



# INDUSTRIAL WORKER



1790





# IWW Shops Struggle for Worker Safety Amid Pandemic

## BVWU WORKERS ON STRIKE OVER UNSAFE WORKING CONDITIONS!

BVWU Facebook

Corporate has stripped the 92nd and Powell location down to a skeleton crew, making it IMPOSSIBLE to keep up necessary sanitary standards while working during a pandemic. As Burgerville corporate refuses to listen to serious safety concerns and are instead focused solely on cutting costs, workers have decided to go on a one-day strike to stand up for public health.

Workers also spoke out in support of the BVWU's demands for \$2 an hour in hazard pay, 2 weeks severance pay in the event of layoffs, and 2 weeks of paid sick time to make sure those who fall ill can stay home. Workers shouldn't have to pay the price of this disaster, and Burgerville needs to start putting our communities over their profit.

### ROBERT'S STORY

I began working at Burgerville a few months ago. As a drive-thru cashier, my work was tiring, but I appreciated being able to make small talk with hundreds of people a day. The prospect of getting healthcare was very exciting to me too, as a type 1 diabetic. The price of insulin is quite high. Without insulin, I will die.

As the Coronavirus epidemic emerged, I continued to work at probably the most dangerous position at the restaurant without increase in pay. I figured it would be worth it once I had worked enough hours to qualify for health insurance and sick leave. My requests to be provided with an N95 mask were repeatedly denied.

Unfortunately, I was furloughed for unspecified reasons, and now I worry it'll take another 6 months of work to qualify for health insurance, if and when I ever get rehired.

That's why I joined with my coworkers to deliver a petition about why this past week of being kept in the dark and told to wait was so frustrating and why the workers still working deserve hazard pay and sick time and we deserve severance for being furloughed.

## CAPTTEL WORKERS TAKE ACTION

Published by Organizing.Work

<https://organizing.work/2020/03/overburdened-by-the-covid-19-crisis-call-center-workers-take-action/>

CapTel is a nationwide company that provides text telephone captions for the hearing impaired. Workers in the Madison and Milwaukee call centers have been organizing with the IWW since 2012. The coronavirus crisis has led to a massive increase in workload. Here, a worker describes an action taken last week in protest of workload and in support of their ongoing demand for \$15 an hour.

It quickly became apparent something drastic had to be done.

But, of course, as far as the boss was concerned, things could not have been rosier. Profits were rolling in from a staff working beyond capacity, with none of the customary gaps between calls to reset and regroup, like a Sisyphian purgatory. They were capitalizing on a pandemic.

They feigned compassion by suspending the "points" that we would normally accrue for absences, essentially promising to not punish us if we became infected with COVID-19, then barricaded themselves in their offices. It really was the least they could do.

The workers, however, understood how to use this fractional concession for maximum impact.

We held to our ongoing demand, the fight for \$15 an hour.

So with no time to lose, we planned a multi-call center call-out. We figured if we recruited a few dozen participants, it would be big enough to make a bold statement.

On Saturday, March 13th, we set the date and started texting, phone banking, and approaching our fellow captionists in person. We chose Wednesday, March 18th, the day after St. Patrick's, to plump our numbers with those who would call out to recover from the previous evening's celebration.

With the entire staff constantly captioning, everyone we asked was emotionally drained, fed up, and ready to make a difference.

Several dozen from Milwaukee and Madison joined together in solidarity and called out — almost everyone we asked, including some who sacrificed a perfect attendance bonus, with the biggest absence of workers during the peak period of noon to 3 pm. With only a few days' planning, our action was an enormous success.

We posted a warning and stern reminder of our demands on our committee Facebook page 24 hours prior, that without immediate action on CapTel's part, a mass call-out was to be expected.

I reported for my regular shift the following day, Thursday, March 19th, greeted by gossipy chatter about the sickout from the supervisors, who immediately clammed up when they turned around and saw me standing there. Even their spiteful cattiness warmed my heart, as I knew we had got our message across.

As of yet, however, nothing had changed.

Then late the next day, a memo came out.

They recognized the increasing stress and gave us an additional fifteen minute break or "aux" per shift — time we are allowed to be off the phone, but still on the clock (i.e. paid).

Mind you, this was not the victory we sought, but it was a victory nonetheless. And after so many years of the dismissive attitudes of the administration towards the workers, every acknowledgement, every nibble, is an impetus to further action, a re-energizing of belief in what we can do when we do it together. CapTel workers scored two more significant victories: an "appreciation bonus" of up to \$300 for work performed earlier this month, and an additional \$2/ hour in "emergency pay" going forward.

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## IWW WORKERS AT CHICAGO GROCERY WIN HAZARD PAY

MARIANNE GARNEAU

Published by Organizing.Work

<https://organizing.work/2020/04/grocery-workers-win-hazard-pay/>

Last month, workers at a grocery in Chicago submitted a petition for hazard pay, and won.

Workers asked for \$2 an hour in addition to their regular wages.

Previously, management had indicated they would receive hazard pay of \$1.50 an hour, effective March 30. However, staff were reluctant to trust management's promises. As John, a grocery stocker says, "they have a lot of empty talk, like 'we might give you guys hazard pay, or we might give you guys bonuses,' but they never really come through with any of it."

Moreover, workers discovered a memo from the store's parent organization recommending \$2 an hour.

They took the initiative to put together their own demand. They researched what other grocery workers were getting, and took inspiration from an online petition on behalf of Trader Joe's employees. After drafting a letter, they quickly gathered signatures from over a third of workers, and then emailed it to management from an anonymous staff email account on Wednesday.

Immediately, management called an all-staff meeting. At the meeting, they announced staff would be getting \$2 an hour in hazard pay retroactive to March 11.

John says it was clearly a union win: "They pretended that the \$2 figure that we had demanded was their idea, and it absolutely was not. They were gritting their teeth with \$1.50. And they came out of the gate in the meeting with the \$2 figure."

However, they ignored the two other demands, for bonuses and "store closure pay," which is pay in the event the store is temporarily closed for cleaning by the Department of Health, if a staff member tests positive for COVID-19.

### WORKER DEMOCRACY

Workers are represented by the IWW, which won an NLRB election in 2017. However, immediately following the election, the store expanded significantly, from some 7 to 40 employees. While management slow-walked the union and retaliated against union members, organizing efforts petered out. More recently, however, interest in the union has been rekindled, first by the hiring of a new general manager. "We started to realize her faults," says Jay, a buyer, including "a lack of communication and transparency. She's made so many decisions without consulting any staff members, the people her decisions actually affect." Jay says the pandemic "was like the icing on the cake." Several people recently signed up with the union, and more are participating in union meetings, some of which take place in person, with an ongoing conversation taking place via text messaging app.

Asked how the union functions, Jay responds, "Democratically. I ask the group, 'what does everyone think about this?' and we all kind of agree on the best plan of action. All of our voices are being heard. Unlike in the workplace." As the union effort ramps back up, they are looking to elect officers and formalize their organization.

### THE FIGHT CONTINUES

Going forward, workers have more battles to fight. John says "They keep saying we're going to get extra PTO if we feel ill, or even if we feel like we need to stay away. But they never even give us our regular PTO."

Jay says management has also suggested "we pool our PTO together as staff," and then laughs. "Why should we have to use our resources? It should be the employer who foots the bill."

This is of urgent concern for workers now deemed "essential," who find themselves on the frontlines of the pandemic. "Our cashiers have to handle every item that every shopper touches," John notes. "They stand there all day and have face-to-face interactions with customers."

Jay adds that "We're right off of the blue line train, which is the O'Hare [airport] train service, and we get so many customers coming in through the door." They note that for the past two weeks, since Illinois began taking measures to prevent the spread of COVID-19, the grocery store "has been a madhouse," with lines snaking through the store. "It's terrifying. We're risking not only our health but our loved ones' lives. We don't know the long-term effects of COVID-19. We go in assuming that we all have [it] because we're in contact with so many people."

Reflecting on the hazard pay campaign, Jay says "It's a win but it's not enough." Workers still have issues with scheduling and unjust terminations, let alone dealing with the pandemic. They have formally reached out to management to negotiate further on matters of health and safety, but have yet to hear back. "We want to democratically dialogue with our management, and they are refusing to hear our voices or acknowledge that the union really exists."

In the meantime, they have learned that essential workers have significant leverage in the workplace: their direct action proved immediately successful.

<https://itsgoingdown.org/chicago-iww-grocery-store-workers-protest/>

Lastly, in recent communications with Dill Pickle member-owners, the Dill Pickle Board of Directors & Management have stated that they support workers' right to unionize, insinuating that Dill Pickle workers are not yet represented by a union. However, The Dill Pickle Food Co-Op has been represented by the Industrial Workers of the World (IWW) since March 27th, 2017, when workers at the time voted for the IWW to represent them as their union. Despite recent actions, where a clear majority of workers have shown interest in union representation, management continues to ignore their requests to bargain and to recognize their NLRB union certification.

## IN PANDEMIC-HIT SERVICE INDUSTRY, UNION STAFF AT ELLEN'S STARDUST DINER SHOW A WAY FORWARD

BRENDAN MASLAUSKAS DUNN

Published in The Independent

<https://independent.org/2020/04/in-pandemic-hit-service-industry-union-staff-at-ellens-stardust-diner-show-a-way-forward/>

As the pandemic spread and New York City became the global epicenter of the coronavirus, the restaurant industry was jolted with shutdowns, closures, furloughs and mass layoffs. Ellen's Stardust Diner, a destination for tourists who want to experience the musical allure of Broadway while eating classic diner food served by singing waiters, was not immune. On March 17, the diner closed its doors and all of Ellen's 200-plus employees were furloughed.

At other restaurants and under different circumstances, the workers might have been left to fend for themselves. But at Ellen's Stardust Diner, things are different.

In 2016, workers came together and formed a union with the Industrial Workers of the World (IWW), Stardust Family United. Their organizing model: militant, worker-led, solidarity unionism. In short, solidarity unionism is when workers themselves take collective direct action and build power from the bottom up, rather than without relying on labor bureaucrats, attorneys or grievance procedures. The Stardusters, as they call themselves, live by the old Wobbly slogan, "We are all leaders."

Zach Snyder — who has worked just about everywhere in the restaurant industry, "from McDonalds to Burger King, to high-end catering and fine dining" — joined the union shortly after he started working at Ellen's.

"What set me on fire was that there was one day where I was supposed to have a tip-out from training because I helped so much with a party there," he recalls. "But when I went to get the money, it wasn't there. Coworkers said, 'We put it in an envelope and gave it to management like we normally do.'" He heard of events similar to this occurring previously. Now, it was happening to him. "I immediately said, 'I can't let this happen again,' and I wanted to join the union." It was a case of wage theft! Immediately I said, 'No, I'm not doing this,' and I wanted to join the union."

Snyder became deeply involved with the IWW: attending meetings, serving as an officer, organizing singing pickets, staging collective protests in the diner and participating in sit-ins against wage theft. all in an effort to improve working conditions.

"The restaurant doesn't have our backs. The union has our backs," Snyder said. He continued that "The union has always provided a louder voice for people. And in addressing and fixing problems in the workplace that can be overlooked."

When he and his colleagues approached their bosses about setting up a relief fund to aid workers at the iconic diner most in need, he says management declined and insisted that "the diner can't get involved."



After a Zoom meeting, the Stardusters decided to form an employee relief fund on their own, voting initially to donate \$2,000 of their dues money to it. They struck up a committee to administer the fund and established a GoFundMe page to collect donations.

While work was already precarious for many workers at Ellen's before the spread of COVID-19, that precarity has been amplified by the pandemic, coupled with an economy teetering on the edge. While some of the workers are currently receiving unemployment, many have been unable to claim the benefit or do not qualify for the assistance to begin with.

"We will not be able to pay [rent] for the month of May," says a member of Ellen's kitchen staff, speaking on condition of anonymity. "We do not know what to do. The consulate of our country is not working, our situation is really sad and discouraging. We hope, we hope, and we ask God that [relief comes] soon. But in these difficult times, those of us who are not eligible to obtain any support from the government, we can only appeal to the good heart of the people who can lend us a hand."

And that is precisely what the Wobblies in Stardust Family United are doing, regardless of whether

Ellen's staff are members of the union or not. Their original plan was to raise \$25,000 but they recently doubled the number as more support came in.

The Stardusters hope the fact that the funds will be available even for those who are not in the union might lead some of their fellow workers to see that it is their coworkers and the union, not their bosses, who are there for them. Some may in turn join the IWW. "We as a Union will always be willing to help," said Snyder. It is clear that the union stepped up to fill the needs of workers in a void created by management.

Meanwhile, participation in union meetings has gone up and the Wobblies are preparing for a very uncertain future but are still poised for action as the need arises.

"Right now, our mentality with the union and the restaurant is that no news is good news," says Snyder, though he and the union worry that the pandemic may cause longer furloughs and serious effects to work availability. "We are hopeful that after the pandemic subsidies that we can return to work as quickly, and safely, as possible with all staff in place. We will continue to carry out actions to help each of our coworkers in need as conditions evolve."

Despite the difficulties of living under a pandemic, the union is happy to report that so far all is well within the diner and camaraderie is high. However, recent history looms large over management at Ellen's, causing some to wonder if the bosses may hesitate to offer employment to all of the workers. When the company launched a union-busting campaign in 2016, firing 31 workers in the process, the singing waiters fought back with a vengeance. New hires, Snyder included, joined the IWW, swelling the ranks of the union. After a prolonged campaign that combined singing pickets and protests inside the diner along with legal action, the let-go staff were reinstated and together received nearly \$500,000 in back pay.

So far the Stardusters Relief Fund has raised over \$23,000. To thank their supporters union members made a series of "socially distant" performances online to thank them and sang popular songs from Broadway musicals *Les Misérables* and *Frozen*. But what's next for Stardust Family United? As the service industry slowly, and perhaps prematurely, opening up, the workers are bracing for what lies ahead. Snyder and his coworkers are planning to keep organizing, one conversation and one action at a time.

**DONATE TO THE FREELANCE JOURNALISTS CONTRIBUTORS FUND!**

**PRINTING AND PUBLISHING WORKERS INDUSTRIAL UNION 450**

<https://www.gofundme.com/f/industrial-worker-contributors-fund>



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## **Support Working Class Publishing!** EDITORIAL COMMITTEE AND FJU

Industrial Worker is the official publication of the Industrial Workers of the World, a member-run union for all workers. Since 1907, IW has been "the voice of revolutionary industrial unionism," run by the working class for the purpose of working class emancipation. Today, IW is a quarterly print publication and blog. We dedicate this issue to the workers of the world who have fallen ill, some fatally, from Sars-Cov-2 Covid-19. This wretched disease, catastrophic to even healthy individuals, is exacting a toll upon humanity and teaching us a thing or two in the process. We emerge with hope and determination to carry forth towards the commonwealth of labor. Mother Jones told us, "Pray for the dead and fight like hell for the living!" Fred Thompson, previous editor of the IW, had a saying: "Let's Make This Planet a Good Place to Live!"

This crisis has completely short-circuited and rewired the entire world's economy, and therefore the relationship (or, struggle) between capital and labor. Hundreds of Millions are unemployed globally—the services, travel, and hospitality industries have nearly been obliterated.

A global pandemic, in a global capitalist system, invites critique of the entire system. To illustrate the magnitude of the economic effect, take this: The financial shock brought nearly 6 Trillion USD in fiscal stimulus; created with the click of a mouse - lent to "primary dealers". The overnight backstop of financial markets would be expected in any crisis; although the same urgency has not been applied to critical shortages of PPE and the broken state of healthcare systems. The health and safety of the working class (and therefore, humanity writ large) takes second fiddle to the capitalists' pockets: Our society has essentially privatized all profits and socialized all losses. It is as important to support one another's struggles now more than ever. If you can make a contribution—help the work along!

We requested an extension of our budget to get every member mailed one free copy of this issue. If you like what you see - subscribe! When paying dues, purchase a Press Assessment to support the Industrial Worker. IWWs pay wholesale price for the Industrial Worker—order a bundle and get them in your local bookstore or coffee shop - you may keep or donate the commission to your branch or organizing project!

Like the IWW at large, IW has traditionally relied on volunteer labor. But as the economic fallout from the COVID-19 pandemic continues, IW recognizes that many freelance journalists are suddenly having commissioned stories killed and future opportunities evaporate. In order to support these workers, IW is collaborating with the IWW Freelance Journalists Union to raise and disburse funds to compensate its contributors. For every \$100 raised, IW and the IWW FJU will be able to immediately pay an honorarium for one article—contributors have no need to wait for publication. While we acknowledge that this falls woefully short of a living wage, we hope that this represents a starting point from which we can increase rates in the future.

### **FOR FREELANCE JOURNALISTS:**

To pitch IW, email [iw@iww.org](mailto:iw@iww.org). If your pitch is accepted by a member of the IW editorial committee, simply forward that acceptance email to [freelancejournalists@iww.org](mailto:freelancejournalists@iww.org) to receive a \$100 payment from the IWW FJU via PayPal. (Unfortunately the IWW FJU is only able to send payments via PayPal at this time.)



# Freelancers resist precarity by sharing rates and organizing.

For many workers, openness about pay has helped to make conditions more equitable. Still, they fear retribution. Published in the Columbia Review of Journalism

ELIZABETH KING

[https://www.cjr.org/special\\_report/rate-sharing.php](https://www.cjr.org/special_report/rate-sharing.php)

## IN JUNE 2019,

Daisy Alioto, now the audience development manager for the New York Review of Books, tweeted that she had learned through freelance-journalists network Study Hall of a Vox contract explicitly forbidding freelance writers from discussing rates. The Freelance Journalists Union asked for Vox freelancers to privately share the rates Vox verticals paid them. The union then anonymized—and finally tweeted—around 100 different submissions, some of which revealed pay disparities for similar work. In mid-August, Vox distributed a new freelance contract without a provision restricting rate sharing. Rate sharing is a popular practice in Study Hall, founded in 2015 by journalist Enav Moskowitz and writer Kyle Chayka. Study Hall keeps a member-updated database of editors' contact information and rates writers were paid at various outlets. Members of the organization also share their rates on a one-off basis in the group's listserv and Slack, according to Erin Corbett, who has written for The Nation and VICE and works as a Study Hall administrator. The practice, Corbett adds, is especially beneficial to "writers who wouldn't normally ask for more money."

A few like-minded labor organizations for freelance journalists and writers have emerged more recently: in the spring of 2018, the National Writers Union (NWU), launched the Freelance Solidarity Project; and just last year, the Industrial Workers of the World (IWW) established the FJU (of which I am a member). Each of these entities encourages writers to disclose rates, and helps share them widely

Even in non-unionized workplaces, employees are legally protected if they want to discuss their pay with colleagues. Nevertheless, they are often discouraged from doing so, and so sharing rates is still considered risky or taboo. "We are discouraged from sharing rates because money is such a touchy subject, and that only benefits the people at the top," says freelance journalist Taylor Moore, who has bylines at CityLab and LitHub, among others. Just before the end of 2019, Moore shared highlights from her year's work on Twitter, along with the rate of pay for each one; a number of other journalists did the same. Knowing the rates offered by different outlets helps writers negotiate pay. Bradley Babendir, a freelance book critic who has been published in NPR and the now-defunct Pacific Standard, says that, as a result of seeing another writer post on social media that they were paid \$1 per word for an article Medium published, he knew to ask for that rate when he successfully pitched the same outlet. Corbett says that rate transparency was especially helpful early on in her career, when she didn't have an idea of what rates were fair to ask for.

*"As publications shutter and the labor market fills with ever more writers living assignment to assignment, freelance journalists and writers have begun more earnestly seeking organized-labor protections for their precarious situations, and rate-sharing is a cornerstone of that effort."*



Journalists have shared critical information about rates among themselves—through whisper networks, private databases in Facebook groups and among unions, and public, anonymous databases such as the website Who Pays Writers—for many years. But industry-wide turmoil makes this a particularly perilous moment for freelancers: newsrooms laid off thousands of workers (some of them non-editorial) last year, and a Pew Research Center report from July found that newsroom employment had plunged by 25 percent between 2008 and 2018. As publications shutter and the labor market fills with ever more writers living assignment to assignment, freelance journalists and writers have begun more earnestly seeking organized-labor protections for their precarious situations, and rate-sharing is a cornerstone of that effort. Chris Roberts, a freelance journalist with bylines in The Guardian, VICE, and The Verge—and a member of multiple freelancers' unions—says there seem to be more freelance journalists and writers publicly sharing their rates in the recent past. Rate sharing,

Roberts says, "has been much more vocal and open, and it's happening in an era where there are multiple unions encouraging this kind of openness and transparency."

Still, while this openness has helped to make conditions for some workers more equitable, freelancers fear retribution. "Writers are scared of editors seeing them differently or refusing to work with them or being punished in another way because people are upset that they disclosed their rate," says Babendir. Fear of retribution "seems to me like a rational reaction to a scary situation, but that's why solidarity is so important."

For many, rate-sharing is also a means to an end greater than personal enrichment. In particular, freelancers who spoke to CJR shared concerns around addressing pay disparities for women and Black writers.

Najma Sharif, who has written for Fader and Playboy, says that rate transparency "sets a standard, especially white men and white women sharing their rates, so I can be like, 'Hey why are outlets paying me so little, what's going on here?'" Sharif says the next step is for freelancers to break down pay disparities between writers in terms of identities and try to determine industry-wide rates.

There are few studies of who exactly makes up the freelance journalism workforce. In fact, a 2017 survey about freelance writers from the job website Freelance Writing "made the decision not to ask" writers about their race, gender, or age. It's information that labor representatives agree would be worthwhile, but compiling data about rates and writers' backgrounds—let alone analyzing it—is a daunting undertaking, especially for relatively young organizations. Efforts to establish more rate transparency and secure fairer rates for freelance journalists also lends itself to organizing around better payment processes. Colleen Tighe, a member of the NWU's Freelance Solidarity Project and an illustrator, says that the Project is having "a lot of the discussions about things like working on retainer, or getting upfront fees, and figuring out the logistics of receiving money" in a timely manner. A large and growing faction of freelancers believe that they can counter this sort of unfairness through solidarity. "As a writer I was sort of conditioned to think the pay is going to be shit," Roberts says. "It's a raw deal you get in exchange for this maybe-preferable lifestyle, [but] the only reason that's how it is is because too many people accept it."





# Wildcat Strikes Spread at the Unive

We are University of California Santa Cruz (UCSC) graduate students on a wildcat strike. Fighting for a Cost of Living Adjustment (COLA), we have been withholding our labor since December 2019. Graduate student workers at 10 UC campuses across the state receive the same wages—\$2,434 a month, which after taxes amounts to just under \$19,000 a year, given that we are only paid for 9 months. In Santa Cruz, one of the most expensive cities in the country, this wage is not livable, so we demand an additional monthly payment to account for the exorbitant cost of living and cost of rent.

## WILDCAT MILITANCY

In 2018, UAW Local 2865, representing student workers across all University of California campuses, settled for a contract that UCSC membership overwhelmingly voted against. 3 percent annual wage increase guaranteed by the contract fell far short of dealing with the cost of living in Santa Cruz, so local rank and file members organized a campus specific COLA campaign. Despite the no-strike clause, student workers voted to withhold their labor to win their demand.

The strike is not led by union officials, state and local politicians, aspiring managers, or by those who employ the jargon of radicalism so as to further the agenda of the administration. The strike is led by rank and file graduate workers. Together with supportive faculty, undergraduate students, staff, and community members, strikers engaged in a variety of disruptive militant actions that effectively shut-down and disrupted University operation.

At other UC campuses, the demands of the UCSC strike have caught fire. On February 27, before letters of termination were sent out, UCSB grads went on a full teaching strike and UC Davis grads went on a grading strike. All other UC campuses are organizing in solidarity with fired workers and for their own COLAs.

## UC AND UNION BUSTING

Instead of addressing the Cost of Living issue, the administration is set on breaking the strike to return to the status quo. The UCSC administration

responded to our demand with discipline, intimidation, heavy policing, an Unlawful Labor Practice charge against UAW, and even a bribe—a small housing stipend only available to students not engaged in strike activities. The latest escalation on the part of the administration came on February 28, when over 80 strikers were fired from their upcoming teaching appointments for participating in the labor action.

UCSC refuses to see COLA as a labor issue and rejects our demand to bargain for a livable wage. The administration insists that we are students first, and workers second, and if we were to get more support, it would be given to us as students. The reason for this arbitrary distinction is the UC's unwillingness to set a labor precedent for settling a wildcat strike through a side letter to a contract—a solution we, as strikers, are pushing for.

## STUDENTS AS WORKERS

Graduate students are workers. Waged and unwaged labor that graduate students provide is essential to the operations of the university: we do the majority of teaching, grading, mentoring, tutoring, running labs, writing, publishing, etc. When we account for all the labor graduate students provide to the university, it quickly amounts to 60-80 hours a week. We should be fairly compensated for our labor. Rank and file UAW members, auto-workers from all over the country, some of whom donated to our strike fund, sent us supportive messages and pizzas, see us as fellow workers, while the University does not.

We understand the COLA movement in the context of a strike wage in education. Just as teachers in Oakland, Los Angeles, and West Virginia, all of whom endorsed our strike, we are organizing and taking collective action to have greater control over our workplaces and learning environments. We are fighting back against austerity and budget cuts. We are fighting against racist policies that increase funding for police on campuses but don't reduce the cost of textbooks or tuition. We are fighting for equal access to the vocation of teaching and researching. We want to see an academy that is accessible to indigenous, black and students of color, trans and queer, undocumented and international, disabled and poor students. All people deserve the opportunity to teach and learn in community, not just those whose family can subsidize their graduate education. Until then, we strike!

The pandemic obliterated our familiar methods of in-person organizing. Our new working conditions in the age of COVID-19 are forcing us to reconsider our tactical choices. We must continue to organize for the COLA we all need, but it is time to re-evaluate our collective power and recalibrate our tactical horizons.

To that end, COLA organizers at UC Santa Cruz will agitate in the coming weeks for the authorization of our union's statewide ULP strike. Our union, UAW 2865, has filed multiple Unfair Labor Practice (ULP) charges against the UC, including for its summary firing of over 80



wildcat strikers at UCSC, and for its refusal to bargain directly with the union over COLA. These unjust practices are severe enough that UAW's statewide Bargaining Team is prepared to call an official strike, but only if enough union members are ready to withhold their labor when the call comes. The UAW's current position on settlement for these ULP charges includes a raise to \$40,000 per year for graduate student workers.

The current crisis conditions of the COVID-19 pandemic compound our precarious living conditions. In the thick of this crisis and the uneven distribution of its effects, the demand for a COLA is the demand to survive. We want to struggle, as workers all over the world are now struggling, with a renewed urgency. Our strongest position, at present, is to negotiate during a statewide sanctioned strike.

Make no mistake: the possibility of a ULP strike is a concrete victory in the COLA movement, and a genuine victory of the wildcat strike. Whereas we, as rank and file workers, once stood far ahead of the union, the union is now beginning to catch up to us. We are now well placed to combine our rank and file militancy with the union's considerable resources and legal protections. What we have always said nonetheless remains true: only Santa Cruz wildcats (and now wildcats at other campuses) decide when to submit grades, and under what circumstances.

All of us have faced enormous uncertainty over the past months. Now, more than ever, is the time to build our collective strength to fight for a future full of security and certainty.



# Fired From Google

By KATHRYN SPIERS

I was at Google for just under 2 years. I worked on the Platform Security team, focusing on Chrome's use within Google. Part of my job was to write browser notifications so that my coworkers can be automatically notified of employee guidelines and company policies while they surf the web. I was very good at my job and Google has acknowledged this. My last three performance reviews have gone, 4/5 stars ("strongly exceeds" in Google internal language), 4/5 stars, 5/5 stars ("superb" in internal language, and to give some context to this: only 2% of Google workers get 5/5 rating each review cycle). Two months ago when I received 5/5 stars I was also promoted as part of my role as a security engineer (from L2 to L3 in internal Google language).

Part of what makes me a great fit for Google is that the company is always telling us to take initiative to deliver high impact work. Recently Google was forced to post a list of rights that we have in the workplace. So when I heard that Google had hired a union busting firm and started illegally retaliating against my coworkers, I decided to make sure that my coworkers knew about the posting. I created a little notification, only a few lines of code, that pops up in the corner of the browser whenever my coworkers visited the union busters' website or the community guidelines policy. The notification said: "Googlers have the right to participate in protected concerted activities."

This kind of code change happens all the time. We frequently add things to make our jobs easier or even to just share hobbies or interests. For example, someone changed the default desktop wallpaper during the walkout last year so that the Linux penguin was holding a protest sign. The company has never reacted aggressively in response to a notification such as this in the past. It's always been a celebrated part of the culture.

During my time on the security team, I've had many conversations about the importance of maintaining user trust. My code — a small notification about employee rights — does not reduce trust. What does is the Director of Detection and Response signing a letter falsely accusing four of my coworkers. Or the fact that upper management is trying to use the security team to investigate employees and their organizing activity. A less transparent Google is a less trustworthy Google.

Google's response to this was to suspend me immediately and without warning. This was the week of Thanksgiving, the same day they fired the Thanksgiving Four. They also dragged me into three separate interrogations with very little warning each time. I was interrogated about separate other organizing activities, and asked (eight times) if I had an intention to disrupt the workplace. The interrogations were extremely aggressive and illegal. They wouldn't let me consult with anyone, including a lawyer, and relentlessly pressured me to incriminate myself and any coworkers I had talked to about exercising my rights at work.

On Friday, December 13 my interrogator called me to tell me that I was being terminated for violating Google's security policies. I asked him how I violated the security policies but he told me that he wouldn't answer that question. On top of this unbridled fury from the company, this is happening right before the holidays. Instead of a joyful celebration of my recent promotion and hard work, I am stunned and hurt while I scramble to find a new job and clear my name.

Google has overreacted in an egregious, illegal, and discriminatory manner. The notification I wrote had no negative effect on our users or other employees and Google will do its best to justify my firing in a way that pits workers against each other but they can't hide behind this fabricated logic forever.

This doesn't just affect me. The company is too powerful and they must be held accountable. As long as the company can treat me this way they can treat anyone this way. Workers need a voice in the company. We need to protect each other and stand together as a unit. What I did is entirely consistent with Google's mission of organizing the world's information and making it universally accessible and useful. I changed code as part of my job, which was part of a long track record of excellent work that I did for the company. Google is resorting to firing those of us who organize and assert our collective voice because it is afraid. For a company that holds personal information about billions of people's lives, the company is afraid of its workers even knowing their own legal rights to organize to hold the company accountable. I encourage everyone in tech to stop giving management the benefit of the doubt, to join unions, and continue to organize to protect our users, our communities, and ourselves.

# “Lessons” of IWW Organizing Won’t Stay Put BY J. PIERCE

This past summer, I was sitting in a Phoenix cafe trying to explain the IWW’s views on contracts to a newer member with lots of experience organizing for the business unions. He wanted to know how the IWW is different and what exactly is our organizing method. My comment to him was, “The beginning of the debate around contracts, starting in the early 2000s, is actually more helpful than the later ‘revelations’ of the current era.” By that I meant that Alexis Buss’ “Minority Report” and later “Solidarity Unionism” columns in the Industrial Worker were about trying to figure out how to take advantage of the good things about contracts without being dragged down by the bad parts. I think this is still how we should view them. In other words, the beginning of our experiment is more useful than the purported results.

Starting in the mid 2000s, there grew a fervor about how contracts were the exact OPPOSITE of what the IWW stood for. With contracts often being something unions grovel for, the result, if you can get one, is a document enshrining the rights of the employer and the limitations placed upon the workers. We developed a whole ideology about how Solidarity Unionism in the workplace was the only and best method to wage the class war. And we were right. Solidarity Unionism was a revelation. Starbucks workers in Chicago won three city-wide pay raises and the Starbucks Workers Union as a whole, led by the NYC members, won holiday pay for Martin Luther King Jr. Day company-wide. Wobblies applied direct action tactics and our new method repeatedly for over a decade, all over the continent. The IWW was making history with Solidarity Unionism.

## STARDUST AND STABILITY

Currently, and for the past several years, Stardust Family United in New York has been a shining example of the power of Solidarity Unionism. They march on the bosses, use creative direct actions to ‘condition the job’, and are winning concessions on a regular basis. They’ve beaten back the bosses at every turn and have grown powerful, aware of their own strength. They are living proof that Solidarity Unionism is far superior to being strangled by a legal document of the boss’ design. Because of these victories, however, I am sure that I am not the only Wobbly that desperately wants our NYC fellow workers to enshrine their gains legally.

Stardust is ongoing proof but they are virtually our only proof. The organizers are in full gear, the committee is functioning, and the job actions are working. But what happens when our organizers burn out? When the main activists quit or move away? When the workers get tired and just can’t keep fighting? What happens, typically, is that the union disappears.

Our best IWW organizing efforts in so many industries are virtually gone: Jimmy John’s, Starbucks, Whole Foods. As for our Industrial Networks, we can’t seem to keep them going: Freight Truckers, Construction Workers, Education Workers, Municipal Transport and Messengers, Food and Retail Workers, to name just a few, are all ghosts to the current membership. Why can’t we get something permanent?

My closest IWW friend once hinted to the possibility of using a contract in conjunction with Solidarity Unionism. “If only we had secured just one contract at a shop in the industry,” he lamented. “Then we could use that one shop as a base, a fortress from which to attack the rest of the industry. Then we could recruit organizers from that shop and use all kinds of non-contractual strategies in the rest of the industry, but our base would not just disappear.” He may or may not still believe this - but I was sold. We have to forge a new new method to make sure our organizing doesn’t just vanish. But this newer method needs the freedom to use strategies and tactics that contracts invariably prohibit.

## THE CASE OF AUTOMATIC DUES

A tangential case to illustrate my point is automatic dues. Two decades ago a visionary IWW organizer in Portland set up automatic dues from members’ bank accounts directly to the Branch. He argued that it was a big waste of time going around doing all this paperwork when we could have a steady income instead. ‘If the IWW traditionalists can’t see the future, well that’s on them,’ was his thinking. The Branch basically skinned him alive for this. “The Delegate system of individual contact is the ONLY way to ensure democratic practices and accountability.” Well, both perspectives are true.

Someone can now pay dues to the IWW for years and no one has to interact with them or meet with them or even thank them. Automatic dues is certainly a

positive innovation over employer “dues check off”. But the individual contact conundrum remains to be solved. It is a mistake for the IWW to become another impersonal dues collection machine; but who among us, now, would give up the automatic dues system and go back to being a broke-ass union with gobs of paperwork for every couple dollars? The workers at Stardust, incidentally, have a further innovation using an app called Venmo. A shop-floor delegate sends out a call for dues, and using the app, the members send their dues electronically. The dues are sent by the member, not withdrawn ‘automatically,’ therefore the union has to remain responsive to its members. This system reduces both bureaucracy and the potential for lost or ‘borrowed’ dues money. The case of automatic or ‘electronic’ dues is an example of how IWW lessons keep changing. We have a new situation that demands new tactics on our part; this applies as well to our contractual vs. non-contractual organizing methods.

## ‘PUNCHING OUT’ AND OTHER ANTIQUES

One of our main influences on the anti-contract tip was Martin Glaberman. He’s awesome, it’s true, and so is his *Punching Out*, a must-read for every red card holder. But we have to remember that his critiques of business unionism are from the post-WWII era when unions were ubiquitous and the relative security of a union job was taken for granted. You have to work at a unionized job, first, before you can resent the stifling nature of the union contract. You have to have a union steward before you can want to punch them. Many of us have never worked at a unionized workplace and even the ones that do have a union, my teaching job in Arizona for example, it’s a toothless union anyways - a million miles away from the power that unions wielded in the 1950s and 60s. There is a simple reason why business unions routinely outlast the IWW and that reason is the contract. It ensures legal access to the workplace and its workers and a steady dues income, which keeps the union hall open. Automatic dues avoids the check off, but how do we retain power in a workplace, and over an employer, during periods of exhaustion and non-activity? How do we keep the union from disappearing?

We can accuse the contract of being the source of so many labor movement ills but any union that we respect has figured out how to continue fighting and organizing despite those limitations. Some IWW examples that come to mind are our contract shops in the Bay Area and Portland. The recycling shops in Berkeley and the social service shops in Portland are both illustrative examples of both the dark valleys of contracts and as well as the glorious peaks of mass action in the workplace. The pitfalls include a service model where the IWW often feels like an outside agency; and these workplace members should have more influence in their Branches and training on how to be IWW organizers themselves. But these shops have maintained IWW influence over the decades and have provided numerous examples of creative direct actions - occupations, marches on the boss, worker-dictated scheduling and calendars, etc. despite or maybe because of their contracts. Additionally, one of the main advantages they have over our Solidarity Unionism based campaigns is that the IWW presence continues even with a change in organizers and worker activists: the union is bigger than individuals.

In the era of the Burgerville Workers Union and the Little Big Union, the Portland IWW are again trying their hand at elections and contracts. But we have to be very careful with returning to the boss’ golden road. We need to stay away from the typical method of passing out authorization cards and leaving ourselves at the mercy of the Labor Board process. We need to avoid getting into union elections where if we lose the vote, it kills the union. Although strategic in the moment, the ‘Hail Mary’ union election at Jimmy John’s felt like a referendum; if you don’t win decisively, it means the workers have rejected the union.

A Wobbly organizer commented to me recently, “I think the problems of turning the IWW into an ‘institution’ are way more interesting than being on the cutting edge all the time.” We need to analyze our past campaigns and avoid our mistakes, keeping in mind that there are multiple and conflicting truths, that our lessons keep changing. One conflicting truth is that the union election process is not how you build a union and contracts with employers inhibit the class struggle. But using a strict non-contractual method leaves our years-long organizing campaigns open to burn out and demise. We don’t want ‘war stories’, we want lasting power in the industry. We have to find a way to combine the best of Solidarity Unionism and its direct action tactics, with something, like a contract, that enshrines our gains and influence for decades to come.



# *Facist Coup in Bolivia* BY KAMEEL A.

Western media and governments are currently perpetuating a series of lies to benefit European and American business interests in Bolivia. The Guardian, The New York Times, CNN, the Washington Post, The Economist, and other media outlets are covering up a military coup that has engaged in the violent suppression of working-class and indigenous peoples of Bolivia.

The coordination behind these activities has been orchestrated by members of the U.S. government, Bolivian military leaders trained by the U.S. Army, right-wing Bolivian politicians, and fascist paramilitary organizations. Their stated goal is to overthrow a socialist political party and return to the neoliberal policies that were U.S. and business-friendly.

## THE ELECTION

For the 19 days preceding the “resignation” of President Evo Morales, fascists street gangs led by multimillionaire Luis Fernando Camacho refused to accept the incoming election reports. Their refusals were demonstrated by burning down offices belonging to the Movimiento a Socialismo party (MAS). In Potosi, Sucre, and Tarija these violent gangs began setting fire to election offices, ballot boxes, and eventually electoral courts. All of this occurred before votes could finish being tallied

Multiple counting of ballots at this point had to be moved to other jurisdictions because vote-counters feared for their lives. By October 24th the count was completed, and Evo Morales had won the required proportion of votes to avoid a runoff and be declared the winner.

On October 25th, the United States and the European Union intervened in the Bolivian electoral process by publicly demanding circumvention of the Bolivian electoral process and having a second election.

The following days witnessed multiple threats made to members of the MAS party, continued violent assaults upon members of the MAS party, and numerous break-ins and burglaries of party members’ homes. Patricia Arce, the mayor of Vinto, was assaulted by right-wing gangs, doused in red paint, forcibly had her hair cut off, forced to sign a resignation letter, and then paraded through the streets.

On November 10th, the Organization of American States (OAS) published an audit conducted during the October Bolivian Elections. This report was filled with numerous inaccurate statements as attested by an independent audit by the Center for Economic Policy Research (CEPR). The OAS report demanded an annulment of the election despite a lack of evidence to suggest so. The same says Evo Morales agreed to further auditing and investigation of the election results by the OAS to determine if any of their findings had merit.

The OAS, which receives 60% of its funding from the U.S., demanded an annulment of an election that did not support U.S. interests. The same day,

Morales agreed to hold new elections, but military general Williams Kaliman demanded Morales’ resignation as opposition violence escalated. With pressure mounting, Morales resigned on Nov. 10 from an undisclosed location to avoid potential attempts on his life. He has since fled to Mexico, where President Andrés Manuel López Obrador granted him political asylum.

There are multiple dimensions to this division in the nation of Bolivia. Clear and foremost, the enemies of MAS were the enemies the two groups MAS best represented. Socialists, and indigenous people. Bolivia’s first indigenous president and first openly ascribed socialist president stood against several groups.

## THE MILITARY

Military general Williams Kaliman is a graduate of the Western Hemisphere Institute for Security Cooperation (WHINSEC) – formerly known as the US Army School of the Americas (SOA). WHINSEC and SOA have historically been recognized as a tool for US regime change. It counts among its graduates several agents of anti-communist and dictatorial regime change in Latin America.

The following list represents some of the graduates to pass through the SOA in the 20th century.

**Emilio Eduardo Massera – executor of the 1976 Argentine Coup D’Etat and mastermind behind the “Dirty War” that saw 30,000 Argentinians “disappeared” or murdered.**

**Jorge Rafael Videla – Dictator of Argentina following the 1976 Coup D’Etat**

**Hugo Banzer – Executor of the 1971 Bolivian Coup D’Etat and dictator of Bolivia from 1971 to 1978.**

**Luis Arce Gomez – Bolivian Army Colonel who participated in the 1980 “Cocaine Coup.” Was eventually ousted as a participant in “Operation Condor”, a U.S. sponsored terrorist program primarily conducted via the CIA**

**Raul Ituriaga, Manuel Contreras, Miguel Krassnoff – Participants in the 1973 Chilean Coup, and all heads or directors of DINA, the Chilean secret police responsible for tens of thousands of arrests, utilizing wide-scale torture, and murdering thousands of civilians.**

**Heriberto Lazcano and Arturo Guzman Decena – Founders of the violent Los Zetas Cartel in Mexico**

**Manuel Noriega – Conducted the 1982 Panamanian coup and was the dictator of Panama from 1983-1989 with significant and open support from the U.S. government and the CIA.**

**General Kaliman and six of his fellow officers were all graduates of WHINSEC. Kaliman additionally served as the FBI military attache for Bolivia during the 2000s.**

Kaliman’s officers were recorded plotting the coup in audio dispatches leaked by Bolivian news sources on November 10th. Together with former presidential candidate Manfred Reyes Villa, they discussed setting governmental buildings on fire

and convincing pro-business unions to conduct strikes across Bolivia.

In the audio leaked they further revealed already existing support from Brazilian President Jair Bolsonaro and US Senators Ted Cruz, Marco Rubio, and Bob Menendez.

## THE ROLE OF BUSINESS

Carlos Mesa, the opposition candidate to Evo Morales was a former president of Bolivia. He had been a TV journalist who purchased his own channel to editorialize and led the public media perspective on “neoliberalism” in Bolivia. He was particularly supportive of the privatization of water in Bolivia and presided over the ensuing police violence upon indigenous protestors. His rise to the Vice Presidency and the Presidency ended in disgrace as he resigned following months of non-stop demands for him to step down.

Wikileaks released US government cables demonstrating that Carlos Mesa maintained contacts with the US government officials amongst efforts to destabilize the government headed by Evo Morales.

There is no room for Carlos Mesa to run if there is not a demand by capitalists who run foreign multinationals to insist upon electing a leader who will sell off Bolivia’s rich resources for their exploitation. The coup arrived less than a week after the Bolivian government prevented multinational corporation ACI Systems Alemania (ACISA) from maintaining a contract to mine lithium reserves.

## THE ROLE OF FASCISTS

Another key component and group in opposition to Morales and MAS were the fascist paramilitary groups Union Juvenil Crucenista and the Civic Committee of Santa Cruz. Led by Christian fundamentalist and multimillionaire Luis Fernando Camacho, these groups represent the growing antipathy to the increased role and political influence of Aymara, Quechua, and other peoples indigenous to Bolivia. His group displays Nazi-Esque salutes as they march through towns. Upon the commencement of this coup, he filmed himself storming the Presidential palace and placing a bible on the national flag while supporters stated “Pachamama [Andean Mother Earth Spirit] will never return to the palace. Bolivia belongs to Christ.”

Camacho’s fascist thugs proceeded during this period to violently attack indigenous peoples and poor working people for “probably voting for Morales.” While most images were spared from the international press, Bolivian twitter was filled with scenes of horrific violence against the people in areas that had predominantly voted for Morales.

The president of the Bolivian Congress resigned following the armed kidnapping of his brother by these same thugs.

Camacho’s fame and wealth is descended from a family of wealthy landowners who own insurance companies and controlled part of Bolivia’s gas reserves. Camacho became involved in Bolivian politics following the nationalization of natural

gas. His name and his family's company were implicated in undertaking massive fraud and tax evasion when the Panama Papers were leaked.

Bolivian police primarily of European descent have sided with Camacho's fascists gangs. Cell phone footage and leaked audio have uncovered collaboration between the Bolivian police and Camacho's forces. The Bolivian police are tearing off the Wiphala (a flag that represents Aymara people) from their uniforms in a declaration of hatred for indigenous people in Bolivia.

These two groups have also been filmed gathering together and loudly proclaiming before cameras their desire to "destroy the savages." Unsurprisingly more footage has been released demonstrating them carrying out further violent attacks on indigenous peoples who are protesting the fascist coup.

### THE ROLE OF THE POLITICAL ELITE

On November 11, Jeanine Anez Chavez, the interim president of the Bolivian congress declared herself president of Bolivia. In a legislative chamber featuring a small minority of elected officials from her own party, her self-declaration

rapidly received support and recognition from the U.S. government. Chavez is a politician with a history of anti-indigenous statements.

Despite purging her social media accounts, archived websites have demonstrated that on several occasions she has decried the "satanic nature" of indigenous peoples and has actively advocated for the oppression of indigenous groups in Bolivia.

The declaration of Chavez's interim government has been followed by the deaths of dozens of indigenous protesters. According to the inter-American Commission on Human Rights, there have been 23 deaths and 122 wounded since the start of the political unrest, and Chavez has issued a decree that gives state forces amnesty from any legal liabilities in their repression of the Bolivian people.

### THE ONLY DEFENSE AGAINST FASCISM

The eruption of a coup in South America is not a novel occurrence. The history of Latin America following the adoption of the Monroe Doctrine by the U.S. government is one fraught with regime change, U.S. invasions, large-scale

political operations conducted by the CIA, and the replacement of social-democratic leaders who attempt to redistribute wealth in the Global South and resist the influence of U.S. imperialism and its vested business interests.

The actions conducted in Bolivia today are familiar to any Latin American civilian in the 20th century. The media called the overthrow of every social democratic government in Latin America "the restoration of democracy." Today the former colonial powers and the U.S. are united in perpetuating an old lie – that democracy brought by U.S. business, fascists street gangs, and reactionary military coups.

The Aymara and Quechua people are responding bravely in the streets with the only tested defense against imperialism. Today they stand tall, blocking highways in defense from Christian-identarian fascists who are supplied and united by the business class of Bolivia and U.S. interests. If indigenous people's can crush these fascists, there might be hope for that "democracy" the media seems so intent on perverting.

There is a civil war today in Bolivia, and we have a responsibility to recognize whose side are you on?





# *Immigrant Girl, Radical Woman: Matilda Rabinowitz's Wobbly Memoir* BRENDAN MASLAUSKAS DUNN

The posthumously published memoir of the relatively unknown Wobbly Matilda Rabinowitz is a riveting story that has a level of emotional depth and illumination not always seen in other memoirs of IWW members. *Immigrant Girl, Radical Woman: A Memoir from the Early Twentieth Century* was published in 2017 by Cornell University Press. It's a mystery why Rabinowitz never published her memoir while she was alive. Thankfully, her granddaughter Robbin Légère Henderson blew off the dust from the manuscript and punctuated the story with historical context and personal stories about her grandmother. Légère Henderson also wove in her own hauntingly beautiful artwork, page after page, which in the end makes the story spill off the pages and come alive. The book both serves as a great snapshot in time during the heyday of the Wobblies and unearths the narrative of one of the lesser-known protagonists of that era. So many of Rabinowitz's insights about organizing, immigration, the struggle against bosses, the conservatism of the AFL, and the patriarchal and egotistical behavior of other labor activists is timely. Her vision for a new world – and how to get there – would serve many Wobblies today as very sage advice for the current political moment.

Without giving too much away, I thought I would share just a little from the book and a little about Matilda's contribution to our union and to the broader struggle for liberation. Matilda Rabinowitz was born in Lityn, Ukraine, then part of czarist Russia, in 1887. Her family lived under the boot of an ever-increasing anti-Semitism in the form of discrimination and so at the age of thirteen, she immigrated with her family to the United States. She recounts her harrowing, terrifying journey across the Atlantic where the huddled 1,000 migrant passengers aboard the ship cheated death during a storm that raged for 19 days – a ship that was in such a state of disrepair that it was decommissioned the next year. She and her family ended up in the strange and overcrowded streets of the Lower East Side of Manhattan. In her writing about her grandmother, Légère Henderson makes the painful connection between that journey and so many similar stories of fear, uncertainty, horror, and danger that so many immigrants today face in their migration north from Mexico and Central America. So little has changed. Rabinowitz and Légère Henderson are almost in conversation with each other as their stories carefully dance side by side, at times becoming one. The story of how the immigrant girl transforms into a radical woman slowly unfolds: first in the slums of the Lower East Side, then in the sweatshops and mills of Connecticut where she landed a job in a corset factory. It was at one such factory in Bridgeport where her radicalization became more pronounced. The back-breaking work, the continued poverty in a new country that lured many in with the false promise of a better life, and exposure to radical ideas through her brother led her to join the Socialist Party. She helped publish the *Industrial Unionist* newspaper, became a strong advocate of industrial unionism, rather than the more conservative AFL craft unionism, and also met fellow socialist Ben Légère who she later created a family with. She longed to change the conditions of exploitation at her job so she reached out to the Women's Trade Union League to help organize her coworkers but any substantial organizing or wins never materialized.

Despite this initial foray into organizing not resulting in the victory she had hoped for, this

experience forged a strong commitment to the labor movement for years to come. From time to time, little success stories claw out from underneath the immense weight of her organizing failures. In Matilda Rabinowitz's case, this forged a strong commitment to the labor movement for years to come and it was only the beginning. As she became more immersed in the broader labor and radical movements of her day, Rabinowitz became increasingly critical both of the “postal office” socialists in power (and the local Socialist Party in general) for being too timid, as well as the conservative form of pure and simple craft unionism espoused by Gompers and the AFL. Those “postal office socialists” as she disparagingly called them, and what many others at the time referred to as “sewer socialists” (among many other names) would continue to frustrate her. These were names that syndicalists, many Wobblies, anarchists, and revolutionary socialists lobbed at the brand of socialism that had more to do with the politics of respectability, of gradual reform, of slowly, painfully slowly, building a more utopian society one minor reform at a time, and one elected politician at a time. The best way forward was through the ballot box. The major concern of the day was not revolution and rebellion, but a modernized sewer system. Matilda knew these socialists all too well in Bridgeport who were elected into office – they also had electoral successes in Milwaukee and Schenectady. She did not want a slightly reformed capitalist state, but a socialist cooperative commonwealth, one that could only be attained through the mass organization of workers through strikes and direct action. This story should serve as a pause for many of us to think deeply about the “sewer socialists” that have come to prominence today. She resigned from the Socialist Party in protest in 1911 after many socialists in the organization were purged because of their support for revolutionary industrial unionism and direct action over political action. The IWW welcomed her with open arms.

It was at this juncture of the story where I felt the most connected with Matilda Rabinowitz. The IWW, formed in 1905, became increasingly engaged with organizing many thousands of immigrant and women textile workers on the East Coast. Lawrence and Patterson are familiar names but Little Falls is lesser-known. For me, it's home – not too far east of Utica in the Mohawk Valley of Upstate NY. My sister and her family live close to Little Falls and my brother in law works in a paper mill in town. My high school history teacher who introduced me to the history of the IWW lives there. My grandfather spent the first years of his life in Little Falls, born into an Irish immigrant family (his grandfather did not speak a word of English) in a run-down house next to the railroad. It's likely my ancestors were in Little Falls during the 1912 IWW strike, but I have no idea what part, if any, they played. I do know that the family home served as a refuge for migrant workers traveling from town to town in search of work and a slightly better life. They could always count on my great grandmother to spare what little food she had leftover. A glimmer of hope and compassion in an otherwise unforgiving world. I also know the stories of the violence and terror of the Ku Klux Klan unleashed on the residents of the town in the 1920s – the burning crosses made an imprint on a collective family memory

passages through the generations (my maternal grandparents also shared their stories of being chased by the Klan in Pennsylvania when they were young). I know the

stories of isolation and pain of my grandfather when he became an orphan and, in practice but not in name, worked as an indentured farm worker. How he ate “chow chow” – grass and clover – to survive during the Great Depression and stole coal from trains to keep his family's home warm. This was the poverty and desolation experienced by the common workers in Little Falls and it is here where the IWW planted deep roots.

A spontaneous strike of 1,600 workers swept through the textile mills of Little Falls and the IWW sent in Matilda Rabinowitz's partner and fellow Wobbly Ben Légère and the anarchist Wobbly Filippo Bocchini who were both arrested shortly after their arrival. The IWW called on Rabinowitz to take their place and help with the strike. As Rabinowitz recounts, she had limited organizing experience and of course was a radical, “But to be cast suddenly into a role of responsibility for a strike was rather frightening.” She was baptized in fire with the IWW in a strike that lasted three and a half grueling months in the bitter cold that defines Upstate NY winters. The repression was fierce. Strikers were beaten by police, the jails became packed with Wobblies and supporters who were targeted in the midst of a bitter free speech fight, and an infiltrator who had gained the trust of the IWW intercepted love letters between Légère and Rabinowitz that were later used to smear them in Légère and Bocchini's trial.

Although I have done a bit of research on the strike over the years, Rabinowitz fills in some of the gaps with her narrative. She spoke fondly of the many Wobblies and supporters “who came unbidden and left unknown.” We know about the Big Bill Haywoods and Elizabeth Gurley Flynn's in the lore of our union, but less is known about the local Wobblies and worker organizers who did the day to day work to make the union a reality. One such character was Bob Bakeman – a former minister who “left Churchianity for Christianity” and helped out with the strike. The others were the workers on the picket line – so many workers whose stories we will never quite know. She also spoke the most highly of Vincent Saint John (who was then the General Secretary-Treasurer of the union) who helped her build up her capacity as an organizer. She, in turn, passed on those skills to the workers in Little Falls. To me, this was practicing what we preach in our union, that “we are all leaders.” It is the essence of solidarity unionism: doing the work to grow the union, building up the skills and capacity of other workers to take action, and taking that action on the shop floor.

Something else that stood out to me in the memoir was how Rabinowitz was inspired by the ability of multiple immigrant groups that spoke different languages. They did so all the while battling the cold, and walking the picket lines daily. Wobblies started every day on the picket line at 6:00 am. In the evening mass meetings were held where workers patiently waited to translate their discussion and decision-making process into multiple European languages. I could feel like I was side by side with these workers as they experimented in a form of direct democracy. Rabinowitz captures this exuberant feeling of mutual aid and solidarity: “Although it was the women strikers alone who toiled long hours in the kitchen, both men and



women worked in the adjoining shop to clean and repair arriving donations of clothing. Two Italian cobblers did wonders with worn shoes. It was a busy little world, struggling to survive. And yet what an example it was that men and women of different backgrounds, and speaking different languages, could strive together against great odds in unbroken solidarity for three months, determined to wrest a little more life for themselves and their children.” This form of mutual aid and direct democracy will only happen through organization across the entire working class. And that means learning from the precedent established by Wobblies in places like Little Falls where the union served as a place to connect workers who spoke different languages. Back then it was not unheard of for a Wobbly organizer to speak several languages. Are we living up to that today? In the end, the strike was won, in no small part because of the hard work Rabinowitz put in. The Wobblies on strike were not retaliated against and returned to work. They won equal pay for workers of all genders, and they all received 60 hours of pay for a reduced 55-hour workweek. Although Rabinowitz had many positive things to say about organizing in Little Falls, she spared no one who was deserving of her criticism. Unsurprisingly, it was a few men with large egos who Rabinowitz spoke out against. What she had to say on this major issue is one of the most important takeaways from Rabinowitz’s story: her struggle battling patriarchy throughout her life - on the picket line against the bosses and police, but also with other Wobblies, as well as in her relationship with Ben Légère. Rabinowitz was a fiercely independent woman. In her youth, she called off a marriage and walked away from a career as a nurse, stabbing directly into societal norms and expectations of women at the time. She was an advocate of free love, albeit a quiet one. She was one of only a few nationally known IWW organizers who were women – her gender is perhaps one of the biggest reasons why she was all but erased from the history books.

In Little Falls she voiced her frustrations over Carlo

Tresca and Big Bill Haywood. To her, Haywood “seemed to lack repose, concentration, patience. Criticism upset him, and he defended even his small mistakes heatedly.” Tresca, who had been a crucial asset for IWW strikes and organizing in other larger cities, in the opinion of Rabinowitz had little to offer in this small mill town. The two men had egos and were out of step with the true needs of the local workers in Little Falls.

A major subplot in Rabinowitz’s story revolves around her rocky relationship with Ben Légère. He represented the worst the IWW had to offer: he was an attention seeker, jealous, overly suspicious, and was driven by ego. Rabinowitz constantly had to support him financially and emotionally. He was manipulative, abusive, and on a few occasions became violent with her. The IWW, or any organization pushing for liberation, both then and now, must do its best to address head-on patriarchy and other forms of oppression that the Left has inherited from the society it was born from. Rabinowitz continued her struggle against patriarchy as well as the broader struggle for working-class emancipation.

Rabinowitz went on to organize workers with the IWW in McKees Rocks, and stogie workers in Pittsburgh. In Detroit, crowds of thousands of autoworkers gathered to hear her speak as she helped workers launch the first strike of autoworkers in the US. Although the IWW eventually fizzled out in the auto industry, the union built the foundation for other unions to take off in the future. Most of her work however continued through the IWW’s Textile Workers Industrial Union, which eventually brought her to Greenville, South Carolina.

It was there where the back-stabbing conservative craft unionism of the AFL disrupted the IWW’s efforts to successfully organize. It was not uncommon for bosses who were terrified of the Wobblies to call in AFL unions to out-organize the IWW. If bosses had to deal with a union, it may as well be one that pushed for peace with capitalists instead of the abolition of capitalism and continued battles with bosses. The United Textile Workers of

the AFL came seemingly at the request of the bosses. The AFL organizer from Boston was driven around in a company car. The AFL didn’t do any tangible organizing, but because of the lack of support from the broader IWW, and the acts of stooges for the company who were brought in to divide the workers, Rabinowitz left and the IWW local eventually folded. However, this did lay the groundwork for the Communist Party and future unions to organize in the 1930s – a common theme with the foundational and organizational development and work the IWW did across the country.

According to Rabinowitz, in the end, “There were never enough organizers, and women organizers were still a novelty.” This along with fierce repression the union faced, the counter-organizing the AFL did against the IWW, and internal political and strategic divisions led to a dramatic drop in IWW membership. The light of the union faded for some time, but the flame never flickered out.

Rabinowitz lived the rest of her life committed to the cause. She worked for a brief eight months for an AFL office workers union in New York City, despite her biting critiques of craft unionism, and left because the broader AFL never seriously supported the work they were doing. Her decision to leave also manifested amidst factional disputes within the union between authoritarian Communists on the one hand, and socialists on the other which tore the fabric of solidarity apart. Rabinowitz never trusted the Communist Party: that feeling was mutual between her and countless Communists she encountered. She did, however, rejoin the Socialist Party, threw her support behind the defense of Sacco and Vanzetti, served as secretary for the Political Prisoners Defense Committee, and continued to write and edit for the Industrial Worker and socialist publications until her final days. In her articles she was critical of Zionism and Jewish nationalism (she was an internationalist), and the ever-expanding authoritarianism and dogmatism of the CP. But her sharpest criticism was reserved for the conservatism of the AFL and their zealous acquiescence to bosses: pushing for labor peace and stability, and ultimately supporting capitalism. Rabinowitz wanted to abolish it.

The IWW and the broader world we inherited from the ones described by Matilda Rabinowitz are very different, but in a sense much of what she wrote about continues to this very day: a perilous journey from one country to another as an immigrant, the exhausting conditions of exploitation as a wage worker, figuring out the best strategy to take for our total liberation, the struggle to raise children or of getting older and maintaining your role in the movement, as well as the distractions and confusion created by conservative craft unionism and so-called “socialists.” All of this is more than enough for us to reflect on as Wobblies today. Matilda Rabinowitz’s words and Robbin Légère Henderson’s artwork seamlessly bind two different generations, time periods and struggles into one. Grab a copy of this book, read it, reflect on it, pass it along, and act on it. I occasionally walk the streets of Little Falls, thinking of the IWW strike that occurred there so long ago, wondering what the lives of those workers were like, thinking of Rabinowitz, and thinking of my grandfather and relatives who grew up in the immigrant slums of that town. I also think of the work that we as Wobblies have to do, especially in these smaller towns and cities and in rural areas, but also anywhere and everywhere. Wobblies are trying to continue that work as best as we can in the Mohawk Valley and in the former mill towns and small rust belt cities one conversation with a worker at a time. Let’s get to work. We have a world to win!



# *Richard Reilly—PRESENTE!* BY PATRICK MURFIN, FORMER IW EDITOR

When news of the passing of Richard Reilly hit Facebook on February 11 the internet exploded with messages of grief, condolences, and memories of one of the most devoted and enduring activists for social justice and international solidarity. They flowed from occupied Palestine, Free Derry, militant liberationists from around the world, and from hundreds whose lives he touched and inspired.

His death was not unexpected. Dick had been battling lung cancer for three years and shortly before the end of last year announced to his friends and followers that he would not “complete another orbit.” But despite pain and weakness he soldiered on to the end. On February 9 he posted his final reports on depredations in Palestine, keeping up a more than 40-year-long mission of sharing the news of the world that the mainstream media never seemed to carry.

I first met Dick back in 1974. He was just 21 years old then, but already a veteran activist. Dick was born November 21, 1952 in Los Angeles to Scott Reilly an Irish-American and Catherine Freeman who was Jewish. He grew up in many places around the US, attending schools in California, Maine, and Alaska. He attended the University of Maine at Orono. He had already volunteered in California with the United Farm Workers and was active in the campus anti-Vietnam War movement. He ran afoul of the Selective Service System and served a three month prison sentence for draft resistance.

In Maine Dick also found the IWW, the legendary revolutionary industrial union which was active on campus and looking for ways to connect to the state’s blue collar workers. He teamed with another radical student, Mike Hargis and together organized local grape and lettuce boycotts in support of the United Farm Worker Union. Shortly after a photo of the pair bundled up for Maine’s harsh winter appeared in the *Industrial Worker* both came to Chicago.

The early ‘70’s was a time when young Wobblies from around the nation came to Chicago. That was where the action was—not only as the union’s General Headquarters and home of *Industrial Worker*—but as a hot bed of action by the Chicago General Membership Branch. In addition to Reilly and Hargis; Dean Nolan came from Portland, Oregon; Penny Pixler from Iowa; John Hodgson from Long Beach, California; Richard Christopher and Rita Bakunin from

Boston; and Craig Ledford from Milwaukee.

I was on the staff collective of IW and Chicago Branch Secretary. Reilly and Hargis came specifically for an ambitious Metal and Machinery Workers I.U. 440 drive in small machine and metal casting shops. Meanwhile there were organizing drives at a manufacturer of plastic parsons tables, print shops, fast food restaurants, and in health care.

Dick Reilly quickly found his niche in solidarity work. The Chicago Branch was a leader of a local labor support committee for the UFW and Dick was key in organizing weekly pickets at supermarkets across the city and suburbs. During a strike by private waste haulers, he organized flying squads to shadow scab Browning and Ferris drivers as they tried to make deliveries to suburban landfills. He was especially active in support of a 36 day-long strike by nurses at Cook County Hospital in 1976 not only joining picket lines, but helping organize relief for the nurses and their families and throwing a Christmas party for their children.

International solidarity also drew his attention. He organized pickets at the British Consulate in support Irish Republican prisoners and actions against apartheid in South Africa. Ireland became a particular focus. With other Wobblies Dick organized leafletting of the annual St. Patrick’s Day Parade under the name The James Connolly Combination, urging revelers to support Northern Irish working class rebels.

Dick made a special study of the work of James Connolly, the Irish socialist and labor leader who spent time in America as an IWW organizer before returning to Dublin and organizing the working class Citizen Army which was a key part of the Easter Rebellion of 1916. Connolly was wounded in the fighting and subsequently executed by firing squad by the British. While many others of his cohort of young Wobblies were anarchists or anarcho-syndicalist, Connolly’s writing moved Dick to embrace Marxism.

His was a non-doctrinaire Marxism steeped in the principles of solidarity. He avoided the sectarian struggles that often prevented effective action seeking instead to build broad, effective, and inclusive movements. Like Connolly he envisioned an anti-colonialist working class movement for self-determination and national liberation. Through the late ‘70’s Reilly shifted more and more of his time and attention to his Irish Republican support work.

He was also developing a deepening sympathy for the Palestinians. This was quite controversial then even on the left. There was deep and abiding sympathy for Israel as a haven and refuge following the Holocaust than went far beyond the Jewish community. And there was revulsion at acts of international terrorism like the 1972 Munich Olympics massacre. But Reilly





knew that the Irgun introduced terrorism to the Middle East when they blew up the King David Hotel in Jerusalem during the Jewish insurgency in Mandatory Palestine in 1946. He also saw a rising left-wing Palestinian movement gathering momentum to press for a homeland on the ground. Many old friends and comrades turned against him when he became committed to the Palestine cause. He tried to answer them with programs of information on campuses and in the communities. Slowly, he made headway.

He was one of the founders and the Midwest Coordinator of the Palestine Solidarity Committee in the 1980s. During the Israeli invasion of Lebanon in 1982, he was involved in launching widespread media, political and popular campaigns to defend Beirut in the U.S. He frequently visited occupied Palestine and in 1988, during the first Intifada, he led a solidarity delegation that joined a march in Ramallah organized by Palestinian women's organizations on the anniversary of the Sabra and Shatila massacre. He was one of the Ramallah Seven seized by occupation troops and taken to the infamous Mos Kobiyeh detention center before deportation. He has been permanently banned from entering Israel or the Palestinian territories ever since.

But he encouraged hundreds of other to make the trip and make abiding connections to the Palestinian cause just as he encouraged others to visit Ireland and Free Derry. In fact he helped facilitate the remarkable mutual support of Irish Republicans and Palestinians and brought those connections back to the U.S.

During the First Intifada Dick began his personal solidarity education project, first as a rapidly growing e-mail group and later on social media, especially Facebook. Despite working full time as a psychiatric social worker specializing in helping those in acute crisis and a busy schedule of meetings, programs, and street actions, he posted bulletins from around the world every night to an ever-growing audience—not only news from Palestine and Ireland, but from Puerto Rico, Central America, Greece, anti-austerity uprisings in Europe, and homegrown American movements.

Although Dick had long informally attended demonstrations with handy first aid and medical supplies, his life took a turn during the mass demonstrations and marches protesting Iraq War. He became a founding member of Chicago Action Medical Street Medics, was ever ready at protests large and small, orderly and non-violent, or the chaotic targets of police violence and repression. He inspired many to join him and conducted many of the training sessions for new volunteers.

Scott Mechanic, then a young high school activist, described those days in a Facebook memorial post:

"In 2003 I was a teenage anti-war activist, on the verge of dropping out of high school I found meaning as I joined thousands of students from across Chicago in school walkouts, marches, rallies. Our tactics escalated as mainstream media and politicians fell in line to push for the disastrous war in Iraq. Finally, on March 20, the night of the invasion, a rally spilled out Federal Plaza to march upon Lake Shore Drive, paralyzing much of the Chicago's commercial districts. The successful expression of our anger was made possible by a misdirection campaign that fooled the police, lead by the Chicago Coalition Against War and Racism, of which Dick Reilly was a key member. Dick Reilly was also there as the police eventually kettled the crowd, providing medical care as police beat protesters before arresting hundreds, including me.

At an event for arrestees, Dick announced a street medic training, and I found myself among dozens of Chicago area activists at Chicago Action Medical's second ever street medic training, led by Dick's friend Doc Rosen, with help from Dick and other experienced medics. Still a new medic I traveled with Dick and half a dozen other CAM members to Miami for the FTAA (Free Trade Area of the Americas) protests in 2002. Dick and I ran as buddies in the streets for a violently surreal three days of protests, Dick modeled a calm but determined medic, always determined to be on the front lines of resistance. As I was faced with the uninged brutality of a police state, Dick found ways to create a joyful resistance. My memories of Miami that are not blood stained or sweat drenched involve rum and Cuban restaurants, stories of Latin American resistance to colonialism and empire, building support and connections with activists across the continents."

Sometimes Street Medics had little more to do than stand-by with first aid for blisters and turned ankles, sun burn and heat stroke in hot weather, frostbite and hypothermia in cold. Buy when things got hairy there were busted heads, tear gas, Taser, and Mace injuries to attend to, often on the run. And Street Medics themselves were often singled out and targeted. Dick remained unflappable.

Over the years he had ample opportunity to be of service – Occupy movement marches, May Day marches and immigration justice protests, police brutality protests and Black Lives Matter marches, and the almost daily marches during the Chicago Teachers Union strike to mention just a few of the causes. Before he died, Dick probably tallied more street protests than any other American.

Through it all he enjoyed the love and support of his life partner and comrade, Christine Geovanis, a significant activist herself and a photo journalist who chronicled much of the action. She is now the Communications Director for the Chicago Teachers Union.

In his long activism Dick touched and inspired many lives. He was laid to rest near the Haymarket Memorial among the illustrious heroes of the anarchist, Socialist, Communist, the labor movements.

**Z" I May his memory be for a blessing.**





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## Fellow Workers,

**THIS** appeal is a maiden attempt for the Industrial Worker in the field of donation soliciting. Realizing full well that we are filling a decidedly essential position in the revolutionary movement, we have at this time of need, no hesitancy in explaining to our readers our exact position and issuing this call for aid. Never was there a time when the idea of revolutionary industrial unionism was so acceptable to the working class of this country.

The ranks of the AFL-CIO are being smashed section by section by the planned onslaughts of right-to-work, deregulation, and globalization. Now is the time when such a magazine as the Industrial Worker, with its constructive policy and wide range of material is absolutely necessary to crystallize and get into action the fundamental ideas that the Industrial Workers of the World have fought and even died for these last 115 years.

In the attempt to meet all the sudden drains on the organization because of the pandemic, the general office has had to retrench. For these and other reasons we have been forced to come out with this issue of 16 pages. The price of the magazine has been cut as you have already found out. The Industrial Worker has been getting on its feet for the last year and a half.

The most valuable support we could receive are subscriptions from IWW members. Our usefulness is now being established firmly as the workers are commencing to recognize in the Industrial Worker a constant and constructive force well worth supporting. We have increased our print run by

400% while holding the line on costs. Just now are we commencing to get down to a bed rock basis. Now that we have a subscription program in place, we just need your support!

These figures show that we are pulling through and will eventually come on top if we are not crippled and have to suspend because of the inability of the general office to continue to carry us for another fiscal year. Our deficit for this fiscal year is approaching \$9,000, and at least three members of the GEB voted to cut our funding to \$0 due to the fact that IWW's aren't subscribing to the Industrial Worker. Our budget is scarcely enough to continue producing a magazine of this caliber; reliant almost completely on volunteer labor and reports coming in from the field

As soon as we can show substantial progress in subscriptions, we will increase the size of the magazine again. You can order bundles and sell them for cover price to keep commission for your labor - branches too can sell them to raise funds!

Fellow workers, the future of the magazine depends directly on you. Five Dollars from each member of the IWW would pay off our deficit and permit us to at once enlarge and make more readable the entire magazine besides permitting the printing of better cartoons and photographs direct from the scenes of action.

We realize that there are many readers of the magazine that cannot respond. Others will not take this appeal to heart and will pass on the burden to you, fellow worker.

We are asking you to dig down deep and send us as much as you really think the magazine is worth. We realize full well the time of unemployment that has swept across the country and invaded the very stomachs of the readers with emptiness. Yet this hunger has set thousands to questioning and we must not fail to keep all our propaganda organs alive with special articles and with pictures of the latest developments of working class action.

Unless our readers come to the aid of the magazine financially at this time we will be compelled to continue in our restricted form. The field of industrial action is so large that nothing short of a sixty four page magazine gotten out with the cooperation of a competent staff of writers will suffice to cover the terrific events that are to come.

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# COVID-19 GUIDE FOR INDUSTRIAL UNIONS



1. According to Section 502 of the NLRA, you have the right to refuse unsafe work. You can do this **alone** or with your **fellow workers**. You get to decide what is **unsafe** and what is **safe**. It is illegal to retaliate against workers who refuse unsafe work.
2. Workplaces that are shut down due to financial strain or "shelter in place" orders are not considered lockouts.
3. Workers in the food industry who rely heavily on tips must still be paid at least their state's minimum wage.

## General Information



### Industrial Union 100s Agriculture and Fisheries

COVID-19 can spread on surfaces. Make sure that your employer is providing protective gear to prevent possible virus transmission to any surface or food product. Protective masks should be given, too, to prevent the spread of COVID-19 to any food products as well.

### Industrial Union 200s Mining and Energy

Most workers in this industry are deemed "essential personnel." As such, it is incumbent on your employer to provide protective gear and ensure social distancing at your work site. This will prevent essential workers from becoming sick but also from disrupting essential energy services in times of crisis.



### Industrial Union 300s General Construction

Given the possibility for contamination at work sites, particularly in larger cities, it is recommended that workers demand a temporary moratorium on all non-essential workplace construction. Social distancing guidelines, protective gear, and on-site sanitizers are also important demands to prevent the spread.



### Industrial Union 400s Manufacture and General Production

Processing, printing, and manufacturing industries are difficult to maintain a six-foot rule in the workplace. If your workplace is not temporarily closed due to a "shelter in place" order, taking action to ensure distancing regulations are maintained is critical to ensuring your health, and the health of your fellow workers, is protected.



### Industrial Union 500s Transportation and Communication

In transportation and distribution, everything you touch will be touched by countless others. The potential for contamination in these industries is incredibly high. Protective gear, sanitizer, gloves, and especially paid time off in cases of sickness are imperative for flattening the curve of COVID-19.



### Industrial Union 600s Public Service

Fighting to protect students by shutting down schools for the duration of the academic year is important to slow the spread of COVID-19. Health service workers must ensure that their workplaces are properly isolating individuals suspected of having the virus, are providing PPE, and other necessary equipment to inhibit spread to healthcare workers. Likewise, retail workers should work to ensure their workplace is using social distancing for different departments, keeping customers safe with PPE, and limiting shopping numbers.



### Industrial Union 600s Public Service Cont.

Fast food and "gig" workers are in severe at-risk categories for the spread of COVID-19. Handling food that can be contaminated daily puts you, your fellow workers, and the community at risk. Maintaining social distancing lines in fast food, protective facial gear, and hand sanitizer stations are imperative in stopping the spread of COVID-19.



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## PREAMBLE TO THE IWW CONSTITUTION

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

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

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

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

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

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