

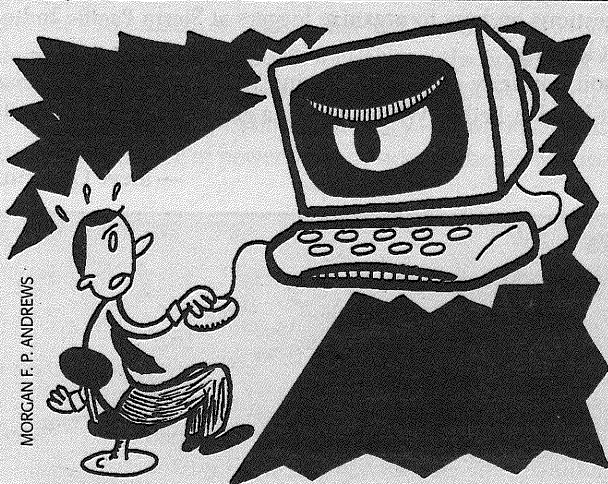
Industrial Worker

★ ORGANIZATION ★ EDUCATION ★ EMANCIPATION ★

January/February 2001

#1630 Vol. 98 No. 1

\$1.00 / 75 p



Bosses stalk the Web...

United Airlines fired several mechanics late last year for following safety rules, and has subpoenaed

the computer records of a United mechanic who operates an independent union Web site.

The site, www.the-Mechanic.com, allows mechanics from various airlines to trade information and criticize United and Northwest Airlines management. Both airlines are fighting union efforts to win better contracts, and have secured federal court injunctions prohibiting workers from undertaking industrial action. United mechanics have been working without a contract since July 12; they can legally strike only with government permission and after a 30-day warning period.

United is demanding records that would help it identify more than two dozen workers who have criticized the injunction or suggested job actions. While it would ordinarily be illegal to fire workers on such grounds, United claims that disgruntled workers are scrupulously following safety regulations in an effort to bring the airline to its knees. It is disciplining and firing workers who delay or ground airplanes on safety grounds, and presumably hopes to use the computer records to support its actions in arbitration.

While United was unsuccessful in efforts to have the union held in contempt of court for not making mechanics stop the alleged job action, the "worker-owned" company has persisted in efforts to terrorize workers into submission.

A computer bulletin board operated for American Eagle mechanics has offered to post any United messages on its site, noting that it is not covered by the restraining order. However, the site's operator warns that employers can track down workers through their IP addresses.

Two years ago, Northwest secured a court order to search the computer hard drives of flight attendants accused of disrupting operations by refusing to work overtime or calling in sick. Eighteen workers identified through the searches were subsequently fired.

Meanwhile, the 9th Circuit Court of Appeals has decided that Hawaiian Airlines may be sued for allegedly hacking into a pilot's Web site that criticized management. The decision reversed a federal judge's decision to dismiss the pilot's claims that the airline had violated federal wiretap and labor laws by viewing his secure site under false pretenses and gaining unauthorized access to its contents.

Detroit strike ends in defeat

A striker recalls five years of struggle

5

Protesting globalization

Thousands went to Ohio to protest the Trans-Atlantic Business Dialogue

6

York University Strikers' Victory

Solidarity is the key to success

8

The impossibility of a model sweatshop

BY PRANJAL TIWARI, PHILADELPHIA

The working conditions in factories producing for Western multinational brand names have been the subject of much controversy. Advocacy groups have picketed and, in their words, "struggled against" large corporations in order to voice their concern over the treatment of workers in contracted factories. The idea seems to be for consumers to wield the so-called power that they have in a market economy and to demand that corporations, to quote a used-to-death phrase, "clean up their acts." American consumers concerned about Third World workers, though usually for the sake of their own consciences, have taken to challenging company positions on such issues as wages within factories, number of hours worked, safety regulations, and the right to organize. Inevitably, the issues and demands have revolved around such variables as: How much are people paid? How long do they work? Are they provided with a safe working environment? Within the framework of demands such as these, it is possible to imagine the "clean" multinational corporation, one that establishes itself in a "developing country," operates in a manner that is "fair" and "just," and is ultimately a benefit to everyone involved. Indeed, this seems to be the most favorable outcome for most U.S. consumer campaigns, who base their platforms not around a rejection of exploitation but are instead caught up in the reformist agenda of arriving at a set of company practices that are acceptable to the moral standards of the consumers they cater to.

On a recent trip to China, I took an official tour of what would probably be considered a U.S. consumer campaigner's dream: a "model" factory producing for a large multinational brand name in the footwear industry, boasting wages that conformed to the

Chinese minimum, working hours that were also within the law, and a clean, well-maintained workplace complete with its own code of conduct hanging on the wall. This was the factory that the company wanted us to see - after all, it met with all the demands of most consumer campaigns, so it had to be perfect, right? *Wrong.* Yes, the company paid legal wages. It met legal regulations on working hours. It even provided recreation facilities for its employees. And yet touring the factory was one of the most frightening, unsettling experiences of my life.

I arrived at the factory in Dongguan, in the southern Chinese province of Guangdong, along with a group of labor activists and members of labor-related NGOs based in Hong Kong. Guangdong is a province full of manufacturing facilities, and is one of the main areas of secondary production in China. There are a large number of garment and footwear factories located there, and several multinationals including famous brand names like Nike and Reebok contract out to companies in the area. Most of the capital comes from industrialized countries in the Asian region, and the factory owners are usually based in places like Taiwan, Hong Kong and South Korea. Driving around, we saw literally hundreds of factories and workers' dormitories crammed together in the burgeoning industrial belt that symbolizes the Chinese government's increasing adoption of capitalism.

The factory we toured was different than the majority of these, however, and the company seemed to have gone out of its way to maintain a facility that resembled an estate rather than a place of work. The factory grounds were huge and surrounded by neatly trimmed lawns and gardens, the buildings were shiny and new, and their designs

continued on page 7

Berkeley recyclers organize IWW

BY STEVE ONGERTH & BRUCE VALDE
EAST BAY

Recyclers at Community Conservation Centers in Berkeley, California, have unionized into the IWW and have been pressuring management to sit down and negotiate with them. Signed union authorization cards representing a super-majority of the workers were presented to management on Dec. 27 by a group of workers and union representatives. Management refused voluntary recognition of the union and the union reps were physically assaulted. A very tense situation took a strange twist when the police arrived and informed management the union organizers would be allowed to complete their work on the property.

Workers at CCC, also known as The Buy Back, have been organizing for three months, seeking better working conditions, better pay, more vacation time, specific skill level definitions, and more democracy on the job. CCC workers started talking union when IWW members at curbside recycling in Berkeley signed a new contract. Word spread that the curbside contract was a good deal for the workers and the organizing drive picked up momentum through the efforts of a union rep and a curbside worker who left curbside to work at the Buy Back. One crucial concern is health benefits for workers' families. Presently health care is available only to the workers themselves. The lowest-

paid workers at the Buy Back are making \$8 an hour, which during economic boom times is scandalous. Additionally, CCC workers want a union to gain respect on the job. They say there hasn't been much up to now.

CCC general manager Jeff Belchamber agreed to consult with the union, but ultimately refused to recognize the union or to agree to abide by federal labor laws. The workers brought signed cards to the National Labor Relations Board in early January. The election is scheduled for Feb. 7. As of now management has yet to engage in blatant union busting tactics. Management did turn the list of eligible voters over to the IWW and the NLRB on schedule.

Workers are still asking the Community Conservation Centers board of directors to voluntarily recognize the union and immediately begin negotiating a union contract. If they refuse, organizers are confident that they will win the NLRB election set for Feb. 7. It appears that the board is split on the issue of voluntary recognition and has so far opted for the election process.

Buy Back workers have been meeting with union organizers once a week to strategize and prepare for the election. Wednesdays are union solidarity days. Last Wednesday, every worker was given a sticker that said *Union Si* or *Union Yes* as they entered the plant gate. They wore the stickers

continued on page 3

Free the Charlestown 5 4 Newspaper wildcat 5 "Binding Arbitration" 8
Organizing academic adjuncts 9 Rank & File voices 10 World news 12

Industrial Worker
PO Box 13476
Philadelphia, PA 19101

ISSN 0019-8870

ADDRESS CORRECTION REQUESTED

Periodicals Postage
PAID
Philadelphia, PA
and additional
mailing offices

Letter from the editor

Fellow Workers,

This is the first issue of a completely redesigned newspaper. By now I'm sure you've noticed the new flag and the more compact design. But while we've spent some time bringing the look of our newspaper into the 21st century, at least as important is the renewed emphasis on producing a top-rank revolutionary labor newspaper, publishing information relevant to everyone who works for a living.

While the *Industrial Worker* will of course feature news of IWW struggles around the world, we will also report on the major labor struggles of the day. As Wobblies, we'll cover these in a spirit of solidarity, but when events demonstrate the inadequacies of business unionism as usual, we won't hesitate to point out the advantages of direct action and the One Big Union. We'll also include a smattering of workers' culture, organizing tips, and analysis of economic developments that affect our lives as workers and our struggles to build a world free from injustice and inequality.

The IWW's General Executive Board has authorized a return to monthly (actually ten times a year) publication. It will take some time to rebuild our network of writers and artists. In the meantime, we ask your patience – and most importantly your active participation – as we work to put out a newspaper worthy of the IWW's rich heritage.

In Solidarity,
Jon Bekken

IWW elects general officers for 2001

In balloting last month, IWW members have voted to re-elect General Secretary-Treasurer Alexis Buss to serve a second one-year term. The 2001 General Executive Board will include: Sam Adams (Minneapolis), Jeff Brite (New Orleans), Mark Damron (Cincinnati), Joshua Freeze (Austin), Breeze Luetke-Stahlman (Lawrence), Mickie Valis (Atlanta), and John Persak (Seattle).

Jon Bekken (Boston) was elected to edit the *Industrial Worker*.

The International Solidarity Commission members will be Liam Flynn (Baltimore), Ron Kaminkow (Chicago) and Peter Moore (Ottawa). Eric Chester (Western Massachusetts) is first alternate.

Elected to the union's Conflict Mediation Committee were Bill Bradley (Portland),

Heather Hall (Winnipeg), Robin Hood (Detroit), Betsy Law (Louisville), and Mona Tapp (Louisville). Mark Damron will also serve as secretary of the General Defense Committee.

The IWW's 2001 General Assembly, at which members come together to discuss union policy and nominate officers for the coming year, will be held the first weekend in August in Boston, Massachusetts.

Constitutional amendments to reorganize the General Defense Committee, streamline the union's election process, and speed the issuance of recall ballots in the event that members petition to remove an officer were approved. A proposal to make it more difficult to press internal charges against union members was defeated.

Readers' Soapbox: A good time to be a radical

Isn't this a good time to be a radical? Not since I was a high school student (early '70s) have I seen so many people agitating against the Bosses and the State. I believe the moon, stars, and planets are nearly in alignment. Bush, and the way he was selected, is the best thing to happen to us in several decades. He is an effective lightning rod for drawing out radicals.

The corporate elite have lost their collective minds. By stealing the election in such an open, unapologetic manner, they are either supremely confident in their ability to crush dissent or they are so fearful of losing control that they've become desparate. I vote for Fear – I think we've got them on the defensive, and that's why the police are so quick to resort to beating heads and using chemical weapons on us.

The economy is going down the drain

at an unbelievable rate. The stock market crash, the collapse of consumer confidence, high inventory levels, high energy prices, overextended credit, overvalued currency, and the electricity and natural gas crisis in California are all coming together. Remember "Stagflation"? It's "just around the corner." Get ready for a rough ride – many of our fellow workers are going to suffer tremendously, even more than they are already.

What should we be doing about it? Instead of just reacting to the situation, the IWW has the opportunity to plan ahead. We need to gear up for organizing unemployed and homeless fellow workers. The government has abandoned us. The workers who are soon to be tossed onto the industrial scrap heap will need our help. Are we up to the challenge?

— Jim Ellsworth, Clinton, Maine

Farewell, Fellow Workers

Fellow Worker David Miller, who lived in the Sierra Nevada foothills near the old Gold Country, died Dec. 14. He rejoined the IWW about 18 months ago. Last time I spoke to David, he was looking for suggestions on how to organize loggers at Sierra Pacific Industries to try and oppose clear-cut logging.

Fellow Worker Dave Johnson, formerly of IU 510, Marine Transport Workers in San Francisco, is dead at 57. A deck-hand at Red & White, he was a great guy, always friendly and amiable.

They will both be missed.

— Steve Ongerth

Notice to Subscribers

Four issues of the *Industrial Worker* were published in 2000.

| Date: | Numbered: | Actual: | Whole No.: |
|------------------|-----------|----------|------------|
| January/February | v. 97 #1 | v. 97 #1 | 1626 |
| March/April | v. 97 #1 | v. 97 #2 | 1627 |
| Summer | v. 97 #3 | v. 97 #3 | 1628 |
| October/November | v. 97 #3 | v. 97 #4 | 1629 |

Subscriptions have been automatically extended to reflect the missing issues.

Industrial Worker

The Voice of Revolutionary
Industrial Unionism

Official newspaper of the
**Industrial Workers
of the World**

Post Office Box 13476
Philadelphia, PA 19101 USA
215/763-1274 • ghq@iww.org

General Secretary-Treasurer:
Alexis Buss

General Executive Board:

Joshua Freeze (chair),
Sam Adams, Jeff Brite,
Mark Damron, Breeze Luetke-
Stahlman, John Persak,
Mickie Valis

Editor: Jon Bekken

11 Bexley Road #2
Roslindale MA 02131 USA
iw@parsons.iww.org

ISSN 0019-8870 Periodicals
postage paid Philadelphia, PA
and other mailing offices.

Postmaster: Send address
changes to: *Industrial Worker*,
PO Box 13476, Phila. PA 19101
USA

Individual Subscriptions: \$15
Library Subs: \$20/year
(Member sub included in dues)

Published ten times per year
printed by Teamsters union labor



Articles not so designated do not
reflect the official position of the
IWW. Contributions welcome.

Press Date: January 23, 2001



IWW directory

Australia

IWW Regional Organising Committee PO
Box 152, Birdwood SA 5234. roc@iww.org.au
www.iww.org.au

Melbourne GMB: PO Box 145, Moreland VIC
3056. melbourne@iww.org.au

British Isles

IWW Regional Organising Committee
PO Box 4414, Poole BH15 3YL

**Pioneer Cooperative Retail Society Job
Branch & General Distribution Workers IU**
660 c/o Ray Carr, 42 Winifred Rd., Poole,
Dorset BH15 3PU.

Swindon Region GMB & Research Councils
IU 620 Group: Kevin Brandstatter, del.,
9 Omdurman St., Swindon SN2 1HA.
01793-610707

Canada

Alberta
Edmonton GMB: 10905 - 106 Avenue,
T5H 0R2. 780-421-0726 iww-edm@iww.ca
edmonton.iww.ca

British Columbia

Vancouver IWW: PO Box 4755, Stn. Terminal,
V6B 4A4. 604-682-3269 x8493

Victoria GMB: PO Box 8283, V8W 3R9.
250-360-9803 vicwob@hotmail.com

Manitoba

Winnipeg GMB: IWW, c/o WORC, PO Box 1,
R3C 2G1.

Ontario

Ottawa GMB: 388 1/2 Kent, K2P 2A9.
613-231-2922 bh295@freenet.carleton.ca

Toronto GMB: PO Box 108 Stn P, M5R 3S8.
toronto.gmb@iww.ca

Germany

IWW c/o BARRIKADE, Bismarckstrasse 41a,
D-47 443 Moers
Daniel Zimmerman, del., syndikat-a@fau.org

Ireland

PO Box 178, Cork. iww@ireland.com

Italia

Delegato Andrea Benetton: Via Molino 1,
21047 Saronno (VA). +3902-96709372
andbene@tin.it

Poland

IWW Polska: PO Box 47, 04-520,

Warszawa 106.

United States

Arizona

Tucson: Desert Tortoise GMB, c/o Feral Press,
PO Box 1212, Tucson 85702.

Phoenix IWW: c/o Aaron, 1309 S Farmer Ln,
Tempe 85281. aaron@iww.org 480-305-9580.

California

East Bay GMB & IU 670 Berkeley Recycling
Center Job Branch: 2022 Blake St, Berkeley
94704. 510-845-0540.

Los Angeles GMB: PO Box 207, San Pedro
90733-0207. 310-831-6023

Mendocino County: Bill Meyers, del.
PO Box 1581, Gualala 95445.

Monterey: Ray Brown, del.
1231 4th St, 93940. 831-333-9803.

San Francisco GMB: PO Box 40485, 94140.

Office: Redstone Bldg, 2940 16th St (at Capp),
#216. 415-863-WOBS staff@iww.org

Santa Barbara: PO Box 23008, 93121.
John Baranski, del., jbwob@yahoo.com

Santa Cruz GMB: PO Box 534, 95061.
831-427-5566.

Colorado

Denver: P&L Printing Job Shop: 2298 Clay,
Denver 80211. 303-433-1852.

District of Columbia

Washington DC: Ground Zero GMB:
PO Box 1187, 20013 iwwdc@hotmail.com

Florida

Tampa Bay: PO Box 8929, 33674-8929
www.onebigunion.org

Georgia

Atlanta GMB: PO Box 80405,
Chamblee 30366. 404-758-2493.

Hawaii

Honolulu: PO Box 11928, 96828.
Mike Long, del., 808-396-1078
mlong@hawaii.edu

Illinois

Chicago GMB: c/o 937 Sherman Ave.,
Evanston 60202. michaelhargis@netscape.net
Mike Hargis 847-328-5919

Indiana

Bloomington: Secret Sailor Books, 202 N
Walnut St, 47404 secretsailors@yahoo.com

Kansas

Lawrence GMB: PO Box 176, 66044.

Kentucky

Louisville: Ben Fletcher GMB,
7904 Brownsboro Rd, 40241
502-327-7382 or 451-3459.

Louisiana

New Orleans GMB: c/o Jeffrey Brite,
3805 Houma Blvd C202, Metairie LA 70006
jbrite@acadiacom.net

Maine

Clinton: Jim Ellsworth, RR1 Box 20, 04927
jimells@mint.net

Massachusetts

Boston Area GMB & Education Workers:
PO Box 391724, Cambridge 02139.
Steve Kellerman 617-469-5162.

Michigan

Detroit GMB: 6135 Regular, 48209.
313-215-5633.

Huron Valley: c/o Fred Chase,
422 N River St #1, Ypsilanti 48197.
734-483-2788. fredchase@provide.net

Grand Rapids GMB: c/o Alles-Curie,
7063 Brewer NE, Rockford 49341.
aboveriver@earthlink.net

Minnesota

Duluth GMB: c/o Laverne Capan,
1522 N 8th Ave E, 55805-1115.

Minneapolis/St Paul GMB: 1708 E 26th St,
55404. Dels. Sam Adams 612-724-9158, Andy
Gifford, 870-9168, Don Kurth 869-4139.

Missouri

St Louis GMB: PO Box 63211, 63163.
Del. Richard Burke, 314-849-3530.
rburkemo@earthlink.net

Montana

Butte: Mark Ross, PO Box 233, 59703. 406-
782-4465. Construction IU 330 Del.: Dennis
Georg dengeo@montana.com

New York

NYC GMB: c/o Korber, 342 21st #31,
Brooklyn 11215.

Rochester:

Ric Garren, del, 716-385-6681.

Upstate NY GMB:

PO Box 74, Altamont
12009. 518-861-5627. Rochelle Semel, del, RD
1 Box 158-B, Hartwick 13328. 607-293-6489.

North Carolina

Greensboro GMB: Dave Coker, del, PO Box
10093, 27404. davecoker@usa.net

Ohio

Cincinnati: Mark Damron, del
PO Box 42233, 45242.

Oregon

Eugene GMB: PO Box 371, 97401.
iwwlu@efn.org 541-343-7828.

Portland GMB: PO Box 15005, 97293-5005.
pdx@iww.org 503-796-3474

Pennsylvania

Lancaster GMB: PO Box 796, 17608

Philadelphia GMB: PO Box 42777, 19101
phillyiww@iww.org 215-763-1274

South Carolina

IU 450 Harbinger Publications Job Shop
Merll Truesdale, del, PO Box 8325, Columbia
29202-8325.

Tennessee

Knoxville: UT Station Box 16010, 37906
iwwknow@dog.com

Texas

Austin GMB: 304 W 55th St, 78751.
512-467-7360 delgin@io.com

Utah

Salt Lake City GMB: PO Box 520835, 84152-
0835. slcgmb@iww.org 801-485-1969.

Vermont

Montpelier: Bob Heald, del, PO Box 1285,
05601. 802-229-1719.

Washington

Industrial Transportation Project: Arthur J
Miller, PO Box 5464, Tacoma 98415-0464.

Olympia GMB: PO Box 2775, 98507.
360-956-3713. olywobs@hotmail.com

Seattle Industrial District Council:

5215 Ballard NW, 98115. 206-706-6250.
bp172@scn.org

Wisconsin

Madison GMB & IU 450 Lakeside Press Job
Shop: 1334 Williamson, Madison 53703.
608-255-1800.

Wyoming

Teton Jack Langan, del, PO Box 4056,
83001. 307-733-4553.

IWW organizing Pitzer College

The General Executive Board has chartered an Industrial Union Branch for faculty at Pitzer College in Claremont, California. The Pitzer faculty began organizing in October, and now have more than a third of the faculty signed up and have begun reaching out to faculty at nearby colleges.

A member of the Boston Education Workers IU 620 Branch met with several Pitzer Wobs in January, discussing strategies for reaching majority status and possibilities for organizing effective solidarity actions for Pitzer faculty and cafeteria staff (who have been struggling for union recognition for several years).

Industrial union organizing summit

The East Bay (California) IWW hosted an industrial union organizing summit the weekend of October 15th, which kicked off with a discussion of industry-wide versus individual shop organizing. In the long run, participants agreed, organizing industry-wide is the more practical approach.

Other discussions addressed the challenge of how Industrial Union and General Membership Branches can more effectively support each other. Although the IWW generally begins by organizing GMBs and working to build Industrial Union Branches from that base, Seattle and Portland began with industrial campaigns in the food service and nonprofit sectors with some success.

Participants were interested in targeting a few industries, such as education, restaurants, construction, and transportation, for organizing. This will require developing issue-based campaigns and networks of activists as we work to build a base in these industries capable of making our presence felt.

Berkeley recyclers

continued from page 1

all day. Wednesday is also the day of the week that the election will take place.

The union, NLRB and management have agreed to a 45-minute election period Feb. 7th. The facility will shut down early and management will leave the property.

CCC will become the second recycling shop represented by the IWW in Berkeley. The IWW also represents the curbside recyclers at the Berkeley Ecology Center. The Buy Back is where curbside recycling is unloaded and sorted. Individuals can also recycle their plastic, glass and metal at The Buy Back and receive cash.

Javier Ceja, Buy Back worker and strong union supporter put it best. He said simply, "The union benefits us all, for our families and for ourselves."

Statement of Ownership, Management and Circulation

Required by 39 USC 3685
Industrial Worker #0019-8870, Filing Date: 1/16/01. Frequency: Bi-monthly; No. of issues published annually: 6; Annual subscription \$15.

Complete mailing address of known office of publication: 6135 Regular, Detroit MI 48209. Complete mailing address of publisher: PO Box 13476, Philadelphia PA 19101. Editor: IW Collective, 6135 Regular, Detroit MI 48209. Managing Editor: John Eaton, 5841 4th St., Detroit MI 48202.

Owner: Industrial Workers of the World, PO Box 13476, Philadelphia PA 19101. Known Bondholders: None. The purpose, function and non-profit status of this organization and the exempt status for federal income tax purposes Has Not changed during preceding 12 months.

Extent and Nature of Circulation: Total No. Copies 4,500 (Average for preceding 12 months) / 4,500 (Actual No., Sept./Oct. '00 issue). Paid/Requested Circulation: Sales through dealers: 450/420; Mail subscriptions: 3,100 / 3,200; Total Paid/Requested Circulation: 3,550 / 3,620. Free distribution by mail: 100 / 200. Free distribution outside mail: 300 / 400. Total free distribution: 400 / 600. Total distribution: 3,950 / 4,220. Copies not distributed: 530 / 270. Returns from news agents: 20 / 10. Total: 4,500 / 4,500. Percent paid and/or Requested Circulation: 79% / 80%.

This statement of ownership will be printed in the January issue of this publication. Signature of editor: John Eaton, Jan. 16, 2001.

Montreal Wobs win union recognition

The recently organized Montreal IWW now claims 15 members and should be applying for a branch charter soon. The two workers of the CFS-Q (a student union) have joined and are preparing to negotiate their first contract. The IWW is also close to securing a majority at a local vegetarian grocery, and has several Wobs working at a large marketing research firm.

They have also been busy translating IWW literature into French, and have distributed 1,000 copies of a "Direct Action Gets the Goods" newsletter.

Another union café

Workers at Madison's Café Assissi lined up in the IWW in December, bringing the number of job shops in the city to three. (The other two are Lakeside Press and the UW Greens Infoshop, an independent educational resource center.) The café serves natural foods, and has a space for performers and film showings. It is the only unionized coffee house in Madison.

Boston actions hit sweatshop labor

Several members of the Boston IWW joined demonstrations outside Niketown and the Gap December 16, joining over a hundred protesters with our banner and exhorting passersby in Boston's toniest shopping district to take a stand in solidarity with our fellow workers overseas.

We were soon joined by a horde of police who decided the Wobblies were blocking an entranceway too effectively and shoved us aside. Police were much rougher with a follow-up demonstration the next week, preventing protestors from congregating on the public sidewalks in front of the stores.

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 working people and the few, who make up the employing class, have all the good things of life.

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

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

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

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

It is the historic mission of the working class to do away with capitalism. The army of production must be organized, not only for the everyday struggle with capitalist, 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.

Upstate New York Regional GMB members posing with puppet of Hilary Clinton (wearing sign reading "Fast Track Demons, USA Today, No Way") created by Peter Tsaffaris at Labor Parade in Albany, Sept. 23. Wobs arched with a float featuring a huge black cat; a placard carried by one marcher boasted "Never One Politrickster Endorsed."

Photo by Rochelle Semel



Protests hit Bush inauguration

BY GEORGE LOVELAND

While one wing of the bosses' party handed the power of the federal government over to the other, around 10,000 cold and damp working-class Americans were gathered in Washington D.C.'s Freedom Plaza chanting, "Hey hey, Ho Ho, capitalism's gotta go!" By the time George Bush's inaugural parade arrived in shiny black limos the frozen crowd was burning with a revolutionary fervor, shouting, "Police say get back, we say fight back; Bosses say get back, we say fight back."

Earlier, police had set up a checkpoint just off Pennsylvania Avenue where they stalled for two hours, attempting to deny entry to the protestors. Protest organizers and their lawyers argued with police as the crowd continued to grow and become more and more restless. Police were finally forced to yield and the crowd, which included a contingent from UNITE Local 169, over a hundred construction workers from North Caro-

lina who had come in a bus caravan and a contingent of workfare and other low-wage workers, rushed onto the plaza, celebration its "liberation." During the additional two-hour wait for the parade the freezing rain continued to fall, but the crowd's spirit only grew more heated. Police in riot gear and on horseback marched in front of the protestors in a massive show of force. When additional reinforcements arrived the crowd broke into a chant of, "That is what a police state looks like, this is what DEMOCRACY looks like!"

This raucous display of resistance and solidarity disrupted the right wing's carefully scripted celebration. It also energized our movement and strengthened the ties of oppressed workers in the African American, Latino, lesbian/gay and other liberation movements. What the bosses had hoped would be their own private victory celebration may have well turned into a spark that ignites a militant resistance movement.

Join the IWW Today

The IWW is a union for all workers, a union dedicated to organizing on the job, in our industries and in our communities both to win better conditions today and to build a world without bosses, a world in which production and distribution are organized by workers ourselves to meet the needs of the entire population, not merely a handful of exploiters.

We are the Industrial Workers of the World because we organize industrially – that is to say, we organize all workers on the job into one union, rather than dividing workers by trade, so that we can pool our strength to fight the bosses together.

Since the IWW was founded in 1905, we have recognized the need to build a truly international union movement in order to confront the global power of the bosses and in order to strengthen workers' ability to stand in solidarity with our fellow workers no matter what part of the globe they happen to live on.

We are a union open to all workers, whether or not the IWW happens to have representation rights in your workplace. We organize the worker, not the job, recognizing that unionism is not about government certification or employer recognition but about workers coming together to address our common concerns. Sometimes this means striking or signing a contract. Sometimes it means refusing to work with an unsafe machine or following the bosses' orders so literally that nothing gets done. Sometimes it means agitating around particular issues or grievances in a specific workplace, or across an industry.

Because the IWW is a democratic, member-run union, decisions about what issues to address and what tactics to pursue are made by the workers directly involved.

TO JOIN: Mail this form with a check or money order for initiation and your first month's dues to: IWW, Post Office Box 13476, Philadelphia, PA 19101.

Initiation is the same as one month's dues. Our dues are calculated according to your income. If your monthly income is under \$1,000, dues are \$6 a month. If your monthly income is between \$1,000 - \$2,000, dues are \$12 a month. If your monthly income is over \$2,000 a month, dues are \$18 a month.

- I affirm that I am a worker, and that I am not an employer
- I agree to abide by the IWW constitution
- I will study its principles and make myself acquainted with its purposes.



Name: _____
Address: _____
City, State, Zip: _____
Occupation: _____
Phone: _____ E-mail: _____
Amount Enclosed: _____
Membership includes a subscription to the Industrial Worker.

Picketing longshoremen face felony charges, jail Free the Charleston 5



ARTWORK BY BITS HAYDEN

Five longshore workers, members of ILA longshore Local 1422 and clerks and checkers Local 1771 in Charleston, South Carolina, face possible imprisonment on state criminal charges. They and some 150 co-workers planned to picket a ship in their port that was using a non-union longshore crew when the state responded with a massive contingent of law enforcement officers and an altercation ensued. The five have been indicted for rioting, a felony punishable by up to five years in prison. They could face trial as early as February.

The stevedoring company that hired the scabs is also suing the two Charleston locals, their presidents and 27 members for \$1.5 million in alleged losses it suffered because of the picket line disrupting work. The

suit raises the issue of whether workers can be held financially responsible for industrial actions, and raises the specter of bankruptcy for the locals and these individual workers and their families. In response the locals have filed unfair labor practice charges against WSI with the National Labor Relations Board for retaliating against the workers for exercising their legally protected right to picket.

The trouble began Oct. 1, 1999, when Nordana Lines notified the ILA locals it was ending its 23-year relationship with the union and would begin using non-union labor to work its ships. The local responded with picket lines. After peaceful pickets resulted in slight delays to two Nordana ships, the state of South Carolina, which prides itself on being right-to-work state and advertises itself to investors as having the lowest rate of unionization in the country, decided it was going to break the longshore union's power.

To protect the "right" of some 20 scabs to work the Nordana ship, Skodsborg, Jan. 20, the state sent in some 600 police in riot gear. Some rode on horses and others drove armored vehicles. Helicopters circled overhead and police patrol boats cruised the waterside.

The police marshalled at the terminal and, for extra provocation, in front of the union's hall about 150 yards away. The longshore workers stayed away from the ter-

minal, letting the police stay out in the rain and cold by themselves and waste lots of taxpayer money. Late in the evening the workers reassembled at the hall and then went out toward the terminal to exercise their legal right to picket.

Police attacked the pickets without provocation and a battle ensued. Eight pickets were arrested and charged with misdemeanor trespassing, but the State Attorney General Charlie Condon intervened and raised the charges to felony riot. At a preliminary hearing a judge dismissed the felony charges for lack of evidence, but Condon then went to the Grand Jury and sought and obtained indictments against five of the defendants, on the same charges that had just been dismissed. Condon has made it clear that he intends to prosecute the workers vigorously and has said his plan for them includes "jail, jail and more jail."

Pending trial, the Charleston 5 are under a strict curfew requiring them to stay home between 7 p.m. and 7 a.m. if they are not working or at a union meeting, and travel restrictions that don't allow them to leave the state.

It is no coincidence that this attack on the dockworkers came barely two months after the "Battle of Seattle," when west coast longshoremen shut down ports from San Pedro to Seattle to protest against the WTO and capitalist globalization. It also happened

at the same time that 27,000 people marched to force the removal of the Confederate Flag from the State capitol. Local 1422 is a largely African-American local and the racial implications of this prosecution should not be overlooked. No doubt the Attorney General and WSI are out to make an example of workers who fight back. All Wobblies should come to the aid of these fellow workers. An Injury to One, is an Injury to All!

Checks should be made out to the "Dockworkers Defense Fund" and sent to: Campaign for Workers' Rights in South Carolina, PO Box 21777, Charleston SC 29413.

Support for New Zealand wharfies

The Maritime Union of Australia has pledged support for besieged waterside workers battling a US multinational and a rogue stevedoring company on the New Zealand waterfront.

US multinational Carter Holt Harvey has chartered five ships to transport logs out of New Zealand to Korea, using outside labor contracted by ISO subsidiary Mainland Stevedoring.

Mainland is flying industrial mercenaries into ports in an attempt to undermine local working conditions, and using security guards and out-of-town police to violently break the pickets.

ISO has been operating in the North Island using non-union labor for some years. It employs all casual labor and the union sees it as a move to completely casualize the New Zealand wharfies.

Fundraisers fight union, 'progressive' boss

BY JON BEKKEN, BOSTON

Telephone fundraisers in Somerville, Massachusetts, have organized a rank-and-file caucus at Share Group in an attempt to build a real union presence on the job — a union willing to fight for workers, rather than putting their grievances on hold in order to avoid antagonizing management.

Share Group is a \$20-million-a-year telemarketing firm specializing in liberal causes. Share is half-owned by former CEO Michael Ansara, whose Share Consulting firm's role in laundering funds embezzled from the Teamsters Union to finance former IBT President Ron Carey's re-election bid led to the election being overturned, Carey's expulsion from the union, and criminal charges. Ansara stepped down as CEO in the wake of the scandal and recently wrote employees that he would be "stepping away" from active involvement in the firm.

Despite its progressive reputation, workers have found Share to be far from a model employer, and have filed several Unfair Labor Practice complaints against Share and CWA Local 1400, which they believe is colluding with the company. "Their job is to keep the rank and file off the back of Michael Ansara," former Chief Steward Douglas McCabe explains, "the union is basically helping management run the shop floor."

McCabe was removed from his elected post as chief steward and apparently dismissed as a steward (though he was never notified of this) after he helped form FADU, members For A Democratic Union. Share's director of labor relations was the former president of the union representing Share workers in Washington, D.C., and McCabe has noticed a revolving door between supervisory and union positions.

CWA Local 1400 is a multi-unit local that has represented Share Group workers since 1997. In March 1999, the local agreed to merge Share's TNT (which sold long-distance service for Working Assets and the AFL-CIO's "Union Privilege" credit card) and EIS (which raises funds for nonprofit organizations and the Democratic Party) units into a single contract, undermining conditions for TNT workers in the process.

Workers responded with a series of griev-

ances challenging the way bonuses were being calculated, among other issues, only to see the grievances vanish into a black hole. After months of asking what had happened

to a group grievance over unpaid bonuses, McCabe was told only that a settlement had been reached and the unpaid bonuses included (without notice) in workers' pay checks. Workers have been unable to determine how much, if anything, the company agreed to pay. Similarly, when management fired a union dissident for allegedly smoking marijuana several blocks away from the Share offices (a claim that several witnesses contest) the union filed a grievance but refused to allow the worker to attend grievance meetings or to give him any information about its status.

During contract negotiations in Fall 1999, CWA officials threatened to remove stewards who wore FADU t-shirts, claiming that their call for a democratic union undermined the union at the bargaining table. Rank-and-file members of the elected bargaining committee were excluded from talks.

FADU organized against the contract that was finally negotiated, pointing out that it dramatically expanded the grounds for disciplining union workers, offered long-term employees raises of only 5 cents a year, and allowed management almost unlimited discretion in distributing the bonus pool. (Bonuses account for a major share of workers' income. However, in a recent study of bonus sheets, FADU found that nearly a third of workers receive no bonus at all, 40 percent receive less than \$100 a week, and a handful of workers get more than \$300. Oddly, the people with the highest bonuses often put in fewer hours on the phones.)

Share management confiscated FADU

leaflets, hired a former FBI agent to interrogate FADU members about their activity in the group, and threatened to close the Somerville facility if workers persisted in fil-

The Communications Workers of America was forced to pledge that the union "WILL NOT threaten to sue employees or members for posting literature in opposition to contract ratification..." and "WILL NOT threaten employees or members that they may lose their jobs if [they] fail to ratify the collective-bargaining agreement."

ing grievances and fighting for better conditions. CWA representatives joined in, telling members that "anyone who votes against the contract will lose their job." The contract was ultimately ratified, although several long-time workers did not receive ballots.

Communications Workers of America district representative Steve Early signed an NLRB notice July 24, pledging that the union "WILL NOT threaten to sue employees or members for posting literature in opposition to contract ratification or engaging in any other protected concerted activities" and "WILL NOT threaten employees or members that they may lose their jobs if employees fail to ratify the collective-bargaining agreement." Early has been active in labor reform circles for many years, and is a frequent contributor to *Labor Notes*.

While the CWA posted the notice on its bulletin board, FADU members distributed copies to Share employees, accompanied by a three-page explanation of the charges and the NLRB process, and encouraging members to "start organizing today for better wages and working conditions tomorrow!" Local 1400 Vice President Robert Myers responded with a letter to all workers accusing FADU members of undermining solidarity and using the union "to work out their left-wing fantasies."

Myers has accused dissidents of harassment and making anti-gay comments, charges they vehemently deny. After one union meeting Myers accused one worker (later fired) of insulting his sexuality, and said "I'm not going to be in any union" with him.

On another occasion, Myers complained to management that McCabe was threatening him by batting a styrofoam cup back and forth to another workers with a whiffle bat during a break. Share's interrogations of union dissidents were ostensibly in response to another Myers complaint of graffiti personally attacking him, graffiti which no one else ever saw.

Since the contract was signed, Share has cracked down on workers. In addition to unilaterally changing the bonus policy, management eliminated free pizza and bagels, laid off workers, and began a huge increase in discipline. Not surprisingly, this led to increased grievance filings. Local 1400 President Melissa Morin responded forcefully to the situation April 11, telling stewards that they may no longer file grievances without obtaining prior permission. Myers concedes that "Grotesque inequalities... bonus surprises, last-minute changes and outright mistakes are the rule, not the exception," in the bonus program, but promised only to move from "patience and informal discussions" to "an official request for information."

McCabe is not impressed, noting that the union refuses to grieve the matter. When members filed grievances on their own, he says, the union "flushed it down the toilet, just like they flush everything down the toilet."

In December, FADU distributed its first newsletter to Share Group employees, explaining the contract grievance policy, documenting the inequitable distribution of bonuses, remembering a co-worker who died without health benefits, and calling on workers to join efforts to build a democratic union. "Remember - we, the membership, are the union," the newsletter says. "Another thing to remember is the real force opposing us - the bosses ... the people who make the real decisions, take our money away, and tell the supervisors to write us up - Michael Ansara and his team of managers. Melissa and her docile union aren't the real enemy, they're just part of the problem. And if they were really interested in unity, they'd stop complaining, become part of the solution, and behave like a real union."

Ontario's attack on labour rights

BY PETER MOORE, OTTAWA-OUTAOUAIS

While the Ontario Federation of Labour held teach-ins about two new anti-worker laws, the Conservative government had its way in the provincial parliament.

The government quickly changed the Labour Relations Act to make union certification harder and decertification easier, undermine unions' strike and contract ratification votes, and legalize the 60-hour week.

Before the new law, workers could claim overtime pay after 48 hours labour. Now, a worker must do 176 hours labour averaged over four weeks before claiming overtime pay. Breaks, lunch hours and even vacation time can be dictated by the boss. The changes lower legal standards for non-unionized workers, especially in the healthcare, service, and construction sectors.

The new law was pushed through the legislature in just 29 days, receiving Royal Assent Dec. 21. To split dissent and sugarcoat this coal in labour's Christmas stocking, Labour Minister Chris Stockwell emphasized parental-pregnancy and family crisis leave. The absence of serious opposition made the rollback of workers' rights in Ontario too easy for the Ontario government.

The labour federation's weak-kneed approach contrasts sharply with its Days of Action campaign of 1996-1998, which brought thousands of workers into the streets of North Bay, Sudbury, Peterborough, Hamilton and Toronto to oppose public service, healthcare and education cuts. The Toronto Day of Action in October 1996 made the three million-person city resemble a General Strike, with workers holding the streets.

The federation called off the Days of Action for fear of appearing too confrontational. The labour federation's first response to the "60-hour week law" was a campaign titled, "You Didn't Vote For This!" This electoralist campaign, adopted after the government won its second majority in 1999, only recognizes that Ontario workers elected the Conservative government. It does not emphasize that workers have different interests from the employing class and the right to organize and defend themselves. However, the teach-ins failed and mass demonstrations such as the Days of Action were ruled out.

The Ontario Federation of Labour does not seem to know what to do. By default, they may simply advocate that workers vote for the New Democratic Party in 2004. The New Democrats lost to the Conservatives, in part for imposing a "social contract" on civil servants, education and healthcare workers, effectively freezing their wages. The New Democratic Party had banned the use of scabs, a law which was immediately repealed by the Conservatives when they came to power in 1995.

No right to challenge salaries

Cambridge, Ontario — UFCW Local 1977 members have been ruled "out of order" for challenging exorbitant pay hikes and other perks given to their union leaders.

More than 1,400 rank-and-file members signed a petition in November demanding executives give back 65 percent raises and generous retirement benefits. However, United Food & Commercial Workers International President Douglas Dority ruled that members did not have the right to challenge the raises.

The local's executive board had boosted the local president's salary to C\$118,300 from C\$72,000, while the secretary-treasurer went to C\$109,200 from C\$66,000. A former union rep. was promoted to the new position of executive vice president, paying C\$101,400.

Details of the package were made public soon after workers at 46 stores in central and southern Ontario went on strike for four days, winning a contract giving them five percent raises, plus several one-time bonuses, spread over six years.

Mercury News carriers wildcat

BY ADAM WELCH, SAN JOSE

A week-long wildcat strike by 600 carriers delivering the *San Jose Mercury News* ended at 3 a.m. October 13 in a partial victory for 1,100 carriers employed by the newspaper. The strike was assisted by local Wobblies and members of Students For Justice.

The carriers, almost entirely Vietnamese immigrants, were taking part in a wildcat strike protesting low wages and unfair work rules. The settlement granted workers a 12 percent raise, eliminated carriers collecting bills door to door on their own time for new customers and an agreement to rehire four workers who had been fired. This has not ruled out any potential future strikes, as the carriers are still angry over several unmet demands.

The strikers' demands were for a 20 percent increase in wages to compensate for higher gas prices and rent, an end to long waits to pick up the paper, not having to collect bills from nonpaying customers, and not having to purchase the rubber bands and plastic bags used to assemble the paper.

Duan Nguyen, a strike leader at the North Valley distribution station in East San Jose, said that the strike started at the Fremont station, a nearby suburb, and spread spontaneously as other carriers heard about the strike on a local Vietnamese radio talk show. He recalled asking the other workers to join the work stoppage October 9: "I told the other workers 'don't go to work, we need this one.'" 100 percent of the North Valley Station carriers signed a letter with demands to *Mercury News* Publisher Jay Harris.

On the picket lines

At 3 a.m. the workers gathered in the

rear of the North Valley distribution plant we arrived at. In the front of the facilities, scabs and other employees of the *Mercury* loaded papers into their cars. The first night, Phuong Ly and I spent several hours talking and hanging out with the workers in the cold. Basically we found out there are several leaders at each station that communicate over cell phone to the leaders at the other station. The main and largest station is the Campbell station where the main leaders are based. The workers stuck together well, but lacked a plan to support the strike, such as talking to or picketing the scabbing workers.

The second night we returned, bringing local students, some food and many picket signs, including IWW ones. We also talked to local TV media. The workers were grateful for the support and some began picking up the signs and marching around. Just as it seemed the strikers were going to start a picket line, a call came in from the Campbell station and a deal had been made.

Currently the carriers are still not part of any union. They seem to know the importance of joining a union, but face several difficulties. The newspaper defines them as independent contractors, which technically makes them ineligible for union protection (though this could be easily challenged). There is also a jurisdictional dispute going on.

The UFCW has Vietnamese-speaking organizers, but won't organize the workers because of the independent contractor situation. The Newspaper Guild (which many of the *Mercury News* workers are members of) also has been dragging its feet, mostly because the managers and supervisors of the carriers at the distribution and production

plants are Teamsters and if the carriers became recognized it could endanger their bargaining unit.

The SJ Labor Council plans to organize a meeting of the unions that have been involved to "work out the situation" and Phuong Ly and I have been invited. The impression that we have been getting is that the situation with the Teamsters and the fact that the carriers have taken independent action makes the local unions cautious.

We are in the process of setting up a meeting with the carriers to discuss options for further organizing. Unions should be less concerned with stepping on jurisdictional toes, and more committed to building solidarity, but the IWW will do what it can to fill the gap.

Union looter to head Dems

Washington money man Terry McAuliffe is on the verge of being appointed to head the Democratic National Committee, with the enthusiastic backing of AFL-CIO President John Sweeney. McAuliffe was an active player in the 1996 campaign money swap between the Democratic Party and Teamsters which resulted in the election being overturned.

McAuliffe also is at the center of a civil suit filed by the Labor Department May 5, 1999, charging that a union pension fund was fleeced in making a \$6 million loan that all parties knew could not be repaid.

McAuliffe was a trustee of the fund and co-owner of the development company getting the loan. He also owned a company that sold a \$2.5 million share to the pension fund, which then sold it as a loss to another McAuliffe company.

Detroit newspaper strike ends in ignominious defeat

BY MIKE HARGIS, CHICAGO

After five and a half years, the strike against Detroit's two major dailies has ended — and ended badly.

The strike by 2,500 unionists against the *Detroit Free Press* and the *Detroit News* cost the papers an estimated \$200 million, as circulation dropped by a third. Yet it was the unions that in the end cried uncle. Of the settlement, announced on Dec. 17, a union representative indicated that the unions didn't salvage much, "But it's better," he said, "to have a contract than no contract at all."

At 2 percent, the wage improvements are about half the current official rate of inflation. Moreover, wages have been slashed for some workers. For example, mailers (Teamsters) who once earned \$16 an hour are now paid about \$11 an hour. About 185 workers are waiting for openings before they can return to work; and if the companies have their way, 200 more will not be rehired at all.

The unions also agreed to an open shop, meaning that scabs hired during the strike and new employees do not have to join the union or pay agency fees for the cost of representing them as a condition of their employment.

Of course things didn't have to end this way. Early on unionists from all over Detroit turned out to the picket lines to stop delivery of scab-produced newspapers. But the unions capitulated to court injunctions and abandoned effective picketing in favor of a boycott, which failed to force the bosses to settle. Now that the battle is over the unions have agreed to help the papers to rebuild circulation in exchange for bonus money.

No Honor, No Dignity, No Justice

BY LARRY SKWARCZYNSKI, DETROIT
IWW/IBT 372

Detroit was once another name for solidarity — unionism — unity — standing up for working people's dignity. No more!

Whether it is fighting for a living wage for unjustly fired and locked-out workers, for diverse union membership, for education and health care, for community needs and for respect, union leaders have the responsibility to their members and their community to foster justice. Instead, they have decided their interests are the same as the companies', betraying workers' struggles as they get all they can for themselves and fight to stay in control.

After five-and-a-half years on the street, the Teamsters union — the last to hold out — surrendered totally rather than face Gannett's racketeering lawsuit, the ongoing drain on strike funds, and the difficulties of prolonged struggle. Gannett told the unions it would never take the fired workers back, and demanded a vote before Christmas.

The contract had nothing for the fired or locked-out workers, nor did it offer back wages or seniority. It took away \$5 an hour for all mailers, while giving one percent pay hikes and the chance to grovel for merit pay to others. There's no sick leave, and scabs can not be bumped from their positions.

After five-and-a-half years on the street, the Teamsters union — the last to hold out — surrendered totally rather than face Gannett's racketeering lawsuit, the ongoing drain on strike funds, and the difficulties of prolonged struggle.

The Detroit newspapers will be scabby, open shop sweatshops.

Many workers were outraged and walked away as the Executive Board said it was the worst contract they had ever seen but told us to ratify it anyway. The vote in the 1,138-member Teamsters Local 372 was 139-46, in the 255-member Teamsters #2040 it was 36-33. The other unions — the Newspaper Guild, Printers, Pressmen and Engravers — broke rank months ago, settling for equally bad contracts.

During the strike/lock-out, some religious leaders and politicians rallied constantly against the newspapers' union-busting, but now who speaks when union sister and brother turn their backs on the fired and locked-out left without? At the end of January their benefits will be cut off and workers with years of seniority will be left scrambling for whatever jobs they can find.

Gannett pulled its RICO suit off the table in exchange for the unions promising to tell all that the strike is over and everyone who canceled their subscriptions in solidarity with the workers to restart. I, as a most active participant, see no honor, no dignity and no justice — only corruption, deceit and treachery.

Limerick for a union-buster

He can break labor laws with impunity
If he's given the least opportunity.

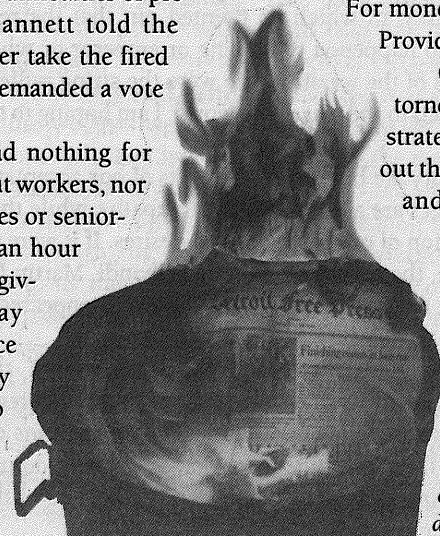
His plans rarely sour
For money and power

Provide him with legal immunity.

(John Jaske is a Gannett attorney and lead negotiator whose strategy was to force the unions out through unfair labor practices, and then stall the resulting charges in the courts for years.)

Excerpted from *A Guide to the Detroit Newspaper Strike in 15 Offensive Limericks* by Tom Bernick. unioneyes.com

The bonfire of scab newspapers depicted at the left kept strikers and their supporters warm during a picket on Oct. 20, 1995.



The war against globalization comes to Ohio

BY MARK DAMRON, CINCINNATI

Over 200 top business and government leaders gathered in a private forum Nov. 16 for the Trans Atlantic Business Dialogue in downtown Cincinnati, Ohio. The TABD says it "offer[s] an effective framework for enhanced cooperation between the transatlantic business community and the governments of the EU and the US. An informal process whereby European and American companies and business associations develop joint EU-US trade policy recommendations, working together with the European Commission and U.S. administration."

It's plain to see that the TABD means more control in the pockets of top CEO and government officials, and that the TABD will shape the future of the World Trade Organization itself. So, as happened at the WTO

meetings in Seattle and the IMF/World Bank meetings in Washington DC, demonstrators took to the streets of Cincinnati.

From all over the country folks from every imaginable walk of life answered the call and came to Cincinnati. Wobblies from New York, Minnesota, California, and Kentucky and Ohio were there, as were environmental, human rights, labor, and many other activists. The protesters' primary goal was to voice opposition to large corporations' undue influence on politics, the environment and human rights.

One reporter wrote in advance of the meetings that N16 would "simultaneously place the largest concentration of economic power and the most boisterous street demonstrations the setting has ever seen."

The opening press conference was at-

tended by 500 people, who, led by a representative of the Farm Labor Organizing Committee, marched several blocks up the street to the headquarters of Kroger, which recently rejected FLOC's request that they pull Mt. Olive products from their shelves in solidarity with its farmworkers' struggle for decent living and working conditions.

On Thursday evening things became a little more rowdy as TABD delegates prepared for a special performance at Music Hall by Cincinnati's Symphony Orchestra. Over 100 protesters gathered outside with twice that number of police. Around 8:45 p.m., two men were escorted out by police officers. Reportedly the two let a "End Corporate Rule" banner fall from inside the Music Hall shortly after the first intermission. They went on to give a speech to the audience as to why the participants of the TABD were wrong for what they were doing with globalization before they were arrested and charged with criminal trespass and disorderly conduct.

Friday's march was considered by many to be the most significant action planned. Although bone-chillingly cold, the rally began at Sawyer Point on Cincinnati's riverfront, with crowds of 1,000 to 1,500.

Shortly before noon, the crowd began their march through downtown, circling the hotel where the TABD meetings were being held, and stopping at Fountain Square for more speakers and a 'New Kids on the Block Bloc' performance.

After the rally, protesters began to split up, many heading back toward Sawyer Point. A group of 200-300 Black Bloc and other activists split from the main march, and approached 5th and Vine, between Fountain Square and the Omni hotel. Some were carrying barricades to establish a line across the intersection to keep the police at bay.

Within a half an hour, they began to move eastward in the direction of Sawyer Point, in part due to police reinforcements deployed around the activists' barricades. A small scuffle occurred between protesters and police. Two were taken into custody, one, bleeding from the mouth, was held down by four police while another sprayed CS spray into his mouth and eyes. Police piled on his back to handcuff him, one stepped on the back of his knee, another held his knee firmly into the man's spine.

The rest of the group at this intersection was separated from the main march. For the next hour, they were slowly forced by police back toward Sawyer Point. Eventually the group was corralled, broken up into detachments of four or less, and allowed to leave one at a time. They were ordered to keep moving toward the Point and not reassemble on pain of arrest.

I walked with this group part of the way, and was struck by how well-behaved they were. The police, however, clearly preferred to treat them as rioters. The most dangerous aspect of the event was not the protesters, but the police in riot gear, complete with shields, batons, and beanbag shotguns. They were clearly set for a fight.

"The use of tear gas, something I had not seen much of since the late 1960s, has again become *de rigueur*. Meanwhile, the arrested protesters were charged with rioting, but the rioting did not come from the protesters, but from the public servants who go by the motto 'to protect and serve.'

It's interesting to note that of the three windows allegedly broken by protesters, all were near where police were firing rubber bullets and beanbags at the demonstrators. At least one out-of-town journalist reported that police were later unable or unwilling to present the ball bearings and rocks that they allege the crowd was firing at windows.

The police may have felt that they needed a presence, but they did not need to brandish shotguns, shoot tear gas at retreating protesters and push members of the media around. Nor did they need to brutalize

the citizens they were supposed to serve, as they did in a hundred little ways – like the officer who told a woman with a 2-year-old child, "you take another step and I will mace your child."

Looking for trouble

Police came prepared for trouble. According to Lt. Ruberg, spokesman of the law; "We were anticipating mass arrests, but at this point it has not occurred that way." And when those mass arrests didn't happen, did the Cincinnati police ease off? No, they escalated their activities.

Later that evening protesters regrouped for an AFL-CIO-sponsored labor picket down at Union Terminal, where the TABD were dining in opulence with the Governor of Ohio. Between 300 and 500 protesters marched in front of the terminal, twice as many police cordoned off the area; shotguns and riot gear were prominently on display, as were two large coach buses, clearly anticipating mass arrests.

Saturday's activities were the most volatile, beginning with a rally on Fountain Square. Hundreds of protesters had to pass a police checkpoint, including a patdown. Police claimed that they were searching for weapons. Police were everywhere, again using riot gear and chemical spray, and even detaining marchers for jaywalking.

The rally included the introduction of papier-mache pigs highlighting issues such as worker safety, the environment and corporate welfare. More than 500 protesters marched to Kroger's headquarters, where the first of the "pigs" was to be dropped. Police rounded them up and refused to allow them to cross the street to the Kroger building.

They marched back toward Fountain Square and broke into smaller groups; one proceeded to march to the Omni Hotel, another marched with a pig to Chiquita's headquarters, and still another stationed itself outside of Procter & Gamble's headquarters. Meanwhile, the police became more forceful in an attempt to disperse the demonstrators, using CS Spray and making arrests.

Despite Constitutional guarantees of freedom of assembly and movement, marchers were greeted at every turn by over 100 fully equipped officers, forbidden from marching near or around certain buildings, searched, and just plain harassed.

While Saturday afternoon's main march and rally was dissipating, protesters from the TABD were organizing with members of the Black Urban Defense for a second rally against police brutality in Lytle Park at 4 p.m. that afternoon. But with the spotlight turned off, police felt free to hand out harsh treatment with impunity. Over 40 protesters were arrested that afternoon, ten times the number arrested at Friday's rally. Cincinnati Mayor Charlie Luken said he was pleased with the police response. By 7 p.m., police were threatening to arrest anyone standing in groups of five or more, saying the rally permit had expired earlier in the day.

Yet no police action could dim the spirit of those who had come to Cincinnati to make sure that the corporate world knew that we would not sit idly by and let them destroy our lives. "We're fighting for everyone in the world. We're fighting for justice. We're fighting for peace," said one protester.

As the TABD leaves Cincinnati, legal work continues, with at least 47 people arrested and lingering questions of civil rights violations. Questions of illegal searches prior to entering a public space have prompted legal action against the City of Cincinnati.

Charges against those arrested range from blocking the flow of pedestrian traffic, to forgery, to disorderly conduct.

If you would like to support legal defense for arrestees in Cincinnati, send checks to Ohio Valley Independent Media, c/o Media Bridges, Reading Rd., Cincinnati, OH 45202



"The problem with globalization is that it is not global enough," writes Bill Boistvert in the December issue of *In These Times*. He goes on to ask, "Why stop with global markets? Why not global trade unions and global environmental laws? Why not turn the world into one big school district and let Nike workers in Vietnam vote for property tax millages on Phil Knight's mansion in Oregon? That would be indisputably global, yet ideas like that never make it onto the agenda of globalization advocates. ... Which means that globalization is really a code word for laissez-faire capitalism."

You said a mouthful, Bill, and that is exactly what we IWWs would like to rectify. Particularly we would like to bring about global trade unions or, as we would prefer the term, industrial unions. The boys on top are obviously organized on a global scale, so it's about time us chickens on the bottom do the same. Organizing globally from the bottom up is going to be a tough job, but it's in our best interests that we start doing so as soon as possible if we have any concern for the survival of the six billion of us two-leggeds as well as the other forms of life we share the planet with.

One of our problems is the concept of history that has been spoon-fed to us by the ruling classes for the past ten thousand years. The history that they tell us is all from their own perspective. Some years back, when your scribe was addressing students at a small Missouri college, some sweet young thing asked me how I could have any hope for the human race with the sad record of wars that has plagued our species since time immemorial. I replied that my faith in our species is well-butressed by the fact that none of these wars have been fought with volunteers alone.

While it is true that there are always a certain number of mis-adjusted unemployables that constitute a peacetime army, when our rulers really want to have a war in earnest, the peacetime soldiers are not enough to do their bidding, with the result that they coerce the rest of us – who otherwise would have better things to do than be shooting at somebody we don't even know, much less have any gripes with.

Outside of our lack of gumption to tell our rulers to kiss our posterior extremities, we two-leggeds have something exonerable going for us. Despite the fact that there is a tendency on the part of all of us to view others with suspicion, there has been enough intercommunication to enable essential food products and technology to spread around the world. This is the reason certain foods are known around the world by the word in the language of the area of their original production. Okra is African, cabbage is aboriginal British Isle, tea and cha are Chinese, alcohol is Arabic, potato is Quechua, tobacco is Arawak, Chocolate, vanilla and tomato are Nahuatl; and these are but a few examples of essential food products that, had they been confined to their localities of origin, would have disappeared through the process of natural disaster.

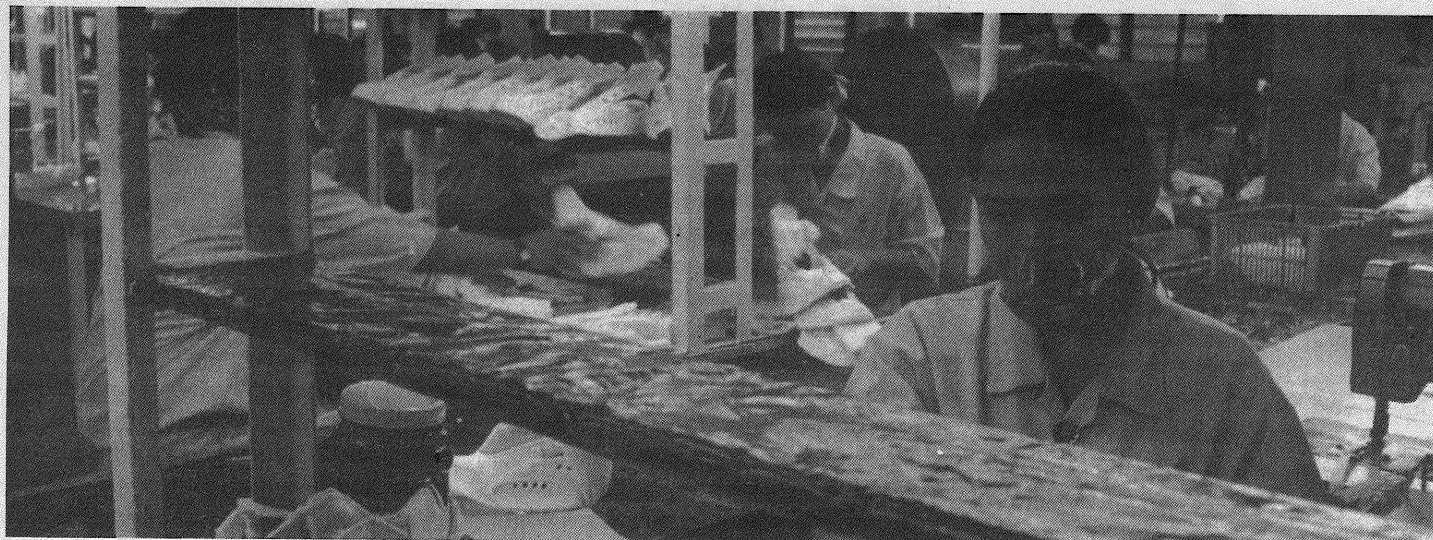
Too much of the history we are being fed is about wars, the encroachment of other people's land by ruling armies, and the wealthy personages who are responsible and benefit by such. Our late fellow Worker Jack Sheridan some years back wrote a series of articles entitled *Breakfast with Destiny*, in which he pointed out that the real turning points in human history were not who happened to be king or emperor or who was the general of whatever army or the names of the wealthy who were the string pullers, but when certain food products were introduced to the rest of the world. I am hoping to see that these articles are published in book form.

The great names in history are but the by-products of our acceptance or rejection. The notoriously malign personages are a sad result of our apathy, while the beneficent personages are but the personification of our struggles and desires. If it were not for the desires of millions of unnamed people, the names of Mahatma Ghandi, Martin Luther King, Eugene Debs, Leonard Peltier – just to name a few – would have disappeared into oblivion along with the rest of us.

It behooves us, fellow workers, that in this third millennium, that those of us who constitute the overwhelming majority of two-leggeds on this planet remove the fangs of the malicious minority and make this our millennium. The other forms of life that share this planet with us shall express their gratitude in ways that can only do us good.

By organizing we can bring about true globalization. Draftees of the world, unite! You have nothing to lose but your generals!

— C.C. Redcloud



Women workers gluing sneakers together in an Indonesian model sweatshop, toured by journalists in 1998. Photo: R₂

The impossibility of a model sweatshop

continued from front page

seemed to aim for some sort of classical Chinese architecture. Whatever the intent was, the effect was to send everyone in our van into fits of laughter. We knew that the company would be showing us an atypical factory, and we were even prepared for somewhat of an exhibition, but to see a facility like this one in between the dilapidated, run-down plants in the surrounding area was just ridiculous. The huge steel gates to the factory were swung open by private guards in neatly pressed, blue uniforms, who accompanied this with a salute (there was more laughter as we compared these to the more common, ragtag security guards found elsewhere in the region). As the van pulled into the driveway and we were met by bubbly representatives from both the factory and the multinational, the massive gates swung shut behind us with a heavy and sinister thud.

We were taken through the courtyard and to a briefing room (amidst huge welcome signs and bouquets of flowers for our party) to learn more about the various stages and processes involved in footwear production. There we met an executive from the multinational, a man from England, who proceeded to give us a pretty standard public relations lecture about the finer points of "doing business," and what a pioneer his corporation was in the areas of human rights and development. It seemed they'd gone all out in setting up this tour, and made sure they used it to put forward the most well-prepared argument they could for their cor-

poration. They talked about how the factory grounds contained "everything the workers could ever need," including living quarters, a movie theater, a basketball court, and even a "park for lovers." That raised a few eyebrows, and elicited some murmured references to Orwell and Bradbury. Nevertheless, the executive droned on and on. I suddenly became more attentive when he spat out the line, "Look, in any case China just has to grow up" in response to a question. I thought about the sinister implications of this phrase coming from a European corporate executive and was about to say something when the sirens sounded and drowned everything out...

They were deafening and drawn out, like air raid sirens, and sounded the call for lunch hour. After about a minute the signal stopped and the piped-in music began, with loud horns and enthusiastic voices blaring out a marching tune reminiscent of the old Chinese communist work songs from loudspeakers placed around the courtyard.

Following the music were rows and rows of people wearing white uniforms, their heads facing the ground, not saying a word, marshaled by the guards standing around them. Their eyes were full of fear and exhaustion, and though we were only a few feet away in the briefing room we could tell they were avoiding making eye contact with us. These were the factory workers, hundreds of them, uniformed and shuffling in rows to the piped-in sounds of a marching band, afraid and controlled and corralled into place. They resembled the inmates of a prison or military camp, workers marching in capitalism to the same tune that they had marched

to under state socialism. Just another population living behind a set of huge steel gates. I looked at the executive and thought back to his self-proclaimed mission to help China "grow up," and I started to feel very sick.

We went to lunch about half an hour later. Though we had been promised the opportunity to talk to some of the shopfloor employees about their work and their lives, we entered the mess hall to find only a handful of people in there, and even they were on their way out, throwing away most of the food they had been given in order to leave the hall. This seemed strange, since they still had half an hour of their regulation lunch breaks left. In any case, our efforts to talk even to the small number of people left were met with tired refusals, and they continued to avoid making eye contact with us as they hurriedly ate their food. It seemed they were still afraid to speak to outsiders, probably for fear of victimization, evidence of which has been found in other factories. Besides, there obviously was somewhere they had to be before the end of their lunch breaks, so we ate our food and continued the tour.

We were taken next to the living quarters and facilities that the company provided. Again, everything was spotless, lawns neatly trimmed and gardens well maintained, with fountains and flowers finishing off the décor. As we passed through the "lover's park" (a garden with benches, complete with signs and pictures of lovers holding hands), we had the queasy feeling of moving through a controlled environment where conditions of life were predetermined and pre-planned by the factory owners, as if we had entered a sphere of governance when we came through the factory gates. These vivid examples of the power and control the company had over the lives of the factory workers in itself made me uneasy, but there was also the question of in whose interest the company was acting when it made the decision to exercise such power. The grounds, the gardens, even the sports facility were completely and eerily empty, even though the workers were still on break. It was obvious that they had not requested such extravagance, as they did not even use them, and that they had little or no say in what went on within the factory grounds. It was clear to us that these features were created with someone else in mind – the consumer campaigners and activists in the "developed world" who had been pressuring this very company to carry out their notions of "fairness" and "cleanliness." This was, after all, a model factory, and the company regularly gave tours of the same facility to activists, students and other interested

parties. All around there were changes that skirted the issue, the superficial face of reform. Even the compliance with legal statutes on wages and working hours were examples of these, and didn't ever aim at the real problem in this factory and similar facilities all around the world – the fact that there was never any move toward worker empowerment, and no fundamental change in the relationship between workers and management and the power that one employed over the other. This relationship remained intact, and instead an outside body attempted merely to pressure the company into changing some of the variables: paying minimum wage, constructing a fountain. In between all this, where were the workers themselves?

We found them soon enough – in the movie theater, the library, the snack bar, the classrooms. We found them in most of the recreation rooms, or more accurately any room with a roof and a floor. They weren't using the facilities that the company provided for them, of course, but were instead using the rooms to sleep in, trying to fight their exhaustion in the half hour they had saved out of their lunch breaks by sacrificing their food. They sat on chairs and lay on the floor, asleep in their uniforms and their ridiculous, uniform world, waiting to wake up and bow their heads again, to shuffle once more to the piped-in sound of marching bands.

These were the people forgotten by reformist campaigners in the developed world,

who had taken it upon themselves to act in "the people's" interests, but had instead imprinted their sense of morality onto this situation. The result was, and always is, the possibility of corporate vision and activists' vision merging into one, and the creation of such a "model facility" that satisfies both parties. Both of these parties remain, however, outside parties, and the workers

themselves are entirely left out of the process and continue to be controlled.

The factory in Dongguan reminded me of the Colombian industrial experiments of the 1940s, with its paternalistic capitalism and the creation of a culture, a lifestyle, and a world that revolved around the factory and was controlled by the company. What history tells us is that this is a possible future: The variables are set to legal standards, and workers receive what is thought to be an acceptable minimum by outside parties such as companies, governments and consumers. What then? Do we then live in a perfect world? Far from it. What "sweatshop" and labor activists in the developed world must first consider is the ideological base that they are coming from, what exactly they are attacking, and what precisely they want to change in the world, boiled down to the purest, most rational argument. Anything less will lead inevitably to parties outside the workers becoming involved in reformist bickering over variables, and will ultimately bring about the illusion of change that satisfies only the demands of those outside parties who are involved in that process. The most fundamental inequality, that of power and self-determination in the workplace, has escaped many organizations dealing with labor activism. It is this inequality that any group dealing with "workers' rights" should address in order to move forward, and to pick effective campaigns that ultimately lead toward the creation of a better society.

Reprinted with permission from The Defenestrator #14, PO Box 30922, Philadelphia, PA 19104.

Against the Summit of the Americas

Whereas on April 20-22, 2001, the Summit of the Americas will convene in Quebec City; and,

Whereas the government and business concerns attending this Summit plan to begin establishing the Free Trade Area of the Americas (FTAA); and,

Whereas the proposed Area would, in essence, expand the provisions of the North American Free Trade Agreement (NAFTA) to cover all of North, South and Central America and the Caribbean, with the exception of Cuba; and,

Whereas the documented effects of NAFTA in Canada, Mexico and the United States include increased unemployment, depressed wage levels, weakened environmental regulations, increased consolidation of industry through corporate mergers and buyouts; and numerous harms to the working class in these countries in result of these conditions; and,

Whereas the Industrial Workers of the World has affirmed since its founding in 1905 that the working class and the employing class have nothing in common; and,

Whereas the groups and individuals comprising the Summit of the Americas Welcoming Committee/Le Comité d'Accueil du Sommet des Amériques (CASA) and the Anti-Capitalist Convergence/La Convergence des Luttes Anti-Capitalistes (CLAC), along with many others, have called for international solidarity in resisting the Summit of the Americas;

Therefore be it resolved:

That the IWW condemns the Summit of the Americas as another act of war by the employing class against the working class of the Americas; and,

That the IWW pledges to resist implementation of the Free Trade Area of the Americas, and

That the IWW supports those who stand in resistance against the Summit of the Americas, and encourages IWW members to join in demonstrating their resistance to global capitalism.

IWW General Executive Board, January 2001

For information on protests in Quebec City, e-mail: clac@tao.ca web: <http://www.quebec2001.net> tel: +1 514 526-8946 post: 2035, St. Laurent Boulevard, 2nd floor, Montreal, Quebec H2X 2T3 Canada

Solidarity tactics win at York U: Fighting neoliberalism in education

BY JEFF SHANTZ AND CHRIS VANCE,
ON STRIKE IN TORONTO

Jan. 11 was the 78th and last day of a strike by 2,400 contract faculty and student-workers against bosses of York University. The strike at Canada's third largest university – the longest strike ever at any post-secondary workplace in Canada – differed from many in our industry in that it ended with a fairly substantial victory on the basis of Wobbly-style tactics.

Strikers won when solidarity among workers, students and anti-poverty activists forced the bosses and provincial government to back down from their threats of bussing students through the picket lines and declaring our strike illegal and/or outside of state-regulated collective bargaining. Drawing on heightened workers' direct action worldwide, we defined and applied our strike solidarity in weekly open assemblies and on daily picket lines of up to 1,000 strikers and supporters.

The final strikers' general meeting renewed our demands of insurance against wage cuts from tuition-fee increases and raising wages and health benefits for the newest 400 members who as Graduate Research Assistants were the lowest paid workers on campus (as little as C\$4,500 per year before paying almost \$6,000 per year in tuition). Meanwhile, in the last bargaining session, the bosses agreed to stop "offering" cutbacks and the union bargaining and executive committees compromised away \$200 in annual wages for new members. Results of the strike include continuing automatic wage raises dollar-for-dollar when tuition increases continue – a protection unique to student-workers in Canada (in the US many student-workers do not pay full or any tuition) – raising the minimum wage for the poorest workers to C\$7,300 per year with 100 percent health benefits, and recognizing the permanence of promotion programmes for contract faculty.

Wobbly tactics applied by strikers generally were to resist boss and police threats and reclaim decision-making power as general members away from separate committees. Bosses and police cried that we shut-down the workplace, clogged the highways, and "intimidated" scabs, when instead we should allow "business as usual" to go on. Strikers assembled in the hundreds and decided to continue our effective tactics, update ourselves about self-defense possibilities, and support each striker's right to respond in their own way to police orders to back down.

Soon after, in a meeting without quorum, a minority of the executive committee decided to follow legal advice and instruct members to obey the law. Back on the picket lines, strikers spontaneously

erected "guerilla gates" to stop scabs from creating new mudroad entrances and, further into winter, setup windproof shacks. Throughout the strike we continuously closed most classes, backed-up traffic, and prevented almost all workers of the striking union from scabbing – all without injunction against our picket lines or violent police attack.

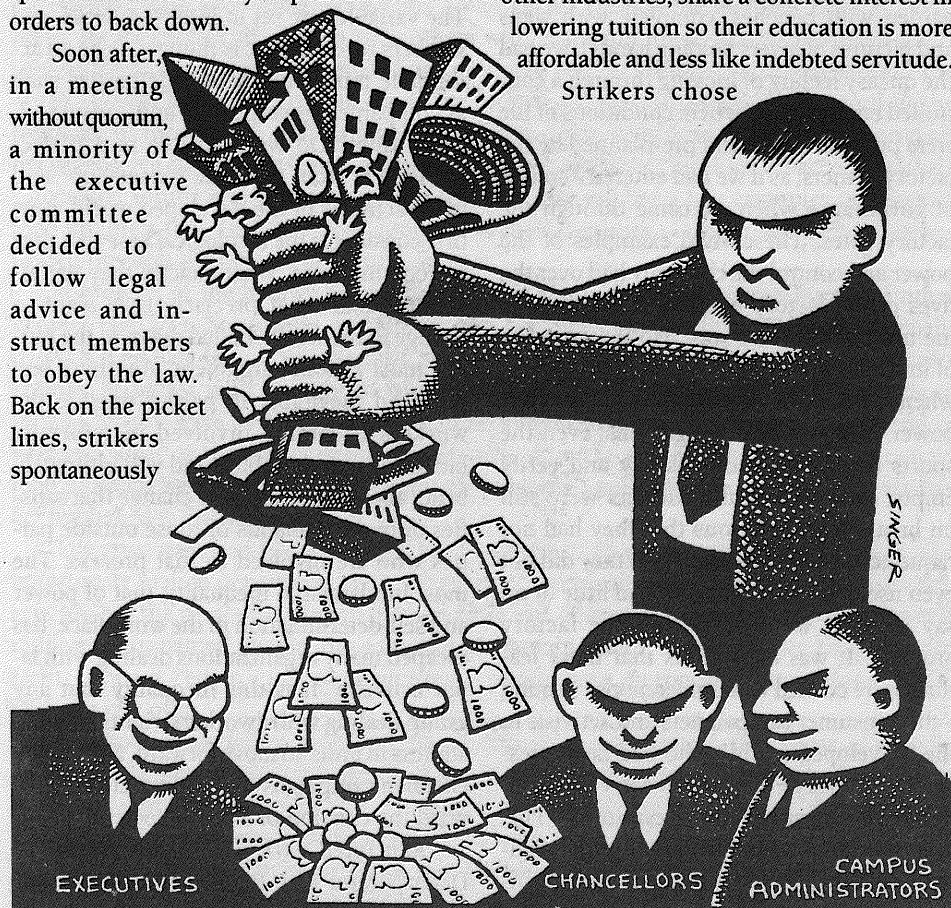
All strikers made decisions on bargaining demands and overall strike strategy. Members' assemblies repeatedly told the bargaining committee to compromise as little as possible and to report fully on the bosses' proposals for settlement.

In this context, the bosses could not impose cutbacks on us even after forcing a ratification vote and hiring their chief negotiator from the Heenan Blakie law firm (infamous for defending the Canadian government against pay-equity lawsuits). Strikers effectively rejected each of the bosses' attempts to cut back insurance against rises in tuition, at first with a 'grandparent' clause (to deny protection from new members) and, later, with a 're-opener' clause (which would have allowed cutbacks during the contract when the union would have even fewer legal rights to strike).

Strikers decided to escalate and intensify the strike by taking flying squads to the bosses' homes and offices including on Bay Street (the Wall Street of Canada) and in the ruling Liberal Party of Canada's headquarters during the recent national election campaign. We also protested the provincial parliament's newest legislation to privatize post-secondary education and raise the maximum workweek in all industries to 60 hours. The state's timing of passing these anti-worker laws during our strike provoked hundreds of strikers and supporters to organize and rally downtown for the strike's specific demands and against the general repression of neoliberalism.

In taking our strike beyond our one workplace we connected our demands with the bosses' conflicts of interests between governing a public university and actively forcing privatization and corporatization. Our flying squads confronted the office of a York University Governor who is also the CEO of the Canadian Imperial Bank of Commerce and educated the public in general about how many York Governors are also directors of a governmental privatization fund. All students, including those working primarily in other industries, share a concrete interest in lowering tuition so their education is more affordable and less like indebted servitude.

Strikers chose



the slogan "strike to win!" following the Ontario Coalition Against Poverty's recent campaign "fight to win!" Achieving victory involves clearly defending our demands from both our local bosses' attacks and the broader capitalist assaults on all workers. Fighting for job security for contract faculty means refusing any further cutbacks at York University (where over 10 years ago hundreds of these un-tenured professors were fired) and the general 'flexibilization' of our jobs to fit 'lean production' schemes. Contract faculty at York currently have to apply every four to eight months for their own jobs regardless of seniority.

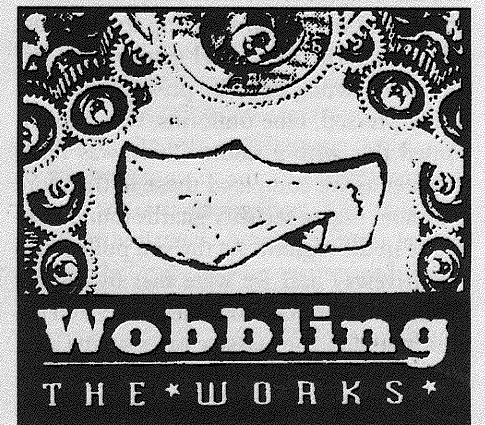
Student-workers are discriminated against by bosses who try to cutback wages by increasing tuition fees. Since 1996, graduate students have been required to pay full tuition fees even when we are not taking classes, amounting to the most expensive library card in the world. Bosses of education assume company stores in our workplaces where no matter what wages we are paid, we always find ourselves owing something back to the bosses. Bosses also condition student-workers' jobs on each of us registering as full-time graduate students. In this context of working and studying often more than eight-hours per day, bosses pay us around \$10,000 per year below the poverty line. Our demands of increased job security, insurance

against rising tuition, and higher wages challenge our particular wage-slavery experiences and the neoliberal form of all 'restructuring'.

The recent strike at York University proves the kind of solidarity – that strikes are won on the picket line and not by piecards – necessary to win against the corporate forces aligned and determined to further their agenda of even more miserable wage-slavery. A core of Toronto Wobs maintained everyday militancy on the lines, especially in the first crucial weeks of beginning discussions on picket line behaviour and tactics. Wobs made real contributions, offered clear analyses, and acted immediately to deal with some of the tougher tasks like confronting scabs, cops, blockheads, and piecards. By the end of the strike many picketers knew who we Wobblies are and expressed a tremendous respect for the fellow workers who had taken part with such determination. Syndicalism actually became a topic of discussion on the line where Wobs had been most active.

Now, sessional lecturers and student-workers at Carleton University in Ottawa – <http://www.cupe4600.org> – are organizing a strike to carry on our common demands. Hopefully, along with education industry organizing worldwide, future actions will overcome previous defeats.

When binding arbitration doesn't bind



The IWW has always taken a dim view of arbitration, recognizing that no union ever won something from an "impartial" arbitrator that it was not strong enough to win through its own power. Arbitration promotes the illusion that problems at the workplace can be resolved through an appeal to fairness or to some objective standard of the exact degree of exploitation and degradation the worker should have to endure. Fundamentally, it is based on the premise that the interests of the workers and the bosses can be reconciled, if only by an outside "expert" who dispassionately weighs the evidence for both sides.

So, Wobblies are reluctant to entrust individual grievances to the hands of an arbitrator. But the notion of letting an arbitrator decide the conditions under which all of us will work is even more repellent, and I don't know of an instance where an IWW branch has ever agreed to do such a thing. However, many unions are not as particular as we are, and it is not uncommon – especially in the public sector, where there are often fairly severe legal limitations on striking – for unions which have been unable to reach a contract agreeing to submit the matters in dispute to binding arbitration.

As just one example of the narrow-minded, class bias typical of arbitrators, who are most usually chosen from the ranks of lawyers, consultants and others who will never have to work under the conditions they impose, Arbitrator Frank Keenan recently dismissed a grievance from Steelworkers Local 14734 on behalf of a worker suspended for three days without pay. His crime? Giving the finger to management in a photo snapped to commemorate his fifth-year anniversary. The arbitrator ruled that "conduct disrespectful of supervisors and the institution of the Company" is grounds for discipline. When's the last time you heard of a supervisor or a CEO losing pay for being disrespectful of the workers on the line?

Quite often workers have emerged from these arbitrations vowing "Never again," yet unions don't simply repudiate the results of an arbitration process into which it had voluntarily subjected itself, no matter how repugnant. The bosses, it seems, are under no such moral compunction.

Last year, Hawaii public school teachers submitted their salaries to binding arbitration after years of stagnant pay. The arbitrator agreed that some measure of relief was called for, issuing an order giving the teachers far less than they had asked for during bargaining. The state government has simply refused to pay up, claiming that it doesn't have the money (though it has no difficulty finding the funds for an endless series of tourist-oriented boondoggles).

Closer to home, for me, Philadelphia firefighters have long been demanding compensation when they are exposed to Hepatitis on the job, a serious disease which has hit many firefighters in recent years. The city has refused, and so the matter went to arbitration as part of their new contract. The arbitrator figured that when firefighters were injured on the job, they were certainly entitled to compensation. The city simply refused to accept the arbitrator's ruling, instead rewriting the contract to suit its own tastes and imposing that on the firefighters. The firefighters sued, but as usual the courts ruled that workers have no rights that the bosses are obliged to respect, and overturned the arbitrator's award for sick leave for workers ill with the virus.

If workers refused to follow an arbitrator's ruling (or a court ruling, for that matter) on the grounds that they couldn't afford it (they, after all, have to pay rent and childcare, pay for our food and medical bills, etc.), the back-to-work orders and contempt of court jailings and firings would hail down on their heads until they lay battered and bleeding on the street. But the bosses can pick and choose what orders they follow. Binding arbitration, it seems, is binding only on the workers.

— Alexis Buss

Adjunct faculty organizing across US, Canada

BY JON BEKKEN, BOSTON

Nearly 150 adjunct faculty and their supporters gathered in San Jose, California, January 12-14 for the Fourth Conference of the Coalition Of Contingent Academic Labor (COCAL). This year's conference drew participants from across the continent — from California, Connecticut, Illinois, Massachusetts, Michigan, Nevada, New Jersey, New York, Texas, Washington, Washington D.C., and from the provinces of Alberta, British Columbia, Ontario and Quebec. The Texas delegate vowed to bring Mexican adjuncts to next year's conference, tentatively scheduled for Montreal.

COCAL met in the wake of the release of reports by the Modern Language Association and a coalition of nine humanities and social sciences associations that found that 51 percent of introductory college courses are taught by contingent academic laborers (part-timers, teaching assistants, and other temporary faculty). Even some doctoral programs employ many more adjuncts than full-time faculty. And nearly a third of part-timers are paid less than \$2,000 per course (part-time faculty at one college in New York City earn just \$450 a course), while the vast majority receive no health care or retirement benefits.

As a result, many "part-time" faculty put in 60 hours or more a week, teaching at several institutions in order to scrape together a meager living. Their already precarious lives are made all the more uneasy by the fact that most colleges reserve the right to cancel adjuncts' classes even after the beginning of the term, and don't pay for the work already put in. This substitution of poorly paid, unbenefitted, temporary work is part of a broader global trend toward labor "flexibility" which is having devastating effects on both part- and full-time academic workers.

At an opening panel on the state of the profession, Boston COCAL co-chair Gary Zabel reported on organizing efforts there. The higher education industry dominates the city, with 54 private and four state colleges within a ten-mile radius of downtown Boston. Colleges and universities have adopted contingent labor strategies for many workers, Zabel noted, contracting out janitorial, food service and teaching staff or reducing them to part-time, temporary status. In response, COCAL helped launch the University Organizing Project to organize education workers on an industrial basis.

At the University of Massachusetts at Boston, COCAL activists are struggling to win two days' back pay for hourly and sub-contracted workers who were locked out of their jobs for the presidential debate. A lively picket confronted UMB administrators with the demand that they pay workers their lost wages, compensate students for lost instructional time, and sign a charter of campus workers' rights. "We don't expect them to yield to moral suasion," Zabel noted. Rather, "their purpose of taking action on workers' rights is to build our power, not to convince [administrators] of the error of their ways."

COCAL has had some success in improving working conditions for contingent faculty, Zabel said, but not enough. Organizing drives are underway at two area colleges, and COCAL members are working within the union representing most faculty at the community colleges and state universities to press for health and retirement benefits for all faculty teaching a combined half-time load. (State law provides for full benefits for half-time workers, but administrators define "half-time" at more than half the full-time load [except at UMB, where a long struggle forced a change in policy] and do not allow part-timers to teach enough courses to qualify. Many "part-timers" teach more than a full-time load at two or three campuses, but are denied benefits.)

In the same panel, Vicky Smallman of

the Canadian Association of University Teachers noted the record number of Canadians present and discussed the very different conditions prevailing in Canada, where virtually all full-time and many part-time faculty are unionized. Still, the education industry is under attack throughout the country, leading to seven major strikes in the last year. Academic workers are becoming more militant in the face of demands for concessions. Part-timers have won the right to promotion into full-time jobs at some institutions, and generally work under narrower pay differentials.

Joe Berry of the Roosevelt Adjunct Faculty Organization (NEA), which won a union representation election last year, offered a general survey of conditions in the Midwest, which is far less unionized than the east and west coasts but which is ripe for organization. After Roosevelt University adjuncts voted to unionize, administrators fired two members of the organizing committee who had taught at Roosevelt (named after FDR) every semester for seven and eight years. A third union supporter, with nine years on the job, was also terminated. The firings have stalled negotiations for a first contract. However, part-timers at nearby Columbia College recently won a first contract leading to average salary hikes of 66 percent.

California Faculty Association Vice President Jane Kerlinger spoke of her union's "Future of the University" project that seeks to develop an alternative vision for the state universities challenging management's corporatist vision. And Wendy Rader-Konofalski of the Washington (state) Federation of Teachers discussed her union's efforts to secure legislation to close the per-course pay gap between part- and full-time teaching staff.

I attended the workshop on organizing (concurrent sessions addressed coalition building, the history of campus organizing, and collective bargaining), where presenters discussed efforts ranging from single-campus union drives to regional organizing campaigns.

Eric Marshall spoke of the struggle at the 17-campus City University of New York, where entrenched AFT officials (dislodged in last year's elections) long discouraged part-time faculty from joining the union. The present contract offers abysmal pay (averaging \$8,000 a year for adjuncts), and allows administrators to non-reappoint adjuncts without regard to seniority, qualifications or evaluations. Having successfully mobilized to take control of their union, CUNY activists are now trying to build a strong union capable of winning real gains.

Canadian adjuncts reported on plans for a Canada-wide conference later this year to address the situation of "sessional" and other contingent academic workers, and Pierre Ouellet spoke of a Quebec-wide campaign by 11 unions for pay equity. Part-time faculty have long been unionized, but their salaries were set at half the per-course rate for full-time faculty by arbitration in 1978. In 1982, salaries were rolled back 20 percent on the pretext that part-time faculty were "high wage earners," and back-to-work legislation forced an end to a 1987 strike. As a consequence, inflation-adjusted salaries have been slowly declining ever since 1978.

The Inter-union Council held a National Awareness Day Nov. 22, and has set up a joint strike fund to support unions pressing for pay equity during ongoing contract negotiations throughout the province. While Canadian adjuncts are better-treated than their U.S. counterparts, Ouellet warned that continuing austerity budgets and administrative efforts pose a real danger that conditions could be pushed down to U.S. levels. "We don't want to go back to the 1930s," he said.

"There are no jobs out there in higher education, but there's a lot of work."

A lively presentation by the Rabble-A Theatre Troupe provided comic relief (in one skit, college negotiators offered highway maps, 9 minutes of paid prep time, and self-help workshops), before a keynote speech in which Community College Academic Senate President Linda Collins said "most administrators have lost their way," calling themselves CEOs and pushing to reduce labor costs. American Association of University Professors President Jane Buck's talk followed, recalling a golden age when students were students, not customers, and faculty played a significant role in governing their institutions. Unsuccessful at eliminating tenure through frontal assaults, administrators are now undermining its foundations through subcontracting and precarious workforces, Buck said, urging resistance to efforts to turn "faculty into marginalized wage slaves."

The next panel featured presentations on the condition of adjunct faculty in sociology, history, English and composition. Historian Charles Zappia spoke of the need to resist the lean production model. American Historical Association standards call for equal pay for part-timers, and the AHA plans to lean on accreditation agencies to enforce this standard. "The marketplace ... is not the best distributor of the benefits of this society," he said, adding that it was particularly ill-suited to academia.

Susan Griffin noted that composition programs pioneered the exploitation of faculty, with the few full-time positions devoted either to management or research. "There are no jobs out there in higher education," Griffin said, "but there's a lot of work." She brought the audience to tears of laughter with her discussion of administrative idiocy, including one chancellor's proposal to "improve" students' writing skills by eliminating first-year writing classes. University of Illinois English professor Cary Nelson closed the panel by proposing a two-day national strike.

A session on direct action strategies was largely devoted to the recently concluded 78-day strike at York University (see article this issue). The discussion that followed addressed the difficulty of getting other unions to respect picket lines in the United States (something that seemed to shock the Canadians in attendance), the possibility of organizing selective strikes, and tactics that had been employed to build public support and embarrass administrators where organization

was not strong enough to strike.

Jan. 14 sessions were devoted to regional meetings and to considering plans for National Equity Week, conceived as a follow-up to actions in California last April. While there was broad support for the idea of coordinated actions to demand equal pay, benefits, and basic workers' rights for part-time and temporary faculty, many participants believed the proposal to hold these events in April 2001 did not leave sufficient time to organize. After some discussion, it was decided to launch the campaign for U.S.-Canada Equity Week in April, but to hold the events in early October. A steering committee was elected to develop plans and prepare an organizing kit which will be distributed this Spring.

Reflecting the origins of the conference organizers in California faculty lobbying organizations, much of the program was devoted to legislative action, although sessions on community and workplace organizing consistently drew larger crowds. A particularly odd note was the sponsors' repeated praise for California Gov. Gray Davis' decision to include \$62 million in his proposed budget to address the pay gap between full- and part-time faculty at community colleges. This proposal not only neglects part-time faculty in the State University and University of California systems, the state has ignored previous legislation requiring pay parity, capping the proportion of adjuncts in the system at 25 percent (part-timers teach nearly half of California community college courses). A similar proposal was eliminated from last year's budget at the governor's insistence.

Four IWW members attended the conference, distributing more than a hundred copies of our education workers newsletter, *Educate Agitate Organize*. (Copies available from Boston IWW, PO Box 391724, Cambridge MA 02139, ewiu@parsons.iww.org)

The wide array of organizations at this year's conference demonstrates the growing numbers of faculty across the continent determined to join the movement to stop the exploitation of contingent academic labor. This campaign is a vital part of an international struggle over the character of the education industry which will determine whether colleges and universities will be transformed into capitalist enterprises operated by temporary workers employed at starvation wages, or whether the distinctive social characteristics they once enjoyed can be preserved and expanded upon to create an education system truly worthy of the name.

WHICH PAPER DO YOU SUPPORT?



Subscribe Today to the Industrial Worker

Subscriptions are \$15 per year.

Enclosed: \$15 for 1 year \$_____ donation to the IWW Sustaining Fund
 \$15, bundle of 5 for 6 issues (ask about special IWW member rates)

Name: _____

Address: _____

City: _____ State/Prov: _____ Postal Code: _____

Send to: Industrial Worker Distribution, PO Box 13476, Philadelphia, PA 19101

Book Reviews:

The power of grassroots organizing

The New Rank and File by Staughton and Alice Lynd, ILR Press (Ithaca, NY), 2000. Available from IWW Literature Dept. for \$15.95.

BY JOSHUA FREEZE, AUSTIN

It's rare that a sequel exceeds the original, but in *The New Rank and File*, Staughton and Alice Lynd have at least equaled their 1973 *Rank and File: Personal Histories by Working Class Organizers*. In an inspiring series of pieces by rank-and-file activists and organizers from many sectors of the labor movement, the Lynds demonstrate the type of grassroots approach that the labor movement needs if we are to achieve the strength needed to win against a global, wealthy and well-armed foe.

Directed at two groups, rank-and-file workers and young people dedicated to service to the labor movement, the book directly takes on the ideology of business unionism. Condemning old guard and reformers alike, the Lynds write in their introduction: "These leaders are committed to what labor historians call 'business unionism': the goal of signing collective bargaining agreements complete with management prerogative and no-strike clauses; the dues checkoff as the means of funding union bureaucracies; the protection of jobs in one's own nation at whatever expense to workers in other countries; and the capitalist system as the desired context of all of the above. Therefore the labor movement must find ways to be more visionary, more inclusive, more democratic, and more willing to take risks than the union movement can be expected to be."

The book is divided into four sections, each titled with a line from Ralph Chaplin's "Solidarity Forever." "The Union's Inspiration" shows stories of union organizing, both for new shops and to win demands, demonstrating the effect of direct action as opposed to primary reliance on labor law and government agencies. "The Ashes of the Old" examines the recent context of globalization, capital flight and disinvestment. "Anywhere Beneath the Sun" takes a look at unionists outside the US and the need for the labor movement to be transnational if it is to fight modern capital. Finally, "In Our Hands is Placed a Power" presents rank-and-file

unionists fighting and winning battles by creating horizontal support networks either without or in opposition to the leadership of their business unions.

Those from the IWW school of unionism will see their reflections in the workers of this book. Far from viewing unions strictly as a tool to get better pay and benefits for their members, they show that solidarity and the vibrancy of working class culture is what makes a union, not the contracts or officials.

The story from Mia Giunta, an organizer for United Electrical, Radio and Machine Workers in Connecticut demonstrates this best. UE organizers

were not sent from place to place, but would set down roots in an area. "The organizer took part in the negotiations at the place he or she had organized." She says "I was a better 'organizer' because I was also a 'servicer' and a better 'servicer' because I was also an 'organizer.'" At one factory she helped organize, they had a radically different response to a reduction in work. Instead of

laying off the workers with the least seniority, "Somebody suggested, 'we'll all work a few hours less each week. That way everybody can stay. Everybody can have health insurance.' And they took advantage of the vacation and maternity leave, and that became the tradition at that factory."

Ed Mann, who passed away in 1992, and to whom the Lynds dedicate this book, worked in steel mills in Youngstown, Ohio. He was a member of the IWW and of the Workers Solidarity Club, a militant retirees organization. Mann believed that workers have "too much contract." He believed the proper way to solve problems was direct action. "I think the first three months I was there [on the open hearth], they must have had ten wildcat strikes. 'We want rubber tire wheelbarrows.' ... 'We want a relief man.' ...

"...[B]usiness unionism [is the] the goal of signing collective bargaining agreements complete with management prerogative and no-strike clauses; the dues checkoff as the means of funding union bureaucracies; the protection of jobs in one's own nation at whatever expense to workers in other countries; and the capitalist system as the desired context of all of the above."

'We want cold water.' ... 'We need safety masks today.' 'Hey somebody got burned. We want safety jackets or we aren't going to work on those furnaces.'

"The grievance procedure wasn't working. That's why we had wildcat strikes. We weren't going to get tied up in paperwork. The wildcats didn't last long: a day, two days at most, maybe eight hours."

An activist in the Hebron Union of Workers in the West Bank of Palestine provides a contract for one of their workplaces, that not only provides for certain rates of pay and workplace insurance, but also: "On the

ninth day of each month, there is a general strike against the occupation. If on that day the worker can not come to work or is late coming to work, nothing will be subtracted from their pay," and "Transportation to and from work must be paid by the employer." This union has only volunteer executive committee members and, "in each factory the union deals with the employer, not by someone from here [the executive] going to discuss for them, but by a committee of the workers themselves."

Martin Glaberman tells a funny story from the Dodge Main plant in the 1970s: "There was a joke in Hamtramck, where the plant was located, that an optimist is a Dodge worker who brings his lunch box to work. Day after day, some department would wildcat, and by the middle of the day the plant was shut down."

And on and on, the worker tell their stories. They're not all victories and these rank-and-file activists do not have stars in their eyes about their work, but the stories do provide hope and a reminder that we are not alone in the class struggle. The Lynds have done a fantastic job of pulling together work-

ers into a book that provides innumerable examples of strategies that work, not in someone's theory about organizing, but in actual jobs. If you want to read about the IWW's ideas, then read this book.

Class war in America

Class War In America: How Economic and Political Conservatives Are Exploiting Low- and Middle-Income Americans. by Charles M. Kelly, Fithian Press (Santa Barbara, CA) 2000, \$15.95 paper, 237 pages

REVIEWED BY GWION, PORTLAND

By the time people become Wobblies, they usually have some foundation in political and economic theory, or some consciousness of being exploited as workers even if they're not starving. We often seem to have trouble conveying our analysis of how capitalism works to people who have neither, and Kelly's book provides examples of how to do just that.

Kelly is a Roosevelt/Truman liberal, but the increasing turn of US politics towards the right has led him to an analysis of capitalism very much like the IWW's, though his solution is to vote for liberals, or what he calls progressive populists.

He describes how investors create no wealth but steal the wealth produced by workers, how unions are vitally important, how the rush to unlimited and unregulated profit harms consumers as well as workers, how some people being super-rich makes the rest of us poorer, how globalization is used against workers, and other truths we know.

Primarily he quotes from such elite financial magazines as *The Wall Street Journal*, *Forbes*, *Fortune*, *Barron's* and *Business Week*. A favorite technique is to juxtapose the news stories, which he thinks are pretty accurate, with the editorials and commentary, showing how ideology and self-interest skew the facts and implications, and how blatant they are when talking to each other.

Besides his voting fetish, a weakness of his thinking is that capitalism was just fine as long as investors were modest, moral, and socially responsible. The troubles began, he says, about 1980 when the rich and ambitious took control of the government. We have to look elsewhere to find explanations of workplace solidarity and direction action, and to learn why capitalism cannot be reformed.

Atchinson divulged to Soik that he is looking for a buyer for the plant. In the interim, the infrastructure will be mothballed. No one knows for sure what the ultimate fate of Fletcher's devastated workers and their families will be, or the fate of the other factories that relied on Fletcher's unique products, but Atchinson made clear to *The Alpena News* that "...he intends to go to his Florida residence where he'll play golf and sit on the beach."

Louisiana Pacific's contract with IAMAW Lodge 260 expired Dec. 15th, and with Fishman representing both companies Louisiana's workers had been supporting their brothers and sisters at Fletcher's. Fishman stated that the union doesn't want to bargain, while workers stated that the company only wants to negotiate concessions. Reaching an impasse, the union requested a mediator, and in response, Louisiana Pacific shut down the lines on Dec. 22 for inventory adjustment.

The local media, of course, scarcely reports the workers' side of the story, and when there is any reporting, the viewpoint is skewed in favor of the bosses.

The workers are resentful of the company's extortion of their families' quality of life, and they are standing strong in solidarity.

Donations and letters of encouragement can be sent to: Tommy R. Standen, Financial Sec., PACE Local 6-1016, 1326 Lake Winyah Rd., Alpena, MI 49707 and IAMAW Lodge 260, 700 N. Second St, Alpena, MI 49707.

The assault on Alpena

BY KYLE KELLAHSHEESKEE, DETROIT

The quiet city of Alpena, Michigan, is under all-out assault by the corporate leaders of two industries critical to the economy of Northeastern Michigan: Fletcher Paper Co. and Louisiana Pacific. The companies have hired union-busting lawyer Steve Fishman, the same lawyer who represented the *Detroit Free Press*.

The 148 union workers of PACE Local 6-1016 at Fletcher Paper Co. went out on strike Oct. 18 after the company's last best offer was voted down 138 to 5. Conditions of the final offer included infringements on seniority, supervisors being permitted to do labor in "emergency" situations, and workers could be posted at any job placement.

Fletcher's declared an impasse, imposed portions of the final offer, and then requested a vote on a 20% reduction in wages claiming financial duress. The union refused to vote on the issue, and the reduction was implemented in August.

Union workers say the financial duress is due to poor management. The company took out a loan for \$1 million to pay off vendors and suppliers in order to stay in business, yet purchased \$2.5 million worth of new equipment for a new sheeting room in Oscoda, Mich. Moving the sheeting room to Oscoda would have resulted in a loss of 23 jobs in Alpena. The already-hired employees in Oscoda were non-union. The purchas-

ing of the new equipment and employees occurred even though the sheeting building wasn't even finished.

The union filed Unfair Labor Practice charges against the company, and the board dismissed them. The NLRB's decision was then appealed by the union. Steve Fishman stated that since the NLRB had ruled in the company's favor, that they were permitted to hire permanent replacements.

On Nov. 8 Fishman met with union reps and informed them that the company couldn't afford to train scabs in time to meet financial obligations. He added that the company would file for bankruptcy in January and liquidate the plant if the workers did not immediately return to work.

Fletcher's also employed guards from Huffmaster Security Group, who videotaped and photographed anyone who came near the factory, and they also postured themselves threateningly against vehicles driving on surrounding public roads. But community turnout and support was strong - no scabs crossed the line, and the only people who worked in the plant were salaried employees.

On Nov. 20, 83% of the union's members voted to accept the company's last offer. The settlement left a lot to be desired. Over the next month, approximately 80 of the 148 workers were called back, though the positions were not filled according to seniority.

They labored alongside management and salaried employees who still performed union jobs, and the 20% wage reduction was still in effect through Dec. 31st.

Workers noticed that the inventory of paper making materials wasn't being restocked, and that parts were being sent back. Rumors started that the plant was going to file for either Chapter 7 (liquidation) or Chapter 11 (bankruptcy). These rumors were confirmed on Dec. 16th, and company chairman John Atchinson squarely laid the blame for the closing of the plant on the shoulders of the workers. He stated that the union was well aware of the company's dire finances, and that the union just refused to listen to their own people who looked at the books.

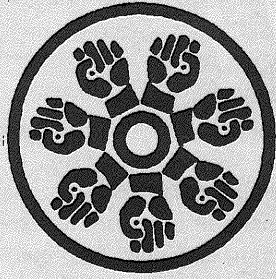
Union president Mark Soik stated that "The strike was the result of concessions given over the last 10 years due to poor management." He added that the company made a very poor acquisition that lost \$14 million, and that Fletcher's couldn't recoup the loss - and it was this investment that is the primary reason for the plant shutting down.

The long history of poor labor relations created an atmosphere of utter distrust, and some workers suspect that the company will still do its best to reorganize the plant to eliminate the union. Soik points out that "The plant is so specialized that it would be very difficult to run it without the original workforce," and "If 51% of the original workers are hired back, then the company has to recognize the last union and renegotiate."

BOOKS FOR REBEL WORKERS



New This Month: Cross-Border Organizing



Allies Across the Border: Mexico's "Authentic Labor Front" and Global Solidarity

By Dale Hathaway

While Wall Street pundits praise the global economy, workers find their jobs more pressured and precarious. Americans and Canadians are told that Mexicans are stealing their jobs, but workers in Mexico find themselves in dangerous plants where they are barely paid their daily bread. This first book on Mexico's pioneer independent labor federation, the Authentic Labor Front (the FAT), shows how activists are gaining strength in coalition with their "allies across the border."

It offers a description of the last 40 years of Mexican history, explaining how globalizing the Mexican economy undermined workers' wages and the authoritarian structures that had bound them to the PRI, the ruling party that had dominated Mexico until 2000. It celebrates the organizing tactics both within plants and across borders that have given new hope to workers throughout the continent.

A case study of how democracy – in workplaces and international structures – is the greatest source of power on both sides of the US-Mexico border. **288 pp \$19.00**

Unions and Free Trade: Solidarity vs. Competition

By Kim Moody & Mary McGinn

This book, brought out by *Labor Notes*, discusses economic reality in North America: capital can freely flow through borders, but workers are not allowed the same luxury. It examines the impact of free trade and the effectiveness of Canadian, American, and Mexican organized labor's response, with special sections on the auto, telecommunications, and airline industries. Also includes an excellent guide of organizations all over North America working on free trade issues.

84 pp \$7.00

The Maquiladora Reader: Cross-Border Organizing Since NAFTA

Ed. by Rachael Kamel & Anya Hoffman

This excellent handbook compiles writings of over 20 cross-border organizers. Easy-to-read discussions of the economics of the Maquiladora industry, women workers in the factories, environmental issues, and the international yet grassroots fight against NAFTA and similar schemes, lay a valuable foundation for labor activists looking for solutions to the many problems brought about by corporate globalization.

129 pp \$15.00

Limited quantities available of this book on a vital and historic example of unionism

The Making of a Strike: Mexican Silver Workers' Struggles in Real Del Monte, 1766-1775

by Doris Ladd

In the summer of 1766, Mexican silver miners rebelled against wage cuts, organizing the first strike in North America. This book is the story of their triumph despite imprisonment and attempts at forced labor; a social history of the process by which workers built their solidarity at a time when the world *huelga* (strike) had not yet entered the Spanish language.

200 pp. \$16.00

4-Hour Day

Fighting Union

Can't reform Capitalism

Our pins are \$2.00 In color Size: 1.5"

Canadian Invasion: Music to keep you fired-up



Sabotabby

Twelve folksy songs by Ottawa's Wobbly band. This album was produced with the help of the German FAU while the band was on their 1998 tour, liner notes are in English & German. The band performs traditional Irish tunes with energy, and comments on current-day issues in original songs like "Have Capital Will Travel."

\$12.00

RHYTHM ACTIVISM

Rhythm Activism: More Kick

Thirteen songs are featured on this live album. The favorite in our office is "Coal for Mike," a churning rendition of Bertolt Brecht's poem about men who take care of the wife of a dead fellow worker.

\$12.00

Fermented Reptile: Let's Just Call You "Quits"

Underground class-conscious rap from Winnipeg

\$12.00



IWW Literature

Little Red Songbook 36th Edition

103 labor songs to fan the flames of discontent from around the world, with music. Includes songs by Joe Hill, Billy Bragg, Anne Feeney, Utah Phillips, and more. **\$10.00**

One Big Union An introduction to the structure, methods and goals of the Industrial Workers of the World. **\$2.00**

A New Union Vision by Arthur J. Miller A discussion of the present-day need for democratic, revolutionary unions. **\$2.00**

The General Strike by Ralph Chaplin The classic text – a call for organization. **\$2.00**

Labor History

The Fragile Bridge: Paterson Silk Strike, 1913

by Steve Golin

A discussion of the challenges faced in the relationship between workers and the radical bohemians of Greenwich Village. A good discussion of the "self-activity" of the workers involved in the strike. **\$17.00**

The Great Bisbee Deportation by Rob E. Hanson Wobblies so worried the authorities of Bisbee, Arizona, that the state ran them out of town. This comprehensive account brings the events of the day alive. **\$2.00**

Solidarity Forever by Stewart Bird, Dan Georgakis, and Deborah Shaffer Oral histories of IWW members. **\$10.00**

The Legacy of the Bunker Hill Mine by Arthur J. Miller Bunker Hill Mine's turbulent 100-year history is examined in this first-hand account of nightmarish working conditions, environmental devastation, and theft of indigenous lands. **\$2.00**

Strike! by Jeremy Brecher A classic text – a history of American workers' struggle from a working-class viewpoint, arguing that class upsurges are based in every-day life and rank and file initiative. **\$22.00**

Rebel Voices: An IWW Anthology

Compiled and edited by Joyce L. Kornbluh Culled from Wobbly periodicals from the movement's founding in 1905 to the present, *Rebel Voices* presents pamphlets, stories, songs, poems, courtroom testimony, skits, cartoons and illustrations that bring the story of the "minutemen of industrial unionism" to life in native accents. – *Detroit Labor News* **\$24.00**

Juice Is Stranger Than Friction: Selected Writings of T-Bone Slim.

T-Bone Slim was one of the IWW's best-loved columnists. Working-stiff, hobo, and revolutionist, T-Bone created a language all his own to lambast the plutocrats, scissorbills and faddists of his day. This collection includes columns, aphorisms & excerpts from organizing pamphlets. Funny, dazzling, biting and lyrical, T-Bone Slim is as readable today as ever. **\$12.00**

Organizing Help

The New Rank and File

by Staughton & Alice Lynd. (Reviewed on page 10) **\$16**

NEW!

The Couriers are Revolting!

by Des Patchrider

A lively and candid pamphlet on how the Dispatch Industry Workers Union organized English bike messengers from 1989 to 1992. Eventually this effort petered out but their innovative style of organizing provides an inspiration to all of us. **26pp \$3.50**

A Troublemaker's Handbook: How to Fight Back Where You Work-and Win!

by Dan La Botz. An encyclopedic work on worker initiative and organizing on the job.

Goes beyond business unionism as the latter cannot deal with today's climate of intensified corporate aggression. Shows that sitdown strikes still aren't dead and immigrant workers can be organized. **262pp \$17**

Union Democracy

Democracy Is Power: Rebuilding Unions from the Bottom Up

by Mike Parker & Martha Gruelle. This book offers practical ideas of how the rank and file can run unions. Major discussion of Teamsters for a Democratic Union experiences in this area. **254pp \$17**

Democratic Rights for Union Members: A Guide to Internal Union Democracy by H. W. Benson. Useful guide (although it could use more discussion of direct action ideas) to the legal rights of union dissidents who are jerked around by local or international bureaucrats. **244pp. \$15**

Cool Stuff

Music for Rebel Workers Compact Discs

Making Speech Free

A live concert by Utah Phillips. **\$15**

Rebel Voices

20 IWW songs, sung by Wobbly entertainers. **\$15**



Don't Mourn - Organize!

14 songs by and about Joe Hill, labor martyr. Includes performances by Billy Bragg, Utah Phillips, Pete Seeger, Hazel Dickens, and Paul Robeson **\$17**

New IWW Buttons

The Longer the Picket Line, the Shorter the Strike **\$1**

Stop Exploiting Student Workers **\$1**

Cat: If Provoked, We Will Strike **\$1**

Fire Your Boss **\$1** *Direct Action Black Cat* **\$1**

Order Form

Mail to: IWW Literature, P.O. Box 13476, Philadelphia, PA 19101

Name: _____

Address: _____

City/State/Zip Code: _____

| QUANTITY | ITEM | PRICE |
|----------|------|-------|
| | | |
| | | |
| | | |
| | | |

***Shipping/Handling**
In the U.S., please add \$2.00 for first item and 50¢ for each additional item
Canada: Add \$3.00 for the first item 50¢ for each additional item
Overseas: Add \$4.00 for the first item \$1.00 for each additional item

Sub-Total: _____

Shipping*: _____

Total Enclosed US Funds Only: _____

Workers resist bosses the whole world 'round

COMPILED BY MICHAEL J. HARGIS



Bangladesh: Garment workers burned to death

At least 53 workers including 10 children were burnt to death Nov. 25 in a devastating fire at Sagar Chowdury garment factory in the Kamanchar BSCIC Industrial Area on Dhaka-Sylhet highway in Bangladesh.

The fire, caused by an electrical short circuit, soon engulfed the entire factory with 900 workers locked inside. Local people along with firefighters of Narsingdi broke open the gates of the building and rescued the rest of the workers and recovered 40 bodies.

The National Garments Workers Federation is campaigning against such unsafe working conditions in their industry. In a gesture of solidarity the IWW's International Solidarity Commission sent a letter of support to the NGWF. Those wishing to support the garment workers are encouraged to contact Amirul Haque Amin, General Secretary, National Garments Workers Federation, unity@bdmail.net

Korea: Phone workers win

Following a four-day strike in which thousands of union members occupied the streets in front of Myongdong Cathedral, the Korea Telecom Trade Union called an end to their strike Dec. 22, with the announcement of a six-point agreement with management.

On Sunday, Dec. 17, 5,000 KTTU members assembled for a rally and sit-in. By dawn the next day, there were 7,000. KTTU launched an all-out strike on Monday, with a total of 22,000 union members walking off their jobs.

Workers came to Seoul from Pusan, Taegu, Kyunggi, and other provinces across the country, to sit, stand, eat and sleep in the freezing cold for four days outside the Cathedral to oppose privatization and structural adjustment.

Police blockaded the area surrounding the Cathedral and stopped union members from bringing in materials to build temporary shelters. Korea Telecom Trade Union, Korean Federation of Transportation, Public & Social Services Workers' Unions (KPSU, the federation to which KTTU is affiliated), and the Korean Confederation of Trade Unions held continuous strike programs to keep up workers' spirits, including speeches, songs, dance groups, and an occasional comedy routine. Rank-and-file workers participated in the programs by getting up on stage and sharing their talents.

This was the KTTU's first strike ever, and was firmly based on rank-and-file rage over the employment insecurity and efforts to weaken trade unions that have resulted from the government's unilaterally imposed structural adjustment plan. This strike was the first of its kind and scale in opposing structural adjustment in a large state enterprise.

The agreement ended "honorary retirements" and "hope retirements" which were disguised forms of layoffs through which the workforce was to be reduced by 3,000, even after having laid off 12,000 employees in 1999. The donation drive to provide consolation to honorary and hope retirees will also stop. This was a compulsory donation drive to amass a retirement fund from workers' own pockets. Privatization will be implemented only through the formation of a special committee on structural adjustment with equal representation from the union and management. And should the company pur-

sue partitioning and spin-offs (such as for line repair and maintenance, information centers, etc.), it will be implemented through consultation in the special committee on structural adjustment.

Algeria: Oust boss is demand

136 workers of the company SOTRAWO (road works of the province of Oran, in the west) struck Dec. 5 to obtain the removal of the general and administrative directors, whom they accuse of poor management, leading to bankruptcy of the enterprise. Additionally, the administrative director is charged with sexually harassing female employees.

Korea: Police smash strike

About 8,000 South Korean riot police pushed their way into a bank training center December 27, where 10,000 striking workers, members of the Korean Financial Industry Union had been holed up for six days in bitter cold to protest against a plan to merge two big banks.

Some unionists engaged in passive resistance while others fought police with steel pipes. At least 10 union members were arrested. Another 600 striking workers staged a sit-in in a training camp in a provincial city southeast of Seoul.

The strike began December 22, when about three-fourths of the 23,000 workers at Kookmin and Housing & Commercial Banks walked out to oppose their employers' plan to merge their firms. Unions fear the merger would result in massive layoffs.

Union leaders have accused the government of forcing the merger, something Seoul promised not to do under a deal reached with the unions to end a bank strike in July. Under terms of a three-year, \$58.35 billion bailout which the International Monetary Fund organized to rescue Korea, the government pledged to improve banking standards.

The union called off the strike December 28 after workers at other banks failed to heed a call for sympathy strikes.

In the aftermath KFIU affiliates at five of six failing banks - Seoul, Peace, Kyongnam, Kwanju and Cheju withdrew from the KFIU so that their banks could get bailout money from the government. The government made it clear that public funds would never be infused unless each labor union endorses the reform plan including massive layoffs. But Lee Young-deuk, head of the KFIU, refused to sign, so the five units disaffiliated and individually endorsed the reform plan. The desertions remove about 12,000 workers from the 109,000 member union.

Indonesia: Hotel sit-in halts bosses' holiday celebrations

The day after Christmas about 250 Indonesian police officers stormed the five-star Shangri-La Hotel in Jakarta to break up a sit-in strike by hotel union members who were campaigning for better wages and working conditions.

The major issues in dispute were the hotel's refusal to provide a pension plan for their employees (The Shangri-La is probably the only top-of-the-range hotel in Jakarta without a pension program) or to fairly distribute service charges to all workers.

The police apparently decided to stage the attack on the hotel workers while media attention was diverted by the Christmas Day bombings of Christian churches around the country by Islamic fanatics.

Police dragged more than 30 union activists and officials to a Central Jakarta police station where they were held for 24 hours and then released.

The sit-in, which began Dec. 22, involved hundreds of workers, forcing management to close the hotel and evacuate guests to other Jakarta hotels and to cancel

all its year-end celebrations for the Muslim holiday, Idul Fitri; the Christian holiday, Christmas; as well as the New Year's Eve and the New Year's Day events.

In the days following the police action 100 letters of dismissal were delivered to the homes of union activists in an attempt to scare the other 1400 mainly low-paid workers. These other workers were told they could get their jobs back if they re-registered for work and signed a statement saying they have resigned from the union.

This blatant union busting is illegal; anyone found guilty of union-busting can be jailed for one to five years, and fined up to 500 million Indonesian rupiahs. As of this writing (January 4) the strike is continuing.

Ghana: Worker-owners sacked for "bad attitude"

57 workers from Prestea Gold Resources Ltd. were fired allegedly due to "bad attitude" and frequent absenteeism. The odd thing is that this company is owned by the workers.

The company, formerly known as Barnex Prestea Ltd, a South African mining company, ended its underground mining on Sept. 12, 1998, citing unprofitability as its reason.

Barnex laid-off all of its workers after paying each worker ten months' basic income. When the company packed up and left the site, the retrenched workers decided to manage it themselves and used their severance pay to establish a new company and start operations.

The new company formed by the workers began operations in January 1999, and the business started booming. However, some managers adopted a hostile attitude to the affected workers which has now led to their dismissal from the company they collectively formed.

India: World Bank protesters arrested

Nearly 150 people were arrested while marching on the streets of Bhopal Jan. 17 to protest the policies of the World Bank and Asia Development Bank. Many others were detained at several places outside Bhopal and prevented from reaching the protest site. The arrested people were not released till evening.

The Madhya Pradesh government had organized a Development Forum in Bhopal with delegates from the World Bank, Asia Development Bank and various agencies of developed countries.

Many participants expressed their deep apprehensions about the impact of funding from the multilateral institutions and the repressive regime that the Madhya Pradesh government will wreak on the people of the state in order to defend and protect corporate interests. Phagram of Kisan Adivasi Sangathan and Suddobai of Shramik Adivasi Sangathan vehemently insisted that "all international agencies have hitherto only pauperised the common people of Madhya Pradesh. These agencies must now leave Madhya Pradesh and leave the development of the state and the country to the people of the state."

Police raid strike at Nike factory in Mexico

On Jan. 9, over 850 workers making college apparel for Nike staged a work stoppage, took over the factory, and began controlling the gates at the Korean-owned Kukdong International factory in the small city of Atlixco, Puebla in southern Mexico.

The immediate cause of the strike was the firing of 5 workers who had led rank-and-file protest about rotten food in the cafeteria, low wages (\$30 for a 45-hour week), and the failure of the company to pay the Christmas bonus in accordance with Mexican labor law. Between 20-30 others had recently been forced by the company to sign voluntary resignation forms.

Workers also report physical and verbal abuse, the unwillingness of the company to pay maternity benefits, failure by the company to pay overtime hours, attempts to impose forced overtime, and serious safety and health violations. The company does not provide protective gear uniformly, or mandate its use and many workers report cases of throat, nose and lung irritation as well as conjunctivitis. The company-provided food frequently leads to diarrhea, and a few workers report being hospitalized due to infections from the food which is often is raw, rancid, or has worms.

The workers at Kukdong have formed a democratic, independent union, the Kukdong Workers' Coalition, and are demanding to be recognized. Previously, the company - like many in Mexico - had selected its own union, bargained a "protection contract" behind closed doors and without consent of the workers, and required all employees to affiliate with the company union (the FROC CROC) and accept the contract or be fired. The striking workers have given these demands to Kukdong:

1) That the company recognize the independent workers' organization, the Kukdong Workers' Coalition, as the legitimate representative of the workers.

2) That Kukdong reinstate all illegally fired workers.

3) That Kukdong agree not to fire or take reprisals against anyone for having participated in the stoppage or other protests.

4) That Kukdong drop the bogus charges it has filed against leaders of the protest for kidnapping the workers who occupied the factory.

Workers were supported by their parents (most of the workers are young women from rural villages surrounding Atlixco) and by unions from the Volkswagen plant in the nearby city of Puebla. They planned to continue the strike until the company met the demands.

However, on Thursday January 12, 2001 at around 10:30pm police in full riot gear attacked the 300 workers that were guarding the Kukdong factory that night. The police were led by Rene Sanchez Juarez, the leader of the company union the workers are seeking to replace. Reports from Mexico say that thugs accompanied the police into the factory to beat up the workers.

Once the workers saw the approaching police officers, they threw their arms up in the air and retreated to the exits. The group of workers included pregnant women as well as minors. They were hit, pulled, pushed and insulted. At least 15 workers ended up in the hospital and were later released. The police raid was ordered by the governor of the state of Puebla, who is a member of the PRI and allied with the company union.

At the time of the arrest, two leaders were violently kidnapped by the judicial police, threatened and then released. Nike has so far responded by the conflict by refusing to take responsibility for the situation and send its compliance officers already stationed in Mexico to the scene to facilitate and publicly ratify a resolution that recognizes the Kukdong Workers' Coalition as the legitimate, independent union. They have tried to say that the conflict is about a "dispute over catering/food contract" and have hinted at the possibility that they would end their production at Kukdong, throwing hundreds of workers out onto the street.

Voice your outrage:

Send protest letters to Philip H. Knight, Chairman and CEO, NIKE, Inc., One Bowerman Drive, Beaverton, OR 97003-6433 Phone: 800-344-6453 Fax: (503) 671-6300

and Kukdong International-Mexico, SA de CV E-mail: Kukdong@avante.net.mx. Fax: 011-52-244-610-24.

Send letters of solidarity (best in Spanish) to the workers at elevenzapatos@hotmail.com.