

SAMPLE LEAFLETS AND SHOP PAPERS

What Kind of Deal Is This!?

1969

The box on the right is a copy of a letter sent from Robert Crowl, manager of Harvester's Labor Relations Dept., to Pat Greathouse, chairman of the UAW Agriculture Implement Dept.

This letter is a SWEET-HEART DEAL between the union and the company to sell out traditional seniority privileges. Workers laid off from Tractor Works WILL NOT HAVE SENIORITY PRIVILEGES at Hough Works.

The letter agrees to exclude Hough Works from coverage under Article XVI, Section 5, subsections (c) and (e), which says that laid off workers from any IH plant shall have the right to preferential hiring at any other IH plant within 50 miles, and that they can take their seniority with them back to Oct. 1961.

INTERNATIONAL HARVESTER COMPANY
127 NORTH MICHIGAN AVENUE - CHICAGO, ILLINOIS 60610

August 8, 1969

Mr. Pat Greathouse, Vice President
UAW Agricultural Implement Department
2000 East Jefferson Avenue
Detroit, Michigan 48214

Letter of Understanding - UAW
Employees Transferred to Hough
Division of IH

Dear Mr. Greathouse:

The purpose of this letter is to confirm the understanding reached between the Parties that if,

- (1) As a result of the National Labor Relations Board election on August 20, 1969, involving the production and maintenance employees of the Company's Hough plant at Libertyville, Illinois, the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America is certified as the bargaining representative of these employees,

and:

- (2) Any employee who is terminated due to layoff from any operation represented by UAW, as a result of the closing of such operation and who is subsequently hired in the production and maintenance unit of the Hough plant,

the Parties hereby agree, that notwithstanding the current Production and Maintenance Unit Labor Contract between the Parties, Subsections (c) and (e) of Article XVI, Section 5 of such Labor Contract will not be applicable to such employees and their seniority date will be the date of hire at the Hough plant.

Agreed for the Union: *Pat Greathouse*
Date: August 12, 1969

FOR THE COMPANY
Robert F. Crowl
Robert F. Crowl, Manager
Labor Relations Department

Please note the date on the letter - August 12. It was written two weeks before the UAW won the election at Hough Works and became recognized as the official bargaining agent.

WHAT IS BEHIND THIS SWEETHEART DEAL?

For many years the UAW has been trying to organize Hough, which is a virtually all-white plant in Libertyville, a "restricted area 50 miles north of Chicago. The company's main defense against the union has always been an appeal to white supremacy. IH has told the workers that if the union got in, it would mean a flood of black workers in "their" plant.

How did the union and company collaborate to sell out the workers? Instead of organizing a campaign for open-housing in Libertyville, instead of educating the workers at Hough that union means solidarity, the UAW gave into the racist white supremacy, and signed an agreement which guarantees to keep Hough all white, or if a handful of black workers do get in, they will be on the bottom of the seniority totem pole, the first to be laid off.

The deal worked - the company dropped its opposition and the union was voted in. The UAW owes its "victory" at Hough not to the struggle of the workers but to the agreement of the company. Hough workers will find out what that means. And in the meantime, about 8,000 black and white workers at Tractor Works, Melrose and Pullman had their pockets picked of the seniority transfer rights they fought for on the picket line! This deal is no better than the rotten behavior of the construction craft unions, who think they can protect themselves by building walls around themselves and scabbing on the rest of the workers.

Will the name of the UAW paper be changed from SOLIDARITY to SELL-OUT?

Will the UAW song be changed from SOLIDARITY FOREVER to that old favorite YOUR CHEATING HEART?

TRACTOR WORKERS'

1970 DEFENDER #3

NO SHUTDOWN AGREEMENT

KEEP THE PLANT OPEN!

Some people don't know the man has his foot up their ass until they smell shoe polish on their breath.

After all that has gone down, some people are still walking around talking about what the union will do, or what they will do to help the union do something, or about what their little groups will get the union to do.

The union hasn't done anything, isn't doing anything, and couldn't do anything even if the officials wanted to. The only ones who can do anything is us, the people who make the tractors.

There is no such thing as a good shutdown agreement. But the union won't even get a half-good agreement. You want the proof? Consider the facts:

H A T S O F F

Some brothers around depts. 31 and 9 and the line are pretty burned up at a certain union official who shall remain nameless. It seems that the brothers had a little job action planned for Wednesday afternoon, and our friend went around talking to each man, saying the thing was called off. His lies and threats did the trick, and it didn't come off.

This got many people pissed off at the official. We even heard one brother say he was going to put a chicken on the official's doorstep, the way the Mau Mau used to do when they had marked someone for extermination.

We don't feel that way ourselves. In fact, we're even grateful to the official for what he did.

You see, before he pulled his little trick, there were some good people who thought we were being too extreme in calling for direct action to keep the plant open. They thought we should be helping the union sign a good shut-down agreement.

Now, since the fink action by the official, a lot more folks see that you can't help someone that won't let himself be helped.

Once again, hats off and a big thank you to our fine officials.

Fact # 1. The international already sold out our right to transfer seniority back to Oct. 1961 at Hough, in that little deal they pulled to keep Negroes out up there. Several tractor workers have been to Hough looking for work and couldn't even get an interview. Yet they are hiring new men off the street.

Fact # 2. The company has bought land in Canton to expand the plant. There are almost no Negroes there, and the only whites who might go from Tractor Works are a select few, who will have to start as new men and forfeit severance.

Fact # 3. Melrose Park is going on strike Feb. 6. Do you know what the real issue is? Keep us out. We couldn't get strike authorization from the international, and Melrose got it to screw us.

Fact # 4. You better not count on severance pay. The company plans to throw us all in a labor pool and fish us out when they need us, regardless if we have another job with more money. If we refuse, good-bye severance pay.

Fact # 5. Next week there is scheduled a meeting of the Harvester locals in the area. You know what for? To gang-rape Tractor Works. They are planning to rob us of what little seniority transfer rights we have left.

Anybody who is still talking about helping the union get a "good" shutdown agreement is being fooled and is fooling others. That is like a man who is sentenced to death and then fights about whether he will be hanged or shot.

We say -- DAMN HARVESTER, DAMN THE SHUTDOWN AGREEMENT, KEEP THE PLANT OPEN!

GRANT HOSPITAL (1970)

WORKERS-GAZETTE

WORKERS-GAZETTE VI/VIS RAISE FOR GRANT WORKERS

We are not from the HELP union or any other union. But we are Grant workers fed up with conditions here and ready to move together to change things. Are you with us ?

* * * * *
Last Tuesday we wrote a newsletter about the crummy way people are fired at Grant and Wednesday we received a \$50 a month raise. It makes you realise how much we can do if we would work together all the time. Grant hospital is afraid of workers getting together and challenging it for better working conditions and better service to sick people. Remember last spring when the HELP union came around. The day after they handed out a leaflet we received a 10% raise. It was no more than a dime for most of us.

Grant thinks they can buy us off and calm us down with a little tiny bit more money. Last spring's raise went for the CTA fare increase and this January's \$50 will all go to the 30% rent hike most of us will face. These raises are just crumbs. We can't even get ahead with them. It is just enough for us to keep up--almost.

The government just put out a report that it costs \$7,100 a year for an urban family of four to maintain a low but "adequate" (their words not ours) standard of living. This is \$150 more than a year and a half ago and \$2,000-3,000 a year more than many of us at Grant earn. A large number of us women are the only wage earners in our families.

Our earnings are only half the story. We may have received a 10% raise last spring, but did anyone see working conditions improve ? If anything, it has gotten worse. All departments are understaffed and over-worked and constantly subject to racist harrassment (sometimes subtle but always there). We also see clearly now that if Grant can afford a 32¢ an hour raise plus build a huge new building, they can afford to hire enough people so we don't have to work ourselves to death and seldom get a week-end off.

Winning a raise was just step one in our program. As our organization grows stronger and all the workers support it there is plenty more we can do.

* * * * *
WE UNDERSTAND THAT the nurse aide fired in pediatrics was just 5 days short of finishing her 6 months "probationary" period. Thus, she didn't receive the \$80 Grant took from her in her training period. If the Nursing Office had to face a group of us demanding that \$80 for the woman--they would think twice about not giving her the money.

MANY PEOPLE IN THE X-RAY department are fed up with the inhuman way their assistant supervisor treats them and the patients. When the technicians, orderlies and clerks move together, they can stop this.

1972 HELP US OUT!

THIS PAST SATURDAY, WORKERS AT THE NATIONAL CAN PLANT IN GARY WENT OUT ON STRIKE. THEIR ACTION IS BEING CALLED A WILDCAT.

THE STRIKERS ARE MEMBERS OF IAM LOCAL 209. THEY VOTED THREE TIMES TO REJECT THE CONTRACT AND STRIKE, AND EACH TIME THE UNION FOUND A DIFFERENT EXCUSE WHY IT COULD NOT AUTHORIZE THE STRIKE. AFTER THE LAST VOTE, PEOPLE DECIDED THAT ENOUGH WAS ENOUGH. THE AFTERNOON SHIFT REFUSED TO REPORT FOR WORK AND WORKERS ON ALL SHIFTS THREW UP PICKET LINES.

SO FAR THE STRIKE IS OVER 90% EFFECTIVE. THERE HAVE BEEN ONLY ABOUT A DOZEN STRIKEBREAKERS OUT OF 250 WORKERS.

THE ISSUE IN THE STRIKE IS THE RIGHT TO REFUSE OVERTIME. THE CONTRACT THAT WAS REJECTED BY THE WORKERS GIVES THE COMPANY THE RIGHT TO WORK PEOPLE THIRTEEN STRAIGHT DAYS WITHOUT A DAY OFF. IF PEOPLE REFUSE TO WORK IT, THEY COULD BE FIRED! MANY OF THE STRIKERS ARE MEN AND WOMEN WITH FAMILIES.

THESE PEOPLE ARE TOGETHER, BLACK AND WHITE, WOMEN AND MEN. FOR TWO DAYS THEY HAVE BEEN PICKETING IN SHIFTS ROUND THE CLOCK. THEY ARE GETTING NO STRIKE BENEFITS, THE UNION THAT WAS SUPPOSED TO DEFEND THEM HAS ORDERED THEM BACK TO WORK. BUT THEY ARE HOLDING OUT IN THEIR DETERMINATION TO WIN JUSTICE.

THEY NEED YOUR HELP.

PARTICIPATION BY OTHER WORKERS IN THEIR PICKETING WOULD BE A GOOD GESTURE OF SUPPORT AND A STRONG ENCOURAGEMENT TO THEM.

THESE NATIONAL CAN WORKERS HAVE STEPPED OUT IN FRONT ON THEIR OWN TO FIGHT FOR JUSTICE AGAINST A GREEDY, POWERFUL CORPORATION AND A UNION THAT IS IN LEAGUE WITH THE CORPORATION. THEIR FIGHT IS FOR ALL WORKING PEOPLE. IF THEY CAN RISK THEIR JOBS AND GIVE UP THE COMFORTS OF THEIR HOMES TO PICKET, IT IS NOT TOO MUCH FOR STEELWORKERS TO SUPPORT THEM BY SPENDING AN HOUR ON THEIR LINE.

THEY ARE PICKETING IN TWO PLACES:

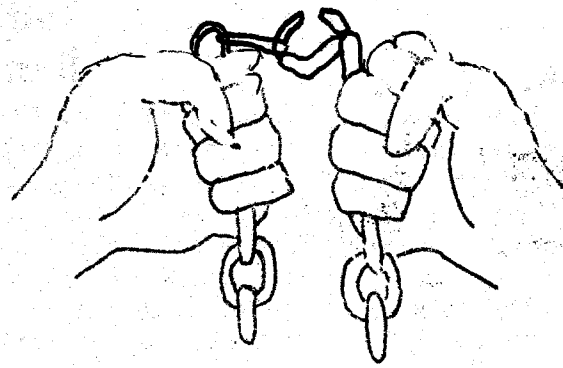
2ND AND BUCHANAN

THE BRIDGE ST. ENTRANCE TO NATIONAL CAN

THEY WILL WELCOME HELP AT ANY HOUR. DO YOUR PART.

HAC

1971 #2



VOICE

P.O. Box 222 Elmhurst, Ill.

AN INJURY TO ONE IS AN INJURY TO ALL
UNA HERIDA A UNO ES UNA HERIDA A TODOS

POWER TO THE WORKERS
PODERA A LOS TRABAJADORES

BUTCHER SHOP

The people at Hawthorne should know what a bullshit hospital and system that is run for the workers. The jive suck-ass bosses don't want to send you to the goddamn pigsty anyway and when you get there you are treated like a pig. There was a brother that was sent to this damn pigsty that suffered with migrain headaches. He asked to go home but did he go? No! The fucking pig nurse told him that a headache wasn't serious enough to go home for.

In order for a brother or sister to be sent home from the hospital, he or she has to get their head split open. So brothers and sisters, support H.A.C. so we can get rid of this concentration camp type system that these motherfuckers are giving to the brothers and sisters.

Concerned Brother

Health care is a right, not a luxury. It seems the company don't think so. If it did it wouldn't send people who are sick back to work. If it did it wouldn't send people with serious injuries back to work.

A brother had a truck roll over his foot in the rod and wire mill. He was told to walk to the hospital which is four blocks away where he found out that the foot was broken. Was he given time off with pay since it happened at work? No! The hospital said he was fit for work.

Another brother had a permanent injury to his back caused at work. He missed a lot of days because of his back and then the goddamn company fired him because of his "poor work record."

Another brother hurt his shoulder at work. The hospital said that he was fit for work. He had two outside doctors say that he should not be at work because of the injury. The hospital got scared and sent him home, but he was sent home for the "intestinal flu" for which he didn't get paid because it wasn't caused by work.

Three Evils Of Industry

- 1) The Company you work for (and bigot-ass supervisors)
- 2) Your Union!! Irate officers laying up on soft jobs doing nothing but eating the man's shit.
- 3) Uncle Toms: Who think the white man has done so much for them.

None of these three are a lesser evil. All three are the main reason we work all our lives and get nowhere.

A) The vampire company been sucking our blood for so long he's not about to give up his luxury, not even a compromise. So forget that. So we have to make him give it up or close the fucking place down.

B) The Union is so close to the company they could pass for twins. They lie and cheat, steal our money while they live like kings. But yet we still suffer from the selling away of our bargaining power. But we still give up \$5 per month (A habit worse than dope).
C) The Uncle Toms are always in the way of any group trying to do something constructive. The man places them all over the plant to find out what's going on. Shit on all the Toms. The Time Is Now! We don't need any "I don't give a damn" attitudes. The next generation may be too late. Stand up and be counted. You Are All Somebody!

Love, Peace (Piece?) Unity.

WORKERS ROBBED

The next time some asshole supervisor tells you about your "responsability" to the company, or complains about low production, or tells you that the company can't afford some safety equipment or benefit or for you to have a day off; just remember these figures: In 1969:

The company received from sales and other income, \$4,932,000
The company spent on

Butcher Shop - continued

All these stories about the way the company hospital messes us over teach us an important lesson about the capitalist system. They show that under capitalism every person, ideal, and institution is twisted and warped in order to make profits for the pigs who own and run the whole country. Hospitals doctors and nurses are supposed to be trained and dedicated to help people and relieve pain and suffering. Instead, the hospital at Hawthorne actually denies proper care and actually increases pain and suffering by forcing people to work who should stay home. The capitalist system has turned around the whole purpose of the hospital in order to increase the profits of the pig bosses.

The products we make at Western Electric are another example of the same thing. We could be building telephones and equipment to provide the best system of communication for the people. But instead we produce pink, princess, touch tone, lighted dial in the handle, third extension telephones for the bedrooms of the rich while thousands and thousands of poor people and old people can't afford to have a simple black phone so they can talk to their friends, conduct their business, or get help in an emergency. The reason is that we don't produce phones for people to use but instead for bosses to sell and make profits and it is more profitable to produce for the rich than for the poor.

This is just one more reason why we have to turn over the whole rotten capitalist system and replace it with a system that meets the needs of the masses of people first.

TIME IS MONEY - TAKE YOUR TIME

Telling it like it is

H.A.C. I support everything you are doing and others in my department do too. We have a mother fucking boss I think is the worst in all the company. He fired over 30 people here mostly black and some spanish. Try to get their help also. He is a mother fucking ass kicking company hatchet man. I think a couple of people will follow me. We work in dept. Maybe we can help in small ways without anyone finding out who we are.

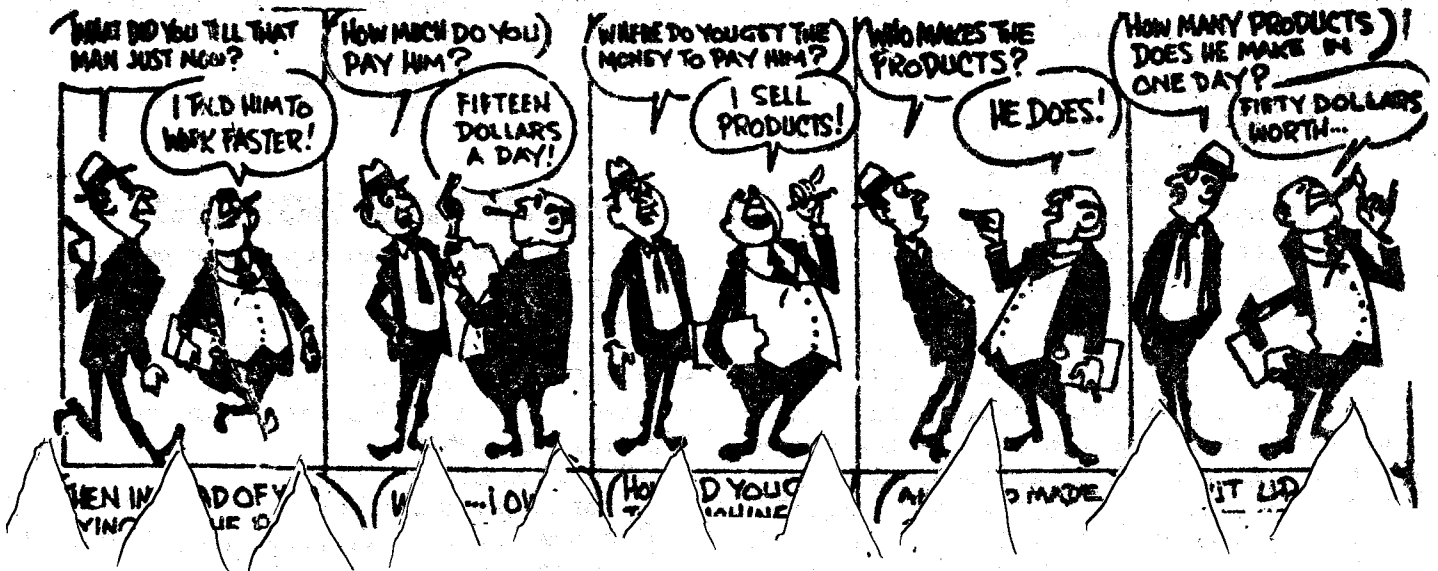
BLACK POWER

I read the material that was passed out to the W.E. employees. I was pleased to know that there were others unhappy about the unfair union.

What makes me angry is that they are literally stealing the money. I tried quitting and they won't let anyone quit. Yet they are doing absolutely nothing. I know a lot of employees unhappy with the union that want to drop out and yet they won't release anyone. I guess the reason for that is they wouldn't have any members left. I know a lot of underpaid employees that are doing the same identical work and yet some get as much as a dollar more an hour doing the same work. A disappointed employee. (this article was shortened due to a lack of space)

Workers Robbed - continued

Since we actually produce all of the wealth of the company (see cartoon), that means that the company ripped off each of us for over \$6,626 last year alone. Make you angry? Well, take it easy, But Take It!



THE WORKERS' VOICE

"AN INJURY TO ONE IS AN INJURY TO ALL" Vol. I, No. 4

1971

International Harvester, Melrose Park

KNOW THE ENEMY

INVESTMENTS IN SLAVERY,
IH -- PARTNER IN APARTHEID

Every month, Harvester puts out their slick printed magazine, IH News. Like their other propaganda, its purpose is to convince the public, and its employees, that Harvester products are produced by a team of proud, happy workers and concerned management. While we bang out tractors and parts, receiving all kind of shit, they paint a picture of labor and management working together in harmony for everybody's benefit. Every month they have a feature story about one or two of their plants.

BUT THERE IS ONE PLANT THEY NEVER WRITE ABOUT. THEY DON'T EVEN WANT ANYONE TO KNOW ABOUT THEIR PLANT IN SOUTH AFRICA.

Conditions in South Africa are hideous. They are a world-wide scandal. By now, most people know something about this country, where three million white colonialists ride on the backs of twelve million Africans and one million "coloreds" - East Indians and people of mixed blood.

In South Africa, the Africans are restricted to 10% of the land and the most menial jobs. They are denied education, and are not permitted to join or organize unions or political parties.

To show how they have been made prisoners in their own country, ALL AFRICANS MUST CARRY A PASS WHICH THEY MUST SHOW AT ANY TIME TO ANY WHITE WHO DEMANDS IT, OR GO TO JAIL. In order to hold a job, travel in the white area or move from town to town, an African must have his pass specially stamped.

Since 1946, five million Africans have been convicted of "pass violations." In the Sharpsville Massacre of 1961, 109 Africans were shot down and their bodies stacked up like steel pipe -- for the "crime" of refusing to carry a pass.

WE THINK ALL HARVESTER WORKERS SHOULD KNOW THE TRUTH ABOUT HOW BIG CORPORATIONS, INCLUDING IH, ARE INVOLVED IN THE LOOTING AND ENSLAVEMENT OF SOUTH AFRICA.

IH WITH AFRICAN relations both r

RIGHT ON TO DEPT. 47

When "Banana nose" Walicky arrived in dept. 47 he lost no time in thinking up chickenshit rules (like repairmen getting permission to go next door to dept. 45 for parts) and enforcing the contract to the unbearable letter (no breaks on two hours O.T.). Even more important, Walicky continued his usual practice of ignoring safety hazards, putting production ahead of the well being of the men.

In response the brothers on first and second shifts in dept. 47 have not been working any overtime. "Eight hours with the bastard is enough." Of course there was no organization - the contract makes organized refusal of overtime illegal. But people told to eat shit don't have to be told to quit.

On Thursday, August 27, the company finally admitted it was hurting. They called in the "union" and told them to "investigate" the "overtime ban" in dept. 47. Industrial Relations also threatened some disciplinary action, suspending the dept. and/or firing the steward. But when the company realized that the zone would probably go down, with or without our "union leadership," they backed down. For the moment that's where it's at in dept. 47. - no real changes in Wild Bill's attitude and no real changes in the determination of the men in 47 to be treated with respect.

It's always good to hang together and stick it to a "man" like Walicky, but what's going on dept. 47 is especially important. Harvester closed down Tractor Works and moved the crawler lines to Melrose for one reason - profit. The company is putting 28 million or so into the operation and giving it five years to get off the ground. But in order to make the kind of profits necessary, the company must get more production at Melrose for a smaller investment than at Tractor Works. To accomplish this trick they sent out the "special squad" men like Walicky and Tarolly who can push and push and push. Men who can get a big tractor out with 5 1/2 men here at Melrose where it took 7 men at Tractor Works.

Since they knew there was no real union here they figured it would be easy. But a small victory is being won in 47 because people are relying on themselves and not on worn out procedures and unreliable officials.

Industries, which they bought out in 1962, IH IHC South Africa now employs 1000 workers, 2/3 African.

Wages and working conditions are governed by South African rules: strict apartied (segregation), no Africans in unions, and so forth. Average wages in manufacturing in 1963 were as follows: whites \$2,881, Africans \$590 per year.

Dig this!! In Chicago IH has their "New Start" program, trying to show their concern for black people, while in South Africa they have their fangs in the jugular of black people.

Is IH upset about the slave-like condition in their South African plant? Hell no! They are willing PARTNERS IN APARTEID, because it brings them super-profits.

Did you ever wonder why there are so few black workers in the skilled trades and higher classifications at Melrose Park? Why there are so few black foreman, engineers, and other salaried personnel? ITS ALL PART OF THE SAME POLICY.

Give on group (whites) a few miserable crumbs to make them feel better than the rest, THAT'S COMPANY POLICY.

What's our policy? Is the old union principle "AN INJURY TO ONE IS AN INJURY TO ALL" out of date? We all must unite to fight Harvester this racist, imperialistic, greedy, inhuman capitalistic company. UNITED WE STAND. DIVIDED WE FALL.

NEWS FROM PULLMAN

Note: The Worker's Voice has made contact with a group of militant brothers at IH Pullman Works and they wrote the following article:

It's bad all over when you work for Harvester. At Pullman Works, in Hydraulics, dept. 312, the workers had to put up with the same crowded, unsafe conditions this company tries to jam down all its employees' throats. The aisles were too crowded to walk in without knocking your shins, pallets were piled so high they were ready to fall on people's heads and there weren't enough cranes installed so many of the heavy shafts and cylinders had to be lifted by hand. The management at Pullman is really fucked up and inefficient. But as usual, it is the workers who have to pay for management's stupidity. Half the jobs in 312 had no time so the workers had to OER instead of a piece-work rate. One day the motor fell from one of the cranes they did have and severely injured the man on that line.

But still nothing was done by the company to relieve these conditions. That is, nothing was done until dept. 312 decided the shit had gone on long enough. They walked out. They stayed out for 3 days. They

LETTERS

Dear Workers' Voice:

On our last strike, we supposedly was to get the pollution corrected in the plant. Now we are about to be pulled out again for a different reason and the pollution and safety is twice as bad.

In depts. 57 and 47 we have people driving tractors that never set on one before - no training whatsoever. They've turned loose inside the plant. Also, a few years back a man was chewed up and killed by a runaway tractor at the end of the 33 line. After this unfortunate accident, no more speeds were supposed to be set out of the test pits, (the accident a few years ago occurred when a tractor was having its speed set outside the pits, it kicked into gear and ran wild). All speeds in dept. 47 and 57 are being set on the floor. Also, the noise in these areas is out of sight. The people who test in the pits have to inhale exhaust smoke out from the tractors.

I have complained about these problems, and nothing is being done by the union or the company!!! What can we do?

A Worker

THE DOLLAR ALARM CLOCK

How dear to my heart those chimes in the morning,
That yank me from bed with melodious thrill;
How sweet is the sound of the regular warning
That yells that it's time that I hike to the mill.
Without it I'd sleep till the sun had risen,
Be late to the job that my boss lets me use;
Get canned, perhaps steal--maybe land in a prison,
If the clock didn't shake me from my weary snooze.

What a blessing it was when the thing was invented
It beats the slave-driver who came with the stick
It rests on the shelf in the shack that I rented
It never gets hungry; it never gets sick.
If overly weary I take a tin bucket
And place the alarm clock down into the thing,
When it chimes in the morning it doubles the racket;
It would wake up the dead when the two of them ring.

Sometimes the good woman gets worn and weary
And says we are hauling too much of a load;
I tell her the journey would still be
early

1972
COMPANY THREATENS TO DOCK HUNDREDS OF MOTOROLA WORKERS

Yesterday morning from a few minutes after six till sometime after 8 o'clock a big freight train was stalled alongside of our plant blocking access to the plant from several directions and causing traffic jams extending for miles. As a consequence of this, hundreds of us were late. In the afternoon we were told that we would all be docked for coming in late. This is an outrage!

NO WORKER IS AT FAULT FOR COMING IN LATE

THE BLAME FOR THIS SITUATION RESTS WITH COMPANY MANAGEMENT

This situation has existed for years at Motorola. It was management and not workers who decided where the plant should be built and was responsible for dealing with the problems of transportation and access to the plant.

It is the company (which has the power and influence to do it) but which for years has failed to get the city or state to build an overpass over the tracks or to build such a structure themselves. They could even do this on company property since the tracks run right through the middle of Motorola land and the train was actually stalled on company property.

It has been the company that has found it easier to dock workers who are unavoidably late than to negotiate with the railroads to schedule their trains so that slow freights don't block access to the plant just when we have to get to work.

The company seems to figure "What the hell, whenever it happens we can just let the workers pay."

We all saw dozens of workers parking their cars and climbing over the stalled train to try and get to work. What is the company's reward for this effort? They dock us. Many workers who did get to work on time couldn't work anyway since some lines didn't even start up till 8 or 8:30 because so many people were late.

WHAT CAN WE DO

REFUSE TO SIGN ANY TIMECARD THAT SHOWS LESS THAN A FULL DAY'S WORK FOR YESTERDAY!! If we sign we will be agreeing that we should be docked. As soon as we get into the plant we should get together with everyone we know and agree together not to sign our cards unless they show a full day's work.

TELL OUR FOREMEN THAT WE WERE AT THE PLANT AND READY FOR WORK ON TIME YESTERDAY For most of us this is literally true. We were "at the plant" (we just couldn't get in) and we were "ready for work". It would be silly for us to get docked for saying more than we have too.

IF THE COMPANY GOES AHEAD WITH THEIR THREATS AND ACTUALLY DOCKS US NEXT FRIDAY THEY JUST MIGHT HAVE TO PAY FOR DOING THAT WITH THE LOSS OF A SIMILAR AMOUNT OF PRODUCTION THE FOLLOWING WEEK. Remember, we have the power to stop those lines whenever we want.

We all have to stick together on this. Whether we were late yesterday or not. And all the English speaking workers should do their best to make sure that workers who don't read English understand what's in this leaflet and let's not let the foreman gang up on people just because they don't understand English too well.

19725

VICTORY

Last Friday we won a real victory here at Motorola. There isn't any question that the company had decided to dock all of us who were late on Thursday due to the stalled train. What made the company change its mind was not their conscience or even the leaflet that the Organizing Committee handed out Friday morning. It was the united direct action of dozens of Motorola workers who had had it from the company and decided to stand together and fight. We have reports from all over the plant, from line after line where workers refused to sign their time cards. Our normally oh-so-polite supervisors were suddenly angry and upset. A special emergency meeting was held at 11 am after the extent of the "revolt" was determined. By 2:30 we had won. We have a right to be proud of this first small victory. Many more will follow.

RAISES NOW

The wage freeze ends this weekend. We have been messed over by the freeze for the past three months while Motorola sales and profits have soared. We have been robbed of our yearly increase and our regular service raises. Now this has to end. We expect and demand our raises now. A general increase of 5% would just get us back to where we were a year ago. We want that and more. Hundreds of us have been hired just recently. We were due raises after 4, 8, 17, 25, and 38 weeks of service. We want those raises right now. Counting from when we started, not from the end of the freeze. On top of all this we can all see the blatant and illegal pattern of discrimination which means that almost all Motorola women are working at lousey \$98/week line jobs while almost all men start higher. We want this increase to do away with this gap by raising the base rate for women to that of men.

We know that the company is not likely to give us these raises just because we have them coming and they are rightfully ours. We will probably have to fight to get them. Just like we fought last Friday. But this fight will be much harder because the stakes are so much higher. But last week's victory gives us a direction. We don't need any outside union. We don't need any dues or high-paid union big-shots. What we need is each other. Standing together and fighting together. The only power we have is the power to stop the lines. But we do have that power and that power is enough.

If we are going to organize to be able to close the plant down for an hour, a day, or indefinitely we will need real organization. We will need people on every line, in every department. If you are ready to join us in fighting for what is ours; if you have had enough; write to us at MOTOROLA ORGANIZING COMMITTEE - PO Box 8493 - Chicago Ill. 60680. We will get in touch with you. The company will not find out your name. They will learn the power of our unity.

ATTENTION

1973

THE COMPANY HAS REACHED A NEW
LOW FOR DIRTY TRICKS. THEY ARE
SENDING THE WOMEN UP ON THE
FURNACES TO WORK CLAYMAN.

TO MAKE THINGS WORSE THEY HAVE
ASSIGNED THE WHITE WOMEN TO OFFICE
JOBS SO THAT ONLY THE BLACK SISTERS
WILL BE SENT ON THE FURNACES.

THEY MUST NOT BE PERMITTED
TO GET AWAY WITH THIS. THE
WOMEN ARE FIGHTING, BUT THEY NEED
HELP. (AS USUAL, NO HELP CAN BE
EXPECTED FROM THE UNION.)

DISCUSS WITH FRIENDS NEAR YOU
WHAT ACTION TO TAKE TO PREVENT
THIS OUTRAGEOUS INJUSTICE. IF WE
DON'T STOP THIS INDECENCY, WE HAVE
NO RIGHT TO HOLD OUR HEADS UP

(PASS THIS ALONG)

SLAVE TRIBUNE

1973

Over the past two (2) months more women have been hired in at Gary Works. 98% are Afro-American, like most Afro-American they are hired into the Blast - Furnace, Sintering Plants, Coke Plant, Open Hearts and Ore Docks, which are the lowest paid, dirtiest, hottest and most degrading jobs.

We all know that this is racism. But what has happened in the last two months is another chapter added to the history of Gary Works racist policy.

Afro-American women have been placed in the Blast Furnace Stock House and Blast Furnaces as clay women. In the Stock House the women does pit work, which is a strain on men, they use 15 inch scoops to lift heavy materials over their heads. On the Blast Furnaces the clay women are forced to dig clay, push wheelbarrows of clay and sand up hill, lift heavy gates and bare the intense heat. On the Ore Docks sisters are forced into boats to shovel ore and are made to lift pens and lids from the boats.

It should be noted that these women are forced into the pits, boats and on the furnaces by racist slave drivers and puppet supervisors. Are these people sane? NO! An act of racism is an act of insanity and ignorance. These racist people are perpetuator of discrimination, dehumanization and exploitation etc. (modern words for slavery). Moreover, the racist supervisors are trying to make sure that Afro-American does not escape from their inferiority complex.

Some of the women are complaining of backaches, soreness and of being unable to do their home chores after returning to their families from work.

Johannesburg South Africa is a long way from Gary works, but there is a comparison between the two. In South Africa black male slaves are forced into the deep and dangerous mines with no safety to protect the workers while the black african sisters are forced to use sluge-hammer, picks shovels and ax, to pick, dig, bust huge stones and carry railroad crosstires to build railroads to the mines. In the mean time Afro-American males are forced to work in the dirtiest, hottest, lowest paid and most degrading jobs, the Afro-American sisters are forced to pick up the spillage from these dirtiest, hottest lowest paid and most degrading jobs.

These racist, insane and inhuman treatment of the sisters must be brought to an end for once and for all.

Workers must unite to stop these acts.

PROTECT OUR WOMEN

UNITY IS THE WORKERS WEAPON

MAY

GARY, IND.

1974

JUSTICE

NUMBER 2

Steel Companies, Union Agree

BIAS ENDED 1968

Last week word filtered down about a new agreement, dealing with discrimination, that would provide various lump sums of money to certain groups of steel workers. Following are some questions and answers about the agreement and what it means.

Question - Who made the agreement?

Answer - Representatives of the U.S. Department of Labor, nine major steel companies (every firm in the Calumet area except Inland), and the United Steelworkers Union. The official term for the agreement is a "consent decree."

Q - What is the purpose of the consent decree?

A - To end discrimination in the steel industry and to compensate the victims of past discrimination. It is interesting to note that black workers and other victims of discrimination were not represented in the negotiations.

Q - How much back pay is involved?

A - The total is about \$31 million, to be paid by the companies and the union, both being judged guilty parties. It works out to an average of about \$750 for every eligible worker. The individual grants will range from about \$250 to about \$1000, based on years of service.

cont. p. 3



For many years, the only jobs open to blacks in the steel industry have been ones like the above. The new "consent decree" makes big promises to change the situation.

Letters

WHEEL MILL SHUT DOWN

To the editor:

At the end of last year the wheel mill was put on a standby order basis. Since January it has been completely shut down. Between 150 and 200 people have been completely uprooted. Workers with over 40 years in the mill are working in the labor pool because of the unclear status. Older people are not allowed to retire. Workers don't know whether to transfer out or to try and sign for another job. People are at a loss about what to do.

The company has not provided any information about future prospects. Rumors are thick. The union also has failed to give any assistance whatever. Many workers feel that the company and union are equally guilty in this situation.

Wheel Mill Worker

WRITE US:

STEELWORKERS

FOR

JUSTICE

c/o Centennial Methodist Church
8th and Rhode Island
Gary, Indiana
46402

EGGHEAD



I can't see why the fellers criticize the contract. Why it's so complicated they can't even understand half of it.

Illegal Towing

Justice:

For a long time there has been a section of the Buchanan St. parking lot posted no parking. Generally people have ignored the sign and parked there anyhow. When the company decided, from time to time, to enforce the ban, they always gave people notice. Then people quit parking there for a while until the next time.

This March, without any warning, the company had a bunch of cars towed away. People came out of the mill and found that their cars were gone.

When I went to the guard to ask about my car, he started asking me my license number. I told him it was none of his business and I wanted my car. I had to wait in the snow until he told me that my car had been taken by some outfit called Congress Enterprise at 301 Virginia.

When I got my car back I learned that the thieves had broken and entered illegally, and had damaged my door by putting a belt around the steering wheel. In addition to that I had to pay \$15 to get my car back that they stole from me while I was in the mill.

What are things coming to when the company can have your car stolen while you are at work and then charge you \$15 to get it back and you are only making \$29 a day working labor?

Angry victim

BIAS (cont'd)

- Q - Who is eligible for back pay?
A - Black and other minority workers and white women workers. To be eligible, a person must have been hired before 1969.
Q - Why did they draw the line at 1969?
A - They claim that discrimination on the basis of race and sex ended in 1968. By the way, Inland refused to go along because they claim they never practiced discrimination, so they refused to hand out any back pay.

The \$31 million dollars awarded in back pay, averaging out to about \$700 per eligible worker, may look like a lot. Let's take a closer look.

According to government statistics released for Bethlehem Steel's Sparrows Point plant, the average job class for black employees is about 5.5, compared to the average for all workers of about 8. (There are no statistics available for women as a group.) The average difference between job classes is about 9¢ per hour. For 2.5 job classes difference, it works out to about 22¢ per hour. Multiplying this figure for a year's work at straight time, leaving out overtime, incentive pay and supervisors' salaries, we come up with the figure that black workers at Bethlehem earned an average of \$440 per year less than the average for all workers

These statistics are a rough but useful guide to the situation throughout the steel industry. They mean that:

A minority member or white woman lost, on the average, \$2200 for five years work.

For ten years work, that worker lost, on the average, \$4400.

For twenty-five years work, that worker lost, on the average, \$11,000!

Yet the maximum back pay awarded to any worker will be about \$1,200!

No wonder Herbert Hill, national labor director of the NAACP, charged that the back pay settlements are grossly inadequate.

The steel companies and the union are paying their debts, all right - a nickel on the dollar!!

- Q - What events led to this consent decree?
A - Over the last few years black workers have won a number of court cases against the steel companies and the union, under Title VII of the 1964 Civil Rights Act. The most important of the cases were at Bethlehem's Sparrows Point plant and U.S. Steel's Fairfield Works. The Fairfield decision found the company and the union guilty of practicing racial and sex discrimination. It ordered certain changes in hiring and promotion procedures, awarded back pay to victimized workers and set up machinery to enforce the order.
Q - Were there any suits or court actions in this area?
A - Yes. Steelworkers for Justice had begun legal action against Gary Works.
Q - What are the changes in hiring ordered by this new agreement?
A - The agreement sets up "goals and timetables" to increase the number of minority workers and white women in jobs where they have been under-represented. Half of all new trade and craft openings are to be filled by minorities and white women, until such time as they make up a fair share of all workers in such positions. Twenty percent of all vacancies in maintenance and production jobs are to go to women in the first year. Fifteen percent of all clerical and technical jobs are to go to members of racial minorities. Minority workers and white women are supposed to be selected for twenty-five percent of the vacancies for supervisory positions or management training.

BIAS (cont'd)

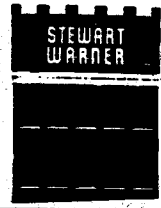
- Q - What about the changes in seniority rules?
- A - Plant seniority is supposed to replace department seniority as the basis for promotion. That means that all jobs must be posted throughout the mill and open jobs must go the bidder with the highest plant seniority, regardless of the department he or she comes from.
- Q - Will this help end discrimination?
- A - Yes, if it is carried out. It will open up many new jobs to minority workers and white women who have been locked into certain areas by department seniority.
- Q - Does this mean bumping?
- A - No. People will be able to bid only on open, posted jobs. If someone has been excluded from a department because of race or sex, and the only jobs open there are lower paying than the one he or she now holds, that person will be able to bid on and transfer to the job and continue at the higher rate until a better job opens up.
- Q - What will this consent decree mean to white, male workers?
- A - If it is carried out, it will open up new jobs to some who have been locked into dead-end positions by department seniority. For others, it will mean an end to the preferential treatment they have received from the company.

NO MEANS OF ENFORCEMENT

- Q - You say, "if it is carried out." Is there any machinery to enforce the decree?
- A - No. It is left to the company and union to carry out an order that was made against their opposition.
- Q - Do you trust them to carry out the decree?
- A - Judge for yourself.
- Q - Have these voluntary agreements worked elsewhere?
- A - Four years ago in Philadelphia, the construction industry agreed to a similar plan for increasing the number of minority workers in the skilled crafts. Today, minority workers still make up less than one percent of all those in the crafts, including those in training programs. The "Chicago plan" worked about the same.
- Q - Getting back to the money, what does a worker who has been discriminated against have to do to get the money?
- A - He or she has to sign a statement promising not to file suit for five years on any case of past or future discrimination.
- Q - Future discrimination! You mean if a worker signs this statement and then is denied a promotion the following week because of color or sex, he or she can't sue under the Civil Rights Act?
- A - That's right. Also the government has agreed to take the side of the companies and union on any suit filed, even by someone who has not signed.
- Q - Sounds like an attempt to buy off a lot of people. What do the civil rights organizations say about this consent decree?
- A - The NAACP and the National Organization for Women (NOW) have declared they will fight this decree in the courts. Mayor Hatcher has attacked it. Also, a number of the government's EEOC lawyers have announced they will resign rather than implement this agreement.
- Q - Do you think a worker who has been discriminated against should sign the statement and take the money, or hold out for the chance of more?
- A - We can't tell anyone what to do. Whatever people decide, Steelworkers for Justice is willing to provide legal assistance and other forms of aid in the struggle to secure justice and equality.



TALK BACK



BY & FOR STEWART'S WORKERS
Vol. 2 no.5, Feb. 25, 1974

Sweaty EARS?

The noise made by automatic screw machines in Dept. 75 is illegal according to Federal Safety laws. Anything over the level of 90 decibels will cause permanent loss of hearing. (Decibels are the units used to measure sound intensity.)

In Dept. 75 we've seen sound meters register from 115 to 130 decibels. Many veteran workers have already lost some of their hearing.

For a while S-W fiddled around with ways to cut the noise. They hung up big squares of styrofoam plastic from the ceiling. These were supposed to absorb the sound, but they did not --- they just bounced the sound waves back into the Dept.

The 'Mystery Sound Absorbers' also provide a place for oil vapor from the machines to condense into big drops that fall on the operators or the inspectors. Why the drops don't fall on the Big Bosses, we don't know.

NOW they want all the people in 75 and 70 to wear green plastic ear muffs. When they were given out we all tried them because anything's better than losing your hearing.

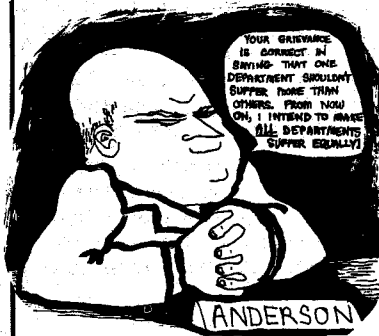
But within a few weeks we all decided that the ear muffs won't work. Out of the whole day shift only 3 or 4 guys are still wearing them.

Why? The ear muffs do keep out the sound but you just can't wear them for long. To work right the ear muffs must be worn very tight on your head so they keep out the sound and so they won't fall off into the machine.

But when you wear 'em tight, they are very hot. We've only tried them in winter when Dept. 75 is just a little hot. In summer it often gets up to 110 degrees near the machines. Who needs sweaty ears?

To make matters worse, when oil vapor and drops get between the ear muffs and your ears this produces what doctors refer to as 'one helluva nasty bunch of pimples.'

The safety chumps (Mutt and



Locker Grievance

Everyone in the plant has at least 5 minutes of personal clean-up time every day before leaving. Almost all the men, and some women, use their lockers during this period, even if they don't change clothes.

Last week notices appeared in many departments, forbidding this use of lockers before punch-out time. All the people who had been using their lockers continued to do so, ignoring the bulletin.

These bulletins came out because women on the 2nd and 3rd floors, who are forbidden to use their own lockers at this time, have been complaining that they are being discriminated against. When a grievance was filed for this reason, Larry Anderson in Personnel investigated and discovered that it was true that only these women couldn't use their lockers.

His answer (see cartoon) was that to be "fair" to everyone, from now on no one can use lockers except to change clothes. Even those people who change clothes aren't supposed to get their coats.

The result is that this rule is being applied more strictly than ever in the same few departments as always, and everyone else continues to ignore it.

Jeff) had the foreman put up a notice saying we had to wear the ear muffs or else. So we all signed a petition that said 'WE REJECT THE EAR MUFFS'.

We still aren't wearing them. We think S-W should spend the money it takes to make all noisy departments quiet and not try to force people to wear ear muffs.

Goodbye Hello Reva Nadine

Congratulations to the 200 people--mostly women, in departments 23 and 27--who threw out Reva Webb and got themselves a real steward, Nadine Roberts.

We know it was not easy to change stewards, especially when the two departments involved are on separate floors. SW breaks the law and doesn't allow people on breaks or lunch to move freely around the building to take care of union business, nor does SW allow written information to be handed out. So many people had to risk company harassment so that this election could be held and won.

The union itself made things as difficult as possible, not even posting the candidates' names or an election date. Still, the women knew from other struggles that if they stuck together and kept fighting, they could win.

Reva lost because she was a stooge for the bosses. When a worker went to her for help, Reva would tell her to sit down and work harder if she didn't want to be fired.

Nadine won because people believe she will do her best to help the workers she represents. This will not be easy, since both the union contract and the union itself are on the bosses' side. As everyone knows, the Chief Steward Sam Patatucci and the Business Manager Bob Meyers are either helpless company dupes or are actually on the company's side and are just playing that they're dumb and helpless.

Anyway, we want to wish Nadine the best of luck as she attempts to do some good in her very difficult position.

As for Reva, she'll have to get used to being an ordinary worker again, with no one to bully but her family and friends. Since she's no longer of any importance, she won't be getting any more Talk Back publicity either. Good-bye, Reva--Hello, Nadine.

TB Supports Truckers

Most of the strikers were owner-operators, that is guys who drive trucks they themselves own. (of course the trucks are actually owned by the bank) There were also truckers who drive for large companies involved in the strike too. In the last year these owner--operators have been hit hard by the same economic problems we all face, only because of their job some of these problems are particularly hard for them. their biggest problems have to do with skyrocketing fuel prices difficulty of getting fuel and government restrictions on the prices they can charge to their customers. This has meant that their costs have increased incredibly but they haven't been allowed to raise prices to cover them. So with hard work many or most were making a comfortable living before, this past year has brought many close to bankruptcy. They called a shut down beginning Jan. 31.

TRUCKERS REFUSE OFFER

After they succeeded in getting most trucks off the road, Nixon finally had to make them an offer--but it was one they had to refuse. Nixon offered to freeze fuel prices to what they were last May and allow truckers to increase the prices to their customers. The main reason Nixon made them an offer at all was that they were mostly white. Nixon wouldn't have taken the time to even compromise with a black group, and he would never have let a black-white group win and set an example of unity for other workers.

They rejected the offer. They could have taken it--they would have gotten to raise prices and fuel prices would have been a little lower--an ok deal for them. But they knew who would end up paying: us, all of us and that meant them too in the end. If they raised prices to their customers, those customer would raise them right back on the consumer. The prices of everything carried by truck would go up--that means milk, meat, produce.... The truckers refused Nixon's offer to add to inflation. They said Roll back fuel costs. Make the oil companies pay.

TRUCKERS LOSE ANYWAY

Even though they rejected the offer, the truckers have not been strong enough to win the demands. They faced a lot of problems. As the truckers held their ground, Nixon began to talk tough--the National Guard was out in many states and he threatened to use the army too.

So in the end their biggest problem was that they were never supported by the mass of working people and that's the only real strength they would have had.

WHO IS TO BLAME?

Nixon and the oil companies tried to use the layoffs and shortages brought about by the strike to keep working people from supporting the truckers. Of course there were layoffs and some shortages as there will be in any major strike. If we at SW were on strike it eventually would affect other peoples jobs too.

Newspapers, TV and radio have tried to make us believe that it was the greedy truckers who caused inflation. But we know that it has been the giant oil companies who have restricted supply, increased prices and made millions in profits by making a fuel crisis. The truckers didn't cause it and they have refused to add to it.

There's a lot more to the strike which TB would like to print but we want to make it clear that they have been trying to fight for all of us against inflation. We should learn from them, because its our fight too.

KATHY'S CASE

It is unlawful for SW to interfere with employees circulating petitions on company property. SW attempted to do this to Kathy Walker last spring and now the National Labor Relations Board has added this to the list of charges against SW. Kathy was fired in October for giving a speech for Talk Back in the lunchroom. The hearing on all these charges will be Feb. 26 downtown at the Federal building.



Dirty But Honest

It's union election time again and we'll all get our chance to re-elect the worthless Maurice Perlin to his \$62,000-a-year job as union President.

But this year Perlin faces a tough fight from Talk Back's CANDidate. It wasn't easy to find someone to run, but by 'scouring' the plant we came up with a CAN-do CANDidate.

Be sure to read the next Talk Back for an exclusive interview with 'Filthy Billy' Trash, the people's choice for union President. Mr. Trash has announced that he will be outside the plant the next time Talk Back comes out to meet and greet the voters.

new face in 21

Talk Back readers have read mention of Hank Coleman, supervisor in Dept. 23, before for his racist and generally stupid behavior which resulted in everyone in the department hating him. Rumour has it that Hank is on his last legs at SW.

Well, Hank is no longer in Dept. 23--which is sure a blessing for them. He is now in Dept. 21. Unless he changes his ways, it's a good bet the women in his new department will see to it that the rumour comes true.

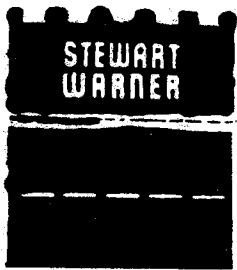
thanks

Thanks to our supporters. Jan. 24 we collected \$34.58. Along with the \$13 from the time before this paid the \$36 bill for that issue of Talk Back. There was enough money left over to pay the \$8 the special truck strike issue of Talk Back cost, plus \$2 for the Talk Back telephone bill. Thanks again, remember, Talk Back is published because of you.



Talk Back

1975



Victory In Dept. 20

Ruby Eskridge won the election for shop steward by a vote of 111 to 64.

The phony election was set up by the dept. foreman Caracci to "Get Ruby out." Everyone who has been "In trouble" in Dept. 20 knows that Ruby is a real fighter for all workers and their rights. She has on numbers of occasions kept Caracci from firing workers unjustly and she, to some degree prevented Caracci's typical yelling and screaming by being present when he calls someone into the office.

Caracci's sneaky undercover campaign to get Ruby out and a more "suitable person"---someone he can control, company person, his stooge, a front--has been going on for weeks maybe months of course he didn't do it up front. So it was not clear in the beginning that he was behind it, even though he isn't even a union member. He used some people in the department who he blackmailed or coerced into passing a petition against Ruby and for Clara Neuman (who is white.) But he quickly lost his unwilling help when they saw the injustice of it

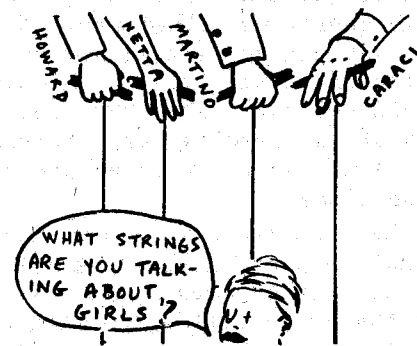
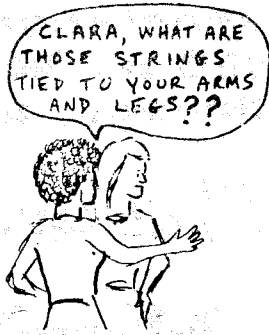
and that no one would sign it except the people working on Clara's line. Clara, who was either in with Caracci or wanted to be steward got stuck with the mess of having to get people to sign the petition. Rumors and lies against Ruby were being spread and things were pretty confusing for some people.

For example the white and especially the Latin women were told that Ruby only represented the interests of Black women in the department, so Clara could get the Latin vote. (only a few weeks before this mess started Ruby had kept a Latin woman from getting fired for insubordination). Another lie was that Clara would represent everyone better--mostly Caracci and the company.

This messy smear campaign of Caracci was so hush hush that very few people knew about the elections coming up, when where or why!

So some of us started asking around and found out that a lot of heavy stuff was coming down on Ruby and got

cont. next page



Netta! You're Next



Victory...

in touch with the "United IBEW Workers" who were apparently in touch with the situation and a leaflet in both English and Spanish on the real character and work that Ruby has done was put out on the morning of the election day, Friday, and it looked like we might have a chance to win even with such a late start.

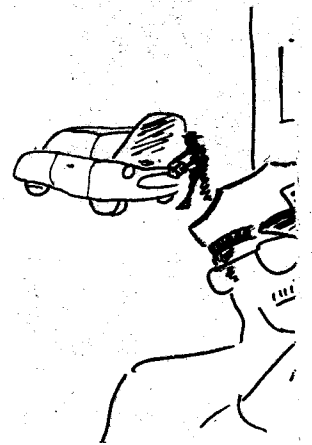
Friday Dec. 12, Voting Day

It was clear from the leaflet that we were voting on Friday. Although nothing had been announced over the inter-com about how we were to proceed at 10 minutes to 2 (breaktime) some union biggies like Neal Burke, Howard Pullen, and Booker, as well as some company big shot like Kudidniak, and Mueller (poll watchers?) started appearing in the department.

We figured the moment was near. Caracci kept walking up and down the aisle glaring at everyone to make sure that we were working and not checking out what was going on. Shortly after they set up a booth for the voting and people near the booths started lining up to vote. At breaktime everyone headed for the booth to vote at random before break was over. Meanwhile Caracci was mopping his face with his hankie. I'm sure he was mopping blood, sweat and tears. With breaktime over we went back to work, but every eye was on the happenings.

When we heard on the inter-com that Ruby should go to the voting area. They were counting the votes. Suddenly we saw Ruby raise up both her arms Muhammed Ali style. We had won. Dept. 20 went crazy with all the shouting, laughing, dancing and yelling. "Yeah Ruby". So Caracci, mad as a hornet marched down the aisle as fast as his short spindly legs could carry him to the office. (Meanwhile Ruby was right behind him with her victory walk, arms raised. We are still screaming.) Caracci screams into the inter-com. "Can we have some order in this department?" Our answer is loud screaming and booing. Then he screams "Everybody get back to work." We all yell and scream again. Then he calls for Ruby to come in the office. Meanwhile the union and company big shots are still standing around (I guess to protect him in case we riot.) Anyway Caracci finally comes out of the office and goes up to the big shots and waves his arms around like he's saying "See what I have to deal with." They left. We settled down to work still laughing at Caracci because we had won a real victory over him and his lowdown tricks. By then it was almost quitting time. My how time flies when you're having a good time.

Maybe the workers of Dept. 20 will set up the next election--to vote Caracci out.



Keystor

When you come in the guard demands to see you just went for a 2 steps out of the door will be there to take your glasses.

When you go out to at the door to keep before 12:00 P.M. guards everywhere at except where they are

While these Keystor wandering around the safety glasses or de cars parked in the being stripped down

In the past week have had their batter from the parking lot

If we have to have in this plant at least thing useful like pro while we're working see somebody stealing they'd probably ask and let him go with

p.s. This means you blonde moustache!



Next Issue ...

After every new contract, workers ask the members of the negotiating committee the same questions...What went on down there? Why did you settle for so little? The union officials treat such questions as stupid and childish. They tell the members of the negotiating committee to ignore them. Actually these are very good questions.

In the next issue TalkBack will describe just what happens in the negotiations and how we all get screwed by it. We don't expect the union will agree with what we say or like what we propose. If that is the case the union should come out and argue in the open.

New Address

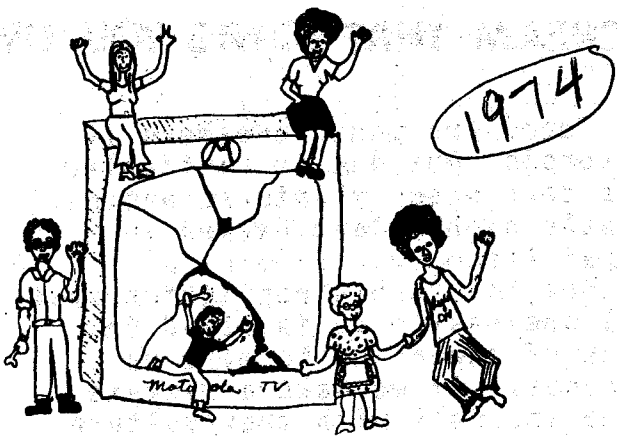
**Talk Back
Association House
2150 W. North Ave
Chicago, IL 60647**

Write us!!



BREAK OUT!

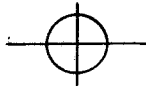
by and for workers at Motorola



SHARE THE PROFITS NOW!

Motorola had another record quarter in profits. Let's spread some of that around NOW. Lot's of us have families to support and on these stingy wages it gets extremely hard, and worse every day.

It's one thing if you are a woman whose husband has a good job somewhere else, but if you are raising your kids alone or your husband works here too you slip behind more and more. WE NEED MORE MONEY NOW!!!



Lay-Off & Overtime or What?

What's going on around here? First they lay off part of the night shift, and we here rumors of layoffs on days. Then they do alot of hiring on days and nights.

Maybe they have a big order for Xmas or Spring. Maybe they are going to up our rates and they know alot of people will quit and the absentee rate will go up.

When Motorola knows, they should tell us. A constant state of anxiety is not good for our health and we have a right to plan our spending and our jobs. Losing a job, even for a short time is no joke when you are living from hand to mouth.

Mr. Galvin, are there going to be layoffs this year, or lots of overtime, or some overtime or what?

CHICAGO SUN-TIMES, Fri., Oct. 19, 1973

Record gains for Motorola

Motorola Inc., citing "the continuing favorable economic environment in most of the company's markets," reported record third-quarter and nine-month profits and sales.

Quarter profits reached \$22.5 million, or 81 cents a share, from \$13.4 million, or 40 cents a share, on sales totaling \$351.8 million against \$278 million, a year ago.

Nine-month profits climbed to \$60.5 million, or \$2.18 a share, from \$35.2 million, or \$1.29 a share. Sales rose to \$1.042 billion from \$890.3 million.

New Folks & Old Folks

Remember what it's like to be new here? Trying to get used to the smoke, the noise, the bells, the yelling. People telling you things you can't remember. The belt is moving, or is it the table that's moving? Wondering if you'll be able to make it, if you'll be able to make friends, worrying how the kids are doing, and just wanting to be able to stop so you can go to the john or eat, or just plain rest.

Now look at the old timers, the ones who've been at Motorola for 10, 15, 20 years. Group leaders and supervisors are the worst of the old timers (that's why Motorola promoted them). They carry on as if you're an idiot for not knowing in 3 days or 3 months what they know with their 15 - 20 years. They call you lazy, or dumb, or slow, even though you're working your arms off.

cont. on next page

cont. from page 1

A SCREAM THAT BOWLS YOU OVER

They come running down the aisle screaming, "Didn't I tell you to watch that resistor!!" when they haven't even told you which one is the resistor. Or maybe they told you once, and expected you to remember it for life.

Some of the old timers, especially the veterans on the lines, don't act that way. They're patient, they explain things, they give encouragement. They're like a breath of fresh air. A real human person even after being in this place so long.

Remember, you old timers:

It takes time to learn each station. It takes time to learn the skills and tricks for each station. It takes time, not just brains, or concentration, or carefulness, or hard work, but TIME.

And to you new people, don't be worrying that the yelling means you're going to be fired. We all get it from time to time. And if you get really behind and no one will help you, let a set go down undone, or put one on the floor.

Mostly if you're working hard, they won't fire you. They just love to make you feel you're not any good. Ignore it. It's just the old Motorola family way.

There are many screamers at Motorola, but one in particular has developed it into an art. That's right. Jean Weaver in Final Assembly.

She has such a reputation that all she has to do is stand in back of one of us to make us nervous. If we make a mistake (who wouldn't with that vulture in back of them), she starts screaming.

She pushes us aside, and shows us "the right way" to do the job. While she's showing us, she takes so long a space usually starts down the line. She then stands there and pushes the set she's done down the line to fill the space she made, yelling at us all the time, as if the space was our fault; she expects us to catch up and not let the space go down.

If she thinks she can do the job better, why doesn't she get on the line and do the whole job instead of slowing us down, then screaming at us.

Letter-Dept 5 Fink

Dear Break Out!

I don't know if you print letters just about people, but there is a woman named Kay LaSota who I'd like to see written about.

Who is Kay LaSota? Or better yet, what is Kay LaSota? She is a vicious old woman (no lady) in her late sixties who gets her kicks out of making people miserable. She has tried to belittle, fought and argued with practically everyone in Department GA005. Through her malicious manner, she has reduced certain people to tears. She has brought so much stress, tension, and disruption to the Focus Resistor Dept. that many many people have asked for and gotten transfers to get away from her. Others less fortunate have been forced to quit their badly needed jobs in order to keep their sanity. But her chief

mission at Motorola is being the Number 1 Star Reporter (better known as Stool Pigeon) of Department 5. Most of what she reports are lies however. Everything she has said others have done, she has done and more so. Especially is the Boss takes a holiday! She is in truth incorrigible, inconsistent, inconsiderate, incredibly indefinable. She is to be more or less likened to a disease. An incurable disease. Get rid of the bitch!

A Disgusted Worker
from Dept. 5

BREAK OUT!
3RD UNITARIAN CHURCH
301 N. MAYFIELD
CHICAGO, ILL. 60644

THE WEEKLY SHAFT

3-13-75

On December 10, 1974, Della Wolf, a worker in Drill and Tap, was sent to the hospital by Wesco. The day before Della and eleven other workers from both First Operation and Drill & Tap, left work with excruciating headaches. That day, December 9, a complaint was registered by a union committee person that the possibility of a gas leak existed.

The twelve people who were affected all manifested the same symptoms and were all working in the same general area. At approximately 3:00, the company agreed to check into it.

The next day after about an hour of work workers began getting headaches like the day before. Eleven workers were affected this time. Della Wolf was one of them.

Another complaint was registered and replied to in this way - "It's all in their heads - they just think they have a headache because of the power of suggestion." The complaint obviously was not taken seriously.

A short time later, Della began vomiting. It was only after a committee person and Della and several other workers went together en masse to complain that some action was taken.

Kelly Plumbing and Heating was called in and after their investigation revealed to a union committee person that both days, December 9 and 10th - we had been inhaling carbon monoxide and sulphur dioxide.

Both of these gases are very dangerous. First because they are odorless and colorless and cannot be detected by the five senses.

Carbon monoxide when inhaled prevents blood from carrying oxygen. This can cause dizziness, drowsiness, headaches, nausea and in large amounts brain damage and death. Sulphur dioxide inhalation in large amounts or over an extended period of time can cause emphysema. In small amounts, however, the same symptoms of nausea, headaches, dizziness and drowsiness occur. The very same symptoms as the flu.

One worker in first operation went home that day as a result of the pain. She was never compensated for her lost time because the company feels her illness was not work related.

Della Wolf was sent to the hospital by the company. She told the doctor about the gas leak (Later it was explained that there was no gas leak but that fumes from the furnace chimney were being pulled back into the plant) and he examined her, took x-rays and told her that her sickness was either the flu or as a result of the gas.

The same day, December 10, a regular Union/Management Meeting was held and the "gas leak" was discussed. The committee people maintained that both the worker who went home and certainly Della, should be paid for lost time. The Company replied that medical verification would be necessary and proof of gas in the plant before they would pay. This was stated despite the fact that one committee person had already talked to the Kelly Pluzbin and Heating people and relayed what they had said to the Management.

There was no way the union could prove that carbon monoxide and sulphur dioxide was being inhaled in the plant. The union does not have the equipment necessary and further more are not "allowed" to do union business on company time. However, the fact that twelve

people on December ninth and even people on December tenth manifested exactly the same kind of intense pain was proof enough that something was definitely wrong. At no time in the past or since December tenth have that many workers experienced the same kind of pain on the same day in the same area.

But the union tried. One committee member contacted a local minister and asked his assistance in contacting a doctor to get some kind of medical statement concerning the effects of gas inhalation. He called the same doctor who treated Della. The doctor acted insulted, according to the minister, that anyone who wasn't a doctor or a scientist should even be poking his nose in such high-level affairs - and made it very clear he would not cooperate.

The doctor identified very strongly with the Company in the conversation. He was quite aware that if anyone were reported ill as a result of unsafe conditions at work, that it would cost the Company workman's compensation (money). The next day, December 11, the doctor called Wesco and told the company that Della definitely had the flu. (Is that sick?)

Della was then told that the Company would not pay the bill. When the management (Mike Schoeben) was told at a Union/Management Meeting on December 20, that Della was getting the shaft to the tune of \$45.00, as a result of the whole situation, his reply was, "I don't know the circumstances" (the union had just told him all the facts) "If we sent someone will take care of it."

So far, it hasn't been taken care of. On February 20, 1975, after many phone call exchanges with Insurance and Hospital personell, Della received a bill for \$45.00 from Mercy Hospital. Last week she received a bill for \$10.00 from the doctor. \$55.00 is more than half of her weekly pay check.

Do you think Della Wolf should pay? Well, look at it from the Company's point of view. After all, the Company pays people to work, not to breathe. They didn't force her to inhale that poisonous air. She should have used her head and held her breath all day!

Or let's suppose that twelve people mysteriously came down with the same sickness on the same day and it had nothing whatsoever to do with anything in their immediate environment. But the Company is in doubt so they send a dozen people to the hospital. It is our view that if there's enough doubt in the Company's mind about whose fault it is and they pack the people off to the doctor, then the Company should foot the bill.

Think about what a \$55.00 bill would do to you. Della lost most of a days wages on December 10th - she did not choose the doctor, she was taken to a company doctor. She was given a prescription and paid for the pills. If you figure her total financial loss due to this incident it comes out to more than \$80.00 - a considerable amount in these hard times with our low wages. And it could happen to you next time.

The following is an article written by workers in the Quad-cities. These workers found out about the situation at Clinton Corn and decided to help out. Workers like these exist all over - laboring people who know the necessity of unity - not just local plant unity, but unity with all workers.

Within days after the word got out that the Clinton Corn Processing Plant had moved to bust the Grain Millers, Local #6, workers in the Quad-Cities moved to begin support work. We saw that this was another example of the companies using hard times for

working people as an excuse to move in on the power of organized labor. All over the Quad-Cities companies are trying the same tactics - sitting on grievances and waiting to either bust the union treasuries through forced arbitration or bust the unions themselves.

Members of UAW Locals, #1304 and #1414 ~~Grain Millers and~~ organized a collection to aid the fired Grain Millers, and on Thursday, March 6, members of these two locals (workers at IHC and McLaughlin Body, both in E. Moline) donated \$610 to local organizers and Local #6 members who came down to help out. Many hundreds of workers at these two plants accepted the invitation to lend a hand to their brothers and sisters in Clinton. They knew that in doing so they were taking a first step in preserving and strengthening the whole labor movement.

We will continue our efforts for those taking the companies head-on, and hope this is just a first step in rebuilding the power and dignity of working people everywhere.

Lowell May
Steve Townsend
Mike Dorsey

for supporting members of \$1414, \$1304

* * * * *

Dear Shabby,

Are foremen born with safety-glass shielded eyeballs?

I know there's a company rule which says all persons must wear safety glasses but many, many foremen do not. I know in my heart that a foreman would never break the very rules he expects the workers to follow. Please let me know because if it is true I would like to send it in to "Ripeys Believe it or Not."

Signed - anxious yet awe-inspired

Dear-A yet A -

The doctors I contacted did not want to get involved and so I can only go on the assumption that all people are created equal. If you do not have safety-glass shielded eyeballs, the chances are very great that your foremen do not.

We've collected \$44.00 for Joe Ralston. We're trying for \$50. If you haven't given please help us get there.

Sandy Lange
Lee Holstein
Rick Gallentine
Virginia Arp
Chuck Stansbarger
Pat Goettsch
Mike Ray

Supporters who endorse the policy of the Weekly Shaft

Al Marsh
Margaret Snodgrass
Martha Grote
Barb Haley
Neil Howell

Literature from STO

- **White Supremacy and the National Question** by Don Hamerquist. This paper provides a historical perspective on the development of white supremacy in the U.S., including the role of the U.S. left in that development. It explains why STO regards Black people in the U.S. as a nation, while rejecting the Stalinist criteria used by much of the left. The paper also responds to many of the criticisms that have been made of STO's position on white supremacy. \$1.00
- **Rape, Racism and The White Women's Movement: An Answer to Susan Brownmiller** by Alison Edwards. In a review of *Against Our Will*, Edwards argues that the book is a "law-and-order" book with strong racist overtones, and goes on to argue for a new form of women's movement with a theoretical and programmatic approach. In a new afterword, Edwards takes up questions posed by the "Take Back the Night" marches and other initiatives of the campaign to stop violence against women, and discusses the impact of Michele Wallace's book, *Black Macho and the Myth of Superwoman* on the white women's movement. \$1.25
- **Towards A Revolutionary Party**. First published in 1971, this pamphlet presents the strategic perspective of STO at that time, including an analysis and critique of many of the strategic conceptions then current in the U.S. left. This reprinting includes a new introduction critical of some of our earlier views as presented in the pamphlet. \$1.75
- **The Prospects for Fascism in the U.S.** by Don Hamerquist. A critique of the thesis now current in much of the U.S. left that fascism is imminent. \$2.50
- **Urgent Tasks**. A magazine from STO devoted to analysis and commentary on issues facing the development of revolutionary theory, practice, and organization in the U.S. \$2.00
subscription \$7 for 4 issues
- **Soviets In Italy** by Antonio Gramsci. An examination of the issues raised in the factory occupations in Italy during the early 1920's, giving particular emphasis to the relationships between the socialist party, the trade unions, and the workers councils. \$1.75
- **General Strike in France** by Andree Hoyles. A detailed factory-by-factory account of the events of the May, 1968, general strike. Invaluable for anyone interested in drawing strategic conclusions from one of the most important recent working class struggles in an advanced capitalist country. \$1.75
- **The ENV Story** by Joyce Rosser and Colin Barker. A case-study of the English Shop Steward's Movement. An in-depth examination of the struggles at a key factory in London, England, over a number of years. Important for an understanding of both the strengths and limitations of the British Shop Steward's Movement. \$1.35
- **Since When Has Working Been a Crime?** the deportation of Mexicans without papers. The struggle of undocumented workers for jobs in the U.S. Shows how the fight against deportation can draw lessons from the battles against the Fugitive Slave Law in the 1850's. \$1.25
- **Fighting Racism: An Exchange**. An exchange of views between Noel Ignatin and Ken Lawrence on the one hand, and Staughton Lynd on the other, with regard to Busing in Boston. The discussion focuses on an editorial in *Radical America*. \$1.35
- **Marx On American Slavery** by Ken Lawrence. An analysis of Marx's writings on American slavery, demonstrating that Marx saw American slavery as a part of the capitalist system and considered the struggle against slavery in the U.S. to be the most advanced outpost of labor's fight against capital. \$1.50
- **No Condescending Saviors** by Noel Ignatin. In this pamphlet, Ignatin addresses the question of whether the Soviet Union or China ever achieved socialism. In the course of the argument, he examines in detail the historical development of the revolution in the Soviet Union and relies on the writings of Marx and Engels and the last writings of Lenin to make his case. \$1.00
- **Class Struggle and the Origin of Racial Slavery: The Invention of the White Race** by Theodore William Allen. The writer examines the history of colonial Virginia to show that the system of white skin privileges grew out of conscious ruling class policy aimed at maintaining social control over black and white poor. \$1.00
- **The White Blindspot** by Noel Ignatin and Ted Allen. Written in 1967, this was the first statement of the "white skin privilege line" central to the politics of STO. \$1.50
- **Workplace Papers**. A collection of articles, some long out-of-print and some new, dealing with labor strategy. Includes STO's first position paper — "A Call to Organize" ("Mass Organization for the Workplace"); "Black Worker/White Worker"; several articles from STO internal discussions; and other items.
- **The Revolution Unfinished? A Critique of Trotskyism** by Paul Thompson and Guy Lewis from the English revolutionary organization Big Flame. While conceding that Trotskyism kept alive the traditions of Bolshevism during a difficult period, the writers show that it represents an incomplete and partial break with "Stalinist" conceptions; hence its inability to provide answers for the questions posed by the movements of today. \$2.00
- **The Roots of Class Struggle in the South** by Ken Lawrence. Transcript of a talk given in 1973, this pamphlet discusses workers' struggles during slavery, the Civil War, Reconstruction, and since, focusing on the leading role of Black workers and the disastrous effects of white supremacy. The role of the unions in each period is examined critically. \$1.00

Sojourner Truth Organization
P.O. Box 8493 Chicago, Il. 60680

It's Out of My Hands

By Mr. Toad

The shop was like a sweat box,
The heat was ninety-three.
I had a little grievance
As anyone could see.

I went to see the foreman
And called to him by name.
I asked him could he open up
That nailed-down window pane?
But my boss said, "It's out of my hands."

I asked to see my steward,
And the boss he did agree.
But for two more days, nor hide nor hair
Of either did I see.

I finally caught my foreman
As he was running by.
He said my message was delivered
To the proper guy.
And now it was out of his hands.

The steward when I saw him,
Looked both shrewd and wise,
And told me how much more there was
Than seemed to meet the eyes.

He quoted certain clauses,
Interpretations too.
Said that writing up a grievance
Was all that he could do.
Then it was out of his hands.

The Committeeman next came around,
Him I had never met.
The rest is strictly rumor
For I haven't met him yet.

But the story when I got it,
At third or second hand,
After many weeks of waiting,
I was made to understand—
It was out of his hands.

The next thing that I heard of,
Through the grapevine, tried and true,
It had reached the shop committee,
They'd see what they could do.

The days were getting shorter,
And fall was drawing near,
When their long-delayed decision
I finally got to hear.
It was out of their hands.

I wish I could say
That this ended my ditty
But my case was referred
To the Steering Committee.

I was told I was lucky,
After months had gone by
That my grievance had not
Just been left there to die.
But it was now out of their hands.

The Umpire considered
And pondered and thought.
He was honest and upright
And could not be bought.

Of one hundred grievances
We lost ninety-nine.
But the one that was salvaged
Turned out to be mine.

The window was opened
On a cold wintry day.
I shivered and shook
Till I thought I'd give way.

I went to the foreman
And called him by name,
And asked him to shut
That damned window pane.
But he said, "It's out of my hands."

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