

Industrial Worker

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EDUCATION

ORGANIZATION

EMANCIPATION

IWW General Assembly Meets in Philadelphia

The IWW's 1995 General Assembly will meet in Philadelphia, Pennsylvania, on September 2nd and 3rd. General Secretary-Treasurer Fred Chase will call the Assembly to order at 9:00 am, Saturday, Sept. 2. The Assembly is open to all IWW members. All members in good standing have full speaking and voting rights, except that General Administration officers and employees are ineligible to vote. Non-members may observe at the discretion of the Assembly.

Registration is Friday and Saturday at the IWW's Ben Fletcher Center, 1652 Ridge Ave. If there is a particularly large turn-out, we may move the Assembly to a backup site. Updated information is available on the answering machine at the Ben Fletcher Center, 215/232-8754.

FW Mike Long will make a presentation on the Mondragon Collectives in Spain on Friday Sept. 1 at 7:30pm at the A Space, 4722 Baltimore Ave. This talk will be open to the public.

A proposed agenda is available from IWW headquarters in Ypsilanti. It calls for reports from officers and local organizing reports on Saturday, followed by several industry-specific organizing meetings beginning at 3:30 pm. Sunday would hear reports from those organizing meetings and consider several proposals for organizing strategy, constitutional revisions, etc. that have been forwarded by IWW branches. Nominations for 1996 officers will be made Sunday afternoon. The proposed agenda has adjournment scheduled for 5:30 pm.

The Philadelphia Branch has an open invitation to all Wobs from Aug. 25th to Sept. 11th - in view of the current Mumia situation, they will do their best to accommodate anyone who shows up early to work on Mumia's survival. They will provide a place to crash for people taking up the invitation.

IWW Berkeley Recyclers Sign New Contract

After prolonged negotiations the Berkeley Recyclers IU 670 Branch has signed a new contract with the Berkeley Ecology Center and the city of Berkeley. A report will run in our next issue.



In This Issue...

British Isles Wobs Gaining

Organizing Against Starbucks Coffee

Working for McDonalds

Staley Workers Still Out

AFL-CIO Piccard Race



"All For One and One For All"

NOT ONE REDUNDANCY!

Members of the Stevenson College job branch of Education Workers Union 620 (IWW) recently scored a partial victory against college management despite the do-nothing approach of the "official" unions.

Most further education colleges in Edinburgh are to lose between 2 and 4.8 per cent of funding following an announcement by the Scottish Office, the Government Department which funds them. Stevenson College was due to lose 30 jobs in academic year 1995-6 and two other colleges a further 40 each. "The cuts are to be across the board, apart from senior management..." (*Edinburgh Evening News* 5 May).

It appeared that the official unions were going to lie down and accept the "hopeless" position of the college and merely negotiate away people's jobs. The small IWW branch would not accept this and adopted a different approach. A leaflet - NOT ONE REDUNDANCY! "All for one and one for all" - was issued. It said:

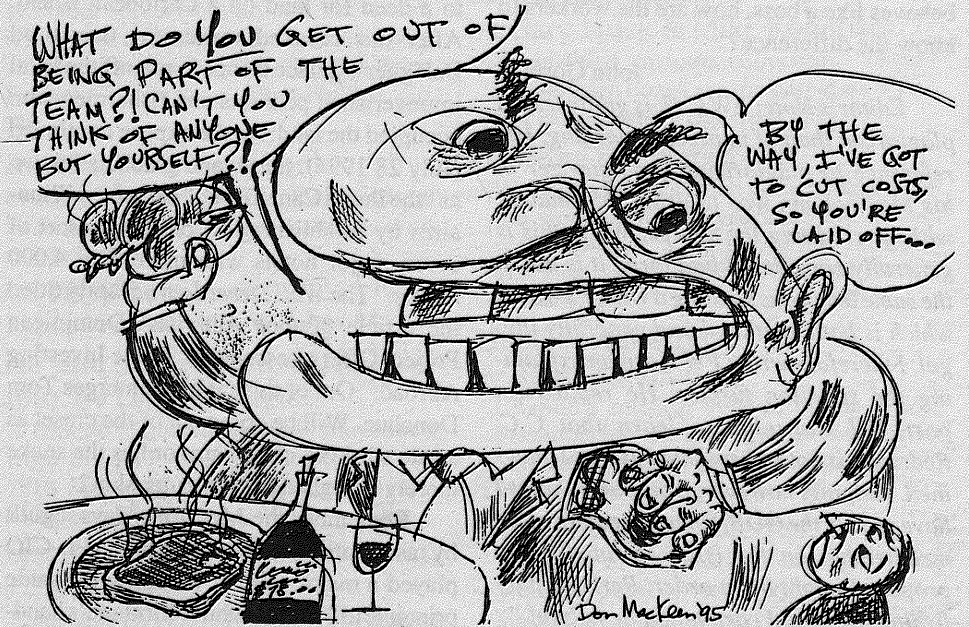
There are many things which can be done. For example:

1) Do absolutely nothing while people you know are 'taken out' and deprived of their livelihood.

2) Be concerned, talk about it, pass supportive motions at meetings and then do absolutely nothing.

3) Take industrial action

The leaflet asked employees of the college to sign a petition, not an ordinary begging letter but a pledge - a pledge to take strike action should any employee be made redundant. Within a few days some 50 college employees had signed the pledge,



headed of course by the seven IWW members. All types of worker signed, lecturers, office staff, janitors, permanent employees and temporary employees. Once the magic number had signed the petitions were placed on noticeboards around the college for all to see - including management.

The process of gathering the signatures was not without incident. The son of a leading member of the trotskyist Socialist Workers Party works at the college and refused to sign the petition as did two other members of this supposedly revolutionary party. The excuse used to defend their not signing was that the IWW was pursuing an "individualist" cause which was doomed to failure. They further argued that members of the IWW should join the "official" unions

and campaign for lawful (sic) industrial action. (i.e. clearing the action with the unions and the employers, giving them seven days notice).

This was exactly the type of action which the unions had vetoed over pay in 1994, leading to a collapse in union membership.

Last laugh was with the IWW. No sooner had college management seen the petitions and taken in the consequences of 10 per cent of the workforce being willing to take illegal action then they quickly contacted the official unions and miraculously found that there was no need to make any compulsory redundancies.

A victory which certainly raised the profile of the union in the college...

Mumia Execution Date Nears

As Mumia Abu-Jamal's August 17th execution date draws near, the same judge who railroaded Abu-Jamal to the electric chair is hearing testimony challenging the lynch-mob-style proceedings. Judge Sabo has rejected a motion to postpone the execution date, accepting prosecutors' arguments that execution will do "no irreparable harm" to Abu-Jamal. Sabo is expected to rule on the motion to overturn the death sentence and order a new trial just days before the scheduled state murder, allowing scant time for the inevitable appeals.

The defense lawyer at Mumia Abu-Jamal's 1982 trial, Anthony Jackson, who was suspended from practicing law in 1990 for misuse of client funds, testified that he was ill-prepared for such a complicated criminal case. Jackson recalled asking repeatedly to be excused, particularly in the penalty phase, and asking that another attorney be hired to assist with the case. When Mumia demanded the right to represent himself, Jackson was relegated to his assistant. But when Judge Sabo refused to allow Abu-Jamal to continue representing himself "I was caught in a tenuous situation. I asked so many times to be relieved."

Jackson pointed to several factors that prevented him from providing Abu-Jamal with better legal counsel, including the fact that he was given only \$800 to hire investigators, photographers and pathology and weapons experts. "I'm not going to say I was a lousy lawyer, I did the best I could with the resources I had."

Jackson said that former Assistant D.A. Joseph McGill, who prosecuted the case, kept information about potential witnesses from him so that he could not contact them.

On July 26 Mumia's current attorney, Len Weinglass, presented a sheaf of newspaper editorials, articles and letters as evidence of widespread public opinion that Judge Sabo's court lacks even the appearance of fairness. Weinglass again introduced a motion for Sabo to recuse himself. Judge Sabo hollered "Your motion for recusal is denied for the 10th, for the 20th, for the 30th time!"

The defense then brought forward its witnesses, who testified about the compassion, commitment, courage, humanity and talent of this man the state of Pennsylvania intends to kill on August 17. Philadelphia radio journalist, E. Steven Collins spoke of Mumia as "an extraordinary reporter." De-

scribing why Mumia was known as the "voice of the voiceless," Collins said: "He talked about MOVE like they were people, like they should have been talked about. Others talked about them like they were from Mars."

Several observers have been ejected from Sabo's courtroom for showing proper respect to Judge Sabo. At one session two rows of Abu-Jamal's supporters stood and turned their backs to Sabo when the court crier said, "All rise!" That afternoon, shortly after Abu-Jamal was brought back to court, three men were ejected when they remained standing with raised clenched fists after a court officer asked everyone to sit down. Then, as the officer called for spectators to stand for Sabo's arrival, one man did stand, but raised his hand in a Hitler-style salute.

Following are excerpts from a speech continued on page 5

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Letter: 'Plagiarism'

As a member of the National Writers Union as well as the IWW, I find C.C. Redcloud's attitude toward plagiarism ("Left Side," May 1995) appalling. Appropriating writers' work without their permission, no matter where it appeared or what C.C.'s motivation may be, is theft - not from the publications but from the writers. It is no more justified than stealing the product of any other fellow workers' labor. If our union behaves like a boss, how are the workers to know the difference?

John Gorman

Editor's Note: FW C.C. is guilty less of plagiarism than of imprecise wording. His reference to plagiarizing a plagiarizer in his May column was to using information without crediting the source. While this is generally considered bad form, it is not in the same league as stealing a writer's words which is both unethical and generally illegal. I therefore wrote FW Gorman explaining the situation further. He replied (in part): "I was glad to learn that C.C. Redcloud is not so benighted as I had imagined. Judging, however, from some things I have read in the GOB, some education of the membership on the issue of 'intellectual property' might be in order. Perhaps publishing my postal card might be helpful."

Best Coverage

Fellow Workers,

You folks have far and away the best coverage of labor and its struggles I've ever read! Keep it up!

Bill Rogers, Knoxville TN

The August editorials I thought were excellent! Keep up the good work. At times

Industrial Worker

THE VOICE OF REVOLUTIONARY UNIONISM

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represent the official position of the
IWW. No ads. Donations welcome.

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your job must seem thankless, but I think you're doing a fine job!

Rick Knaub

Tom Donahue - Capitalist or Worker?

"Yankee Imperialists" is the label *The Wall Street Journal* (May 25, 1973) tagged on Lane Kirkland, George Meany and their cronies. The report states that they gained this distinction by scamming the ownership to a deed for land on a Caribbean island. After this crooked maneuver, they used Balaguer's palace troops to run off the local impoverished peasants and fishermen who occupied the land. As the expose continued (July 28 1994), these land grabbers known as "the Punta Cana Group" became millionaires by establishing "a bustling resort of seven major hotels with more than 4,000 rooms." The *Wall Street Journal* aptly titled the article "Labor Activists' Dominican Project Offers Lessons for Those Investing Abroad." Out of this rat hole emerges Tom Donahue. Will he come out of the closet as a true working-class hero, or has the snake merely sloughed off it's outer skin?

Remember the McCarthy days, "guilt by association," of which the AFL-CIO played a major role? If we apply the same principle to Tom Donahue (Kirkland's hand-

picked man) what would the verdict be? As Secretary-Treasurer, his salary was \$150,000 per annum, plus all expenses, health care and pension. So what does a guy do with a weekly income of \$2,884.62? Is he down at the corner tappy lifting a glass or two with the Rank & File and playing the lottery hoping to hit the jackpot? Or is he at the country club conversing with business associates to which scab herding company he can get the best return for his investments?

Another favorite of the McCarthys was, "If you look like a duck, walk like a duck, quack like a duck, then you must be a Duck." When you reduce all of Donahue's blarney it comes out quacking like a duck. A guarantee that the mighty AFL-CIO with all its Locals and Federations will continue to be a flock of sitting ducks. Sitting Ducks for the bosses to take pot shots at while they go laughing all the way to the bank.

One thing for sure, the American worker does not need Tom Donahue & Company. Their only message to the worker has been what phony to vote for and "write your Congressman if you want to save your job." This is an admission of bankruptcy on their part and a declaration that the real power lies with the mass protest of the Rank & File. Requirements for the Labor movement to survive in the NAFTA/GATT world will be **One Big Union, Union Democracy, Soli-**

arity and a slogan, "An Injury To One Is An Injury To All."

Richard D. Neill

Philadelphia MTW Members

Peter Cole (1723 S. St NW, Washington DC) is looking for longshoremen, seamen and others to interview for a dissertation on workers on the Philadelphia waterfront from 1910 - 1940, especially from the early IWW period.

"In November We Remember" Issue

Greeting Ads for our November issue offer an opportunity to demonstrate your support of this paper and our message of revolutionary industrial unionism on this, our 90th anniversary and the 80th anniversary of the State murder of FW Joe Hill. Ads for the November issue must be received with payment at IWW headquarters by September 20th. No commercial advertising accepted.

Suggested donation levels: \$10 for a 2 inch ad (1 column), \$30 for a 4 inch by 4 7/8" (2 columns), \$60 for a quarter page. We can set it up from your message, or you can send in your camera-ready copy.

We can also provide extra copies of the November issue at normal bundle rates.

I.W.W. DIRECTORY

Job Branch= 5 or more members in workplace
GMB=General Membership Branch IU=Industrial
Union Del=Delegate

GOC= Organizing Committee.

IU 120: Forest Workers
IU 450: Print & Publishing Workers
IU 460: Food Processing 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

Sydney Area Group- Del: Ray Elbourne, Corner Dittons Ln. & Old Illawara Hwy, Sutton Forest NSW 2577.

CANADA

MANITOBA

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

ONTARIO

Ottawa GMB- 388 1/2 Kent, K2P 2A9. 613/231-2922 <indwrk@web.apc.org>
Toronto Group- 11 Andrews Ave M6J 1S2. 416/941-9945 Meets 1st Thurs 7 pm; phone for location.

BRITISH ISLES

Regional Organising Committee- 75 Humberstone Gate, Leicester LE1 4WB, tel no 0116-266-1835

ENGLAND

London Group and IU 530 Couriers Union- BM Box 4529, London WC1N 3XX, 0171-358-9124
Oxford branch- c/o Oxford Claimants and Unemployed Workers Union, East Oxford Community Centre, Princes Street, Oxford
Health Workers IU 610 and Suffolk IWW- del Harry Girling, c/o Ipswich Community Resource Centre, 16 Old Foundry Road, Ipswich IP4 2DU
Swindon Region GMB and Research Councils IU 620 group- del: Kevin Brandstatter, 9 Omdurman Street, Swindon SN2 1HA, 01793-610707

General Distribution Workers IU 660 and Kent IWW- del: Ray Carr, 40 Cornwallis Circle, Whitstable, Kent CT5 1DU

SCOTLAND

Edinburgh IWW group and Stevenson College IU 620 Branch- Bankhead Avenue, Sighthill, Edinburgh, del: Derek Devine 1 Lochrin Place, Tollcross, Edinburgh EH3 8QX, 0131-228-1347
For other contacts in Scotland get in touch with Edinburgh IWW

WALES

For contacts in Wales contact Swindon IWW

IRELAND

Co. Wicklow IWW- PO Box 20, Bray, Co Wicklow. Del: Bob Cullen.

UNITED STATES

CALIFORNIA

Mendocino- Bill Meyers, del. 707/884-1818.
San Diego Group- 619/284-WOBS
Santa Cruz GMB- PO Box 534, 95061 <sciww@ucscb.ucsc.edu>
IU450 New Earth Press Job Shop- 1921 Ashby Berkeley 94703 510/549-0176
IU620 Job Shop UCB Recyclers- 620 Eshleman B'kly 94720 Daniel Widener
IU670 Berkeley Recycling Ctr. Job Shop- M. Carlstroem, 2515 Piedmont #8, 94607
Los Angeles GMB- Meets 2nd, 4th Sundays. Location call (24hr): 213/368-4604. Andrew Willett 1724 Westmoreland Blvd., LA 90006.
IU630 Film Workers- Miguel Sanchez, 1748 Clinton St. LA 90026 213/368-4604
SF Bay Area GMB- PO Box 40485, 94140 Office: 1095 Market St. #616 (open Thursdays, 11 am - 5 pm) 415/863-WOBS East Bay Office- c/o Long Haul Resource Center, 3124 Shattuck Ave., Berkeley 94705 510/540-0751

COLORADO

IU450 P&L Printing Job Shop- 2298 Clay, Denver 80211. 303/433-1852
Denver/Boulder- Del: Cliff Sundstrom 910 E. 8th Av. #202, 80218. 303/832-7602. Brendan Ruiz, POB 370663, 80237-0663

GEORGIA

Atlanta Group- George Nikas, 21 Clarendon Place, Avondale Estates. gnikas@unix.cc.emory.edu Lorenzo Ervin Kom'boa- 673 Wylie St. SE, 30316.

HAWAII

O'ahu GMB- PO Box 11928, Honolulu 96828; 808/247-8584; email: wilcox@uhunix.uhcc.hawaii.edu

ILLINOIS

Chicago GMB- 4043 N. Ravenswood #205A 60613. 312/549-5045. Meets 1st Fri. 7:30 pm.

LOUISIANA

Baton Rouge Group- Steve Donahue, 729 Bungalow Ln 70802. 504/389-9572.

MARYLAND

Baltimore GMB- Tarawa IWW, PO Box 8882, 21216. Del: R Bey, 301/367-3024

MASSACHUSETTS

IU630 GOC- Jim Barclay, 75A Elm St. Worcester 01609
Boston Group- Steve Kellerman, del. 617/469-5162

MICHIGAN

SE Mich. GMB- 103 W. Michigan Ave., Ypsilanti 48197. 313/483-3548
IU630 Workers Stories Workers Lives Job Shop- Albert Parsons 313/769-0695
IU670 Ann Arbor Tenants Union Job Shop- 4001 Michigan Union, Ann Arbor 48109. 313/763-6876.

MINNESOTA

Duluth GMB- 8 North Second Avenue E #307, 55802.

MISSISSIPPI

Gulfport Group- C.G. Streuly 601/896-3515

MONTANA

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

NEW YORK

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
Rochester- Del: Ric Garren, 716/232-4005
NYCGMB- Del: Wade Rawluk, 5610 Netherland Ave #4D, Bronx NY 10471. 718/796-3671.
Rochelle Semel, RD 1 Box 158-B, Hartwick 13348. 607/293-6489

PENNSYLVANIA

Lancaster Group- PO Box 2084, 17608
Lehigh Valley GMB- POB 4133 Bethlehem 18018 610/515-0181. Del: Trish D'Amore 434-0128. <len.flank@father.com>
Reading Group- PO Box 8468, 19603. Del: Dennis Good 215/921-2459; Rick Page 215/562-3487
Philadelphia GMB/IU450 Duplicators Network- 4722 Baltimore Ave. 19143. <phillyiww@iww.org>
IU660 Wooden Shoe Books Records Job Shop- 112 S. 20th St. 19103. 215/569-2477. <ulrike@templvm.bitnet>

SOUTH CAROLINA

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

TEXAS

Houston Group- PO Box 981101, 77098.

UTAH

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

VERMONT

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

WASHINGTON

IU460 Fairhaven Co-op Flour Mill Job Shop- 1115 Railroad Ave. Bellingham 98225.
Industrial Transportation Project- Arthur Miller, POB 5464, Tacoma 98415-0464
Puget Sound GMB- PO Box 20752, Seattle 98102 Del.: Stan Anderson, 206/367-0477

WISCONSIN

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

British Isles Wobs Gaining

IWW members met in a very sunny and hot Edinburgh on June 24. The meeting was hosted by the newly chartered Stevenson College Branch.

Couriers Union

The union has been holding regular meetings and there is a growing list of contacts. The small membership has been very active giving out hundreds of leaflets and has thousands of stickers all over London in places where couriers congregate. The couriers union hotline has been very busy with calls for information, advice etc. Letters have been coming in to the new PO Box and the union has come to the attention of the owners with two bogus letters being traced back to the bosses.

Education Workers - Stevenson College

Members scored a big success recently despite small numbers (see article this issue). While not a complete victory the IWW activity upstaged the "do nothing" approach of the other unions and proved that industrial unionism works!

The branch is now trying to organise action by temporary staff. A large minority of staff at the college are employed on very short term contracts which finish at the end of the academic year. The branch is writing to all those on these contracts inviting them to turn up for work on the first day of the new term and sit at the desk or in the office they last occupied...

The branch also took part in the Scottish Miners Gala and recruited five new members, taking Edinburgh membership up to 12 and laying the foundation for a GMB.

Education Workers - Swindon

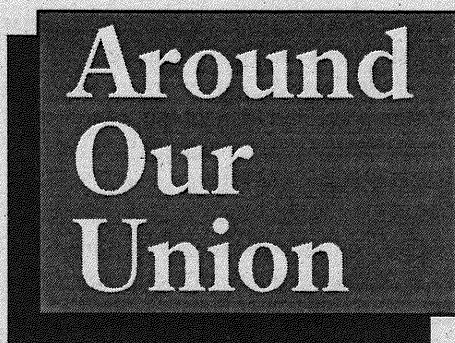
Meetings are being held on a regular basis and some growth of the UK's second-largest workplace branch is hoped for.

Local groups

Our Aberystwyth members are working on the development of a correspondence course on the history of industrial unionism in all its variants. The course will be broken down into a number of freestanding sections, each of which will include a list of reading material. They have also drafted a series of short leaflets explaining the Preamble to the union's constitution. These will either be published in their own right or be put together in an introduction pack, the "backbone" of which will be an introduction to the IWW.

Groups are now up and running in the West Midlands, London and Glasgow as well. We open up shop in Cork, southern Ireland in August so we will be truly "isles" based rather than UK or British!

Wobblies will join the July 29 actions in support of health workers fighting for a decent pay increase. 1% has been offered



nationally with 2% locally in exchange for "productivity" and other cutbacks in conditions. The Royal College of Nursing is urging acceptance of this while the other unions are totally opposed. We hope to produce some leaflets for the march and would really like to see an increase in our health workers membership.

The meeting in Edinburgh also discussed the case of Mumia Abu Jamal and many members expressed the desire to write letters etc. Now that they have their *Industrial Workers* with all the details this should soon bear fruit.

The next open meeting is scheduled for 4 November 1995 at Secular Hall in Leicester. Wobblies all over the world are invited to attend. Contact FW Fred Lee for more information at 0116 266 1835.

St Louis Wobs Host Coffee House

Two years ago St. Louis Wobbly Bob Tibbs saw a need for a coffee house where the city's progressives and unionists could meet. Until then, left groups in St. Louis had usually met at the Blue Moon Coffeehouse, but FW Tibbs wanted a less commercial venue. His idea was a coffee house modeled on "Procup," a Parisian coffee house which attracted so many free thinkers and dissidents just before the French Revolution.

After a lengthy search, FW Tibbs arranged to open a coffee house in Preservation Hall. This building has a long tradition in St. Louis. Originally known as Hungarian Hall, it was the building where the ACLU was founded. It later served as the union hall for the city's Coran foundry workers. Presently it is a senior citizen's center. Preservation Hall is located in a historic working class neighborhood in South St. Louis. "Common Grounds," as the coffee house is known, meets at Preservation Hall on Friday nights. Patrons include not only Wobblies but a variety of unionists and free thinkers. They usually enjoy conversation, beer, soft drinks, and conversation. However, there have been some special performances. Films on labor

history have been shown by Rose Fueres, a St. Louis Wobbly who recently earned a masters degree in labor history from Washington University. There have also been readings of poetry and short fiction, and skits on Wobbly history.

Common Grounds has sponsored fundraising events on St. Patrick's Day, May Day and Bastille Day. These events are not only a source of funds for the coffee house, but also allow Wobblies to reach the broader community. St. Patrick's Day allowed Wobblies to educate St. Louis workers on imperialism and the class bases of the Irish struggle.

Patrons of Common Grounds have come to think of themselves as the "usual suspects" because they frequently meet at other left-wing and labor events. 90 percent of Common Grounds patrons have attended demonstrations in nearby Decatur, Illinois, in support of locked-out and striking workers at Staley, Firestone and Caterpillar.

Wobblies hope to expand Common Grounds to include a bookstore and rooms for impromptu musical performances. It is hoped that the coffee house can become a center for working class culture and discussion in St. Louis.

Wobblies Picket Albany McDonald's

The Capital District (New York) Group of the IWW continued their summer minimum wage pickets with a July 26th demonstration at the McDonald's at 900 Central Ave. on Albany.

Local Wobblies were joined by a small contingent of Capital District Solidarity Committee and other activists. A dual picket line was established to take advantage of a sidewalk on the strip mall's perimeter, in addition to a walkway nearest the McDonald's and an adjacent supermarket entrance. This allowed picketers to attract the attention of high-volume foot and vehicular traffic, distribute informational leaflets, and discuss the merits of a living wage for New York's lowest paid wage workers.

"It's extremely important to make this personal contact," said Fred Pfeiffer, secretary of the Capital District Solidarity Committee. Pfeiffer has been involved with a statewide movement, the Campaign for a Livable Minimum Wage, since its inception nearly three years ago.

"I'm not convinced that COLAs (cost-of-living adjustments) are the way to go," Pfeiffer added. One of the Coalition's original goals was to win legislation that would provide inflation buggers to supplement a raise to \$6 an hour from the paltry \$4.25 presently. It is feared that such a measure would allow New York's legislature to conveniently ignore the urgency of a basic wage increase in the future while serving to quell any fighting spirit from the working class.

"It should be \$8.00 an hour," one union member told the picketers. Many local activists believe \$8 would be a realistic minimum. Political reality, however, and a lack of broad-based support from the AFL-CIO and citizen involvement on the issue makes such a goal extremely difficult to achieve.

Capital District IWW committed to a series of summer pickets to "keep the heat on while the legislature is adjourned" for vacation, according to Corresponding Secretary Greg Giorgio.

"Some people tried to discourage us from undertaking this series of demonstrations while the legislature was not in session, fearing they would fall on deaf ears," Giorgio added. "While it's true that the press seems uninterested in the story right now, we cannot allow the polite niceties of some preconceived political decorum take away our moral autonomy. We'll continue to take this to the streets."

Beyond an actual change in New York

Unionists Attacked in El Salvador

El Salvador's National Civilian Police (PNC) continue to excel at replacing the former security forces as a leader in abusing human rights. The latest in a recent wave of repression occurred July 17th when 50 police in full riot gear tear gassed and fired rubber pellets at members of SETA, the union of state water company workers.

100 workers at the Metropolitan area Water Distribution Center were in the second day of a peaceful strike to demand that management honor promises to provide new uniforms. Many workers currently wear torn clothing including shoes with holes. The contract also mandates the supplying of gloves and helmets as well as other protective gear to workers. Currently workers do not have such protection and the danger of falling pieces of cement (for example) is a real concern.

Other demands included: no firing of workers participating in the protests, no reprisals against strikers, and no loss of pay for the days of the work stoppage. Currently their most pressing demand is the release and return to work of four workers captured by the PNC in the demonstration.

Police attacked the workers after ordering them to open the iron door to the plant. SETA leaders told police they were waiting for an official act, which had already been signed, ordering compliance with the contract, and that they would open the doors in a couple of minutes. Police responded by battering the door in with a truck, launching at least a dozen tear gas canisters and shooting plastic pellets. One tear gas canister was lobbed back at police as was water from a hose and several pieces of cement. Police eventually entered beating their clubs against their shields. The eight wounded were removed and four people were captured. The union responded by pledging to continue the strike until the captured compañeros are released and back on the job.

Please call or fax Hugo Barrera, Minister of Public Security (phone: 011-503-271-5259 fax: 011-503-221-0226) and President Armando Calderon Sol (011-503-271-1555 fax: 011-503-271-0950) to demand the immediate release of Jose Mario Carillo, Jose Antonio Salazar, Jose Oscar Mejia and Juan Antonio Zuniga, captured at the ANDA Metropolitan Department in San Salvador on July 18, and an end to violent police confrontations with peaceful protests.

state law, real action must begin to focus on ways to organize low-wage workers. The IWW provides the kind of structure to build a better, fighting working class. Continued creativity, dedicated to agitating and educating for our common goals, is extremely important.

Capital District IWW will fight for a living wage with additional actions this summer and in the months ahead. Read the *Industrial Worker* for updates on this core issue.

IW Sustaining Fund

Contributions May-July 1995

Tom Materla, Tyler Hill, PA	\$10
Rick Garren, E. Rochester, NY	10
Brad Stuckey, Copley, OH	5
Jim Swierzowski, Amsterdam, NY	5
Leon MacLean, Phoenix, AZ	5
Gary Lawrence, Toronto, Ont.	3
Mitch Rice, Bloomington, IN	2
Salt Lake City GMB, UT	10
Bob Heald, Ann Arbor, MI	50
Susan Jalali, Pembroke Pines, FL	3
Harry Siitonen, San Francisco, CA	20
Bill Rogers, Knoxville, TN	5
Total:	\$128

Many thanks, fellow workers, for your generous support.

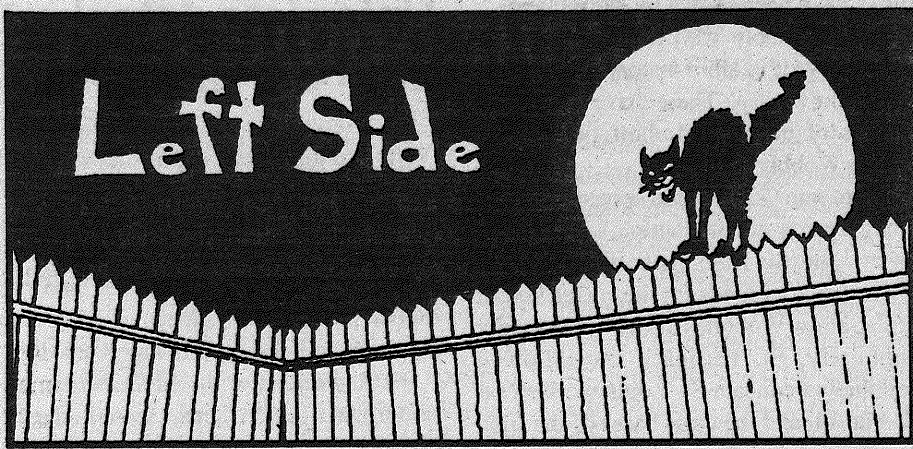
PREAMBLE TO THE IWW CONSTITUTION

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 interests of the working class upheld only by an organization formed in such a way that all 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 the 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.



Reading from the latest issue of *Fifth Estate* it appears that some of our money men have a little to worry about – counterfeiters no less. However, this latest wave of counterfeiting is not your run-of-the-mill variety. A ring of funny money boys in Syria and Iran are giving our home-grown a run for their money, if you will pardon the obvious play on words. It is estimated that they have produced as much as a billion dollars worth of phony C-notes. Uncle's print shop has only produced 300 million of the legit stuff.

These phony C-notes from overseas are so well done that for a while they were being accepted by the Federal Reserve upon being submitted for collection. The boys in the Treasury Department are justifiably uptight, in that the entire integrity of Freedomland's money system can be fouled up if too many of those fake bills are circulating. Needless to say, such is viewed as the worst form of terrorism yet. There is currently a proposed statute in Congress to eliminate the \$100 bill, a favorite of drug dealers and other "off-the-books" entrepreneurs. They suspect a plot by the Iranian government to undermine Freedomland's economy while domestic right-wingers see the proposed abolition of the C-note as a plot to replace traditional money with more easily traceable currency.

Heaven forbid that our respectable entrepreneurs would no longer be able to launder their money!

Since you haven't seen this little tid-bit in your regular daily blurb or on your boob tube, you might want to become acquainted with *Fifth Estate*. It is published quarterly at 4632 Second Ave., Detroit MI 48201. Subscriptions are \$6 for four issues; for those of you who don't have the good fortune to reside in Freedomland, the bite is eight bucks. The editorial policy is anti-authoritarian and they always list their sources. They are quite friendly to the IWW, the current issue has an in-depth article on the Centralia massacre. There is also a lengthy article on resistance against the Vietnam War, not only on the part of protesters here at Stateside, but among the soldiers right in Vietnam who had become less enthused with the adventure over there. It is enough to make one feel optimistic about Freedomland.

Your scribe gives frequent mural tours here in Old Windy to busloads of school kids from around the city and the outlying areas, even to adventuresome suburbanites. (If it makes money, don't knock it!) One of the murals painted by local Barrio kids is painted within the International Peace symbol. The top area shows an intercontinental ballistic missile in space along with a desert scene. At the bottom is an underwater ocean scene replete with the teeming life that is to be found under salt water.

I point out that life on this planet had its inception in the sea and that in the next century with the present explosion of the population, our main source of food supply will come from the sea. Where the land that has for centuries produced our food can only be measured by surface, the sea is a volume where we can think in terms of cubic miles instead of square miles. The sea has the potential of feeding ten times the Earth's population, provided that there be no further underwater pollution, as I point out the panel with the ICBM.

If I am addressing a group of students, I remind them that the future is in their hands and it shall be up to them to undo the damage that past generations have brought about. I tell them, "It's up to you to repair the mess we old goats have left you!"

Today among one of the many appeals for funds yours truly receives in the mail was one from Greenpeace, who happily announce that through their ecological harassment they have prevailed upon Shell Oil to abandon their plans to sink an obsolete oil tank platform into the bottom of the ocean.

Anchored off the Shetland Islands for the past twenty years, it has accumulated tons of sludge that would have visited irreparable damage to marine life, the marine life that our grandchildren will have to derive their nourishment from. The Greenpeace people had to put up with a lot of physical harassment from the oil company, but by doggedly pursuing their campaign they even succeeded in getting some governments to intercede in their behalf. Of course, we all know where governments are collecting their clout from, but when those whom they govern make enough noise, they are known to pull in their horns.

This can be chalked up to progress, as it serves notice to all potential polluters who are looking for an easy way to get rid of their crap. If enough of our species rally behind outfits like Greenpeace, maybe our manipulators will be a little more careful of how much hazardous material they produce. Of course, the surest way of solving the problems those babies infest us with is to build a society where workers have a choice over what and how they produce.

Judging from the phone calls I have been receiving, the recent heat wave in this Windy City has been making a splash on the global news scene. The 100 degree-plus weather has been decimating a bit of the population, mostly those of the Geritol set which yours truly is a member of. It is said that there was a lack of air conditioners, particularly among the elderly, but your scribe does not think that was the sole cause. Our species survived over countless millennia prior to the invention of air conditioners.

One must take into account that we also enjoyed countless millennia of no air pollution. If you have ever tried standing in front of the exhaust of an air conditioner, you will inevitably arrive at the conclusion that said contraption is but another polluter. Parts of this city, due to the overloaded circuits, were without electricity for many hours. Ironically in one of the neighborhoods that suffered a power outage, the denizens there were angered that while they were sitting in the dark with no air conditioners, fans or other creature comforts, with the food in their refrigerators spoiling, the lights at the local baseball park were in full glow. Immer die gelt mach die Welt!

However, most of us do not live by gold and we are quite capable of leading happy lives without ever seeing the stuff. Once we of the producing class sneeze the cobwebs off our brains, we can have a life where we have a say over what we produce and how we produce it, we will be possible to do something about pollution. There is another old German saying, It's a stupid bird that will crap in its own nest!

— C.C. Redcloud

Just Another Word?

A report from a recent conference of unions representing workers in the sugar industry notes that representatives of North American Tate & Lyle workers met with locked-out workers from A.E. Staley (owned by Tate & Lyle) and pledged their support. Unfortunately, for all too many "unions" "solidarity" has become just another word – a pious sentiment expressed on ritual occasions without any intention of following up the noble word with deeds.

After two years, it is more than clear that A.E. Staley is financially strong enough to wait out its Decatur workers indefinitely. Staley has mobilized enough scabs to keep the plant running, after a fashion, and Tate & Lyle is willing to cover the losses from its profits at other operations in order to bust the union. Unless more pressure is brought to bear against Tate & Lyle the workers will ultimately be defeated.

Which brings us back to that meeting of sugar workers' unions. If we accept the truth of the old labor adage that an injury to one is an injury to all, then surely we have an obligation to act in solidarity with our fellow workers – particularly when they are under attack from the very same bosses who exploit us! If Tate & Lyle wants to lock out union workers in Decatur, Illinois, workers at Tate & Lyle's operations around the world should respond by locking out management. Then Tate & Lyle could decide exactly how much it was prepared to lose for the sake of busting unions and destroying workers' lives.

But instead, Tate & Lyle workers continue generating the profits needed to finance union-busting at Staley. "Union" craft workers cross the picketlines to keep the scab plant running. "Union" transportation workers haul raw materials in, and cart the processed corn sweetener out. "Union" communications workers deliver mail to the struck plant and maintain its telephone service. "Union" utility workers keep the electricity and water flowing in. And "union" workers at Coke and Pepsi take the scab sweeteners and use them to manufacture the colored, carbonated sugar water that has somehow become a mainstay of our diet. All the while talking about solidarity.

This, my friends, is not unionism. It's class treason, and it's killing us far faster than the politricks, the bosses, and their suited thugs.

Blinking Before the Bosses

Meanwhile I read in a "socialist" newspaper that recently crossed my desk that New York City hotel bosses "lost their nerve," agreeing to extend their old contract for four days so they could avoid a strike during the highly profitable holidays. Hotel workers had voted to strike against subcontracting plans and other concessions. Most of the hotels did ultimately settle (the radio gave no details), but when management agrees to continue exploiting workers under the old terms for a few days, reserving the right to force a strike once it has been bolstered by the millions of dollars of income (Manhattan hotels are pricy) it took in when workers could have been wielding their economic power to best effect, it's pretty clear who blinked – and who got bonked...

One Big Business Union

As we go to press, the papers report that the United Auto Workers, the International Association of Machinists and the Steelworkers will be merging into one big business union, name and piecards to be announced at a future date. (The process will be dragged out for several years to allow the incumbent piecards time to retire gracefully to their luxurious estates.) Meanwhile, the IAM continues scabbing on UAW members at Caterpillar in Joliet, Illinois.

The merger will reportedly allow the three to reduce expenses on lobbying (for all the good the lobbyists do, it might be easier to simply give the labor skates schmoozing the politricks pink slips), communications and administration, and reduce some of the expensive jurisdictional warfare between the three in their occasional organizing sallies. But what will it do to strengthen workers' ability to fight the bosses at the point of production, to successfully prosecute the class war?

Editor's Notebook

What will it do to re-establish workers' rights to control these "unions" and convert them into fighting working-class organizations?

What will it do to help reach out across national borders, and unite the entire working class in our common struggle for emancipation?

The Right to Nuke

The July 12th *Wall Street Journal* cheers the French military attack on Greenpeace's Rainbow Warrior II to clear the way to explode a nuclear bomb in the South Pacific. "The liberation (sic) of the ship... occurred appropriately enough on the 10th anniversary of French agents blowing up the original Rainbow Warrior" (and killing a Greenpeacer). The *Journal* editors compare Greenpeace to Hitler's storm troopers (though admitting it "doesn't quite present as much of a threat"). Wobblies have little reason to love the union-busting Greenpeacers, but surely this is a tad over board?

What Price a Workers' Life?

The owner of a suburban Chicago factory charged with murder for poisoning Stefan Golub in 1983 with cyanide fumes has been allowed to cop a plea to "reckless conduct." He is to pay a \$1,000 fine, put in 100 hours of community service, and not kill any more workers for at least six months. Michael MacKay, owner of the now-defunct Film Recovery Systems, had been charged for murder along with two supervisors (they served a couple years in jail) for knowingly putting FW Golub in a lethal situation. MacKay had fled to Utah to avoid prosecution.

Meanwhile, the Occupational Safety & Health Administration reports that it had cited a Warsaw, Indiana iron foundry 29 times for safety violations between 1982 and June 22, 1995, when an iron furnace exploded, injuring 19 workers, five of them critically. Dalton Foundries was charged just \$10,425 for the 29 violations. OSHA says Dalton's safety record is "a little better than average" for the industry.

Bosses Kill 500

The boss press has been filled with accounts of the tragic deaths of some 500 people in Chicago, which is being blamed on a heat wave. There's no doubt it's been a tad warm here in the Windy City these past couple of weeks. And yet very few of those dying from the heat seem to have lived in Chicago's Gold Coast or in the high-priced suburbs that ring the city or in the luxury condos that line the lake-front. Rather the dead lived in the slums and sub-standard housing reserved for those of us who must work for a living or, having devoted the better part of our lives to making the bosses rich, have now been retired to a life of poverty.

They died because they lived in housing without proper ventilation, or in neighborhoods so dangerous that they dared not open the windows. They died because they lacked access to proper medical care, because their electricity had been cut off when they couldn't afford to pay for it. They died because under capitalism there was no profit in keeping them alive.

The heat didn't kill them, capitalism did.

— Jon Bekken

Free Mumia

continued from page 1

by Leonard Weinglass, one of Mumia Abu-Jamal's attorneys, to several hundred supporters following a hearing where Judge Sabo, the same judge who sentenced Mumia to death, refused to acknowledge that he had been railroaded:

"We were hoping, after 13 years of hell on death row, and after an exhaustive investigation, and work by a team of attorneys, after we completed 500 pages of legal documents, affidavits, exhibits, citations of case law, that finally we would give Judge Sabo... an opportunity to rectify a wrong that was done 13 years ago.

"They're on a railroad schedule. They don't want to hear this evidence... they don't want to compel the district attorney to come up with the evidence that they've suppressed and hidden..."

"But, sadly, I'm here to tell you that we received nothing but a replay of what happened in 1982. A judge who refused to acknowledge his own wrongdoing, turned coward and covered up when it was brought to his attention, who refused to follow the law that we set forth before him, and who followed, chapter and verse, the requests of the district attorney's office which included the most grotesque statement I've ever read in a legal document, that execution in America today does not constitute an "irreparable injury" to the person executed!

"There can be no resting at this point... We're going to have to stay together and stand firm. We're not going to allow this judge, this court, to repeat the same process they followed in 1982. If we have to, we will go to higher courts until we get what we're looking for. We are not asking Judge Sabo to release Mumia. We are not asking the governor to pardon Mumia. We are asking for a trial, a fair trial, and if we get that, then there is no question, no question in my mind, that Mumia will be, as he should have been in 1982, acquitted of these charges.

"I don't want to go into the evidence, but I did mention some of the points before the judge. Point No. 1: Mumia's gun was found at the scene; it was a .38 calibre weapon, but the bullet that the medical examiner removed from Officer Faulkner was a .44 calibre bullet... And you cannot fire a .44 calibre bullet with a .38 calibre gun — that fact was never told to the jury!

"Point No. 2: They say Mumia confessed to the shooting of Officer Faulkner. But the officer who was with him that night filed an official police report in which he said, "The male negro made no statements." But the jury never heard that! Because the police sent that officer on vacation during the trial and he was unavailable, and Judge Sabo refused a continuance so he could be brought in.

"One of their key eyewitnesses was a young man who was convicted of throwing a Molotov cocktail into a public school for pay! That fact was never told to the jury, because Judge Sabo ruled it didn't go to his character, if you can believe that. And so, when you go point by point through this record, through this case, with what we now know, we know that Mumia would be acquitted of these charges, was innocent of these charges from the start.

"But what are they doing? They're doing the same thing... They're on a railroad schedule. They don't want to hear this evidence, they don't want to compel the prosecution to answer our papers, they don't want to compel the district attorney to come up with the evidence that they've suppressed and hidden...

"The police department of the city of Philadelphia in 1979 became the first police department in the history of the United States to be sued by the federal government because the police department was out of control, in terms of its brutal harassment of the Hispanic and the African-American community in Philadelphia, and because of the manner in which it deals with witnesses and treats evidence....

"But I want to finish with this: it's not going to happen. It's not going to happen because you're here, and because there are tens of thousands like you around the country. It's not going to happen because 300 people were arrested in San Francisco protesting this case. It's not going to happen because there are two lawyers here from Japan, and there are two lawyers here from Germany; it's not going to happen because the consul general of Italy called me on the telephone, saying the Italian government in Rome wants an explanation as to what's happening to Mumia Abu-Jamal. It's not going to happen because the ANC in South Africa has voted a resolution committing the ANC to Mumia's case, and to Mumia's side. It's not going to happen because labor unions across the United States are not merely passing resolutions, but passing the hat, and seeing to it that Mumia now has the money for an investigation, and the resources to see this case through to completion."

As the *IW* goes to press Judge Sabo is continuing hearings to review the proof that Sabo unfairly convicted Mumia Abu-Jamal. Sabo has refused to grant a stay of execution, but has indicated he might do so if the execution date arrives before he reaffirms his decision that Jamal should be murdered.

Support Continues to Grow

In Burlington, Vermont, 15 protestors were arrested July 30 during a spirited demonstration at the National Governor's Association's annual conference. It was the second day of protests targeting Pennsylvania Governor Ridge. The protest began with a march from Burlington's City Hall to the Sheraton, where the governors are holed up. Protestors, including many Wobblies, travelled from St. Louis, Philadelphia, New York, Montreal, Ontario and Boston. The 15 were arrested as they surged over a row of hedges in an attempt to cross police lines and enter the hotel. They were tackled by police and charged with unlawful trespass.

While President Clinton was addressing the governors July 31, eight people were arrested during an attempted road blockade. Police dragged the arrested protesters over the road into the Sheraton grounds where they were thrown into the back of a rental truck. One protester had to be taken to the hospital for treatment. Other protesters were maced as was a NBC affiliate cameraman.

July 22nd, more than 2,000 people demonstrated in Berlin. 200 protestors, including several Wobblies, rallied in Ottawa, Canada, to demand a new trial for Jamal.

In Dublin, the Workers Solidarity Movement and others have distributed some 10,000 leaflets about the Mumia case, sponsored a 100-person-strong picket of the US embassy, and won the endorsement of a number of prominent people including folk singer Christy Moore and Irish Congress of Trade Unions president Phil Flynn.

Ann Arbor Wobblies joined a July 28 march to the Federal Building. The 60 marchers chanted loudly the entire way despite their modest numbers: "Free Mumia, Stop the Execution!" and "They say death row, we say hell no!" and "an injury to one is an injury to all, free Mumia Abu-Jamal!" This was one in a series of weekly Mumia demonstrations in Southeast Michigan.

One hundred people rallied in Lansing, Michigan, July 29th, listening to speeches and a tape of Mumia, following a two-mile march through the downtown district.

Seventy activists demonstrated July 29

August 17th, 10 p.m.

August 17th, 10pm... only 18 days and 11 hours away as I write this, much closer by the time you read it. August 17th, 10pm

At a rally in Lansing Michigan yesterday a speaker asked: If we had known the date that Malcom X was going to be killed, would we have stopped it? If we had known when Martin Luther King was going to be killed, would we have stopped it? If we had known when Black Panther Fred Hampton would be shot in his bed, would we have stopped it? We know when Mumia Abu-Jamal will be killed, August 17th, 10pm. Will we stop it?

Can't attend that rally for Mumia because there's a party that night? After August 17th, 10pm Mumia will be able to party no longer, unless we stop it. No time to fax a protest to Governor Ridge because you have to write a paper for a class?

from the desk of...

Mumia will be able to write no more, the voice of the voiceless will be silenced after August 17th, 10pm unless we stop it. You can't be in Philadelphia for a national demonstration on the 12th because you can't afford it, because you have to work? Of course there are legitimate reasons for not taking the time. But consider carefully whether whatever you are doing cannot be put off until after August 17th at 10pm, whether what you are doing is more important than a human life. Because if we don't stop the execution, there will be no August 18th for Mumia. August 17th, 10pm.

More people are taking the time every day. My email overflows with reports of demonstrations over the past weekend in Toronto, Salt Lake City, Ann Arbor, Burlington, Lansing, Detroit, and not all the reports are in yet by a long shot.

Mumia's response:

From: Mumia@aol.com

July 29, 1995

National Action: Demonstration

Solidarity Statement from Mumia Abu-Jamal

How do you say 'thank you' to thousands, perhaps tens of thousands of people who you don't know? How do you communicate such thanks to these many people, some, indeed most who you have never seen?

There comes a time — like this one, where one has to admit — I don't know how to do so. I just hope this will do for some:

From my clan of blood and spirit, I send my thanks far and wide — on the winds, like a winged prayer of Love. Thanks to you, the forces of resistance are no longer silent; we are a leading chorus in the Song of Life. Your call echoes across continents. The call 'Sabo must go' resonates like summer thunder from coast to coast.

Thanks to you, radicals, lawyers, academics, everyday folks, we are growing. Who knew that such a deep and wide anti-death penalty presence lay silent? Groups like the Bruderhof (who I playfully call 'The Blue People' pepper our movement with their peaceful presence, reserved yet committed foes of the Death Lust that stalks America.

My thanks to you all. We are growing! We shall win!

Ona Move! Long Live John Africa!

Mumia Abu-Jamal

No, Mumia. Our thanks to you, for showing us the meaning of strength and courage, for showing us the importance of putting aside our personal quarrels to all work together against the common enemy, for your strong beautiful words, for waking us up, for getting us once again on a move.

Long Live Mumia Abu-Jamal!

Our brother, our fellow worker, our comrade.

August 17th, 10pm. Don't let it happen!

— Fred Chase, IWW General Secretary-Treasurer

on the steps of the Federal Courthouse in Salt Lake City. Speakers from the IWW and Food not Bombs drew parallels between Mumia's case and those of Joe Hill, Sacco and Vanzetti, and the Haymarket Martyrs, all of whom were framed on criminal charges because of their political activities. Another protest is planned for August 12th at the Salt Lake Federal Building, in conjunction with the national demonstration being held in Philadelphia

Among unions (besides the IWW) supporting Mumia Abu-Jamal are the ILWU, the Alameda Central Labor Council, New York City's 1199 health and hospital workers union, AFSCME Local 1199C (Philadelphia), AFSCME Michigal Council 25, Chicago locals of the Amalgamated Transport Union, the Canadian Auto Workers, the Canadian Union of Postal Workers, the Metro Toronto Labour Council, and the Congress of South African Trade Unions.

US Attorney General Janet Reno has the power to issue a stay of execution and initiate an investigation into the case. Her fax number is: 202/514-4371. Her address: Main Justice Building, 10th and Constitution Avenue, Washington D.C. 20053

Puerto Rican Unions Pledge General Strike

The Labor Organizations Committee — which includes the Concilio General de Trabajadores, the Central Puertorriqueña de Trabajadores and the Federacion del Trabajo and several independent unions — held an important delegate's Assembly July 22 to protest labor law amendments approved by the government which drastically reduce workers' rights. Some 1,200 delegates from 50 unions unanimously voted for a general strike, the date of which has not been publicly announced. This ratifies a June 25 general strike vote by 150 labor leaders.

The Assembly ratified an 18-month plan which includes protests against the governor, legislators, tourist hotels and big business in general, which has been behind the so-called "Labor Reform." Among the goals of the campaign are repeal of the anti-worker legislation recently approved and a halt to the attack on workers' rights.

Delegates also approved a resolution

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Starbucks Coffee Agrees to Respect Labor Rights

In response to grassroots pressure from across North America, Starbucks Coffee recently announced that it will adopt a "code of conduct" to protect the rights and working conditions of workers on plantations where they buy their coffee beans.

"Starbucks' decision has the potential to significantly improve the lives of millions of coffee workers throughout Central America," said Rev. John Boonstra, Executive Minister of the Washington Council of Churches. Since the U.S. buys one-third of the world's coffee, this first step establishes a principle of potentially global importance.

Starbucks, the U.S.'s largest gourmet coffee company, was the target of a campaign initiated by the U.S./Guatemala Labor Education Project (U.S./GLEP) to persuade coffee companies to take responsibility for conditions under which the coffee they sell is grown and harvested by setting minimum standards for wages and working conditions that must be met by plantations from which they buy coffee. U.S./GLEP pressured Starbucks to adopt a code of conduct ensuring that workers are paid a living wage, provided with health and safety training and equipment, have decent housing, are not subject to discrimination and that their basic worker rights are respected.

As in much of Central America, working conditions in the agricultural sector in Guatemala are even worse than the industrial or maquiladora sector. Death threats, disappearances, kidnappings and murder are the common reward for those trying to organize even for legally guaranteed rights.

A recent wave of land occupations by peasants in the countryside are an indication of the persistent frustration of workers and farmers with conditions. Some of the occupations, such as the one by K'ekchi farm workers in San Pedro Carcha, Alta Verapaz, are focused on the demand for payment of back wages or for payment of the legal minimum wage.

After consultations with agriculture workers, unions and campesino organizations in Guatemala, U.S./GLEP initiated the Starbucks campaign as a way to address some of these basic injustices.

The Starbucks Campaign

The success of the Starbucks campaign can be traced back to three primary factors: an appropriate target, a simple but multi-pronged strategy and the enthusiastic participation of committed people around the country.

The Target: Starbucks Coffee Company is the U.S.'s fastest growing gourmet coffee company, with over 500 stores in the U.S. and Canada in 1994 and 200 new stores planned for 1995. Profits are also jumping: they doubled between 1991 and 1993, and exceeded \$10 million for 1994. As a publicly owned company, it is susceptible to shareholder pressure. Starbucks stores often front sidewalks, which are public property, in high foot-traffic areas, making them perfect sites for leafletting.

Starbucks prides itself on being a socially-responsible company, contributing to dozens of non-profit groups in Seattle and elsewhere. On their take-out cups, Starbucks often prints the message "Caring For Those Who Grow Our Coffee," a reference to the fact that they are the largest corporate donor to the international aid agency CARE. Since Starbucks promotes this image of themselves, they can be pressured to live up to it. And there is a broad spectrum of people interested in pressuring Starbucks, including supporters of local coffee shops and roasters, who are threatened by the competition, environmental groups, who want Starbucks to promote organic coffee farming and union activists, who are concerned about Starbucks being non-union.

The Strategy: U.S./GLEP built the Starbucks campaign in several stages in order to develop focused and sustainable pressure for a code.

1) Approach the company initially in a non-confrontational way. In July, 1994, at the suggestion of U.S./GLEP, leaders of religious, environmental and labor organizations in Washington state requested a meeting with Starbucks to discuss a proposed code of conduct, using Guatemala as a pilot project.

2) Build grassroots support in Starbucks' home town and other cities with Starbucks presence. U.S./GLEP approached local solidarity committees, religious and labor activist groups and peace and justice centers around the country to ask for their support in a nationally coordinated educational leafletting of Starbucks stores and letter writing in support of the code of conduct. An especially strong group came together in Seattle to form the Seattle Coalition for Justice for Coffee Workers, which coordinated grassroots work in Starbucks' home town. These local groups proved most effective in generating crucial media interest in the campaign.

3) Enlist shareholder and investment support. Since Starbucks is a publicly owned company, sympathetic shareholders and socially responsible investment companies were approached to exert pressure on the company in favor of a code. The Interfaith Center on Corporate Responsibility (ICCR), which coordinates the corporate responsibility work of 275 religious investors with US \$45 billion in assets, was the primary resource for this approach. ICCR distributed Starbucks campaign information to its member organizations, many of which wrote Starbucks in support of a code of conduct. ICCR and others also helped identify shareholders willing to attend Starbucks' annual meeting to raise the issue.

4) Establish institutional and organizational backing. Lisa Haugaard, legislative coordinator of the Latin America Working Group worked closely with the Network in Solidarity with Guatemala and the Alliance For Responsible Trade to collect over 60 signatures of organizational representatives on a letter to Starbucks urging them to adopt a code. Groups signing on to the letter ranged from AFSCME to the National Consumers League and the U.S. Jesuit Conference. And in western Canada, the Christian Task Force on Central America met with trade union federations and elicited very strong letters in support of the code from the Canadian Auto Workers and the British Columbia Federation of Labour.

The Campaign: Starbucks gave the grassroots campaign its kick-off by declining the request to meet with the group of Washington religious, environmental and labor leaders. Starbucks CEO Schultz said in an August, 1994 letter that Starbucks' contributions to the international aid agency CARE fulfilled its obligations to workers who produce the coffee it sells in the U.S.

Having this non-confrontational approach completely rejected set the stage for the grassroots campaign. The kick-off was set for December 3. With the help of comprehensive campaign materials containing

background information and action guidelines, local organizers were able to mobilize hundreds of people to leaflet over 20 Starbucks stores in 13 cities.

Five days later, the company contacted U.S./GLEP and asked to meet. At a Decem-



ber 16 meeting in Seattle the company agreed to reconsider the issue.

The first round of leafletting generated a lot of enthusiasm from activists looking for tangible ways to promote their convictions. In many communities people decided to go out on subsequent occasions to do leafletting and spread the word about the movement for justice for coffee workers.

During this time Starbucks began responding to public inquiries about the campaign demands by stating that they were studying the possibility of adopting a code of conduct and identifying what criteria would be included, while at the same time raising new objections to doing a code.

In the meantime, the campaign was receiving substantial media interest, with inquiries from the *Wall Street Journal*, CBS News, the *Washington Post* and the *Chicago Tribune* as well as movement media such as Pacifica radio, the *Progressive*, GNIB's *Report on Guatemala* and the *San Diego Review*. About half of the leafletting events on December 3 obtained local press coverage. The movement media coverage was crucial in spreading the word to interested activists, who were quick to respond and get involved in the campaign. Well-organized local campaign support committees were able to plug people into concrete actions like leafletting and letter writing.

A second round of coordinated action was set for February 11, four days before Starbucks' shareholder meeting.

Concern at this impending groundswell of consumer activism may have finally prompted Starbucks to fax a letter to U.S./GLEP just hours before leafletting was to begin. While the letter stated that Starbucks had agreed to the campaign demand to adopt a code of conduct, it was too late to stop the dozens of actions around the country.

By the end of the day, activists in over 25 cities throughout the United States and Canada handed out leaflets at over 75 stores in support of dignity and justice for Guatemalan coffee workers.

At the shareholder meeting itself, new tactics were used to promote the code, given Starbucks' February 11 letter U.S./GLEP. The Seattle Coalition for Justice for Coffee Workers handed out announcements con-

gratulating Starbucks on their as-yet unannounced decision to adopt a code. This piqued the curiosity of shareholders as well as the media. Inside the meeting, sympathetic shareholders were ready to draw attention to the code, should Starbucks fail to. And in the end it did come down to one of these campaign supporters asking about the code in the question and answer period before Starbucks' CEO Howard Schultz publicly announced the ground-breaking decision to adopt a code of conduct for suppliers of green coffee beans.

The announcement created a sensation in the Seattle media and was prominently covered in both local dailies.

Afterwards U.S./GLEP met with Starbucks executives to discuss details and next steps. The company said they will convene an advisory "team" to research and formulate the elements of the code. This team will be made up of people from within Starbucks as well as others from independent organizations, including U.S./GLEP. While the details of the code have yet to be worked out, Starbucks said that it will address and seek to resolve the issues that the campaign has raised as most important, namely a living wage, freedom of association, discrimination, and health and safety standards. The company committed itself to put out a draft of the code by the week of August 20.

The work of the campaign isn't yet over. Developing and implementing the code will be a difficult process. There are no such existing codes in the agricultural sector and the particularities of coffee growing, harvesting and marketing pose challenging obstacles in the way of a strong, enforceable code. But the public awareness and grassroots organizing that has been developed in the course of this campaign ensure that reviving grassroots pressure remains a ready option if it turns out that the important issues are neglected or slighted.

Despite Starbucks' commitment, it will be some time before Guatemalan workers actually have more to eat at the end of the day. Nonetheless, important progress has been made. In four months, activists successfully mobilized hundreds of people to pressure a prominent international corporation to respect workers' rights. This grassroots organizing played the critical role in convincing Starbucks to commit themselves to principles that will eventually mean concrete improvements in working conditions for coffee workers around the world. Longer term, this principle has the potential to change the way U.S. companies do business in Third World countries. This campaign is also a reminder of how much can be accomplished in the U.S. in support of those struggling for justice and self-determination in other parts of the world.

By Erich Hahn and Stephen Coats
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Boycott Finca Irlanda Coffee

The German Free Workers Union (FAU) has called a boycott of coffee from the Mexican firm Finca Irlanda based in Chiapas, near Tapachula. The owner, a German man called Peters, and his family have exploited the indigenas and farmworkers since the 1920s. They export it to West Europe and the USA.

Workers are paid only the minimum wage of 18 Pesos minus 3 Pesos for 1 kilo food a day. And in Germany they sell the coffee through the alternative structures of food coops, bio-shops, etc. with the taste of "social coffee"!

Russian Miners collapse from hunger

In the coal-mining centre of Partizansk in the Maritime District of Russia's Far East, most miners go to work with nothing more than bread and sugar in their lunchboxes. From time to time miners collapse on the job from hunger. Most workers in the district's coal industry have received little or no pay since April.

The wage pay-out in April was the first many miners had received since December, and was achieved only by a bitter ten-day strike. Now the industrial temperature in the Maritime District is rising again.

Labour struggles in the coal towns of the Russian Far East have followed a seasonal rhythm in recent years. Summer is usually among the quietest periods, as miners turn to a semi-peasant existence, growing potatoes, cultivating and preserving green vegetables and gathering berries and mushrooms in nearby forests. The peak of militancy arrives in late winter and spring, as the stored food supplies are exhausted and the payment of wages becomes critical if workers and their families are to survive.

But this year the Maritime District has been caught in an intensified cycle of debt non-payments. As a result, industrial militancy in the coal settlements is on the boil even amid the distractions of summer.

Coal miners are far from being the only workers in the Maritime District whose wages go unpaid. But it is not surprising that

Indonesia Garment Workers Strike

Two days of strikes and rallies, organised jointly by the newly formed independent trade union, the Centre for Indonesian Labour Struggle (PPBI), and Student Solidarity for Democracy in Indonesia (SMID) brought production at PT Great River Industries' (GRI) factories in Cibinong and Cukarang to a stand-still.

GRI holds the manufacturing and distribution licences for well-known brands including Arrow, Kenzo, Benetton, Disney, Donna Karan, Swatch and Triumph. In 1994 it posted a net profit of US\$4.72 million, a 21% increase on the previous year.

Protests began early on the morning of July 18 when 6,000 mostly women workers arrived at the Cibinong factory and formed a picket line.

The workers' demands included a minimum wage of \$2.25 a day, menstruation and annual leave, meal and transport allowances, uniforms and the freedom to organise. Their requests for direct negotiations with management were rejected outright; workers were told to channel their demands through the government-controlled All Indonesian Workers Union (SPSI). But when representatives from the Department of Labour and SPSI attempted to address workers, they were shouted down with cries of "SPSI is impotent" and "you take bribes."

The crowd, which had swelled to 13,000, marched to the regional Bogor parliament some six kilometres away. Despite attempts by plain clothed intelligence agents to harass and intimidate the marchers, they reached the parliament where they forced their way onto the grounds through 100 anti-riot police in full gear. When protesters attempted to force their way into the building, they were attacked by police; in the ensuing scuffle a number of protesters were badly injured and several arrested.

Still failing to disperse the crowd, which had now entered the foyer and begun singing the national anthem and chanting slogans, troops became increasingly violent. But it was not until an hour later, after it had become clear that negotiations would not be possible, that the demonstration was finally called off. Eighteen people were arrested, but have now all been released.

it should be the miners who have hit back hardest against the authorities. In Soviet times, the hardships of miners' lives – 60 per cent of the people of Partizansk still live in barracks-type dwellings – were partly compensated by some of the highest wages in the country. Now the buying power of miners' wages is a fraction of what it was, even when these wages are paid.

Coal miners in the Maritime District have also had to watch their industry decay due to lack of investment. Since 1987 output in the mines has fallen by almost half. From having a thriving export trade with Japan, the district's coal industry has declined to the point where coal is freighted in at heavy cost from other regions of Russia.

Most of the coal mined in the Maritime District is used for electricity generation. But the regional electricity generating firm, Dalenergo, argues that it cannot meet its bills for coal because of non-payments by its own customers.

But not all the problems have their source in Moscow. Much of the federal money that is supposed to help support the energy sector in the Maritime District has to pass through the administration in the district centre, Vladivostok, one of the most corrupt in Russia.

Even if funds reach the bank accounts of the coal and electricity firms, there are no guarantees that workers will be paid. Managers of these firms are notorious for hanging onto state credits and subsidies and using them to finance an almost unbelievable variety of commercial dealings.

Late in 1994, *Moscow News* reported, Dalenergo received 100 billion rubles from the Russian finance ministry – and promptly lent 25 billion rubles to a joint venture which used the money to buy 14,000 tons of chicken legs. Last spring, the Maritime District department of the federal treasury and the local prosecutor's office conducted an audit to discover the fate of budget funds that had been directed to Primorskugol, the state-owned coal firm that is a major shareholder in most of the mines of the district. The audit concluded that nearly 18 billion rubles (about US\$4 million) allotted for solving miners' social welfare problems had been used to grant interest-free loans to leading personnel to pay for their children to attend private schools in Russia and abroad, and as start-up capital for new private companies.

Late in March, miners' anger reached flash point. In one of the Partizansk mines, 27 miners refused to surface and began a

Chinese Workers Under Attack

The Hong Kong-based group April Fifth Action issued the following appeal to denounce the assaults made by the Chinese Government against political activists, especially workers, in China:

"The activists in China have put up a heroic fight in the last couple of months. There have been workers protests, petitions and press conferences. These are signs that the Chinese Democracy Movement has made important progress since the June 4th crackdown six years ago.

"Because of this, the Chinese Government has stepped up its repressions, for fear that the Movement might present a serious threat when social discontent and unrest have been building up for the last two to three years. Dozens of organisers have already been arrested in the past few months, among whom are Wei Jin-sang, Wong Dan, Lau Nin-chun and Chan Chi-ming, just to name a few prominent ones.

"The Chinese Government has been especially brutal to workers who organise union activities. Three workers in Shencheng, just across the border of Hong Kong, were arrested last year for organising unions and distributing handbills. Uncon-

hunger strike. On April 6 a near-general stoppage of the district's coal sector began. The strike ended only on April 17, after the federal government advanced money to allow workers to be paid their wages for the previous four months.

In the months since April, promises by the federal and district authorities to ensure regular funding for the Maritime District coal industry have proven worthless. The Moscow daily *Segodnya* reported July 11 that in the previous two months Dalenergo had not paid its coal suppliers a single ruble; the electricity generating firm explained this by pleading that instead of a promised 250 billion rubles in government subsidies, it had received only 90 billion.

One of the main government responses to miners' problems has been to draw up a program of mine closures. True, the authorities have accepted the need to restore the region's self-sufficiency in coal supplies; the closure of eight mines is supposed to be offset by the development of nine new open pits. But will the investment capital needed for these pits make it past the budget-cutters in Moscow and the embezzlers in Vladivostok?

The outbreak of fresh strike battles on the coalfields of the Russian Far East now seems guaranteed. While the focus of these struggles will be the payment of wages, the miners will not neglect the political implications of their fight, especially as the elections draw near.

by Renfrey Clarke

Black labor activist charged with terrorism

Deacon Alexander, an African American activist in Los Angeles, has been arrested and charged with terrorism and extortion in relation to labor organizing. Alexander is part of the L.A. Unemployed Council, which has been going around to construction firms and trying to get them to hire African Americans. The charges are apparently in relation to this activity. Bail was initially set at \$185,000, although it may have been reduced at a preliminary hearing under way at IW press time.

This would appear to be the first time in several years that anyone has been charged with terrorism for labor organizing (at least in the US), perhaps in an attempt to implement the terrorism statutes of the new Clinton 'anti-crime' bill.

firmed reports said that they were sentenced to long prison terms..."

In June 1993 Li Wen-ming and Kuo Le-zhuang initiated a program to educate workers about the poor labour conditions in the numerous factories in ShenZeng. In August, they started a Workers' Evening School, which attracted hundreds of workers to attend the courses. Then they planned to establish an independent trade union called the "Union of Labourers". (In China, independent unions are not allowed. There is only one union – the Official Trade Union controlled by the CCP).

In October 1993, under pressure from police, they fled to Beijing. But they returned in early 1994, and resumed their efforts. They were arrested in April 1994, and are still being held although no charges have ever been brought.

April Fifth Action appeals to unions and workers to send protest messages to the Chinese Government to demand for the release of these activists who did nothing but exercise their freedom of speech and the right to associate. Please send protest letters to the Standing Committee, National Peoples' Congress, Beijing, China.

Chiquita Attacks Banana Workers

More than 100 banana worker families are threatened with imminent eviction from their homes due to the intransigence of the fruit company Chiquita Brands and the Honduran government's fear of offending transnational capital.

In June 1994 the 6,000-strong banana workers' union went on strike against the Tela Railroad Company, subsidiary of Chiquita Brands. In the face of 30% annual inflation the company was offering only a 3% wage increase. After a long harrowing strike in which the government took the side of the company, the workers finally settled for a 9% increase.

Midway through the strike Chiquita decided to close four of its 26 banana farms, supposedly because they were unprofitable.

Over 800 permanent workers were given the choice of moving to other farms or receiving severance pay; hundreds of "casual" workers were simply abandoned. Since each of the four closed farms had long-standing communities within their bounds, many of the workers, both permanent and "casual," resisted the attempt to relocate them and to destroy the communities. The communities were effectively small towns of about 200 families each, with their own schools, churches and other social institutions. The fruit company claimed the right not only to close down its banana operations but to uproot and obliterate the four communities which for half a century have existed on its "property."

An insecure truce was arranged with three of the four communities, but residents of Tacamiche decided to challenge the company. Organizing with the help of the Central Nacional de Trabajadores del Campo (CNTC), the 460 inhabitants remaining in Tacamiche have gathered documentation challenging the company's claims to absolute rights over the property. In the first half of this century United Fruit (earlier incarnation of Chiquita Brands) wielded more power than the national government here in Honduras and consequently swallowed up huge extensions of valuable land for its banana plantations. The 3300 hectares of which Tacamiche is a part were bought by the company in 1936 for one dollar.

Throughout the conflict the government has taken the side of the company, insisting that the lands are private property of the company and that the hundreds of residents have no option but to be relocated elsewhere. Eviction orders have been issued already, but have not yet been executed.

We send out a plea for solidarity with the 460 residents of Tacamiche who are face-to-face with a transnational fruit company whose annual sales exceed the gross national product of all Honduras. Chiquita executives should be urged to seek a negotiated and just settlement with the residents of Tacamiche. *At the very least, the residents should not be evicted from the camps which have been their home for decades.*

Please call Chiquita Brands at 513/784-8000 and ask that their subsidiary the Tela Railroad Company in Honduras Stop the eviction at Tacamiche.

DID YOUR AUG. IW ARRIVE?

Our August issue was mailed July 10th. As this issue goes to press, it appears that no one in Chicago has received the paper. However, it has been received in many parts of the country. Please drop us a line if your copy was unusually late in arriving.

SUPPORT THE WORKERS' PRESS — Contribute to the IW Sustaining Fund

AFL Piccard Race Heats Up

The normally closed-door process of choosing a new AFL-CIO president is looking more and more like a political campaign. Thomas Donahue, the AFL's secretary treasurer who wants to succeed outgoing president Lane Kirkland, has hired veteran Democratic campaign advisers Tad Devine and Bob Shrum as consultants. Devine said they will advise Donahue on setting up a campaign office and honing his message to workers (which he has little experience doing).

The challenger, Service Employees International Union President John Sweeney, claims to hold 56 percent of the votes that will be cast at October's convention.

But he is taking no chances. Sweeney has rejected Donahue's proposal that the two conduct a series of debates at state and local AFL-CIO federations and before officers of AFL-affiliated unions. Donahue had proposed a format in which local and national union officers could ask questions, and suggested that videotaped copies of the debate be made available to all affiliates.

Sweeney agreed to debate only if debate would be limited to four topics, audience members would not be permitted to speak for themselves (instead a moderator would sift through written questions submitted in advance), and Donahue agreed not to seek to replace outgoing President Lane Kirkland on an interim basis pending the election. Sweeney also declined an offer from National Public Radio for a nationally broadcast debate.

While Sweeney seeks to position himself as a reformer in the AFL-CIO leadership race, he has no history of supporting reform in his own union, which he has led for several years.

Meanwhile, some unionists are expressing surprise at United Mine Workers President Rich Trumka's comments about his experiences while on strike, voiced at a rally in Decatur, Illinois. Trumka, who is running for the AFL's number 2 slot with Sweeney, worked a few summers in the mines to put himself through law school, joining the union's staff upon graduation. The UMW declined to provide the *Industrial Worker* with a single instance of a strike in which

Staley Workers Reject Surrender Proposal

UPIU local 7837 members have voted to reject the company's terms for a new contract to end the two-year-old lockout. Nearly all of the union's members voted after several days of discussions, with 57 percent voting to reject the surrender pact. Local union officers opposed Staley's offer, which would have required workers to work 12-hour shifts rotating between days and nights every week, and was in many ways even worse than Staley's "final offer" when it began the lockout.

The two-year contract proposal provided for a 90-cent pay increase over two years, bringing the base rate to \$14.50 per hour. Of the 40-some union activists charged with offences during the dispute amnesty would have been provided to all but six, whose cases would have gone to binding arbitration. Of the 760 locked-out workers, 350 would have returned to work. The others would have received severance pay starting at \$8,000 for those with less than 10 years of service, rising to \$30,000 for those with 30 years. The proposal also sought nearly unlimited sub-contracting.

In mid-July the US Justice Department announced an investigation of price-fixing by Staley and Archer Daniels-Midland (ADM), which has been helping Staley meet contracts throughout the strike.

Trumka participated.

Donahue, however, has direct experience of picket lines, having gone to court to secure a Taft-Hartley injunction against The Newspaper Guild when they struck the AFL's Food and Allied Service Trades department. Donahue objected to crossing picket lines, and therefore secured an order limiting pickets to a side door.

AFL-CIO members will not be permitted to vote in the election, or to participate in any way in the decisions that will affect how their dues monies are spent. Instead the decision will be made through a process even less democratic than that used to elect US presidents.

AFL-CIO Business Unionism Must Go

As our AFL-CIO union officials climb the corporate ladder of "business unionism" into the land of golden parachutes, they further separate themselves from the working class with each rung of the way. For the most part they have elevated themselves among the "middle class" that President Clinton is always talking about. So really!, how can the middle class truly represent the working class?

Considering the hundreds of millions of dollars in per capita tax and COPE dollars that flow to the AFL-CIO office and the national unions inside the beltway of Washington, D.C., and considering the army of union officials stationed there with their aide-de-camps we, the working class, without a doubt should have the most formidable lobby of all lobbies. However, this vast expenditure of money and man power as been **One Big Flop**.

A case in point. The law states that the United States shall carry its share of commerce in American flagged ships. Over the years our union officials, confident that "friends" in Congress would protect the status quo, let the maritime industry slide down the tube. This meant the loss of hundreds of thousands of jobs. Their only response, "We must get out the vote and keep our friends in office." No amount of hardships heaped on the working class faze these people. These pie-cards have sold out the working class so completely that even the capitalist press asks "Where is the voice of protest?"

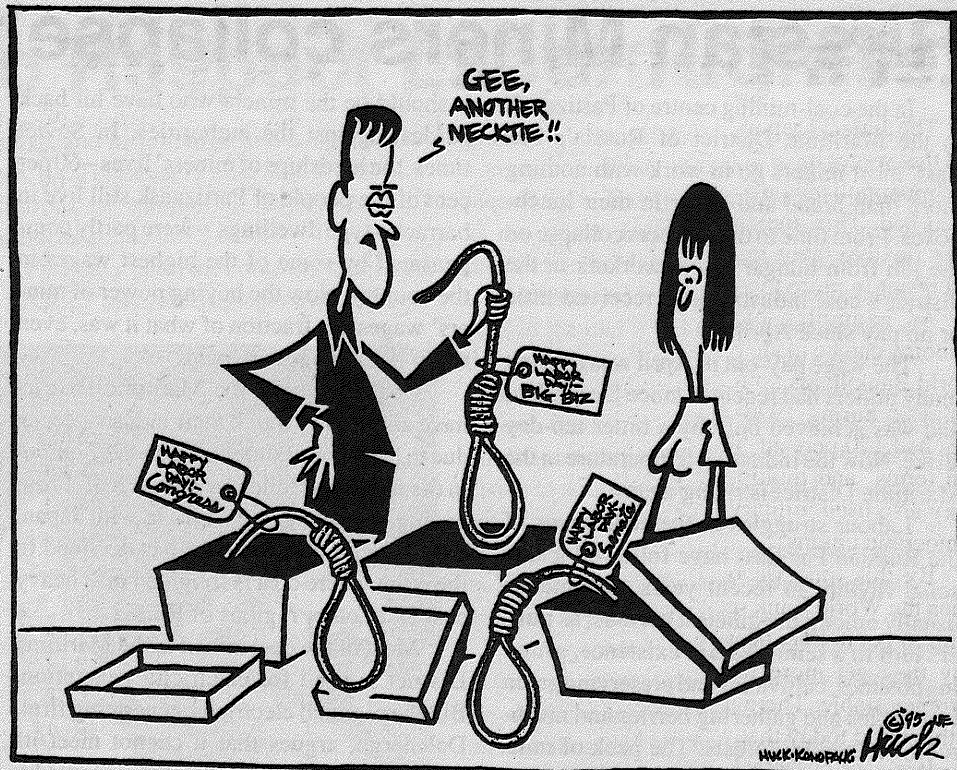
So how do we rebuild the house of labor? The dilapidated structure of the AFL-CIO is in need of major repair. It is quite obvious that before alterations begin we throw all the bums out. Union **democracy** will be the foundation for new construction, and **solidarity** will be the reinforcing rods. The new contract will over-rule all other contracts for America, and it will be awarded to **One Big Union**.

by Richard D. Neill

"Pie Card: Appointed member of union staff, payroller, pork chopper, whose main purpose is to promote his interest and to carry out the policies of those who appointed him or her." *Words for Workers in Changing Times*, a labor dictionary by Ernest DeMaio.

Support Staley Workers, Phone Pepsi

After rejecting Staley's rather insulting contract proposal which included twelve hour shifts, unlimited subcontracting, and a reduction in the previously offered wage rate, the Staley workers have asked that supporters please direct as many calls as possible to Pepsi (which also controls Pizza Hut and Taco Bell). The call is free and takes about one minute. It appears that Pepsi is keeping close tabs on these calls. Urge them to cut their business relations with Staley until the company negotiates fairly



Worker Rights on the Job

It is a fact that most workers, union or non-union, are under the control of their employers from the minute they start on the job until the moment they leave. And they try to remain in the good graces of management for fear of losing their jobs. In these days of corporate downsizing and cost-cutting, working conditions can become increasingly intolerable (example: 12-hour rotating shifts), but it's even worse to lose one's job.

In virtually every union contract, there is a clause, usually up front, that defines management rights. Here is a sample clause taken from a union agreement with a major company:

"The Company unilaterally retains any and all rights not expressly limited by the specific terms of this labor Agreement. Among these rights, but not intended as a wholly inclusive list, shall be the right to manage the plant and direct the work force; to plan, direct and control plant operations; to determine schedules and hours of work including overtime; to transfer employees from one job to another; to promote, demote, discipline, suspend or discharge employees for just cause; to fire, lay-off, rehire, transfer, or relieve employees from duty because of lack of work or any other legitimate reasons; to determine the means, methods, processes and schedules of production; to make and enforce reasonable shop and safety rules; to control absenteeism; to assign employees to work and designate the duties of the employees; to change, modify or eliminate or reassign job duties; to set the wage rates for newly created jobs; to determine the products to be manufactured or processed, and the plant or facility of which they are to be manufactured or processed; to determine the location of its plants and the continuance of its operating departments; to transfer work temporarily or permanently between plants; to temporarily or permanently close the plant or any portion thereof during the terms of the Agreement; to contract out such repair, maintenance, fabrication, construction work and other work as

the Company chooses, or to have such forementioned work performed by other Company personnel. The exercise by the Company of any of the above rights will be in accordance with all other provisions of the Agreement."

Not much left for worker rights, is there? And with the current anti-labor Congress stripping away what flimsy legal protection workers have under the National Labor Relations Act, Occupational Safety and Health Act and the Fair Labor Standards Act, what defenses do they have against arbitrary and unjust attacks on their wages, benefits and working conditions by their employers?

Must workers and their unions accept the kind of total control of their working lives as a condition of employment? Are workers to be merely replaceable cogs in a machine geared to maximize profit? Are there realistic alternatives?

I believe there should be more discussion of this highly important, complex problem by concerned union leaders and members.

Surely, if unions want to be more relevant to working people, they have to come up with some satisfying answers.

By Harry Kelber

Puerto Rico General Strike Threatened...

continued from page 5

labeling the government and the principal business associations as "enemies of the working people."

The "labor reform" package - part of wider incentives to business and attacks on workers and the poor - amends the minimum wage law to encourage lower industry-specific minimum wage, and legalizes "flexitime" work schedules, limiting overtime pay resulting from such arrangements and slashing lunch breaks to 20 to 30 minutes. Workers who do not "voluntarily" enter "flexitime" agreements could be forced to work split-shifts.

The government also abolished a 50-year-old rent-control law as part of its "deregulation" campaign. It is expected that tens of thousands of poor and working class families will be hard hit by abusive rent hikes in the next months.

The Labor Organizations Coalition asks that faxes be sent to Puerto Rico's governor on organizational letterhead stationery, explaining who you are, making your concern known, and urging the government to negotiate the changes with the labor movement. Faxes to: Dr. Pedro Rossello, Governor of Puerto Rico, 809/723-1064 with copy to: Prof. Renan Soto, Coordinator, Labor Organizations Committee 809/250-8074

Let's Dump the 'Kick Me' Sign

The June 29 report of the World Bank said that wages have to be reduced, and that the "monopolistic power" of unions has to be curbed. This, they say, will result in a more flexible labor market, which in turn will result in more jobs and higher wages.

As examples of how a country's economy can be made to perform right, the World Bank holds up Korea, Thailand and Malaysia during 1970-1990. These countries had 170 percent 'industrial growth in real terms' and multiplied jobs four-fold. They also used military force to put down democratic unions.

By this time we ought to know that when the World Bank speaks, governments jump to get in line, because that's the only way they get more loans and keep their currency stable. There is not a government in the world today that will defend unions.

It is a serious attack on the whole labor movement. And the unions are in a hard place. The jobs where they work are enterprises that are financed by the banks. After work the union members all take their paycheck back to the bank, and make payments on bank loans for house and car. While the unions themselves have their strike funds and pensions invested in the banks. The banks have workers tied up at both ends and in the middle, and that is why they now come out openly against unions with thinly veiled orders for governments to go ahead and use any force necessary.

European Workers Ban Scab Goods

More than 60 workers at three Swedish Toys R Us stores are on strike, and workers in Denmark and Sweden are refusing to deliver goods across the picket lines.

The Swedish Transport Worker's Union and its Danish sister organization have implemented blockades of deliveries to Toys R Us. The shopworkers' union reports that the American toy giant is trying to send shipments through Norwegian harbors and those of other countries in an attempt to circumvent this solidarity.

However, the first attempt to send goods via Norway has failed. H. Schianders Company in Moss, Norway, is now sitting on two 40-foot containers full of goods for the stores hit by the strike, but the company is refusing to send the toys on to Toys R Us. "The goods are sitting in storage and they will be there until the conflict is over. We don't want to be strike-breakers," said manager Andre Groenli. The Norwegian Transport Labor Union says it will implement a blockade in all Norwegian harbors of goods going to Toys R Us on August 1.

Although Toys R Us refuses to negotiate wages with its workers, it is keeping the struck stores open by paying scabs ten kroner (US\$1.80) more per hour in wages. Many Norwegian workers see the situation as paralleling McDonald's refusal to negotiate when Norwegian outlets unionized. The Norwegian newspaper *Klassekampen* editorializes: "McDonald's and Toys R Us live in a dream world... [where] employers would be able to hold individual contract talks with each separate employee. In this way, employers can decide when he wants to change salary and employment conditions for the individual, without having to worry about the "annoying" unions.

"In the USA, this dream world is well on its way toward being established. It is therefore encouraging that a joint Swedish union movement has taken up the battle against Toys R Us and that the Norwegian Transport Labor Union here... has implemented a blockade of goods to the toy giant. Other LO associations should also put the gloves on and show the Americans that they cannot play with us however they want to."

To survive this attack, democratic unions will have to change their ways. It is the visible confrontation of management by workers that attracts governments and media. The strike, especially is a warning flag — the government must appear to be keeping workers under control. Going out and standing in line on the sidewalk is to invite government sniping: court order, police harassment, scab replacements.

Another big sign that says 'Kick Me', that unions hang on themselves, is when they go through the process of registering and holding elections for NLRB certification, and use the NLRB for grievances.

Even the act of negotiating a contract in the usual way, opens unions up to delays and double dealing, and marks it as a target for government and bank officials to zero in. The strike, NLRB and contract negotiations are some of the most traditional activity of unions. It is what unions are expected to do. Yet none of these is all that successful anymore. Unions are already cautious of strikes due to scabbing. NLRB has won

some points for workers, but it's usually too little too late. And contracts are frequently broken by management.

Another approach to unionizing is to organize workers independent of their workplace. This is particularly useful now that the jobs are all short term and workers are moving around. It is better to organize them on the basis of class interest, in a direct relationship with the union, than on the basis of being in a given workplace, because they will not be in any workplace very long.

Workers of the 'flexible labor market' have to adapt their tactics for getting a better deal from their bosses. Direct action and solidarity enable workers to exercise their union power without necessarily going through lengthy and dangerous certification, strike or bargaining in the usual way.

The union, providing education and support, builds a membership that has a sense of workers' rights and knows how to take action on the spot. This would result in more of a guerrilla type operation with employers unable to anticipate the union's next

move. Even the individual worker who forces a better deal from the boss may help to better conditions for the next worker. Collective bargaining on behalf of the general working class, can take many forms.

A busted machine is a powerful bargaining chip that may cause conditions to improve immediately. When individual workers are forced to make separate deals with the bosses — as in contract work — they can still act in solidarity with others in their industry.

This type of guerrilla unionism can't make use of the 'closed shop.' Keeping its membership depends on the union providing education and support that empowers workers to know, and to be able to act; and support in the form of mutual solidarity among members.

Perhaps such adaptation will help unions avoid blunt attacks by state forces.

— Carlos Lee Murray, Ottawa

Steelworkers Plan Work-to-Rule

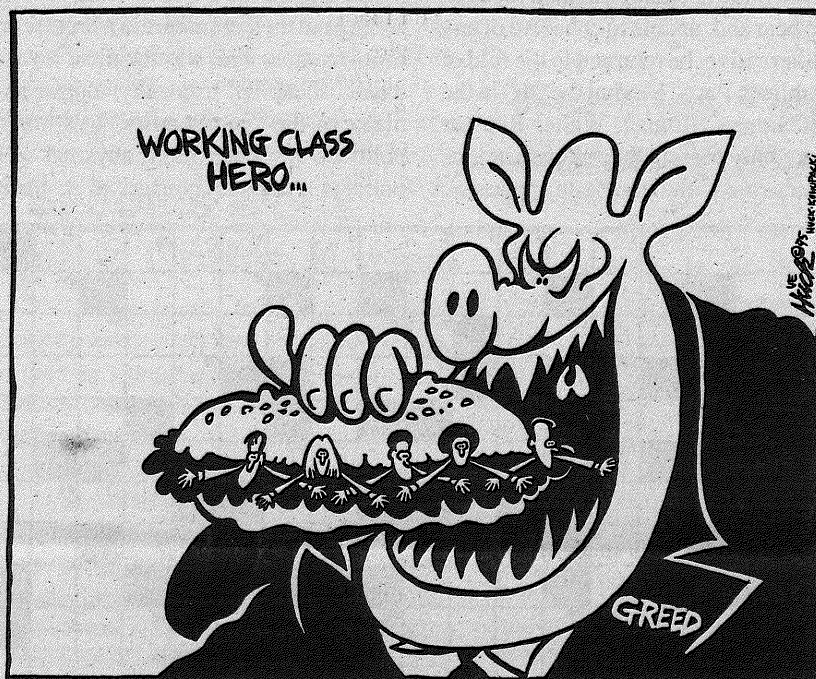
Members of United Steelworkers Local 1011 in Northwest Indiana have decided to send a message to their boss, LTV Corporation. LTV emerged from bankruptcy through deep concessions by its workers. To express its thanks for their many years of economic sacrifice, LTV is now building a non-union "minimill" in Decatur, Alabama, a state so friendly to working-class people it recently reinstated the chain gang.

Workers decided to respond in a way the LTV Boardroom could understand. The 3,000 members of Local 1011 and other LTV USWA locals are going to protest the minimill by working by the rules, to the rules and with the rules. The "work to rule" will not violate their recent contract. Steel will be made at LTV by the book. According to Manuel Garcia, USWA Local 1011 treasurer, "we have given up a lot to help our employer survive. Now, instead of investing in this community, these greedy corporate powers are going for every little bit of profit, at the expense of threatening the stability of this community."

pany they allegedly "own," the company they have paid for twice over — first by building it through their labor, and then by taking deep pay cuts to buy it back from those who expropriated the product of their labor.

Because even though they "own" United, they do not control it. And, more important, United continues to exist within the context of a capitalist market. If other, boss-owned, airlines slash wages and fares in order to build profits, United must either follow suit or lose customers and go under. As long our economy is run not for the purpose of meeting human needs, but rather to generate profits, even the most benevolent boss is sharply constrained. It is not possible for workers to buy our way out of wage slavery — rather, we must organize to put an end to this rotten economic system.

— X331117



ESOPs: Digging Our Own Graves

Advocates of employee "ownership" schemes point to companies like United Airlines to support their claim that we can escape the drudgery, alienation and insecurity of wage slavery by buying the companies that exploit our labor.

Setting aside the question of why we should have to pay to take possession of what we and our fellow workers created, the track record of these "worker-owned" firms (most are actually controlled by managers or bankers) is pretty shaky. United has splashed the world with photos of its workers, declaring that one of the US's largest employee buyouts ever has "turned "the friendly skies" into "our friendly skies." But the picture of 76,000 employees happily standing arm in arm with management just isn't true. Yes, UAL Corp. made money for the first time in five years after the ESOP took hold, improving on-time performance and cutting 15 unprofitable routes (and the jobs that went with them).

But many workers resent the deep wage and benefit cuts swallowed by pilots and mechanics in exchange for 55 percent of UAL stock (which is held in escrow by the banks). United's 18,000 flight attendants never accepted the concessions and their union is protesting United's efforts to open new flight attendants' bases overseas.

"United is getting a lot of mileage out of those ads talking about how the employees own the company," said Kevin Lum, president of the United chapter of the Association of Flight Attendants. "Twenty-five percent of the employees at United are not owners... They're looking for ways to beat up on us. It's getting to the point where people are starting to say, 'Well, what's changed?'"

Gerald Greenwald, the former Chrysler Corp. vice chairman hired as UAL's chairman and chief executive, says the company must focus on making the world's largest airline more profitable. "We're getting on with business: "We're out to prove a majority employee-owned company can be a company that focuses on profit."

Wall Street is applauding. Company stock has surged 60 percent, from \$88 a share the day of the employee takeover to a recent high of \$145.

Many rank-and-file members objected to the buyout terms, and could become more vocal if United tries more cuts to ride out the ongoing recession or further bolster its stock prices. Harlow Ostebow, chairman of the United branch of the pilots union and a UAL board member, says "It's not a matter of if, but a matter of when."

So we may soon see the edifying spectacle of workers striking against the com-

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The CIO, 1935-1955 by Robert Zieger. University of North Carolina Press (Chapel Hill NC 27515-2288), 1995, 459 pages, \$39.95 cloth.

McDonalds Work...

continued from page 12

pany, among other things, of being an exploitative employer.

As a new recruit I am paid £3.15 an hour — about £2.50 after tax and national insurance — but as Joe promises, po-faced, this goes up after my three-week probation by 5p to £3.20 an hour. I emerge from a six-hour working day with my bank account swollen by a meagre £12.60 (it cost me £2.40 to get to work). True, that excludes a free meal (taken when managers tell you, though you must clock out as breaks are unpaid), and occasional 60-second drinks breaks. Fizzy liquids only; I pour a milkshake and am told to throw it out.

Why do people work here? "You gotta be desperate," says Gavin on fries, who's been here three months. "If Marks and Spencer offered me a job at £4 an hour I'd be off. You get trapped because you don't earn enough to save and you don't have time to look for another job. At the end of the day I'm so knackered I fall asleep in the bath."

But most employees do leave, some on their first day, and usually within six to 12 months. And when they do McDonald's knows that a new set of desperate immigrants, students and foreign travellers will be there to take their place.

Despite this, there are reasons to work for McDonald's. Sixty per cent of the crew are aged 16 to 20 and many are students who like the flexible working hours. For others it offers a ready-made community and many of the crew (sometimes even managers) socialise together. And, unlike the local chippie, McDonald's offers proper training and one could go on to become a short-order chef in a diner.

In time, Joe assures me, I will be trained on chicken and fish, and then, after a spell mopping the dining area, on the most hectic station of all — the till, where the job description adds grin to the grind...

Solidarity Appeal

John Perotti, a long-time prisoner rights activists who in the 1980s spearheaded a campaign by several hundred Ohio prisoners to gain IWW representation in bargaining over the terms and conditions of their labor in prison industry (authorities denied these imprisoned workers the right to unionize), is once again fighting for his life. In 1990 Perotti was transferred out of the Super Max Control Unit at Southern Ohio Correctional Facility (SOCF) after being brutally beaten by 12 SOCF guards while his hands were cuffed behind his back and legs shackled. The beating was in retaliation for winning a lawsuit and exposing rampant human rights abuses, including guard-on-prisoner murders.

Last year he was transferred back to SOCF, where he immediately received death threats from some of the same guards involved in prior beatings and lawsuits. A lawsuit is seeking Perotti's transfer out of state, but while it drags through the courts he has been placed in the SOCF control unit.

The Prison Law Project asks that you write the Ohio Dept. of Rehabilitation & Corrections director's office demanding that they transfer John Perotti to a prison where he'll be safe, and then initiate the paperwork to send him to an out-of-state prison in Monroe, WA. Contact: Reginald Wilkinson, Director, DORC, 1050 Freeway Dr. North, Columbus OH 43229, 614-752-1164, Fax 614-752-1171; or State Senator Rhine L. McLin, Ohio Senate, Statehouse, Columbus, OH 43215-4276, 1130 Germantown St., Dayton, OH 45408; 513-222-7821

The CIO: A History

The Congress of Industrial Organizations burst on the scene in the 1930s as a frustrated John L. Lewis — relegated to the sidelines in the internecine wars within the American Federation of Labor hierarchy — decided to build his own power base.

Before proclaiming for industrial organization, labor militancy and direct action, Lewis had tyrannized the membership of the United Mine Workers, ruthlessly crushing every bid to establish even a modicum of union democracy, win better working conditions, or build class solidarity. But since other AFL piccards had sewn up the right-wing, class-collaborationist labor faker franchise, Lewis was forced to reposition himself on the left wing of business unionism. And because the CIO was from the start a smoke-and-mirrors operation without any significant involvement from the workers it "organized," CIO leaders were forced to rely on the State to prop up their tottering "labor" federation, trading a guaranteed base of dues payers for promises of labor peace. Eventually the costs of functioning as a wing of the State became too much for even Lewis to bear and, unable to conceive of any radical alternative, he returned to the fold of the Republican Party, leaving the CIO in the hands of Sidney Hillman, Walter Reuther and others only too glad to relegate unions to a tertiary role within the State apparatus.

Zieger, of course, offers a very different analysis. For Zieger, "The CIO stands at the center of the history of twentieth-century America... the largest sustained surge of worker organization in American history." (p. 1) He praises its centralized organizing campaigns, its military-like innovations (but offers no example of truly innovative tactics, though offering abundant evidence of a military-like structure), its militancy. The CIO projected an image of unstoppable power. Yet it was always a very fragile operation, unable to collect dues from most of its "members" until it teamed up with the State during World War II, when the government and employers forced workers to pay dues to CIO "unions" in exchange for the CIO's efforts to hold down wages, enforce speed-up, and break up workers' efforts to organize to better their situation.

When CIO officers weren't busy trying to impose "discipline" on workers trying to gain some control over their working lives, they were stabbing each other in the back (see, for example, Zieger's discussion on pp. 223-25 of the UE-UAW-USWA fight), selling out their members in a brutal competition to show who was the most loyal lieutenant of capital. Ironically, Zieger shows, many of the "communists" and other left politicians had even more abysmal sell-out policies than the conservative business

unionists, which led many disgusted rank-and-file workers to back efforts to drive the comrats out of the unions (and to drive out many rebel workers in the process).

When Zieger concludes that "The CIO was a positive force in American life" (372) he speaks from a particular political position. The six "major contributions" he identifies (creating permanent unions in mass production, bolstering the war effort, creating the modern PAC, "embrac[ing] the aspirations of African Americans as had no previous sustained American labor organization," opposing Stalinism in the Cold War era, and creating the modern labor contract

Book Review

with its interminable grievance procedures and disempowerment of workers in exchange for better pay and benefits) are at best a mixed bag from the standpoint of those committed to building genuine labor unions, controlled by their members and defending the common interests of all workers. (The references to "permanent" and "sustained" are digs at the IWW. It is much easier to build "permanent organizations" with the active support of the State and the employing class than when one's organizers are being jailed or deported, halls raided, etc., and when the comrats are doing their best to topple the organization from within.)

But three of these are explicitly "achievements" for the modern State and the Democratic Party, rather than for the working class. The modern labor contract is at best a compromise which served major industrialists far better than it ever served their workers, and which is now largely gutted since the bosses figure they no longer need the business unions. And permanent unions are of little use if they are not controlled by their members and working towards the emancipation of our class. Zieger acknowledges that there were real limitations to the CIO project, but argues that it represented the possible. To insist on building independent, class-based, democratic organizations "was to invite futility and marginalization." (375)

So Zieger's politics are lamentable. Yet this thoroughly researched, scholarly and readable history of the CIO from its founding days through its disappearance into the maws of the American Federation of Labor in 1955 offers what is almost certainly the best overview of the CIO now available. Zieger is clearly sympathetic to the CIO and its leadership. Yet for readers whose critical faculties are intact, and who have a clearer sense of what unionism is supposed to be about, he offers abundant evidence of the CIO's intrinsically undemocratic, class-collaborationist character, and the terrible wounds it inflicted on the labor movement at a time when workers seemed poised to finally seize hold of their destinies and build genuine, fighting unions.

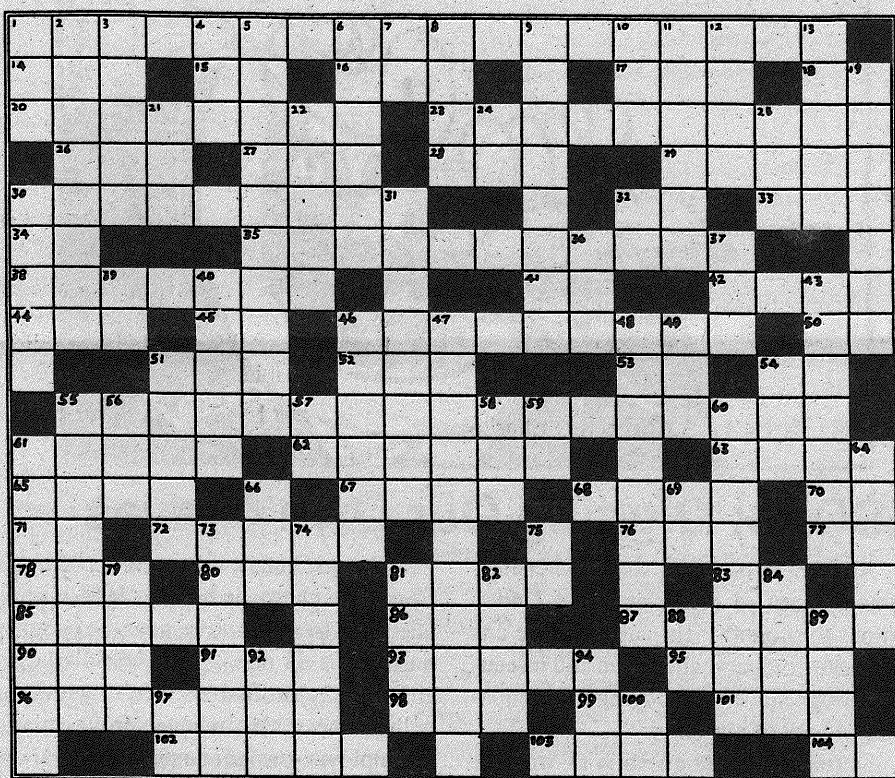
— Jon Bekken

Compañeras

Compañeras: Voices from the Latin American Women's Movement edited by Gaby Küppers. Germany 1992, English edition 1994. Latin American Bureau (1 Amwell St., London EC1R 1UL) and Monthly Review Press (122 W 27th St., New York 10001). £8.99, \$15, paper, 188 pages.

This book consists of 25 interviews with women from Latin America, from Mexico to Uruguay. Unfortunately the interview format presents the book's information in a choppy, fragmented manner. Most countries are represented by one interview, giving an overview of the continent so superficial as to be almost useless. The book indicates that across Latin America, women face many of the same problems of poverty, lack of access to medical care and education, domestic violence and rape.

— Penny Pixler



Labor Crossword Puzzle

Key — page 12

ACROSS

1. IWW purpose (3 words)
14. Man's name
15. Male 'the' (French)
16. S African org. (abbrev)
17. Plaything
20. French flag
23. Builder who climbs high (2 words)
26. Ghost talk
28. Agricultural union (abbrev)
29. Malay natives
30. Wide views
32. Accomplish
35. Warning sign of capitalism? (3 words)
38. Wealthy guy (2 words)
41. I and you
42. Air union (abbrev)
44. truckers' regulator (abbrev)
45. Elliot's initials
46. French overlords
50. Luddite leader's initials
51. Wonder
53. Bosses' answer
55. Labor's anthem (2 words)
61. Intl. union federation (ab)
62. Towards the centerline
63. Food union (abbrev)
65. Ship side part
67. Short-term worker
68. Equal, in France
70. Bosses' answer
72. Prepared
76. IWW officer (abbrev)
77. Overtime (abbrev)

DOWN

1. Syndicalist labor intl. (abbr)
2. Uncivilized, capitalism
3. Vegetable
4. UN labor body (abbrev)
5. Chose to be low (2 words)
6. City in Poland
7. A
8. Printers' org (abbrev)
9. Speed-ups kill, ___ and live! (2 words)
11. Reaganomics
12. Eagle's nest
13. Scared word
19. Cache of weapons
21. Dove sound
22. Either women ___ (2 words)
25. Russian syndicalist org

- (abbrev)
30. Commune, in France
31. Join a union to be on the ___ (2 words)
36. Charge
37. Cars use it
39. Cubic centimetres (abbrev)
40. IWW maritime union (abbrev)
43. ___-syndicalist
46. Bond
47. What bosses do to workers
48. Dismantled
49. Buck
51. Change
55. Class treason
56. Ontario labor body (abbr)
57. Morning (abbrev)
58. Sound of small dog
60. Capitalist birds
61. IWW slogan (3 words)
64. Natural drink
66. German syndicalist org (abbrev)
73. Make certain
74. Slavic name
75. Street (abbrev)
79. Cut with a saw
81. IWW education union (ab)
82. Electricians org (abbrev)
84. Miners org (abbrev)
88. Exclamation
89. One time
92. Receive
94. Male child
97. Punk word

Labor History & Popular Culture

The IWW Literature Department is experimenting with a limited stock of academic labor studies, (auto)biographies of people involved in the history of labor struggles, and labor history. Many are remaindered, or about to go out of print. Some already have. These titles will be available in small quantities, on a one-time basis while supplies last.

The Centralia Tragedy of 1919: Elmer Smith and the aWobblies by Tom Copeland. Univ. of Washington Press, 1994, 232 pp., paper, \$17.50

Woodie's 20 Grow Big Songs. Woodie Guthrie's songbook for little kids. Hardcover, 50 pages, published at \$16, now \$10.

The Disappearance of Local 717: An Underground History of Packard Electric by Benjamin Sachs, cooperatively produced, pamphlet, 38 pages, \$3.

How the Warren, OH, local was destroyed by the 12 hour speed-up and labor-management "cooperation."

American Rubber Workers and Organized Labor, 1900 1941 by Daniel Nelson, Princeton Univ. Press, 1988, clothbound, 340 pages, published at \$32.50. now \$12.

Waterfront Workers of New Orleans: Race, Class and Politics, 1863-1923 by Eric Arnesen, Oxford Univ. Press, 1991, clothbound, 353 pages, published at \$45. \$20.

The Kid From Hoboken, An Autobiography: Bill Bailey, edited by Lynne Damme, Smyrna Press, paper, 424 pages. \$12.95.

Itinerant worker, one-time Wobbly, sailor, longshoreman, Spanish Civil War veteran, Red, Bailey ripped down the swastika on the Nazi flagship Bremen in N.Y. Harbor in 1935.

Bumperstickers

Six IWW bumperstickers are available, each with the IWW Globe on the left. Slogans: Solidarity Forever, One Big Union, Because Capitalism Cannot Be Reformed, An Injury to One Is an Injury to All!, Don't Mourn Organize, Labor is Entitled to All It Creates. Black on durable white stock, \$1.25 each, post-paid.

T-SHIRTS

- Sabo-Cat, Wobbly Globe, General Strike** \$12 each, 100% cotton. State size (S, M, L, XL) & color (red or white) San Francisco Branch, PO Box 40485, SF CA 94140.
- Film Workers** (worker stepping over Hollywood sign), **One Big Union** \$10 Red shirts, black print. Button: **Don't Whine - Organize** Film Workers Organizing Committee IU 630. \$1. Los Angeles GMB, 1748 Clinton St., LA CA 90026. Ask for list of books about the IWW. 213-353-9885.
- IWW Globe** Black & red, M, L or XL. 50/50, \$14. Denver Group, 1130 Bannock, Denver CO 80204
- Sab-Cat** \$8. Lehigh Valley Branch, PO Box 4133, Bethlehem PA 18018.
- I'm A Little Wobbly** Red with black kitten (childrens sizes 11-12 & 14-16 only) \$8. **The Hand That Will Rule the World - One Big Union** Grey pocket-t, IWW on pocket, workers with fist on back. \$15. **An Injury To One Is An Injury To All** Navy pocket-t, SLC branch seal on pocket, sab cat on back \$15. **Joe Hill** White t with picture by FW Cortez \$10. **Employing Class** Red sabo cat t-shirt \$10. Please add \$5 for postage/handling. Salt Lake IWW, PO Box 520514, Salt Lake City, UT 84152-0514

Books for Rebel Workers

Rebel Voices: An IWW Anthology. edited by Joyce Kornbluh.

Collection of articles, cartoons, songs & poetry from the IWW press. \$22

Sabotage in the American Workplace. edited by Martin Sprouse.

Tales of shop-floor resistance to speed-ups, bum pay and the drudgery of wage slavery. \$12

Hard-Pressed in the Heartland. by Peter Rachleff

Rachleff participated in P-9's struggle against the Hormel Company and the UFCW. That struggle suggests the possibility for a militant, rank & file, commu-

nity-based unionism. \$12

One Big Union. by IWW.

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

IWW Little Red Songbook (36th Edition)

103 labor songs from around the world, with music & chords. Includes the classics and new songs by Billy Bragg, Anne Feeney, Charlie King, Utah Phillips, etc. \$10

Canadian IWW Songbook

41 songs by Arlene Mantle, Rick Fielding, Faith Nolan, Len Wallace & others, with music & chords. \$5.

1923 IWW Songbook

Facsimile reprint of IWW Songs, \$5

Rise and Repression of Radical Labor. by Daniel Fوسفeld.

A concise history of the U.S. movement from the 1877 strike wave through the 1918 red scare trials, deportations and murders. \$5

Crystal Gazing the Amber Fluid. by Carlos Cortez.

Long-time IWW artist Cortez's poetic take on life in the late 20th century. \$4

Solidarity Unionism.

by 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

Mask of Democracy: Labor Suppression in Mexico. by Dan LaBotz.

Rank & file insurgencies, maquila-doras and NAFTA all get attention in this timely book. The need for world labor solidarity is inescapable. \$14

Labor Law for the Rank & Filer. by 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. by David F. Noble.

Technology is a political question, and too often workers and others are excluded from the decisions. A detailed analysis of technology's effects and working-class responses. \$15

Memoirs of a Wobbly.

by 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

Break Their Haughty Power.

by Eugene Nelson.

Fictionalized biography of Joe Murphy, who was an IWW member between 1919

and 1924. \$12

Fellow Worker: The Life of Fred Thompson. Compiled by D. Roediger.

Autobiographical reflections and philosophy from a veteran Wobbly who bridged the generations. \$10

Solidarity Forever--An oral history of the IWW. Steward Bird, Dan Georgakas & Deborah Shaffer, eds.

A compilation of interviews with former and veteran Wobblies. Badly transcribed, but interesting reading. \$11

Mad in the USA.

by Gary Huck & Mike Konopacki.

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Working the Waterfront.

Wobbly Longshoreman Gilbert Mers tells the story of his 42 years on the Texas waterfront as a rank-and-file radical. Workers' history as it should be told. Hardcover: \$20

The General Strike.

by Ralph Chaplin.

Chaplin's musical version of the IWW Preamble has the line "without our brain and muscle not a single wheel can turn." He expands that idea in this 1933 essay. \$2

Strike! by Jeremy Brecher.

A history of U.S. workers' struggle from workers' point of view. Argues class upsurges are based in everyday live and rank & file initiative. \$15

Food Not Bombs.

Veggie recipes and how-to information for feeding the hungry in this society where food is a privilege. \$9

Power! by MacShane, Plaut & Ward.

A history of black workers and their unions in South Africa, following their struggle to improve everyday life and transform the system. \$8

Juice is Stranger than Friction.

by T-Bone Slim.

Funny and irreverent, Slim's popular writings for the *Industrial Worker* of the 20s and 30s are collected here for the first time. \$8

The American Labor Movement: A New Beginning. by Sam Dolgoff.

A veteran IWW organizer traces the history of labor militance and offers his vision for building a new, radical, rank-and-file labor movement. \$5

War At Home: Covert Action Against U.S. Activists & What We Can Do About It. by Brian Glick \$5

Video Documentary

Older = Bolder: Anarchist

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Workers Guide to Direct Action. Workers Guide to Organizing \$2.95 each. Lehigh Branch. Ask for catalog

Workers Guide to Direct Action 75 cents. **Collective Bargaining Manual** \$2.50. New York Branch, RD 1 Box 158-B, Hartwick NY 13348

The Objectives of Anarcho-Syndicalism by Rudolf Rucker. \$1. **Shopfloor Struggles of American Workers** by Martin Glaberman 50 cents. Ask for catalogue. Philadelphia GMB, 4722 Baltimore Ave., Philadelphia PA 19143

OUTSIDE U.S.

Canadian Songbook \$5. **36th Edition Little Red Songbook** \$10. Toronto Branch, c/o J. Dymny, 11 Andrews Ave., Toronto ONT M6J 1S2

British Isles - a selection of IWW literature is available from F. Lee, IWW, 75 Humberstone Gate, Leicester LE1 1WB, as is the magazine *Burning Fuse* £1

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Undercover in McDonalds' Kitchen

The following is excerpted from a report in the London Evening Standard (3 July) headlined "Dreaming of quarter-pounders: making burgers at McDonald's may not boost your bank balance a great deal, but it can have interesting side-effects during sleep."

It's becoming Britain's longest libel trial. The case against two green campaigners who accused McDonald's of serving unhealthy food, cruelty to animals and exploiting its staff, is entering its second year. Far from the law courts, David Cohen sought a job with the Big Mac crew...

I started work today - or was it yesterday - and already I'm in deep. My brief, "to go undercover at McDonald's," sounds simple, but despite the fact that McDonald's has 100 branches in London and has announced it will create 3,000 new jobs and 59 new restaurants in the UK this year, getting a job was no walkover. "Nothing going," yelled the manager at Covent Garden branch. "Come back later in the year," said Marble Arch; "We're not desperate," said Knightsbridge, adding: "The next job you go for, it would help if you shaved."

But the word was that Tottenham Court Road was holding interviews for two jobs and so, suitably shaven, I went along and joined 18 other hopefuls, mostly blacks, Asians and young students from the EU, a kind of lowbrow United Nations as it were, all competing for what some call "the crappiest job in London."

We shuffled upstairs. Those who could write English completed application forms about our hobbies, education, previous employment and criminal record while others - like an 18 year-old Italian who asked "What next-of-kin mean?" - looked glum and gave up. There followed some impressive high-speed interviewing: a large, stern-faced

woman, who looked like she'd overdosed on fries and milkshakes, bellowed our names and one by one we trooped through to be interviewed on a stairwell on the fire escape no chair supplied, which was no hardship, really, as interviews lasted 10 to 60 seconds.

"Right," she began, "can you tell me what qualifications you've got?"

"Yes, I've got A-levels and..."

"Sorry to stop you, but for someone with qualifications this job is, how should I say, a waste. I can give you a form to apply for management unless you want to work your way from the bottom up - I warn you, it takes a long time. The crew job is basically cooking, cleaning, serving customers. You don't have any tattoos do you? Questions? No? Call back in a couple of hours." But two hours later, the voice on the other end of the phone said: "I'm sorry, you were unsuccessful." Click.

So I changed tack. Altered my hobbies from reading to watching television, claimed I was "big into team sports," made sure I had nothing more than O-levels to my name, smiled copiously after every question and hey presto! I got the job.

Soon, McDonald's at Brent Cross shopping centre, one of the busiest branches in north London, had put me through "orientation" (comprising a cheery company video starring Frank Bruno that assured me the company would never do anything to threaten rainforests), kitted me out in their maroon and grey uniform (cap, striped shirt, trousers, apron), and instructed me to pin my "May I help you please" name badge directly in line with the "M" on my apron.

They started me on bun duty. Now there are two types of bun: the ordinary top-and-bottom bun for "regulars" and the Big Mac bun which has three parts: crown, club and heel, all of which are toasted in different

ways on different trays at different times, for different lengths of time.

The average turnover of 1,000 Big Macs a day translates into 3,000 toasted sesame-seed buns and the pace was unrelenting. I kept getting confused, mixing things up, causing delays for the person dressing the crowns two feet to my right creating bottlenecks which put pressure on the crew at the counter. They were unable to serve orders within the standard time of 60 seconds and left customers queuing more than the prescribed two minutes. Perhaps some walked out, sales were lost and McDonald's reputation momentarily tarnished, all of which left me feeling pretty rank.

But my fellow crew members were patient and, to their credit, not a word was uttered in anger. By the afternoon I'd got the hang of it and a rather kind manager by the name of Joe, a graduate of McDonald's Finchley-based "hamburger university," installed me in the less hectic universe of quarter-pounders which is a one-person production line and which - snigger if you will but it felt like an achievement - allowed me to make whole hamburgers on my own!

And I've been here ever since, responding to orders: "Pull six quarters! Pull eight! Pull 12," and measuring my day in pre-rationed squirts of mustard and ketchup, sprinkles of onion shavings and pickles placed side by side on toasted buns, relentlessly chasing the clock in an all-consuming yet strangely empty way. The dressings make a layered pattern that I find fascinating and, like Andy Warhol, the hamburger becomes for me a work of art.

Occasionally, I contemplate rebellion, like making eight burgers in a batch when they've called for only six, but it never goes further than a delicious thought.

It's the ultimate existential experience in which time and the world contracts and nothing outside my immediate 120-second quarter-pounder cycle exists. (At night I dream frenetically about making hamburgers, confirmed by other crew members as a common side-effect.) After each batch I scrape the grill clean, squeegee down the non-stick coating (which at 450 degrees Fahrenheit gives rather nasty oil burns) and begin again. And again.

Cleanliness is no mere buzzword - I scratch an itch on my face and one of the ever-prowling managers makes me wash my hands in one of the soap, water and hot-air dispensers. They call it "clean as you go" and if ever there is a lull in production there are always trays to wipe, rags to wash, floors to sweep. A culture of non-stop-work is inculcated so that crew members hardly ever indulge in conversation beyond the occasional "Y'all right?" As Joe says reprimanding one of the Spanish workers leaning momentarily on his mop: "We don't pay you good money to stand around and look idle." The person who controls the pace and tells us how many burgers to produce in each batch is the man on "wrap and call", or as London Business School MBA students (McDonald's is one of their case studies) describe him "the bin man."

The bin man presides over what is possibly one of the most efficient food-making operations in the world. Were it not so, McDonald's would not be able to sell hamburgers so cheaply. The other reason you pay so little is that the firm pays the crew so little. At the moment McDonald's is involved in a High Court libel action (which last week "celebrated" its first birthday) against two activists who accused the com-

continued on page 10

WHICH

CRAFT UNIONISM

I believe in the one-eyed, wooden-headed policy of "Going it alone."

...

I stand for antiquated craft DIVISION and DEFEAT.

...

I am craft-conscious. I think, talk and dream nothing but MY TRADE. I have no understanding, no interests, no time for my class.

...

I believe in the divine right of capital to fleece and oppress wage-earning mankind.

...

I swear by arbitration. I advocate "harmony interests" between the class that make and the class that take.

...

I resign myself to unemployment. It is a necessary evil; it always has been and always will be.

...

I believe in any old durned thing provided it does not stop my meals, or my job.

INDUSTRIAL UNIONISM

I believe in a United Working-class Movement and the sound policy of mass action.

...

I stand for SOLIDARITY and VICTORY.

...

I head straight for the Industrial Commonwealth, with its life-sustaining industries socially owned, operated and regulated under conditions determined by all concerned.

...

I am class-conscious; my arms encircle the earth; I embrace all WAGE-EARNERS; I make an injury to one the concern of all.

...

I believe Capital, being the product of Collective Labor, has no rights beyond the one right of serving humanity.

...

I have no faith in Arbitration; its degrading purpose of finding out how little we can exist on and "awarding" us accordingly is an insult to Labor.

...

I know unemployment as a brutal absurdity of capitalism; men and women are rendered idle and forced to starve as a result of producing abundance. Full markets mean empty stomachs.

...

I believe in the organization of labor, not by crafts BUT BY INDUSTRIES. I stand for the one single organization, the One Big Industrial Union.

*Marine Worker, Chile
Reprinted in Solidarity
August 28, 1920*

75 years ago in the IWW press

The old saying goes, "Never leave till tomorrow what can be done today." It is an excellent teaching which should apply to us - the IWW. The slick bourgeoisie lives up to it; the opportunists act on it - but we should live it heart and soul, not one but all of us.

What greater opportunity than Industrial Unionism has the world known? With that, see what is obtainable: abolition of social classes, justice, full product of toil for workers - Freedom!

Don't wait till another sun in things pertaining to the welfare of the entire working class of the world. There is a golden opportunity in the United States (and elsewhere too) to bring the torch of freedom to dark and ill-lighted places. There are a million workers today struggling with the gigantic problem - emancipation, relief from industrial slavery. You, with the message of

industrial solidarity - gathered from ages of bitter struggle - can enlighten your benchmarks or work-partners; we will also endeavor to educate and organize our share of that million. But if you shift your duty I may too. See?

It will encourage other fellow workers to see you dig in. The result will be, we'll all get the habit. But let's start

today. Discuss and explain things with your job-mates. Get them interested in the O.B.U.'s method and aim. On the job or off - the IWW should be your subject.

The war sowed some good seeds (thinking germs); let us harvest them - as industrial unionists. Remember a million future fellow workers await the call. Let's "fly-at-er" - all of us - NOW!

Hal Brommels
Solidarity, Sept. 25 1920

Be a Wobbly — Join the IWW...

Real Democracy! All policy decisions are made by referendum. The IWW has just one (modestly) paid officer, the General Secretary-Treasurer. The 7-member General Executive Board is elected annually by the entire membership. All officers may be recalled by referendum. IWW workplaces and branches make their own decisions about bargaining and strategy.

To Join mail this form with a check or money order for initiation and first month's dues to IWW, 103 West Michigan Ave., Ypsilanti MI 48197, or contact your local delegate. **Dues:** Monthly income under \$800: \$5 per month; Income \$800-1700: \$9 monthly; Over \$1700: Dues \$12. Initiation Fee is same as one month's dues. A low-income worker can join for as little as \$10.00

<input type="checkbox"/>	I affirm that I am a worker, and that I am not an employer.
<input type="checkbox"/>	I agree to abide by the IWW constitution and regulations.
<input type="checkbox"/>	I will study its principles and make myself acquainted with its purposes.
Name: _____	Occupation: _____
Address: _____	City: _____
State/Prov.: _____	Zip: _____ Phone: _____

Membership includes a subscription to the Industrial Worker

Labor Crossword Key

A	B	O	L	I	S	H	A	G	E	C	L	A	V	E	R	Y	
I	A	N	L	E	A	N	C	L	T	O	Y	E	A				
T	R	I	C	O	L	O	R	I	R	O	N	W	O	R	K	E	R
B	O	O	F	R	S	U	F	W	D	O	Y	A	K	S			
P	A	N	O	R	A	M	A	S	D	O	S	S	E				
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I	G	N	O	R	E	R	U	E	W	O	F	S	I	A	C		
N	Y	E	T	I	S	S	C	N	T	F	E	H					