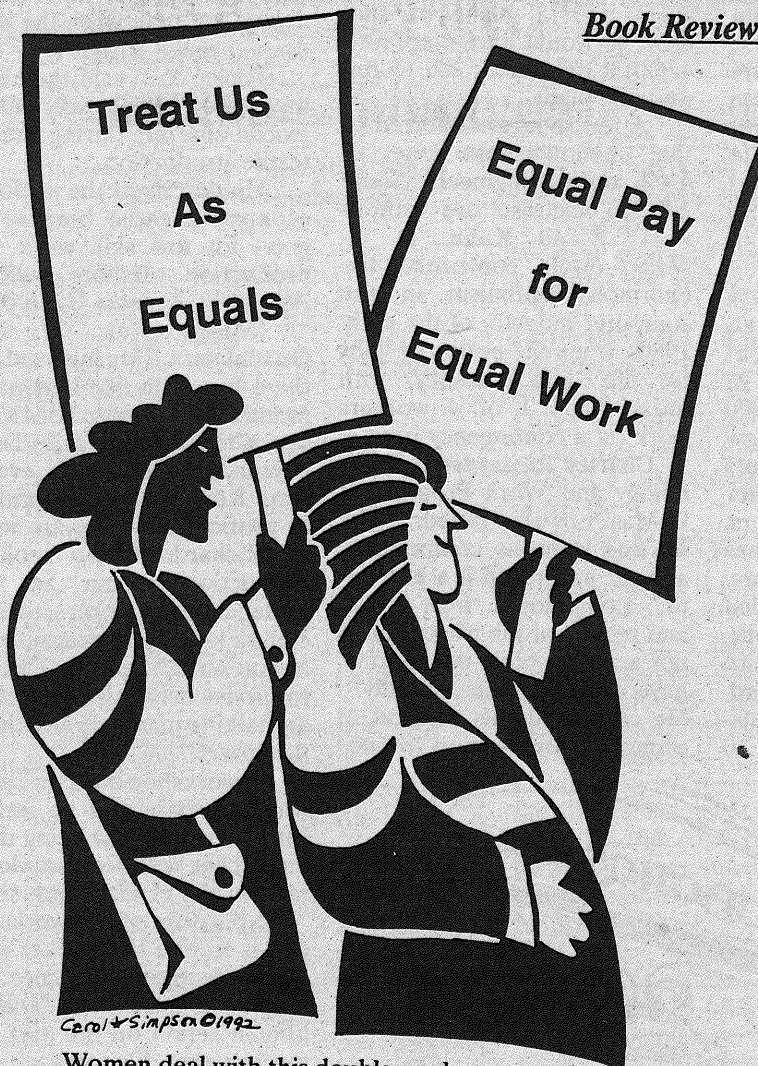
In 1920, 26% of men workers and 7% of women workers were unionized; in 1979, 29% of men and 12 percent of women were unionized; in 1990, 21.4% of men and 14.5% of women were unionized.

The work pattern has also shifted. Long term job security, decent wages, health benefits and pensions have become harder to gain or keep as employers shift the increasing risks of the economic system onto their "contingent," even disposable, workers.

Currently the fastest growing occupations are in the service industry, creating low-paid, high-turnover, no-benefit, dead-end jobs. Many of these service jobs involve the worker's personal interaction with a client, customer or patient, complicating the traditional boss-vs.-worker relationship. The quality of service provided in the interaction with clients is central to service workers' dignity; a union campaign based only on an anti-boss message may not speak to issues considered vital by these workers.

Roughly 1/4 of all workers in the U.S. are part-time, temporary, or classified as "independent contractors." These workers may not see their employer as either a friend or an enemy; their main relationship is with the subcontractor or temporary agency. Organizing campaigns aimed at contingent workers must take this into account.

As women enter the paid workforce, their responsibility for housework, childcare and (increasingly) care of aging parents only slightly diminishes. The U.S. remains the only industrial country except South Africa without national, usually paid, maternity leave and without a national childcare system.



Women deal with this double workload by demanding increased household labor from other family members (mostly from children—even in households where both parents work full time, men's contribution to housework is only slightly more than in households where the woman is full-time homemaker), paying for some traditional household tasks, and/or giving up sleep and recreation time.

As women (and some men) increasingly juggle work and family responsibilities, the demand for re-organization of work waged and unwaged, grows louder even as employers point to global competition to justify longer hours and increased productivity (speedup).

A 1986 *Newsweek* survey asked working mothers what work arrangements they would prefer if "they had a choice and finances were not a problem." Some 69% wanted to continue working, but in a restructured work environment with a shorter workweek.

Finances being what they are, surveys show most women who work part time would prefer full-time work if it were available; maintaining a household on a single, lower, part-time salary is nearly impossible. In addition, part-time workers rarely have promotional opportunities and do not accrue seniority. A few employers have offered crumbs of flextime, job sharing, workweek compression (four 10-hour days) or the "Mommy Track" for particularly valued women professionals. In these days of downsizing to cut labor costs, however, most companies find it easier to lay off full-timers and rehire part-timers, or impose mandatory overtime on the remaining workers. Few temporary agencies, for all their talk of flexibility, allow shorter workdays or workweeks at the employees' preference; what agencies really mean by flexibility is that the employees should be available to accept any assignment the agency wants them to take.

Most unions have shied away from organizing part-timers, thus making themselves irrelevant or antagonistic to increasing numbers of workers. Unions base part of their opposition to part-timers on the fear that bosses will seek to allow part-timers to work "overtime"; that is, encroach on full-time jobs for lower pay and no benefits.

In general, unions see flextime as a two-edged sword; it is very popular among workers trying to juggle competing schedules, but it can allow employers not to pay overtime for over 8-hour days. Flextime erodes occupational health and safety as tired workers work longer hours in a single day.

Book Review

Battle of The Pines: The Movie

Video Review

by X337405

Kanehsatake -- 270 Years of Resistance

by Alanis Obomsawin, on VHS from National Film Board of Canada (Dec. 1993).

Direct action by Mohawk people and supporters to protect land known as The Pines at Oka, Quebec, is seen from inside the barricades. Clips of television news round out the story, with images that spoke loudest to people under attack by Canadian Armed Forces on land, air, and water.

You feel the tension of being a target of full scale police and military invasion -- and the surrealism of knowing all this repression was to back up the desire of a mayor to expand his golf course. The film reveals realities that all people in struggle should see.

This film is not about labor, but it's about people standing up for their rights. There is plenty of action starting with the first police attack and hasty retreat in a cloud of their own tear gas. Mohawks quickly use a front-end loader to pile abandoned police cars on the barricades. Confrontations and tensions escalate through the film, though incredibly no more guns are fired. Briefly sketched is the history of the Mohawk community.

The film shows human rights suspended by Quebec provincial police and Canadian armed forces between July-Sept. 1990. Shown are bayonet slashes in food, government and army liars, beatings, media denied access. People who had simply wanted to drive from one place to another, scream about constitutional rights as they are bludgeoned and handcuffed. It's very explicit. Racist mob violence explodes in your face.

Kanehsatake, 270 Years of

Resistance exposes the vicious reality of state repression. But at the same time we witness thousands of people converging from all over the continent. The Peace Camp had a tent population of up to 2,500, despite police roadblocks and intimidation. Non-native people also took part.

Inside, we hold our fire and allow ourselves to be pushed back to one building. Hemmed in by razor wire, tanks, and pimple-faced boys with guns and uniforms and blank faces, we are kept on edge by lights, helicopters, flares, loud noises.

Under inhuman stress, we rise with our comrades above anger. Renewed by cultural practices and personal integrity, expecting to fight to the death at any moment, the defenders find new gentleness and peace within themselves.

We see how solidarity, all for one and one for all, can pull victory from apparent defeat. The people -- not all of them were Mohawk, almost half were women and children -- never surrendered. After 78 days under siege, the people simply decided to move on. They burned their weapons and walked out.

The Pines has not yet been ceded by the municipality of Oka, and the struggle continues.

To Order, in Canada: \$19.95 + taxes & handling: 1-800-267-7710. In USA: Institutional \$450; private viewing \$74.95 from: NFB of Canada, 1251 Avenue of the Americas, 16th floor, New York NY 10020. Tel: (212)596-1770.

specific issues were secondary, traditional campaign literature was little used, although buttons, posters and bumper stickers were integral to the campaign.

Organizing committee members kept track of union supporters, and any one wavering got more face-to-face attention over lunch, at home and at work. This slow building of support made for a long time between the initial efforts and the representation election, but it created very solid union support that could withstand management anti-union propaganda. It also created the basis for a strong bottom-up commitment to the union and ensured that workers negotiated a contract in which they could take pride.

Women and Unions combines practical discussions of what worked and what didn't in several organizing campaigns with more theoretical reflections on the state of women and the labor movement. It offers practical suggestions on how unions can reshape themselves to better meet the needs of women workers (and workers in general). It's a great book. Read it.

--Penny Pixler

Traditionally structured unions are failing to meet the problems of today's workers and are being ousted from the workplace. A handful of unions, however, particularly those organizing clerical workers, have been growing even in today's anti-union climate. These unions' willingness to take up demands of women workers has been paralleled by growth in the number of women in leadership positions, possibly (the book doesn't go into this) a sign of increasing internal democracy. Changing the service model of unionism to one based on rank-and-file participation is necessary if unions are going to organize the increasing numbers of workers not represented by unions.

New models of organizing are also needed. In the last 10 years there have been notably successful organizing drives among female office workers in higher education at Harvard University, Columbia University (UAW), Yale (HERE), Vassar College (CWA), and the University of Cincinnati (SEIU).

Regardless of the specific parent union, these organizing campaigns have differed from traditional union organizing campaigns in their grassroots orientation, and might serve as models for drives outside the field of education. At Vassar, the organizing effort was started and controlled by the workers themselves, with CWA providing technical and legal support. At Yale, Columbia and Cincinnati, the campaigns were based upon participatory organizing and the workers "assumed ownership" of the locals.

At Harvard, organizing drives had been attempted among white-collar workers (80% of whom were women) in 1977 and 1981 by UAW District 65, but both times the union had been defeated in representation elections as management succeeded in undercutting the UAW's base of support.

In the mid 1980s, women who had been active in the earlier drives formed an independent union (Harvard Union of Clerical and Technical Workers) which later affiliated with AFSCME. This time, almost all organizing was done one-on-one, usually over lunch.

In their discussions with the workers, HUCTW's staff members and rank-and-file activists emphasized how a union could help individual workers confront their powerlessness. The union's campaign emphasized worker empowerment and involvement in determining the conditions of their employment in order to improve the quality of life on the job. The need for democratic decision-making, not specific issues, was the key issue. Because

The High-Tech Jobs Machine

A Technology & Employment Conference was held at Massachusetts Institute of Technology Jan.21-22.

The question is not technology itself, said David Arian, ILWU (Intl Longshoremen & Warehousemen Union) president, but who controls it and in whose interest. "You have a social responsibility. You can't isolate the work you do on campus and think that what you do has no social impact."

Arian sketched the history of the dockworkers industry, from manual unloading in the 1600s, through the use of hoists and later steam and electric winches, then the container system, to the newest port technology. A completely automated facility at Rotterdam uses NO workers to unload ships.

Technical changes are resulting in the "absolute displacement of human beings at the point of production."

Several speakers discussed growing income polarization. Juliet Schor, *The Overworked American* author, said while real unemployment and underemployment (people working part-time who wanted full-time jobs) hit 20% in 1989 before the recession, others are working longer hours--by her estimate, the average family works 1000 hours more a year, counting unpaid work at home.

"What do we do with... higher productivity?" she asked. One possibility is to work less. The idea of a shorter work week repeatedly came up.

David Feickert, British Trades Union Congress, said they are pushing for a "Technology Charter" to

advance the idea of "human-centered technology" and "free, disposable time" as a measure of wealth. The European Community has pushed for minimum social standards to minimize what Feickert referred to as "social dumping"--something left out of NAFTA.

General Baker, auto worker at Ford Rouge plant, gave the "technological revolution" a human face. In 1976 Chrysler employed 56,000 in the Detroit area alone. Now they have only 63,000 workers nationwide, and that's after acquiring American Motors. Detroit's population has shrunk 15% in 10 years. Homeless shelters are filled with people who used to work in the now-roboticized paint shops and welding lines. Ford recently opened a new transmission factory at Detroit-- 10

years ago a plant of that capacity would have employed 4,000; it only takes 200 to run the new plant.

A few speakers referred to the unemployment rate of 4.4% among engineers. Some 200,000 scientists are without work. Sarah Kuhn, at U-Mass/Lowell, contrasted the enormous optimism in the computer industry of the early 1980s, when the notion of "jobs for life" had currency, with today when 1 of 4 workers work on a contingency basis.

Charley Richardson, Technology and Work Program at U-Mass/Lowell, noted: "The starting point is competition, and the end result is a loss for us." Long hours, high stress, and perennial job insecurity "is not a way to build community, have a life, or raise a family." He compared this method of economic competition to one

team at the Super Bowl bring-ing uzis, and mowing down the other team. The team with the uzis would win the Super Bowl, "but that doesn't make it right."

Richardson said the historical Luddites have been given a bum rap --they were really about trying to develop social programs (social charter) during the transition from handicraft to industrial textile production.

He described the notion of the U.S. as a "high skill, high wage" economy as racist, because it implies Third World workers are only good for low skill work. The move of computer and software production offshore belies this notion, and he quoted from Apr.19.93 *Business Week* on doing business in Mexico:

"Mireya Ruiz, 27, is developing software for IBM in Guadalajara. Her husband Jorge Ramos, also a programmer, works there too. Jobs like hers pay high wages for Mexico, up to \$1,600 a month. And despite IBM's turmoil in the U.S., its Mexico operation saw a 10% hike in sales last year and added 7% more jobs to the payroll. The head office even decided to move a big software project from Rochester, NY to Guadalajara, where software engineers are as proficient as they are in the U.S.--and half as cheap."

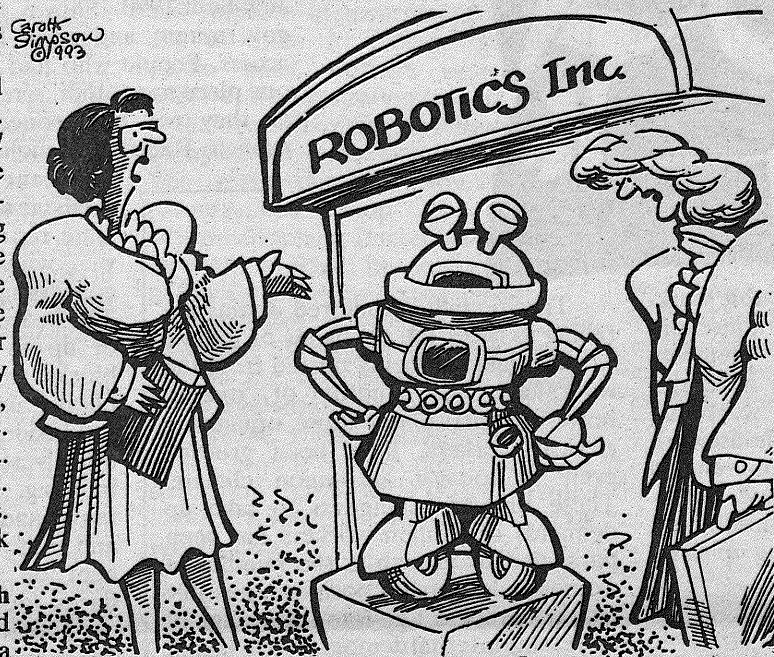
Richardson also spoke of the "virtual corporation," where production is an ad hoc, temporary coming-together of "independent" contractors, that disperse when the project is complete. "If you guarantee me an income stream, I'll be as virtual as you want," he said. This is the big problem for contractors--how to survive between contracts, when the work isn't there. "Companies are talking marriage and thinking one-night stand. What happens to the loser?"

A workshop on "The Telecommunications Revolution" discussed whether there will be universal access to the Natl. Information Infrastructure now being developed with federal funds. Ken Peres, researcher with Communications Workers of America, drew a diagram on the chalk board: showing a worker, a dog and a computer. "The purpose of the worker is to feed the dog. The purpose of the dog is to bite the worker if he or she touches the computer."

Peres quoted Bellcore documents indicating phone companies' long-term strategy of "end-to-end automation" where there is no human action on the part of the phone company. "This is not just mechanizing, it's total job elimination."

Behind the merger-mania of phone and cable companies is "a struggle to control production and distribution" of information in a "vertically organized behemoth." Phone companies' costs have steadily gone down with new technology, while their publicly regulated rates have stayed the same or increased. Phone companies have been moving the extra profits from the regulated, largely unionized side of the industry, to unregulated, un-unionized sectors.

Several possible solutions were raised: a new "social charter" that can use the potential benefits of new technology for everyone, and codify health care, education and income guarantees; shorter work week; guaranteed income; better distribution of work; and workplace democracy. As Elaine Bernard, who heads the Trade Union program at Harvard said, "Employment is a social problem, not an individual one."



Our old model did the work of 10 men. Our new improved model does the work of one woman.

Labor Art & Culture Alive & Well

Anyone who doubts whether art and culture are present in Struggles of Labor should attend Western Workers' Labor Heritage Festival. Held Jan.14-16, it is a time when folks from every facet of Labor come together in a Spirit of Sharing and Solidarity. This year's Festival was at Burlingame, south of San Francisco, in Machinists, Plumbers, and Transport Workers Union Halls.

There were workshops, song swaps, poetry and prose, story telling, and a concert on the final night. Part of the second day is devoted to recognition of Dr. Martin Luther King's work and legacy of non-violent Direct Action. Featured speaker & performer was Jim Collier, civil rights/labor activist who has developed a technique for hell-raising guitar playin'. He related stories both humorous and hair-raising, of early Civil Rights Struggles.

Saturday there was a remembrance of Cesar Chavez. Among those who spoke/ performed were Francisco Herrera, Rosa Escamilla, and UFW rep Eva Royale. Francisco, an accomplished guitarist, sang of the Struggles of Farmworkers and immigrants. Rosa Escamilla read from her poetry about day-to-day life in the fields and canneries and packing plants.

Eva Royale reminded us the Boycott of Table Grapes is very much alive. One vital issue is pesticide use in fields just prior to or DURING the time Workers are in the fields. On top of this are storage and dumping of toxins near living areas. The upshot has been tragedy. Many Agricultural Workers have suffered from a number of illnesses, many permanently disabling.

But this is not the last of the troubles. The most tragic effects of the "Toxic Regime" have hit children, elderly, and pregnant women. Miscarriages, stillbirths, and children born with developmental difficulties are but a few

of the "legacies" of pesticide farming.

Another Struggle of note: Minute Maid, owned by Coca-Cola, is seeking to break its contract with UFW in Florida. While not calling a Boycott at this time, UFW urges activists and consumers to contact Coca-Cola at 1-800-438-2653 and express Solidarity with Farmworkers. Send letters, postcards, etc. to: Robertao C. Goizueta, Chair & CEO Coca-Cola Company PO Drawer 1734 Atlanta, GA 30301 USA.

Contact UFW at: PO Box 62, Keene, CA 93531, USA.

The Festival honored well-known graphic artist, singer, and activist Irving Fromer who passed away recently. Irving's mother was a founding member of ILGWU; the first demonstration he went to was in support of Sacco & Vanzetti.

Fromer's pictures and illustrations reflected his experience with miners. As Secretary of Knoxville Industrial Union Council, he worked with Sam & Florence Reese. He also documented Struggles from the Great Depression and the Spanish Revolution. In the '50s and '60s, Irving was chairperson of Graphic Arts Workshop, a Collective of Working Class Artists which grew out of California Labor School.

The Labor Arts Award for 1994 was presented to Irving's son, Jon Fromer, artist, activist, and a damn good musician. I've had the opportunity to sing with Jon a couple of times on the picket line, and his style and dedication really get the ol' adrenaline flowing.

Other displays of illustrations were by Huck and Konopacki, and Bulbul.

This year is the 60th anniversary of 1934 General Strike in San Francisco, in which Harry Bridges played a key role. This Strike helped break the "blue-book union" devised by ship owners to keep longshore workers quiet.

Cold War hysteria and Hollywood

witch-hunts were the focus of a workshop by John Randolph, actor and a victim of the Blacklist, when folks in the entertainment industry were forced to swear "loyalty oaths." This affected not only actors, but writers, technicians, even advertisers. Many "blacklisted" folks never worked in the industry again.

Another workshop coordinated by Francisco Herrera of the UFW looked at Immigration, racism and the INS. While the focus was primarily on Asian/Latino/Hispanic Immigration "policies," we also looked at the "Caribbean situation," and the blatant disparity of INS attitudes towards Cuban and Haitian refugees. Worker education can dispel the myths and fears of xenophobia.

These are festivals of LABOR; organized by Workers, with Workers, and for Workers -- from Dave and Shelley co-ordinating things to Faith Petric singing, "Let's take a stretch," wearing her Wobbly earrings (fashioned out of a couple of IWW lapel buttons!), to Eva Royale quietly explaining why folks should NOT buy table grapes. It's the folks who put together WE DO THE WORK, one of the best series on PBS, and those who set up information tables. It's folks like Gladys, an installer for PacBell.

Eliot Kenin, with whom I've been at Picket Actions, picks a mean banjo; Pay Wynn's a'capella version of "I Am A Union Woman" was thought-provoking. Veva Stone made us all feel welcome.

All these folks and many others not only make up the Festival, but ARE the Festival -- along with the millions past, present, and future, who have fought, struggled, marched, sung, been bloodied, beaten, risen up and carried on... --Dave Collins x340864

At the root, the question of power in society kept recurring, and the imbalance between who controls technology and those who don't. "We're dealing with a beast," said David Arian. "We have no power. We need to get back power."

Conference organizers intend to follow-up on some of the ideas that came out of the conference. To participate, you can write to: Technology and Employment Seminar, 312 Memorial Drive, Cambridge, MA 02139.

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LAYOFFS

Wordperfect will dismiss 1,000, about 17.5% of its worldwide workforce. ASK GROUP said it would lay off 200, mostly in the U.S., of 2,500 employees worldwide. METAPHOR laid off 20% of its 400 employees in January. DIGITAL plans to dump 7,000 people by June 30.

GTE Corp., the largest local-phone company, announced 14% (about 17,000) layoffs over the next 3 years. NYNEX announced cuts of 16,800 (22%) in New York and New England by the end of 1996. Over the last 4 years NYNEX has eliminated 13,000 workers.

HOW MANY NAVVIES WILL WORK THE DATA HIGHWAY?

If the numbers employed by service providers today are anything to go by, not many!

CompuServe serves 1.5M subscribers with 1,600 employees. Prodigy serves 2M subscribers with 750 employees. America Online has only 350 employees, and AppleLink/e-World has 200. --With files from CPU: Working in the Computer Industry #8

MUSIC

AS SEEN ON NO TV
Chris Chandler

SMASH THE STATE AND HAVE A NICE DAY
Citizens Band

DON'T MOURN, ORGANIZE
Various Artists

REBEL VOICES: IU 630 IWW

I HAVE SEEN FREEDOM
Si Kahn

IT TAKES A LOT OF PEOPLE (tribute to Woody)
Larry Long & Children

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WE HAVE FED YOU ALL FOR 1000 YEARS
Utah Phillips

GOOD NEWS
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MUSIC



HARD-PRESSED IN THE HEARTLAND
Peter Rachleff

Rachleff was a participant and observer in the hard fought struggle of P-9 against the Hormel Company and the UFCW. The Hormel workers struggle suggests the necessary outlines for the rebirth of a militant, rank & file, community based unionism. \$12

POWER!
MacShane, Plaut & Ward

A history of black workers and their unions in South Africa from the beginning through the mid 1980s. A struggle to improve everyday life and transform the system. \$8

ONE BIG UNION IWW

The basic introduction to the structure and methods of the Industrial Workers of the World. \$2

RISE AND REPRESSION OF RADICAL LABOR
Daniel Fusfeld

A concise history of the movement in the US from the massive 1877 strike wave to the 1918 red scare trials, deportations and murders. \$5

CRYSTAL GAZING THE AMBER FLUID
Carlos Cortez

Long time IWW artist Cortez' poetic take on life in the late 20th century. Poetry expressing the IWW slogan, "Let's make this world a better place to live". \$4

SOLIDARITY UNIONISM
Staughton Lynd

Critical reading for all who care about the future of the labor movement. Lynd offers no easy answers, rather a faith in working people and an argument that building solidarity today means nurturing resistance in the face of corporate power. \$7

LABOR LAW FOR THE RANK & FILER:

Staughton Lynd
Revised and updated for the 1990s. A classic self-help manual. The subtitle says it all: "building solidarity while staying clear of the law." \$7

PROGRESS WITHOUT PEOPLE: IN DEFENSE OF LUDDISM
David F. Noble

Technology is a political question and tool of repression. A detailed analysis of technology's effects & working class responses. \$15

STRIKE!

Jeremy Brecher
The history of US workers struggle from the workers point of view. Argues that class upsurge is based in everyday life and rank & file initiative. \$15

FOOD NOT BOMBS

Subversive recipes (veggie) and how-to information for feeding the hungry in this country where food is a privilege. \$9

MEMOIRS OF A WOBBLY
Henry McGuckin

The memoirs of a rambling Wobbly organizer of the 1910s. How they hoboed, organized and lived. Free speech fights and "fanning the flames of discontent." \$5

WORKERS OF THE WORLD UNDERMINED
Beth Sims

Exposes AFL-CIAs role supporting US foreign policy (corporate policy) while undermining international solidarity & the working class worldwide. And they're still doing it! \$9

MASK OF DEMOCRACY

Labor Suppression in Mexico
Dan LaBotz
Recent rank & file insurgencies, maquiladoras, and NAFTA all get attention in this timely book. The need for international labor solidarity is inescapable. \$14

MAD IN THE USA

Huck & Konopacki
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BREAK THEIR HAUGHTY POWER

Eugene Nelson
Fictionalized autobiography of Joe Murphy who joined the IWW in 1919 taking part in much IWW organizing work over the next dozen years. Well written, exciting and informative. \$12

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Life of Fred Thompson
Compiled by David Roediger
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BOOKS

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Gilbert Mers

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AMERICAN LABOR MOVEMENT

Sam Dolgoff
Veteran house painter, anarchist, and IWW organizer Dolgoff traces the history of libertarian desire & offers his wisdom on energizing a new & radical, rank and file, labor movement. \$5

THE GENERAL STRIKE
Ralph Chaplin

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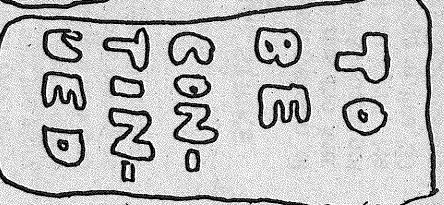
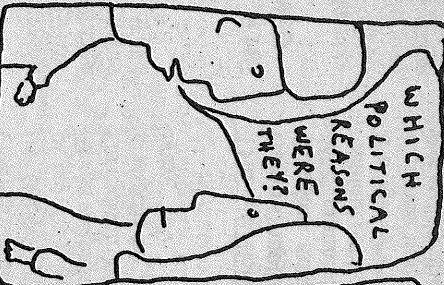
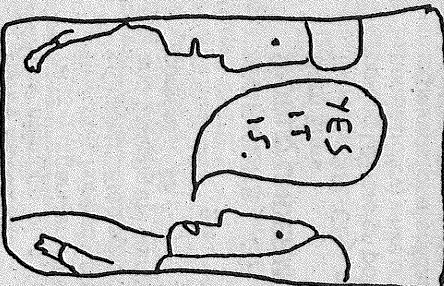
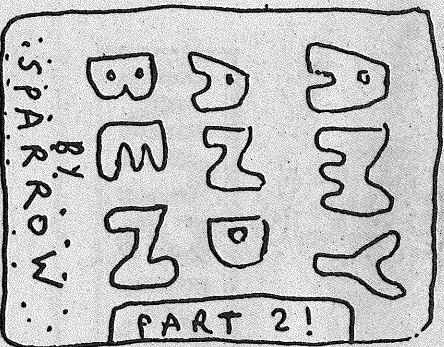
March/April 1994

One Dollar



General Strike Shakes Spain

THE IW INTERVIEW:
Swedish Revolutionary Unionist
Women and Unions - Injured Workers Fight Back



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- > - inequality of pay
- > - unequal responsibility for housework & childcare
- > - dismantling of social services, healthcare, & day-care
- > - woman's right to choose her maternity
- > - sexual harassment in the workplace
- > - violence & murder in the workplace

March 8 is the day that marks workers' struggle against exploitation and oppression of women. In 1994 there are many ways for workers to advance the emancipation of women by taking action on some of these issues -- every day!



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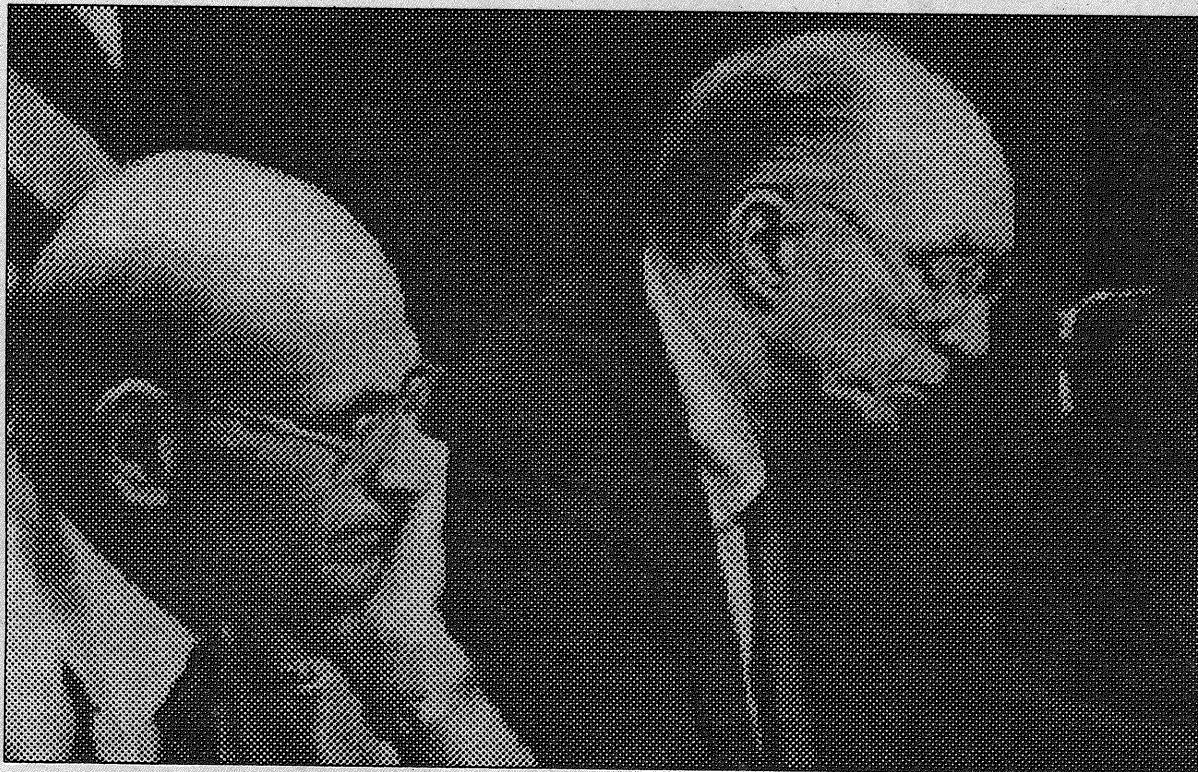


**AFL-CIO
NEWS**

VOLUME 4, NUMBER 12

APRIL 1, 1994

AFL-CIO executive bored meets



The AFL-CIO executive bored met recently in Bal Harbour, Fla. ACTWU head Jack Sheinkman and AFL-CIO Secretary

Treasurer Tom Donahue nod off after voting to observe a "just-sit-back-and-watch" period before doing anything.

Federation supports labor law reform delay

The AFL-CIO has agreed with the Clinton administration to delay issuing proposals on labor law reform. The administration has decided to wait until after the November Congressional elections before making any policy recommendations on strengthening workers rights.

The commission sought an extension, arguing that its recommendations would be too contentious unless it had more time to sell its ideas.

After his election, President Clinton agreed to set up a blue ribbon commission to study how to strengthen unions and to regulate workers' councils. The panel, called the President's Commission on the Future of Worker-Management Relations, is headed by John T. Dunlop, a Harvard economist who was secretary of labor in the Ford administration.

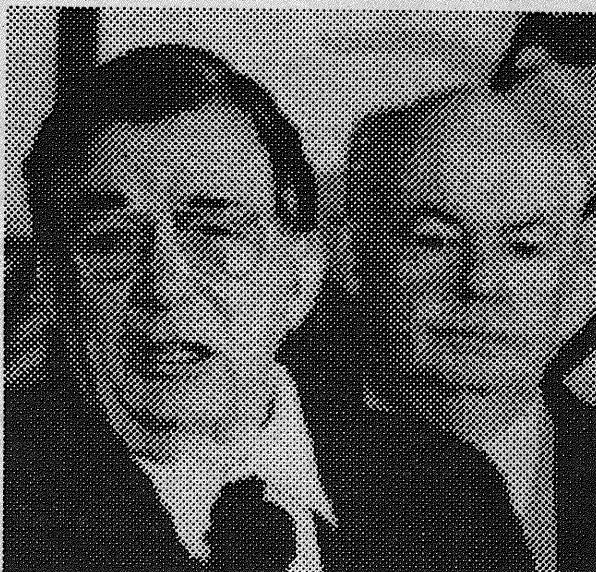
Among the proposals the commission is considering are steps that would make forming a union easier or would force binding arbitration on management in labor disputes. To make such recommendations easier for corporate America to accept, the commission will issue only "findings of fact" in May.

One finding of fact already decided upon, commission members say, concerns the fate of workers engaged in trying to organize a union. American companies over the last decade have fired many more workers for trying to organize unions than they did in the 1950's.

If this finding survives challenges from business, then the commission in November might propose policies to protect union organizing by making it easier and faster.

Organized labor, which has the most to gain from the commission's proposals, agreed to the six-month postponement of the commission's report. "If it issued policy recommendations along with its findings of fact in May, that would be very difficult for Congress to swallow," said John Zalusky, the AFL-CIO's specialist in collective bargaining. "In the current atmosphere, we need a public debate before someone comes out with a policy."

The National Association of Manufacturers also endorsed the postponement.



President Lane Kirkland announced the AFL-CIO's support of the Clinton administration's decision to delay labor law reform. "The AFL-CIO has decided to take a wait-and-see position," explained Mr. Kirkland. With him is SEIU president John Sweeney.

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Mexican peasants rebel

Mexican peasants staged a communistic rebellion in the democratic province of Chiapas in southern Mexico.

The AFL-CIO's American Institute for Free Labor Development (AIFLD) offered to send special brainwashing teams to Chiapas to cleanse the misguided peasants of revolutionary thoughts.

Dumb bosses try to brainwash workers with **CARTOONS!**

by PHILLIP WROTH
Special to the Wage Slave

MORE THAN 26,000 EMPLOYERS spend millions of dollars every year to brainwash their workers using **cartoons!**

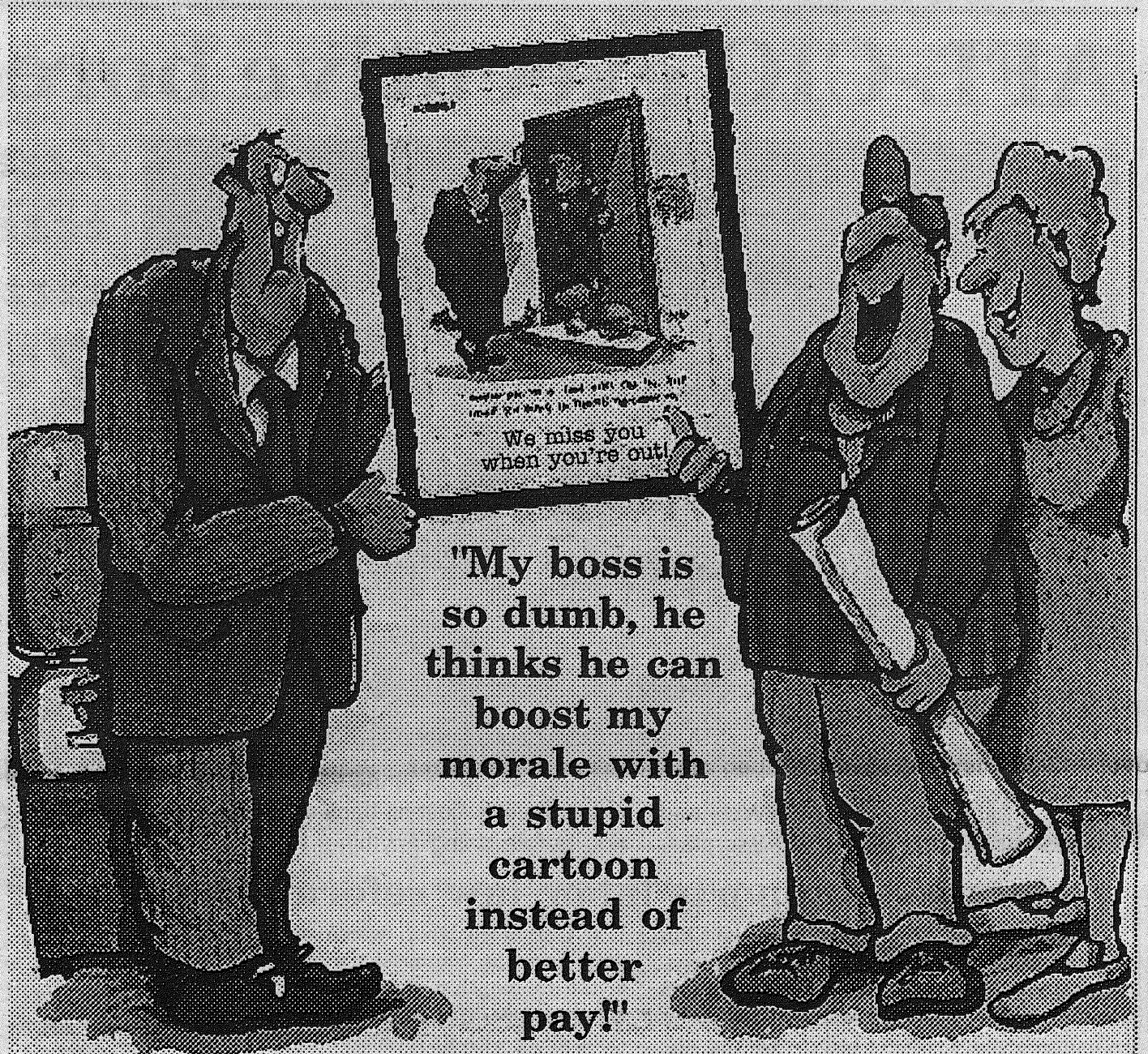
"Motivation by laughter" is the scheme cooked up by Clement Communications, Incorporated of Concordville, Pennsylvania. Every week, CCI sends a 17" X 22" poster of a HERMAN cartoon to subscribers like AT&T, Bell & Howell, Chrysler, GM and GE. HERMAN is a cartoon character created by Canadian cartoonist Jim Unger that appears in hundreds of daily newspapers throughout North America. But now, HERMAN has been mobilized as a management mesmerizer.

"Put HERMAN to work in your company - and start changing minds and improving attitudes," says CCI's ad. "HERMAN's humor is the best medicine there is for treating sloppy work habits, absenteeism, lack of cooperation, 'don't care' attitudes and more," HERMAN's handlers proclaim.

"Employees love the HERMAN treatment. They actually enjoy being motivated because HERMAN says it with a smile. So there are no irritating side effects, no nagging from the boss required."

The *WAGE SLAVE WORLD NEWS* has printed these quotes verbatim from the HERMAN promotional brochure.

In one insulting cartoon (shown above) HERMAN is dressed to go fishing. His boss is at the door



saying, "I know you're in bed with the flu, but I need the keys to the filing cabinet."

When workers read what their bosses really think of them they are outraged. "I've always figured HERMAN was some kind of

stupid joke, but now I'm really pissed. My boss is so dumb, he thinks he can boost my moral by putting up stupid cartoons instead of improving my pay, benefits and working conditions," fumed one angry wage slave.

After the *WAGE SLAVE WORLD NEWS* exposed the HERMAN menace for what it is, angry workers began organizing a "HERMAN IS VERMIN" campaign to rid their workplaces of the dreaded corporate clown.

Read what these outraged wage slaves say about HERMAN posters!

"HERMAN posters are just a sneaky way for my boss to tell me that I'm doing a good job, *without having to give me that much-needed raise!*"

Machine operator
Pipe and Tool Company



"We're not dummies. We know that union wages and working conditions are better for morale than the HERMAN treatment!"

Computer Operators
Data Services Company



KIDS LEARN HOW US DEMOCRACY WORKS

STUDENTS AT GREENWOOD COUNTY SCHOOL district 50 in Greenwood, South Carolina learned an important lesson in how American democracy works!

The students voted recently to rename their school. Out of 10 choices the children overwhelmingly chose "Springfield Elementary" as their school's new name.

The school board tentatively approved the name until parents and teachers finally caught on to the joke: Springfield Elementary is the name of Bart Simpson's school.

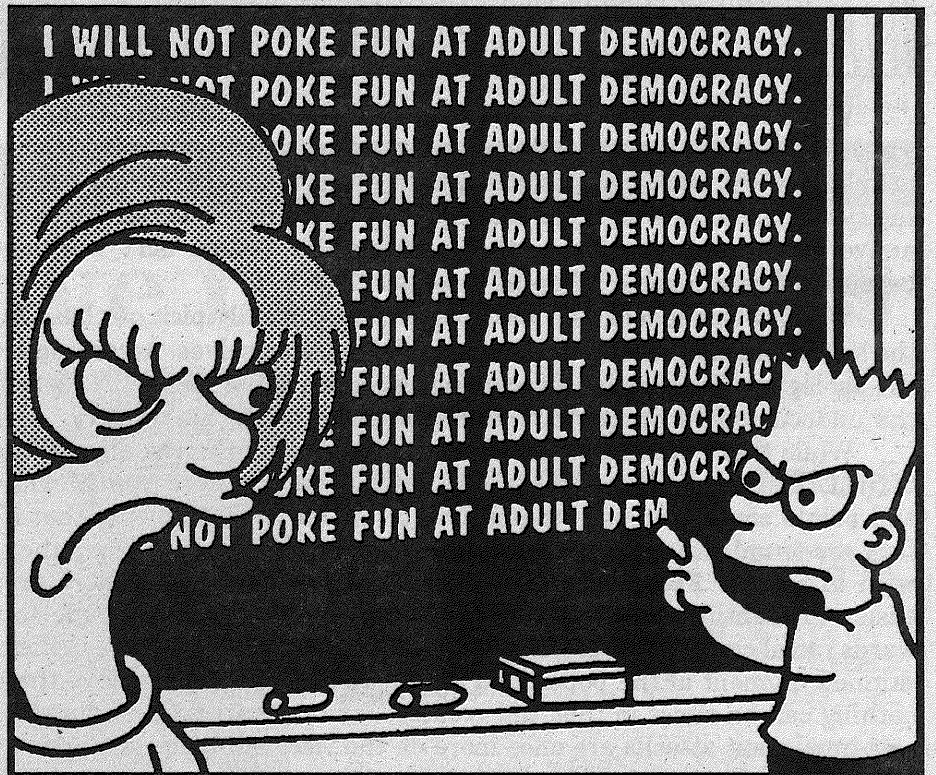
The kids quickly learned how American democracy works. When the powers-that-be discovered the joke, they immediately moved to overturn the democratically chosen name. Parents, who feel that Bart Simpson is a bad role model, quickly asked the district board to drop the name. The district says that it will accept public comments

for several weeks before making a final decision.

"We realize that we run the risk of being petty," said the Rev. Jonathan Payne, president of the School District 50 Joint Parent-Teacher Association. "The name has a lot of negative connotations we feel we just don't need in our district."

"Quite frankly, none of us look at 'The Simpsons,' including me," said Furman Miller, spokesman for the school district.

"Nonsense, it's just a name," argued one peeved pupil. "Spring is a happy season. A school that would be a happy place to be would be Springfield Elementary School," said one student.



PARENTS AND TEACHERS HAD A COW AFTER STUDENTS VOTED TO NAME THEIR SCHOOL "SPRINGFIELD ELEMENTARY."

GREEDY BANK MACHINES EAT MILLION\$\$\$\$!

BANK OFFICIALS IN NEW YORK were red-faced when over 70,000 customers were robbed of millions of dollars after using Chemical Bank's Automatic Teller Machines!

by SCROOGE McBUCKS
Special to the Wage Slave

Hundreds of furious customers stormed into Chemical Bank branch offices complaining of bounced checks. The bank blamed a computer "glitch" for double-posting customer withdrawals. When a customer withdrew \$100 from an account, it was posted as \$200.

The bank promised to pay the

customers back for the computer error, which they claim was a unique occurrence in banking history. "We were upgrading the software in the bank's ATM system and in doing so, we somehow triggered this glitch," explained a Chemical Bank spokesman. A "triggered glitch" is white collar crimespeak for "you can't pin this on me."

The WAGE SLAVE WORLD NEWS has obtained secret memos alleg-

edly from the bank's internal accounting department. "Our ATM programs are programmed to ATM (automatically take money) randomly. The 'glitch' we encountered over-rode all safety mechanisms in the programs which are designed to confine ATMing transactions to customers who don't catch bank errors, or don't fight it when the bank tells them they're wrong. The result was random raids on all

ATM transactions."

A second memo allegedly from the bank's internal spin department reveals "It is our intent to capitalize on this situation advertising-wise. Industry studies reveal most bank customers figure their bank is ripping them off. Advertising the fact that we did rip people off and then gave the money back, we can look like the good guys who don't steal."

WORLD IS GETTING MORE WEIRD!

The world was 3.5 percent weirder in 1993 than it was in 1992!

The Fortean Times, a bimonthly magazine that documents bizarre and unusual events around the world, published a strangeness index that measures the overall rise and fall in bizarre occurrences.

Editors Paul Sievking and Bob Rickard, who see themselves as "cosmic clerks," record those happenings in the "grey areas of human existence" which cannot be explained by science.

The editors divided 1992's strange phenomena into 34 categories, allocating a value of 100 to each group. Any category that re-

corded a rise in incidents in 1993 gained 10 points on the weird-o-meter, and vice-versa. The total baseline value for 1992 was 3,400 while the value assessed for 1993 was 3,520, or 3.5 percent higher.

The Fortean Times was founded in 1973 to continue the work of American philosopher Charles Fort, who died in 1932. Fort campaigned against dismissing and rejecting phenomena that could not be explained by science. Therefore, the Fortean Times does not try to explain the incidents it chronicles. It asks that unusual occurrences be accepted until they are proved wrong.

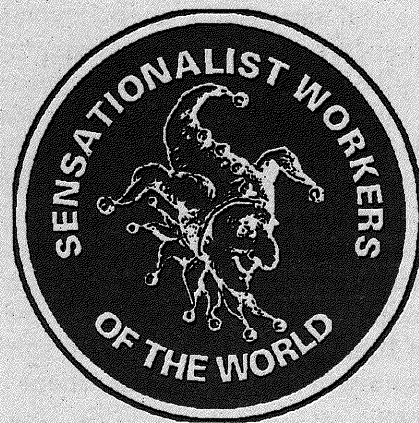
"Weirdness should be considered innocent until proven guilty," explained one of the editors.

WAGE SLAVE WORLD NEWS

TRASHY JOURNALISM FOR THE WORKING CLASS

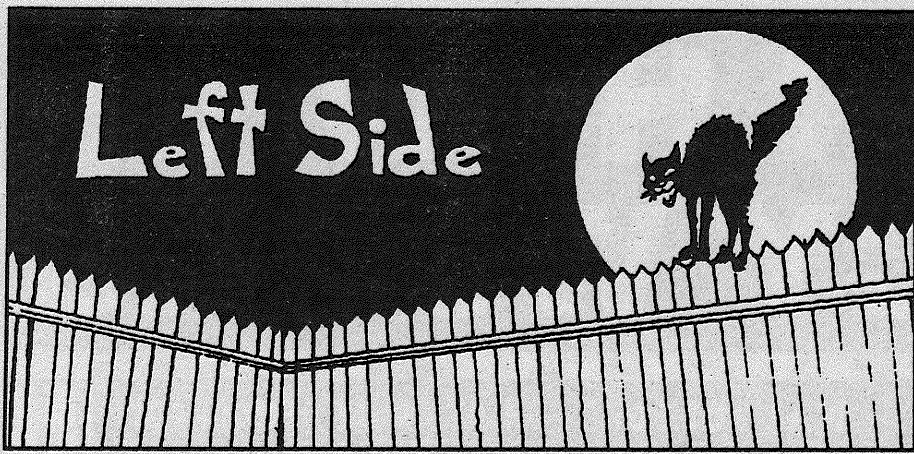
APRIL FOOLS ISSUE

VOL. 4, NO. 12
MARCH-APRIL, 1994



Official organ of
the Sensationalist
Workers of the World
Editor: Mike Konopacki
Writer: Jeff Ditz

This is a constitutionally protected magazine of political satire. Any similarity to actual persons is intentional.



When the system breaks down, as it obviously has been doing for some time now, and more and more of us whose good fortune it is to be members of the slave class become aware of that fact, the apologists for the system must look for some scapegoat. It would not do for us slaves to arrive at our own conclusion that perhaps the system isn't working because there are some inherent flaws in it.

When someone looks for a scapegoat, they usually pick on those in the lowest position and the least able to defend themselves. According to the apologists, Freedomland's economic woes are being laid at the feet of the undocumented immigrants who happen to be in this country.

While there are many undocumented workers from the other side of the Ocean, the ones that seem to be singled out are those from Mexico and points south who pass themselves off as Mexican, knowing that if they are found and deported they will not have to come so far when they wish to reenter Freedomland. Our brown-skinned fellow workers are easier to identify and given Freedomland's long-standing attitude towards racial equality, no great cries of indignation come from the lighter skinned segment of the population who may be anxious to believe that nothing can be amiss in this, the greatest land on Earth. Consequently anti-immigrant attacks are once more on the rise. Immigrants, particularly the undocumented ones, are being blamed for everything from unemployment to the breakdown of the public school system.

Any student of history will see nothing new in this phenomenon as many times before, whenever economic crises arose, the manipulators of public opinion were crying alarm over immigration. Whenever the economy was comparatively stable, immigrants were hard working, dependable and well-behaved workers who did not rock the boat by forming unions. But when times get tough, they get blamed for everything under the sun. Every one of the accusations against immigrants strikes your scribe as another example of the pot calling the kettle black. Peter Brimelow in an article in the National Review a few years back, asserted that people of races other than White are unable to adjust to or accept the dominant culture and language of this land. That description fits exactly the good Pilgrim Fathers who landed at Plymouth Rock. They were unable as well as unwilling to adjust the dominant culture and language of this land. Fortunately for them the Indians felt that the light-skinned intruders had a right to their own culture and ethnicity or the good Pilgrims would have been rapidly converted in to fish bait. It was the comedian, Dick Gregory, whose ancestors happened to be involuntary immigrants, who said that the one fault he could find with the Indians was that they had a poor immigration policy.

Brimelow, offering no evidence to back up his claims, goes on to state that "very few people can absorb new realities after the age of 21." However, being obviously over 21 himself, Brimelow is his only as well as his own best evidence for those claims. There is no clinical data that identifies an age where one "can no longer absorb new realities." The history of the working class has been the continual acceptance of "new realities". That has been the reality behind the survival of those of us who have the good fortune to belong to the working class. On the contrary the truth is that it is immigrants who are healthy, young, hard working and pay more in income and sales taxes than what they could receive in government services. Contrary to what some bigots try to convince us that undocumented workers are a drain on the taxpayers of Freedomland by living high of the hog of welfare, undocumented people are by virtue of not being citizens unable to collect welfare or unemployment benefits. What happens is that these workers work at jobs that pay below the minimum wage standards. Fortune Magazine concludes that immigrants both documented as well as undocumented, keep upwards of tens of thousands of businesses financially viable, insofar as they do the hardest, dirtiest and most dangerous work at low pay. Not only do the employers save money by not paying insurance or other benefits but the government doesn't pay out any social security or unemployment insurance. In truth undocumented workers are a benefit to the "economy" rather than a detriment. What benefits have the dominant culture brought to the economy of the original inhabitants of this Continent who continue to suffer the worst poverty, the heaviest malnutrition, the highest infant mortality and the lowest life expectancy? Clearly a case of the pot calling the kettle black! It is not only ironic but absolutely obscene that those who have been here less than 500 years refer to those who have been here upwards of twenty thousand years as "foreign"! These same people are the ones who came here to better their own economic conditions while boasting of their indomitable pioneer spirit but are begrudging natives to move around in their native continent in the quest for better economic conditions.

Since it is not our own brown-skinned fellow workers who are at

Lame Liberal Ladies

Those lame liberal ladies of the Nominal Organization of (wealthy) Women - NOW - have lurched into legitimacy with a recent legal victory at the Supreme Court. No threat to the system, they. No challenge to the patriarchy, military machine, security state, creeping fascism or corporate cataclysm. Nope. Not NOW, not ever. Femi-nazis indeed. Self described "feminists" who advance repression, uphold the powers that be, and make it more difficult for working people to take action SHOULD be called "femi-nazis". NOW has pushed for a decade to make direct action demonstrations subject to civil RICO suits.

RICO - racketeer influenced and corrupt organizations - is super charged SLAPP. Both of 'em are in the sordid and repressive line of laws against conspiracy, criminal syndicalism, unionism, free speech and so on designed to keep the Class in line, to keep us from thinking and acting together. NOW won. The Supreme Court says Civil RICO is now available to sue people whose political actions interfere with profits. They can sue you for triple their imaginary loss. NOW doesn't want to change the system. It wants to be part of the system. NOW fights for the "rights" of corporations to hire lawyers to sue you for conspiring to "interfere with commerce", to sue you for direct actions that cost corporate profits, to sue you for every thing you own and more. NOW "activists" don't take to the



streets. They take to the bank.

Like the lame liberal lads at the AFL who have responded to the assault on the labor movement by rolling over and playing dead, the lame liberal ladies are responding to the classist, racist, misogynist attack on working class women by making it so NOW lawyers - extremely fluent in the legal language of the patriarchal power system - not working class and poor women whose strength is in the streets, in the workplaces, in class conspiracy - will be the ones responding (lame) to the next attack. RICO is just one more fear. Scare people living pay check to pay check, or a few pay checks ahead of the game, which is all of us. Scare us into thinking we can lose what little we have if some corporate shark lawyer scams up a RICO claim around the boycott, blockade, demonstration, rally. Scare us so we don't stand up to the madness. Scare us so we stay tame and in line..

Hey NOW! Will you sue the *WAGE SLAVE WORLD NEWS* for conspiracy to interfere with you collecting donations and dues because the *SLAVE* is saying: you are lackeys of the status quo trying to weasel a few women (yourselves of course) into positions as overseers of the rest of us.

Just say NO to NOW. Here's to the new boss, same as the old boss - 'cept NOW it's a women boss.

fault for the deteriorating economy that most of us are now enjoying, it behooves us to search out the real culprits and those are the ones whose economy has never been better, the ones who with the assistance of their legislative pimps have undone a century of unionized progress and are not only exporting our jobs overseas but are raping our ecology in the bargain, a thing that the original inhabitants are never guilty of. This is all the result of the continued existence of a society and economic system where the life and economy the overwhelming majority of humans are under the control and whim of a greedy few of our species. Outside of a few biological characteristics that may be shared, the Working Class and the employing class don't have a damn thing in common.

by C.C. Redcloud