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9 Handyfat workers win reinstatement

By Stephanie Basile

Bosses might want to think twice the next time they fire workers who are in the IWW. In a recent legal victory, Judge Howard Edelman ruled in favor of IWW workers in their case against Handyfat Trading Co.

The ruling orders the reinstatement of nine workers: Pedro Hidalgo, Fernando Montes, Pablo Montes, Guillermo Rodriguez, Isreal Rodriguez, Leo Rodriguez, David Vaquero, Jose Vaquero, and Leandro Vaquero.

Trial proceedings began in May, with the National Labor Relations Board charging that Handyfat owner Dennis Ho illegally fired nine employees for engaging in concerted activity.

Handyfat, meanwhile, made one absurd claim after the next, claiming that Handyfat no longer exists, that the IWW isn't a real union, and that the workers were fired because of their immigration status. Handyfat's lawyer, Anthony Emengo, regularly asked irrelevant questions, interrupted the judge, and even answered his cell phone during the trial. Despite this attempt to confuse

and convolute the process, in the end, Handyfat couldn't escape the illegality of their actions.

It is clear that Ho was trying to establish that Handyfat and HDF Trading were separate companies ... to avoid liability for the unfair labor practices at Handyfat. —Judge Howard Edelman

The nine Handyfat employees all joined the IWW in 2005 and were the first warehouse workers to join the NYC IWW's Food and Allied Workers' Union. Before joining the IWW, workers at Handyfat had made well below minimum wage. Some had worked there for as many as 11 years, working long hours and earning only a few hundred dollars per week.

After putting pressure on Handyfat, the workers finally began making mini-

mum wage in late 2005. In December of that year, the nine workers filed charges with the Department of Labor in order

to obtain back pay for the many years they'd been working for under minimum wage.

A week after being served with the back wage papers, Dennis Ho requested I-9 papers from those same nine employ-

ees. He then fired them on the basis that they couldn't produce the papers. Under federal law, employees can only ask for papers within 72 hours of hiring employees.

The Trial

While Ho, along with Handyfat supervisor Calvin Cheung, rattled off one lie after another, the workers and union representatives remained calm and collected on the witness stand.

"I was impressed with their demeanor," said Judge Edelman wrote of the workers in his decision. They "were entirely credible" and that "Ho was an untruthful witness."

At the trial, Ho claimed that he made the I-9 request because he had suddenly realized that the workers were undocumented and he didn't want to get in trouble with the law. His lies were easily exposed in the courtroom when it was revealed that for the years prior to 2005 he had knowingly paid his employees off the books because he knew they were undocumented.

Both Ho and Cheung testified that they were not supervisors of Handyfat, yet when questioned, both admitted that they had the power to hire and fire.

The defense lawyer then argued that Handyfat no longer existed because it went out of business in January 2007. Ho and Cheung claimed that they started a new business called HDF Trading that is completely different from Handyfat. However, under further questioning they

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Crichton campus in Scotland saved

By IW with files from Nick Durie, Central Scotland Organizer

The IWW and its allies won its eight month campaign to prevent the closure of Crichton campus of the University of Glasgow. The Dumfries-based campus announced it would no longer accept new admissions in February and planned to close its arts and humanities program.

The Scottish National Party (SNP), recently elected in May, followed through on its campaign promise to save the campus with £1.5 million in funding that included funds for infrastructure. Since the election, the IWW and its allies had put the SNP under pressure to deliver on its promise and guarantee access to education. There is little doubt that without the visible and vocal Save Crichton campaign, these decision-makers would not have known the campus was worth saving. As one commentator said, Dumfries and southern Scotland is the country's "forgotten region."

This campaign shows that a small radical union can have a big catalysing effect, and that that effect is most felt when it is used with other organisations to bring together industrial and community based organisational capacity, which would otherwise have been fractured," said Nick Durie, an IWW organizer.

IWW dual carders who also belonged to the University and College Union (UCU) played a key role by agitating significantly and persistently to put the Save Crichton campaign on the agenda of the national union. The UCU then took the campaign to the national level and made it into an election issue.

Durie said that by working simultaneously within and without the mainstream trade unions, real industrial organization was brought to bear. Had the campaign taken a more ideologically oppositional stance to our relationship

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LabourStart threatened with libel

LabourStart founder Eric Lee predicted the bosses would counterattack online in his August Online Picket Line column in the Industrial Worker.

"Companies are not necessarily stupid. They may well be aware of what we are doing and look for ways—including legal action and threats made to internet service providers—to slow down and even stop our use of these powerful new technologies," he said.

Just one month later, a care home operator in north London, United Kingdom, the Fremantle Trust, threatened LabourStart with a libel action over a campaign to defend 140

care workers in its employ. When LabourStart refused to back down, Fremont contacted LabourStart's internet service provider 1&1 and threatened them with a libel suit unless it shut down LabourStart's campaign against them. The workers, who on April 1, 2007, were told they would face cuts of 30 per cent to their pay and reduced benefits, too, and were then given an ultimatum to "accept these terms or be sacked." Defiant, these members of one of the largest British union's UNISON, voted to strike.

The online campaign is part of

Continued on 4

Chicago Couriers Union member killed

Fellow Worker and Chicago Couriers Union member Ryan Boudreau was hit head-on by a truck on August 13, 2007, dying instantly. He was working for Dynamex.

The union held a memorial ride on August 17. Over 100 bike messengers, family, and friends attended the ritual. A Ghost Bike was chained to a pole at the scene of Ryan's death. A shrine was set up with pictures, flowers, and candles. It was a powerfully emotional event.

Ryan was well-loved by the messenger community and was popular with those he worked with in Chicago's Loop.

Ryan is survived by his partner, Jameelah Frazier, and two children, his son Jaden Boudreau, 5, and daughter Ryah Boudreau, 3.

The Chicago Couriers Union has established the Ryan Boudreau Memorial Fund. Donations in personal checks or money orders of any amount however small (most of us don't have much money to spare) can be sent to the following address:



Chicago Courier Union member Ryan Boudreau killed on the job.

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Morello: Thanks for the support

I disagree with Ron Gould's tirade against Tom Morello (Readers' Soapbox, July 2007). Perhaps Morello does not fit Mr. Gould's personal concept of a Wobbly, but the IWW is more inclusive than Mr. Gould's opinion.

Gould faults Morello for not being an "anarcho-communist" and "Tom's idea of a music union would not be anarcho-syndicalist at all." While the IWW has always had anarchists of almost every stripe within its ranks it is NOT an anarchist organization. It is apolitical and non-religious but respectfully welcomes workers of all political views and all religious faiths [or] belief systems. It has anarchists, yes, and also Social Democrats, Marxists, Catholic Workers, and every political opinion and tendency found within the working class. I am certain Tom Morello's personal views would

fall within that broad pale. Gould, rather rudely, derides Morello as a "blatant Bolshevik" because Tom Morello had a good time and saw some good in Cuba. Admiring the advances in education and health care Cuba has made under Castro, supporting the Cuban people and praising the beauty of that island and its people does not make one a "Bolshevik". The late Pope John Paul II and former US President Jimmy Carter both said much the same about Cuba on their respective visits there. It would be absurd to call either one a "Bolshevik".

In the IWW, Gould's views and politics are welcome and entitled to respect. But so are Tom Morello's. The IWW only demands that a member's personal politics and religious opinions be left outside the Union Hall so as not to offend or disrupt working class solidarity. In my opinion, Gould has broken that rule and the result—in the pages of the *Industrial Worker* no less!—is the illusion that Morello is, somehow, "unfit" for the IWW.

That is wrong.

Every working class person, of every political orientation and religious (or non-religious) belief is welcome. No one is to be left behind. No one! To hold to any other stance would sink us down to the level of the myriads of bicker-

In November, We Remember

November 11, 1887, the state made martyrs of four of the Haymarket defendants. The same day, in 1919, Legion members attacked an IWW hall, committing the Centralia massacre. November 5, 1916, was the Everett massacre in Washington state and 14 days later Utah executed Joe Hill.

We remember these and many more sacrifices for the rights we enjoy, defend and promote today and our common unfulfilled dream. The *Industrial Worker* urges each branch to publish an advertisement in our pages to commemorate and celebrate their fallen Fellow Workers, local or international, known or unknown, of our 102 years of struggle as a union. To publish an advertisement, email iw@iww.org. Please specify if you plan to submit a designed advertisement or require design help. Suggested donations for advertisements are as follows:

\$12 for a 1 inch tall ad (1 column wide);
\$40 for 4 inches by 4 7/8 inches (2 columns); or
\$90 for a quarter page.

Industrial Worker



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Starbucks on trial: 'Does being big make us bad?'

By John Kalwac

I traveled from Philadelphia to see the first two days of the Starbucks labor trial in New York in August. The first thing I noticed was that there were four people on Starbucks' side of the bench and on the IWW's side there were six people, including a member of the Spanish anarcho-syndicalist union, the CNT. Throughout the trial, members of the Transport Workers Union, students and others have attended in solidarity with the union.

The Starbucks defense seemed to be very upset. Like an anti-IWW propaganda movie from the Twenties, they tried to paint the IWW as a bunch of radicals who did not like the NLRB and whose entire purpose was to cause Starbucks pain and suffering. They pointed to how much money this trial "cost them" and how much they did not really want to be there. They also pointed out how horrible it was that when Starbucks lifted the ban on union buttons, baristas were wearing buttons that said "Union Thug" on them. "Yes, we are a big corporation. Does that make us bad?" asked the Starbucks lawyer.

My impression was that for Starbucks, labor rights were just a colossal waste of time and money.

The IWW's side then made its opening statement.

"In the English language dictionary a "partner" (the Starbucks term for employees and managers) is defined a person that gets an equal share, Starbucks has proven that it has not lived up to this," said the public prosecutor. Then the prosecutor started talking about how their union won labor rights in America and their cadre once included Mother Jones, Big Bill Haywood and Joe Hill. They said the union is honest about its syndicalist politics and does not pretend to be something it's not, like Starbucks. And the prosecutor clarified that the



IWWs and allies in Glasgow, Scotland, keep up the pressure on Starbucks.

"union thug" button worn by Starbucks Workers Union members was a witty show of solidarity with the public transit strikers, branded "union thugs" by the New York City mayor. The prosecutor

A "partner" is defined as a person that gets an equal share. Starbucks has proven that it has not lived up to this.

also debunked the scheme that Starbucks is a 'third place' between work and home.

The IWW called its first witness,

Daniel Gross's former manager. The prosecutor questioned him on the role that Starbucks played in the suppression of union pins and whether union pins were singled out to be censored. They questioned him about the message board and whether union messages were censored on it. They questioned him on the firing of Daniel Gross, trying to pinpoint whether it was a selective firing. The manager claimed that they tried to have a conversation with Gross for his "attitude" and that Gross became irate and "pounded his fist on the table." Daniel said that was a lie. He also questioned the manager about what happened on a Starbucks picket. The manager claimed the protestors followed him and that Daniel implied a threat, allegedly saying, "I know where you

live." Daniel told me that was another lie. Nothing of the sort happened.

The witness dragged out the proceedings by repeating the questions he was asked before answering them.

Finally, the prosecutor said, "Is there an echo in here?"

The next day of the trial added a new face to the court room. There was a woman from Starbucks' employee "partner" relations department. She took the witness stand.

They asked her the same questions that they asked the manager the other day about whether they discriminated

Preamble of the IWW Constitution

The working class and the employing class have nothing in common. There can be no peace so long as hunger and want are found among millions of working people and the few, who make up the employing class, have all the good things of life. Between these two classes a struggle must go on until the workers of the world organize as a class, take possession of the means of production, abolish the wage system, and live in harmony with the earth.

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

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

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

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

against people wearing union buttons. She was much smoother and well-versed in Starbucks propaganda and knew what to say. She mentioned the Starbucks portal, which is an intranet (internal internet) network on information about baristas only available to Starbucks people.

At the end of the second day, I overheard the people in the Starbucks defense joking about themselves and co-workers who they described as "lackeys." I thought to myself how fitting they would think that, since "it takes one to know one." Unfortunately, I missed seeing Joe Akins and our members on the witness stand.

The New York branch alongside the Starbucks Workers Union and the warehouse workers' organizing drives has so much positive energy in spite of the great obstacles. Daniel Gross is one of the most positive minded activists I have met in a long time. He and his fellow baristas are doing great things. For this Wobbly, seeing this trial was inspiring.

Glasgow social workers unite, win

By CL

Social care workers in Glasgow, Scotland returned to work on August 13, following a mass meeting, after almost three weeks out on strike.

The dispute arose over Glasgow City Council's refusal to pay these key workers at the grade that accurately reflects the duties that they undertake. The strike was bolstered by massive support from fellow workers within the Council and from many other unions and branches.

This was a double victory. Workers not only achieved the aim of the strike by being re-graded, but they earlier rejected a series of divisive offers from the Council which would have split the workers by re-grading only some of them. The main challenge is still ahead to ensure that union bosses don't sell out their victory behind closed doors, now that they are back at work.

Polish, Lithuanians get raw deal in UK

By www.tuc.org.uk

Thousands of Polish and Lithuanian workers are being exploited at work in the UK, according to a new report commissioned by the British union central, TUC.

Since 2004 when 10 new states joined the EU, more than 475,000 Polish and Lithuanian workers have come to work in the UK. This study by Compas, a research unit based at Oxford University, shows that most had found insecure and poorly paid employment, with more than half of those surveyed encountering problems at work. A quarter of the workers in the study reported having no written contract (a figure which rose to nearly a third amongst agency workers) and over a quarter had faced problems with payment - including not being paid for hours worked, discrepancies between pay and payslips, unauthorised deductions and errors in pay calculation. Ten times as many migrants as indigenous workers were paid less than the minimum wage. The study also uncovers that migration has re-introduced the 'tied cottage' - where employers provide accommodation (at a cost) and use it to increase their control over migrant workers. Nearly a third of the workers in the report were living in accommodation provided by their employer, and as a result described excessive hours (due to their employment being linked to where they lived) and poor living conditions.

Join the IWW Today

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

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

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

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

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

TO JOIN: Mail this form with a check or money order for initiation and your first month's dues to: IWW, Post Office Box 23085, Cincinnati OH 45223, USA.

Initiation is the same as one month's dues. Our dues are calculated according to your income. If your monthly income is under \$1,000, dues are \$6 a month. If your monthly income is between \$1,000 - \$2,000, dues are \$12 a month. If your monthly income is over \$2,000 a month, dues are \$18 a month. Dues may vary in Regional Organizing Committees (Australia, British Isles, German Language Area).

- I affirm that I am a worker, and that I am not an employer
- I agree to abide by the IWW constitution
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Goals. Strategy. Tactics.

By Jefferson Pierce

First, we dream up our goals. Our ultimate goals are visionary and they inspire us. Our intermediate goals are the stepping stones that create the conditions for us to achieve our vision. Then there are the day-to-day demands that are our immediate goals. Reaching these goals, once every week or month or year improves our lives and demonstrates our power to ourselves and to our enemies.

Second, we need strategy to help us reach our immediate, intermediate and ultimate goals. Strategy is selecting the paths we think will lead us to victory. It anticipates many possible ways we can reach our goals. Strategy guides us in the thick of the day-to-day struggle. A strategy that only focuses on the day-to-day, without considering its impact on the vision, can miss opportunities that lead to broader victories. Strategy should tie in with our ultimate goal of workers' power because bolstering that ideal can remove the barriers in people's own minds and in society about working people's own potential.

Third, we choose tactics to fit our strategy. Tactics are what we do on the ground. It's how we decide to work together. By taking these actions as a group, we prepare ourselves for bigger things.

Now let's put goals, strategy and tactics into a fun example. The big goal is free food for every human being. No one should starve while there is food readily available. No one should pay for a basic human right. We already have the ability to feed the world's population yet the captains of industry withhold food from the market to maintain or boost prices and keep food "profitable."

The visionary goal would be to feed the world and shorten the work week in the process. The intermediate goal is to have workers dominate the food and distribution industries. From farms to stores, we could decide how to produce and distribute food: freely, democratically, globally. The immediate goal, to feed a group of foodstuff workers this week, might be a pay raise.

The immediate goal doesn't have to be directly connected to the larger goals. Workers cannot control industry, if their needs are not met or they lack what they need to thrive. How do we use

Crichton saved

Continued from 1

with the UCU, some of the tactical options available to the campaign would have been lost, according to Durie.

What next?

Saving Crichton campus is only one step. There remain 5,000 staff at Glasgow University. Not all of them are organised and many staff are exploited. The IWW is planning to make a wider organizing drive on the back of the Crichton victory. The IWW believes it can improve the condition of all workers here. One way of doing that is by boosting significant communication between the dozen or so unions and staff bodies present on the campus. The preamble of the IWW, written all those years ago, is especially true at the University of Glasgow as localised struggles allow workers to be continually messed around. "This victory amounts to winning £1.5 million. Many people have said that the IWW is not an organisation capable of achieving victories. We were clearly heavily involved and a major factor in this victory at Crichton. [So] £1.5 million won from the Government is only the beginning."

the meeting of these immediate goals to prepare us for the bigger goals? Strategy!

The strategy is workers' power on every farm, in every food processing plant, around every terminal and warehouse, at every grocery store and fruit stand. We want the fighting spirit on every shop floor and coordination across the entire industry worldwide. That fighting workers' power is the first step to dominating industry, meaning nothing happens in the industry unless the workers agree. To build power locally and industrially, workers will need shop floor and industrial committees to make democratic, collective decisions and coordinate actions.

A pay raise for some workers doesn't mean capturing the industry. If someone else won the raise for the workers, the workers risk becoming dependent. Their confidence and power has not increased. That pay raise only advances our movement if the decisions and actions of foodstuff workers themselves won it.

Workers' power extends past the organization itself. It outstrips a simple "union" and moves into a generalized and internalized culture of resistance where workers realize our power and use that power constantly. We want agriculture and food stuff workers to be arrogant, ungovernable, and explosive. We want them to feel entitled to run the world. Someday, they'll have to!

Given that workers' power is the strategy, we'll need to develop the skills and experience of individual worker-organizers in the industry. Expanding leadership capabilities to more and more workers increases the power of each sub-body in the industry. Therefore, part of our strategy must be actively training workers and building an ever-increasing pool of experienced and dedicated organizers.

Remember our goal? Free food for every human being. Achieving this goal means developing our organizers into conscious revolutionaries. Through strikes and struggles, these workers-organizers will become more radical than the people who organized them. Our strategy calls for building workers into organizers and organizers into revolutionaries. Then, we form shop floor and industrial committees which help push the struggle forward. What do you suppose are the tactics that will multiply our power, deepen our resolve, increase our confidence, expand our consciousness, and set the stage for achieving our dreams? In my next column, I'll talk about some ideas I have for the tactics uppy agriculture and food stuff workers could use.

Send your submissions for "Workers Power" to forworkerspower@gmail.com.

9 reinstated at Handyfat

Continued from 1

admitted that all the assets and employees of HDF were essentially the same as Handyfat.

In a last ditch effort to maintain some credibility, Ho testified that Handyfat and HDF were in fact different businesses because they were located in two different buildings. But the trial proceedings revealed that the two addresses Ho provided were actually the same building.

"I find these contradictions to be serious. It is clear that Ho was trying to establish that Handyfat and HDF Trading were separate companies in two different locations to avoid liability for the unfair labor practices of Handyfat," wrote Judge Edelman in his decision.

The union expects Handyfat to appeal the decision.

Emengo is also representing Sunrise Plus (also known as E-Z Supply), which is also on trial for the illegal termination of union workers.

CHAPTER 3: ON OUR SIDE
WORKING WOMEN OF 1830'S COULDN'T ALWAYS COUNT ON BROTHER WORKERS FOR SUPPORT BUT THERE WERE TWO MEN WHO WERE OUTSTANDING ALLIES: MATTHEW CAREY, IRISH BORN PUBLISHER AND PHILANTHROPIST, AND BETH LUTHER, A YANKEE LABOR AGITATOR.

CAREY, OUTRAGED BY HARSH CONDITIONS OF WORKING WOMEN, PUBLICIZED THE PITIFULLY LOW PAY ENDURED BY SEAMSTRESSES, WASHERWOMEN AND DOMESTICS. THESE POOREST OF WORKERS, HE WROTE, WERE FORCED TO BEG AND STEAL, AND TO PROSTITUTION, TO SUPPLEMENT THEIR MEAGER INCOMES.

IN 1835 CAREY ASSISTED IN FORMATION OF PHILADELPHIA'S FEMALE IMPROVEMENT SOCIETY, THE FIRST-EVER CITYWIDE FEDERATION OF WORKING WOMEN'S ORGANIZATIONS. SEVERAL TRADES WERE REPRESENTED. THE WOMEN DREW UP WAGE DEMANDS AND PROTESTED THE LOW WAGES PAID TO SEAMSTRESSES FOR THE U.S. ARMY ORDERS.

BETH LUTHER (1795-1846) CONDEMNED MANUFACTURERS FOR BETRAYING AMERICA'S REVOLUTIONARY IDEALS. THE FACTORY OWNERS WERE TRYING TO CREATE A NEW ARISTOCRACY ON THE BACKS OF FACTORY MEN, WOMEN, AND CHILDREN, HE CHARGED.

I HAVE NOT YET
BEGUN TO EXPLOIT!!

AN OUTSPKEN CRITIC OF THE "PRISONS OF NEW ENGLAND CALLED COTTON MILLS," LUTHER WAS ESPECIALLY SYMPATHETIC TO THE PLIGHT OF THE WOMEN MILL WORKERS. HE SAW WOMEN AS PARTNERS IN COMMON STRUGGLE. "IT IS QUITE CERTAIN THAT UNLESS WE HAVE THE FEMALE SEX ON OUR SIDE, WE CAN NOT HOPE TO ACCOMPLISH ANY OBJECT WE HAVE IN VIEW," LUTHER DECLARED.

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New Zealand ends low youth pay

By John Kalwai

New Zealand has abolished a system of second-class status for young workers that paid under-18 youth much less than adult rates.

Unions representing young workers in the retail and food service sector such as CTU, the National Distribution Union and Unite, staged large demonstrations.

Although there were MP political supporters from the Maori Party and the Green Party, the attitude among the youth was they would not accept a watered down version of the youth rates. Many starting workers will gain a 65 per cent pay raise. However, some young workers are still being paid below minimum wage.

The situation recalls France's young workers who opposed a proposal to give employers more flexibility in hiring and firing youth. The government scrapped



the proposal.

New Zealand is one of a few developed nations where youth are organizing in the retail sector. This strategy seems to be a good model for western nations in the retail and food service sectors. The union strategy also appears to be organizing along industrial lines, rather than craft, as they are putting many workers with different jobs in the same union. Unite, which seeks to organize all workers into the same union is leading this organizing strategy.

Oz union questions Labour's IR policy

As posted on the Electrical Trades Union
www.etu.asn.au

Michele O'Neil has fired a salvo at Labour leaders Kevin Rudd and Julia Gillard's Industrial Relations (IR) policies.

Michele is the Victorian state secretary of the Textile Clothing and Footwear Union of Australia (TCFUA). The TCFUA, like UNITE is extremely disappointed at Labor's approach to industrial relations policy. UNITE has called on all sections of the union movement to join with it and begin to seriously discuss the question of political representation of working people. There is a growing feeling that workers deserve much better than what Rudd's Labor Party is offering.

Dear Kevin and Julia,

Don't you get it?

I represent some of the lowest paid workers in the country. They sweat in backyard garages, storefronts, and factories to make the clothes on your back. Some of our members have now faced three years without a pay increase. If they are still getting the minimum rates, and many are not, they take home about \$460 each week. If they work at home as outworkers they likely get \$3 to \$5 an hour.

Yesterday one of the union's officials described how, after a call from a worker,

she went to a factory. The employer made her sit for two hours

They can't wait until 2010 for justice and fairness or rights... Stand up for the members of my union or don't expect us to stand up for you.

in a small room. The boss said that if any worker wanted to see her, they were welcome. He didn't tell the workers a representative of the union was on site. He wouldn't let the union give notice advising workers that the union was coming. And he sat a supervisor at the door of the room. [Under these conditions] no worker came to the room.

A worker rang the union describing payment of \$4 an hour. For us to inspect the time and wage book in the factory I have to name the worker, something she doesn't want me to do as she says she'll be bullied and sacked. She's scared and asks me, "why can't you fix this without the boss knowing that I rang the union?" Under the Right of Entry Laws you've promised to keep, I cannot.

Earlier this year, one of my members was badly injured when the company

under those same Right of Entry Laws, forced him to walk outside in the dark during a nightshift to a room 10 minutes away from where he worked to speak to his union. He fell and broke both his hands and doesn't have good prospects of returning to work.

Last week we received two calls from women workers in tears because they were being forced to give up their rights by signing an Australian Workplace Agreement (AWA) in order to keep their job. They signed the AWA because they were threatened. The same AWAs which you will now leave in place for five years. Under those Right of Entry laws, because all the workers are on AWAs, we have no right to enter that workplace or visit our members.

You know that television ad from the 'Business Action' coalition with 3 thuggish blokes turning off the power in a clothing factory? Did you believe it? Would you like to meet the women who work for this union trying to get into workplaces that exploit textile, clothing and footwear workers? You could listen to our stories about what really happens when we try to use 'Right of Entry.'

My experience of violence and thuggery is of a company boss pulling a large chopping knife out of his draw and placing it on the desk between us as he explained that he didn't employ any outworkers and that I should leave his factory now.

We like other unions, have spent our hard earned union members' money on the ACTU's campaign which has increased your chances of being elected. How do I keep explaining to them what a vote for you will mean? They can't wait until 2010 for justice and fairness or rights—that's like asking them to wait for another election. They need them and deserve them right now. Stand up for the members of my union or don't expect us to stand up for you.

I invite you both to take a day to spend on the road with an official of my union visiting factories and sweatshops, so you can understand and reconsider today's announcement.

In unity,
Michele O'Neil, Victorian State Secretary, National Assistant Secretary, Textile Clothing and Footwear Union of Australia (TCFUA)

CN Rail wins arbitration

Canadian federal arbitrator Andrew Sims chose CN rail's offer over that of the United Transportation Union on July 23. The new contract for 2,800 members is in effect for three years, until 2010.

CN president and chief executive officer E. Hunter Harrison used the decision to blame the UTU union for the strike and labor dispute in a statement.

"The final offer is consistent with what we've been offering from the beginning of the negotiation process, while the union's original demands were significantly higher," said Harrison in a company statement. He added that the arbitrator's decision meant that "CN's wages and benefits are fair, competitive and reasonable."

Federal arbitrators in Canada must choose without amendment the company or union offer. The arbitrated contract is similar to the stop-gap one-year contract the UTU president negotiated in February 2007, but rejected by the members in April.

Despite the ruling against the union's proposal, the UTU is claiming "victory."

"The decision rendered by Arbitrator Andrew Sims is a fair one and one which we can live with," said Bob Sharpe, a UTU Canada vice president in a UTU statement. John Armstrong, another UTU Canada vice-president, added, "We are pleased to say that the collective bargaining agreement remains intact."

The UTU's troubles continue as it now must concentrate its efforts on fending off a raid of its Canadian members by the Teamsters Canada Rail Conference. The UTU international fired its Canadian negotiating team in February for bringing the union into a strike position without its permission. Those fired leaders then led a campaign to re-

certify the workers with the Teamsters. But the Canadian Industrial Relations Board has—seven months later—yet to call a re-certification vote.

The Teamsters issued an open letter to UTU Canada members, posted on its web site and the rank-and-file RunningTrades.com, to reassure its supporters.

The Teamsters allege that the Board hasn't acted because it was waiting for the arbitrator's decision. The letter reflects a concern that the Teamsters' "hot shop" raid may have lost steam with the delay and support will have been eroded. In an effort to stave off this possibility, the Teamsters announced that they had requested a ballot before the industrial relations board makes a decision. However, the ballot boxes would be sealed until the board ruled on the Teamsters' application to represent UTU members.

A further worry for the Teamsters is the UTU merger with the Sheet Metal Workers International Association, ratified by UTU ballot on August 8 and to go into effect on January 1, 2008.

The merger into SMART, the International Association of Sheet Metal, Air, Rail and Transportation Workers, would combine the UTU's 80,000 members with the metal workers' 150,000, with a combined strike fund of more than \$50 million.

A stronger lobbying team on the federal and state levels appears to be a primary objective of the merger. The metal workers said the merger "fulfills [Eugene] Debs' vision" of working class unity. "SMWIA General President Mike Sullivan [...] firmly believes the proposed merger helps fulfill Debs' vision of crafts autonomy while combining the bargaining and political power of two organizations with deep historic roots in the rail industry."

British health service has surplus, but cuts continue

By Richard Griffin, *Freedom*

Jobs were lost, training budgets slashed, wages staged, student placements cut, wards closed and services cut. People talked about a crisis in the United Kingdom's National Health Service (NHS). Thousands of people marched across the country in support of their local hospital and against cuts.

Yet the government is forecasting that by next spring the NHS will have a surplus of £983 million. This follows a surplus last financial year of £510 million. This unspent money is sent back to the Treasury and does not benefit patients or workers as budgeted. Unions have argued that last year's job cuts and this year's staging of the pay award for NHS staff in England were unnecessary.

In 2006 the NHS 'overspent' by £625 million. In response, the government forced through stringent cuts resulting in wards being closed down, thousands of job losses and cuts in training budgets. The Royal College of Midwives, for example, have warned that there will be a shortfall of 5,000 midwives as a result of the cost cutting. Other services, particularly public and mental health have

also suffered badly.

Incredibly, health minister Alan Johnson in response to the news of the surplus said "the NHS is driven by the need to save lives, not money." This wasn't the view that Labour took when the NHS was in deficit. Managers were happy to cut services and force patients to wait longer for treatment. Preventive health education was also cut.

A health worker said "there is a hidden cost to the surplus. Workers and patients have suffered and suffered unnecessarily. Despite the surplus, cuts continue."

In Manchester, Karen Reissman was suspended in June for speaking against the cuts. The libertarian communist web site Libcom.org reported that 700 UNISON members in the Manchester Community and Mental Health branch struck for free speech at the end of August to defend Reissman. They picketed Wythenshawe Hospital, Chorlton House (Trust HQ), Manchester Royal Infirmary and North Manchester General Hospital.

The stand-off over Reissman's reinstatement continues.

Virgin attacks SUD union reps in France

Workers belonging to the French union, SUD Solidaires, are calling for the reinstatement of a co-worker, illegally fired by Virgin in January 2007.

Virgin Megastore is "ruled with an iron hand", SUD reported, saying that a union representative on the job was fired for "harassing his supervisor". The firing of Amantine, a video material saleswoman in the Paris store on boulevard Montmartre has galvanized resistance. She was named "employee counsellor" and on several occasions she assisted colleagues. She was fired illegally on

completely falsified charges, just before elections of employee representatives.

She is a member of the "Sud" union, which is a union that fights back. SUD demands Amantine's reinstatement and an end to Virgin's policy of sanctioning union representatives. SUD has filed labor complaints, but the bureaucracy is slow. The union has called for consumers to go elsewhere, sign the campaign's petition and send an email message of disapproval to the store manager : cyril.marion@virginstores.fr with a copy to the union : sudvirgin@yahoo.fr

Assembly Delegates boost General Defence Committee

Twenty people joined the General Defence Committee (GDC) at the IWW's annual General Assembly on September 1-2 in Chicago, Illinois, United States.

Many joined, inspired by a presentation on the need to revive the IWW's defence arm by GDC secretary Tom Kappas and Kenneth Miller. Kappas said the goal is to raise \$10,000 for defence work by the 2008 General Assembly.

Certainly, the reports of IWW delegates at the Assembly drove home the need for the IWW to be ready with resources to defend its members. Police in Providence, Rhode Island badly injured Alex Svoboda during an August solidarity rally with warehouse workers in New York. IWWs working at Metro Lighting in Berkeley, California, were locked out in early August. Starbucks had demanded that Starbucks Workers Union member Cristina Rosevear, 8.5 months pregnant, return to work or be fired on Labor Day. The New York City warehouse workers campaign was fund-raising to help pay off \$22,000 in debt accumulated during the firing "massacre" in January 2007.



Members of the IWW's defence committee rally during the Assembly.

As IWW organizers continue to mobilize and develop stronger campaigns, repression and the need to counter it with a strong defence makes an organized General Defence Committee essential. Amongst other decisions made by the GDC at a caucus on Saturday afternoon, all dues and initiation money

collected at the assembly was sent to support the Fellow Worker Alex Svoboda that was beat up by the cops at the picket in Providence, Rhode Island, and the Wobbly that was arrested at the anti-war protest in Olympia, Washington.

Join the GDC and help defend the union.

GDC endorses anti-police brutality day October 22

By Kenneth Miller

The IWW's General Defence Committee (GDC) endorsed the October 22 National Day of Protest to Stop Police Brutality at its General Assembly caucus.



The GDC urges IWW members to visit the campaign's web site october22.org/contact.html and find organizing near you.

If you participate in the Day's actions or organize your own local event, please be sure to send an account to the GDC newsletter, Defiant Spirit, by email gdc@iww.org.

A life of struggle, organizing the One Big Union

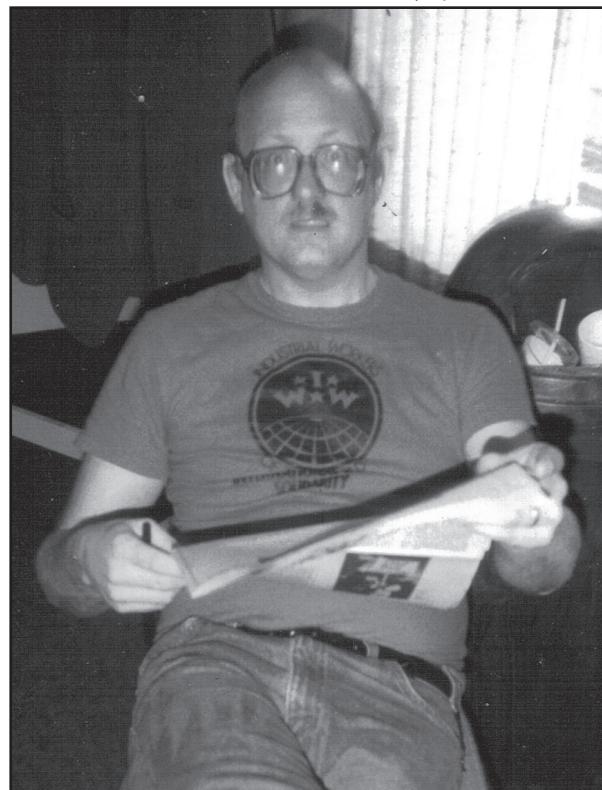
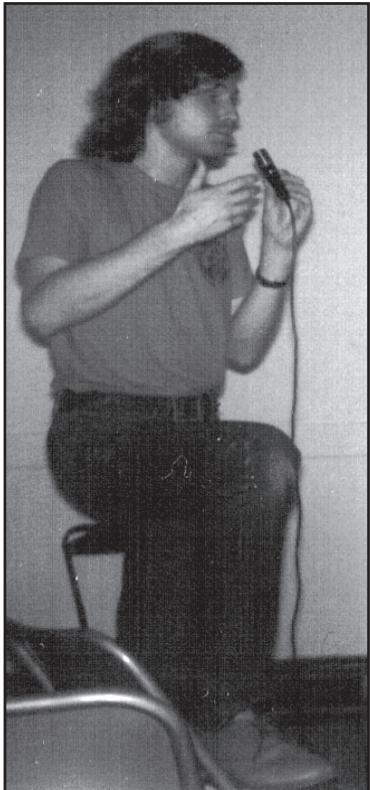


Left to right: Jerry Chernow, Janet Miller, Fred Lee, Jon Bekken, and Mike Hargis at Assembly 2007.

By Janet Miller

The 2007 General Assembly, held in Chicago, was attended by 94 delegates. As Fred Lee told this Assembly, "The number of delegates here today represents a third of the IWW's entire membership in 1988." In the Seventies and Eighties, Chicago hosted the General Assembly every year. Members at this year's assembly who were around at that time include Janet Miller (first assembly, 1973), Mike Hargis (1974), Penny Pixler (1975), Jon Bekken (1981), Jerry Chernow (1982), and Fred Lee (1986). Here is what they looked like then. If you're looking for Jerry, we don't have a photo for him, but I'm told he hasn't changed much.

Below: Janet Miller, 1973.

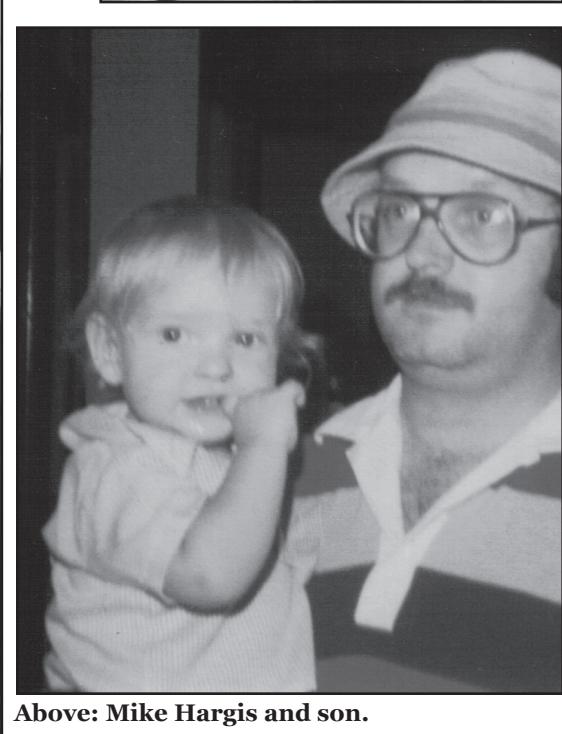


Below: Jon Bekken, 1981.

Below: Then-GEB chair Fred Lee, 1988.



Penny Pixler, above, at GA 2007 and below, at GA 1978.



Above: Mike Hargis and son.

Chicago General Assembly 2007 shows growth

More than 100 IWWs from Canada, the United Kingdom and the United States gathered in Chicago, Illinois for the union's annual General Assembly over the Labor Day weekend, September 1-2.

Chicago last hosted the IWW assembly in 2005, the centenary of the union's founding.

The meeting was co-chaired by GEB member Patrick Brenner of Chicago and New York City member Jim Crutchfield with Ryan Gaughan from Portland, Oregon as secretary.

Many of the delegates were inspired by the first day of reports from 26 different branches, groups and organizing campaigns. The delegates heard reports from across the United States, Canada, and the United Kingdom.

Proposals

Unlike most union conferences, the assembly has no decision-making power. However, it can send proposals and constitutional changes to the membership to vote on in the annual referendum as well as form standing committees to address pressing issues.

There were seven resolutions and proposals presented at this assembly.

The delegates endorsed an amended proposal that encourages branches to get members to pay dues by direct debit. Concerns that this would amount to a "dues check-off" were dismissed as a member has control over his or her own bank accounts and could stop payments at any time.

Delegates sent the amended Ottawa charges reform proposal with its recommendation to referendum. The Philadelphia proposal, which was amended in committee to incorporate parts of Jim Crutchfield's proposal, was sent to referendum without recommendation.

The assembly also heard and endorsed proposals to encourage branches to encourage members to pay dues by direct debit and to produce materials that ensure access for visually impaired members. A proposal for the union to produce materials that ensure access for visually impaired members passed as did a proposal for random, non-alphabetical listings of candidates on the referendum ballot.

A new standing committee on constitutional reform, proposed by the Philadelphia branch, was struck with Matthew Zito of Chicago as chair, and Matt

White, Evan Wolfson, and Pat Brennan volunteering to sit on the committee. Other members are welcome and should contact the chair.

An emergency resolution brought forward by the Philadelphia branch was amended and passed to "urge" the GEB to draft a 2007-08 budget making as

failed. The Assembly delegates overwhelmingly rejected the ad hoc committee's recommendation to reprimand Freeze, and voted to uphold Philadelphia's expulsion of him. Freeze submitted a written defence as he was unable to attend the appeal due to work.

phia; Jason Krpan, Chicago; Chris Lytle, Cincinnati; Bryan Roberts, Edmonton, Canada; and Arthur Miller, Tacoma.

Nominees for the Organizing Department Board who have accepted are Jefferson Pierce, Bay Area and Todd Hamilton, Portland, Oregon.

The International Solidarity Commission nominees include Eric Chester, Western Massachusetts; Saku Pinta, Thunder Bay, Canada; Mike Pesa, Philadelphia; and Alex Van Schaik, New York.

Tom Kappas of Cincinnati is the only confirmed candidate to date for the Central Secretary of the General Defence Committee (GDC).

Twin Cities GMB accepted its nomination as the site of General Assembly 2008.

All other nominees have either not accepted or they have not yet had their eligibility verified as of this printing.

Standing committees

Standing committees are formed for one-year terms and their chairs elected at assembly.

Burrow of Washington state was acclaimed to her second year as the chair of the Committee on Industrial Classification.

Assembly delegates Wade Hannon, Jake Miller and Todd Hamilton were appointed to a resurrected Conflict Media Committee.

Jerry Chernow, Alexis Buss, and Heather Gardner will be the Audit Committee. The Finance Committee, which will give the GEB guidance on devising a budget, is composed of Jerry Chernow, Adam Welch, Pat Brenner, Richard Seymour, Arthur Miller and Bill Bumpus.

Peter Moore was elected as the chair of the Charges Reform Committee.

The Literature committee was dissolved and a motion to reconstitute it failed.



Secretary of the Chicago Couriers Union Marshall Arnold called for a minute of silence at the General Assembly to remember Ryan Boudreau.

priorities the Organizing Department, International Solidarity Commission, and publishing at least ten issues of the *Industrial Worker* per year.

The assembly delegates voted in favor of the proposal to form a Workers Educational Foundation Committee to organize a non-profit educational arm to the IWW.

The assembly voted against the Philadelphia proposal to increase the ceiling on the union's sliding scale dues rate.

Petitions circulating at assembly included one to make the informal Spanish-language newsletter Solidaridad an official IWW publication and another to hold General Assembly every two years. Members or branches who recruit the support of five per cent of the membership can submit petitions to referendum.

Expulsion

Joshua Freeze's appeal of his expulsion by the Philadelphia GMB for circulating an ex-member's email that had previously been disproved as false,

Nominations

Current General Secretary-Treasurer Mark Damron of Cincinnati, Ohio, as well as Jon Bekken and Walt Weber, both of the Philadelphia GMB, were nominated for the administrative post of General Secretary-Treasurer. To date, no one has accepted his nomination.

Nominees for the General Executive Board (GEB) who have accepted include former GST Alexis Buss and current GEB member Matt White, both from Philadel-

Metro Lighting locked out over safety



Locked-out Metro Lighting employee Gabe Wilson encourages members to buy assessment stamps to support the workers on the picket.

Gabe Wilson, a member of the IWW shop at Metro Lighting, called on delegates at the union's General Assembly to support the workers by telling the owners, Christa and Lawrence Grown, to protect their health and end the lock out.

Metro Lighting employees believe that a caustic alkaline chemical that could cause pneumonia and blindness was released into the work area as a result of an unsafe disposal on August 9.

Rather than deal with the complaint, the owners locked out the workers.

The lock-out is yet another union-busting move on the part of Christa and Lawrence Grown, co-owners of Metro Lighting. Workers have been taking collective action to improve their working conditions over the past five months and are demanding a proper clean-up of all

toxic materials by a certified abatement company, an immediate pay raise for sales staff, and back wages to compensate for years of age discrimination.

The owners continue to show "bitter hostility toward pro-union employees and their organization," according to an IWW shop statement.

To support the workers, you can make a donation or buy a \$10 assessment stamp to the Bay Area GMB to support the locked out workers.

Call 510-540-0509 or 1-888-MET-RO20 and speak to the Metro Lighting owners, Lawrence and Christa Grown to let them know that you support the workers and will be taking your business elsewhere.

For more information, contact Gabe at 510-845-0540.

Women's Caucus says the IWW must change

By Stephanie Basile, Chair

During General Assembly 2007, the women's caucus met to discuss issues regarding gender and inclusion. Women from throughout the United States and Canada shared ideas, personal stories, and suggestions on where to go from here. Recognizing that the women's caucus has met in previous years at the GA, the women at this year's caucus said they hoped to build on what was started in the past. We have drawn up a list of recommendations which we think will foster an atmosphere of inclusion.

The following are recommendations that members can discuss with their local branches: organize workplaces that have female workers; adopt anti-harassment policies; consistently address anti-oppression at meetings and regular activities instead of at isolated workshops; rotate roles (i.e. moderator, secretary) at meetings so everyone can get comfortable in each position.

What the whole union should do

The following recommendations are for the IWW as a whole: adopt a "Culture of Inclusion" policy, calling for the inclusion not just of women and men but of people of all genders as well as people of any race, age, disability, sexuality, etc.;

work with the Organizer Training Committee to incorporate into their training sessions information on how workers can deal with sexism/racism/homophobia while trying to organize; compile a booklet of writing in which women, queers, and people of color share personal anecdotes from their organizing experiences; publicize the Charlie Sato fund that helps fund women delegates to Assembly and otherwise encourage women, queers, and people of color to attend General Assembly; and, explain the procedures and terms used during the General Assembly so that people new to the process feel comfortable participating.

The General Assembly appointed the women's caucus to draw up a Culture of Inclusion policy to be presented at GA 2008. We in the women's caucus are excited about these ideas and look forward to further diversifying our membership while creating an atmosphere in which every individual can feel safe, respected, and empowered. To take part in any of the above-mentioned recommendations or learn more about the women's caucus, feel free to email me at callthedoctor_@hotmail.com or join the women's caucus listserve at <http://lists.iww.org/listinfo/womenscaucus>.

Workers to unite at No Borders Camp Nov 5

By Rey Bell, Phoenix GMB

The border is a symbol of colonialism, apartheid and of a war waged to divide and terrorize workers, families and communities the world over. In the United States alone, more than 12 million people live clandestinely, their basic rights and freedoms denied. Exploitation, violence and the erosion of power in the workplace are among the casualties of this war as are the 10,000 people who have died trying to cross the boundary between the United States and Mexico since 1993.

The rhetoric of capitalist globalization is "breaking down borders". However, the past decade, we have witnessed an unprecedented build-up and militarization of border regimes around the world.

It is no coincidence that Operation Gatekeeper was launched at the same time as the North American Free Trade Agreement. Initiatives like the Security and Prosperity Partnership make the connection between neo-liberalism and repression explicit by linking the integration of markets and regulations to the integration of security infrastructure. While capital is freed to exploit whomever it wants, wherever it wants, our lives are to be increasingly scrutinized, our bodies controlled.

On November 5-11, workers from across North America (including mem-

bers of the Phoenix GMB) will gather at the US/Mexico boundary to denounce and subvert all of the borders that divide us. The No Borders Camp in Calexico, United States, and Mexicali, Mexico, is a simple recognition that the class struggle knows no borders. Rather than fall into the trappings of white, anglo nationalism so often employed by the corporate unions, we must recognize that the liberation of all peoples means tearing down the walls between us.

One of the goals of the camp is to understand how capitalism is a central issue in relation to migration and the struggle for immigrant justice. The history of violence against immigrants and indigenous peoples is rooted in the displacement of farmers, natural resource extraction in rural communities, unlivable wages and state sanctioned violence to push the political agendas of governmental and capitalist entities. The strategic displacement of communities, to gain access to their resources, and subsequently to their cheap labor, is a major driving force behind paramilitary violence throughout Latin America.

The No Borders Camp is intended to be much more than a protest. It is a building process as much as a series of actions. There is no single group in charge of or organizing the camp. Accordingly, groups and participants are

encouraged to come to the camp prepared with their own ideas, dreams, and projects.

The No Borders Camp will be an action camp, but the camp itself is an action. While it is intended to be part of a platform for developing strategy and facilitating movement, it is not a conference. At the camp there will be marches, actions, forums, music, independent media, art and circus. The calendar of themed action days is available on the web site, www.noborderscamp.org.

The organization of the camp is part of thousands of conversations, structures and strategies that are still developing. The process began more than a year ago and it has grown through *encuentros*, workshops and other events all across North America. We are working together from both sides of the border, sharing and learning and collectively working toward this mobilization. A partial list of regional contacts can be seen at www.noborderscamp.org.

The location of the camp, Calexico, Texas and Mexicali, Baja California, are two cities which are essentially one, and a painfully obvious example of the forced divisions that the border imposes.

The Imperial/Mexicali valley is a leading producer of agricultural products for United States multinational corporations. Maquiladoras line the Mexico side

of the line, and three toxic bodies of water flow across the region. Nearby El Centro houses California's largest Immigration and Custom Enforcement (ICE) detention center where migrant people are held from months to years.

Join us in the declaration of autonomous space inside the war zone of the US/Mexico border. Keep in mind that anything could happen. We are not seeking confrontation, but the camp itself is a refusal to live in a world of repression and fear.

Bring your tents, dishes, some food and everything else you'll need to be self-sustaining. There are plans to serve two large hot meals a day. Everyone will have to pitch in for cooking, sanitation and security. We ask that you not bring firearms, drugs, alcohol or flags of any national variety.

On November 10, 2007, the 18th anniversary of the fall of the Berlin Wall, we call on workers around the world to join us in a global day of symbolic and direct action against borders, migration controls, neo-liberalism and militarization wherever they are encountered.

Anything is possible when we join our efforts, because no human being is illegal.

Opinion

Cleaning up fear

By Rickard Svensson

A while ago I started working as a night cleaner at a multinational's call center in Ottawa, Canada. I had moved to Canada from Sweden to live abroad and find work.

I found cleaning. I worked between 12 AM and 6:30 AM with three co-workers, including my boss. The other, the boss' wife, worked for two hours, mostly following her husband around. The third was my co-worker, an older Polish woman.

The boss rarely worked with us, preferring to watch us and coordinate our work. However, my boss wasn't just an employer, he was a sub-contractor, an employee hired to do maintenance, cleaning and other work for the multinational. Initially, I found his status and the small family shop quite confusing as it blurred the power relations in the workplace. On one hand, he claimed he was a worker for this huge company. On the other hand, he was my boss and made my working life hardly worth the paycheck.

My chores included cleaning the tables in a big lunchroom, brushing and mopping the floors, making sure chairs and tables were in their right place, throwing out and changing garbage bags on all the garbage cans in the building as well as the most time-consuming task: vacuum cleaning the building with a vacuum cleaner on my back, making sure all the computer chairs were in their right place. It took me three to four hours to vacuum.

The difference between my boss and I became clearer in our relationship and attitude toward the bigger company. For example, during my break or when I had cleaned more efficiently, I checked my email on the company's computers. This kept me motivated and the other workers didn't seem to have a problem with it. The company had more than a thousand computers there with only a handful attended at night.

But when my boss saw me, he got serious and angry about it, immediately saying he'd fire me if I ever did that again. He then gave me extra work. Of course, if I was less efficient, he was on to me as well. Clearly, he and I held dif-

ferent positions.

When I started, my boss was quite authoritarian, constantly watching me, making sure I cleaned and did so precisely the way he wanted. He became angry and repeatedly went on long rants that had one destructive underlying message that betrayed his own fragile position as a sub-contractor: "I'm the expert, you're an idiot." He had done my job for the last six months and, by hiring me, obviously didn't want to do it anymore and could afford to hire help.

So he used his experience in doing my job to dominate and indoctrinate me, an additional power than simply to hire-and-fire. His rants served to ruin my confidence and disempower me. I became nervous and worried and worked worse. Sometimes I felt paralyzed, even to the extent where my boss noticed and began to praise my work. He didn't want to lose me because he didn't want to do the work.

Some of the call-center workers told us that the record for people lasting in the cleaning job was two weeks. They either quit or got sacked. The reason for this low rate seems clear. With such a big workload, workers quickly learned how to do the work efficiently themselves. But the boss keeps directing and claiming to be the expert. This ridiculous situation makes it harder to keep accepting and accommodating the boss' declared monopoly on how to work. But there is no strength in numbers in a three person workplace. Defiance of the boss monopoly gets one fired. Quitting provides an escape.

As my experience on how to do the job grew, and I became indoctrinated to the boss's methods and constant surveillance, his presence slowly faded. The power structures gradually became less visible. My boss and his wife started going home at 2 AM or just coming in at around 5 AM. Relative freedom increased, although my workmate and I feared the possibility of camera surveillance.

Despite this fear, my co-worker and I came to understand that there was more than just one technique for cleaning or one scheme for doing all the chores. And

German-language IWW growing quickly with eye on metal workers

By Lutz Getzschmann, GLAMROC Secretary

The German Language Area Regional Organizing Committee of the IWW, chartered in April 2007, has grown to 40 members.

There are now groups in Cologne, Frankfurt, Berlin, Schweinfurt, Germany, and two members each in Vienna, Austria and Zurich, Switzerland.

The Starbucks Workers Union European tour recruited new members, raised people's awareness of the IWW throughout Germany and has led to new contacts.

In Schweinfurt, an Industrial Union branch 440 of metal and machinery workers is forming. They plan to cover organizing in the metal industry in

Bavaria. The group is situated at the core of an independent workers group in a factory. The independent group has one shop steward who is also the delegate for the IWW metal workers and publishes a monthly paper which is distributed among the workers at the factory.

The GLAMROC annual conference will be held in Ginsheim near Mainz on December 14-16. In February, our website www.wobbly.de went online and soon became our most important agitator with many new members joining through the web site. We also produced an introduction leaflet (6,000 copies). On Mayday 1st, we distributed the first issue of *Brot und Rosen*, our own magazine.

US workers make boss most money

United States workers make the most money for their bosses, according to the International Labor Organization's annual Key Indicators of the Labour Market report, which measures worker productivity, unemployment and participation.

Workers in the United States put on average US\$63,885 into the pockets

of their employers in 2006. This figure is based on dividing the country's gross domestic product (GDP) by the number of people employed. The global average is US\$19,834 per worker.

The report also highlighted the gender gap. Only 52.5 per cent of women had jobs, compared to 78.9 per cent of men.

um-cleaner we wore on our backs. But this freedom and self-determination was limited. When my co-worker quit, and I was left alone with the boss, his wife and his lackey, there didn't seem to be much hope for change.

Overall, the boss' monopoly over the cleaning methods and the workplace were hard to ignore. The boss constantly took away most of the sense of accomplishment and any pride felt about work well done made the only motivation a paycheck, which was small, compared to the boss' take.

The situation, and the lack of many people to organize with and lack of an organization outside to provide support, made the situation feel hopeless.

Despite the struggle to improve it, the job became a depressingly painful routine. After two weeks and three days I did same thing my first workmate did a week earlier and quit, leaving the boss to do his own dirty work.

Two years of organizing NYC food industry

By Alex van Schaick, IU460 New York, and Dan Elgin, Organizing Department Board

For two years, workers in New York's food industry have organized with the IWW for higher wages, better conditions and respect on the job. Hundreds of workers have participated in the IWW Industrial Union 460 organizing drive, which has significantly improved, directly and indirectly, wages and working conditions across the industry.

Yet there is still a great deal of organizing left to do. In many sectors, sub-minimum wages and slave-like conditions still exist. The bosses have not been dealt a decisive blow.

Today we urge you to pledge \$5 per week to support this important campaign that has the capacity to build the IWW into a powerful force in the food industry, not just in New York, but across the country.

What has happened?

So far we have talked to our Fellow Workers in dozens of companies. As many as 500 workers in the industry have heard about the campaign with over 70 joining the IWW. In response to the campaign and direct actions, the bosses conceded these wage gains (the New York minimum wage went from \$6.75 to \$7.15/hour in January 2007): Handyfat Trading from \$4.50 to \$8.00, EZ-Supply/Sunrise Plus Corp from \$5.00 to \$6.75, Amersino Marketing \$5.00 to \$7.15, and Top City Produce from \$6.00 to between \$7.25 and \$8.00. All of these shops now comply with overtime laws.

Over the last two years, bosses in the industry have learned to fear the union. They have resorted to crass tactics in their attempts to halt the union's progress. In the NLRB supervised elections at Handyfat, three workers were offered vacations to Mexico in exchange for voting against the union. Workers refused the bribes. At Amersino, the boss brought in a fictitious night-shift of people who didn't work there in order to rig the vote. Workers have also endured countless threats and intimidation, including vandalism of their cars.

By December 2006, the workers had reached what would have been a landmark contract with EZ-Supply and had also filed class action lawsuits over their failure to receive minimum wage and overtime in years past. At Handyfat and EZ-Supply, workers filed lawsuits with the union's attorney Stuart Lichten while the New York State Attorney General's office took the case for Top City Produce.

In response to the union, the owners of EZ-Supply, Handyfat, and Top City Produce launched a coordinated attack to try to crush the union. Workers at all three shops received letters from their employers threatening to fire them if they did not submit immigration papers.

Such a request is illegal: employers must ask for these documents within the first 72 hours of employment, not years later as a pretext for union busting.

The week after Christmas, the owners of EZ-Supply and Handyfat terminated all the union's supporters in both shops—20 in total.

At Top City, the Attorney General's Office intervened to prevent the firings. However, all five workers had their hours reduced and subsequently were temporarily suspended over the course of six weeks.

The workers and their supporters responded directly to the union busting with ten strikes, dozens of pickets and demonstrations, and several marches, one with 125 and another with 200 participants. Handyfat workers maintained a picket line for two weeks. Giant Big Apple Beer workers picketed for a week, stopping several trailers worth of deliveries.

Overall, for the 25 workers affected, this meant a loss of about \$10,000–\$11,500 in wages for every week they were out of work. The union backed the workers who lost their jobs and, with funds donated mostly from within the IWW, spent \$20,230 in January and February 2007 to help them pay rent and bills and

distributor with 25 workers, with four-fifths support for the union. Both shops have overtime violations and other problems.

The union is also organizing at two restaurants. Outside of New York City, the union is assisting with two organizing drives, where IU 460 organizers have a mentoring relationship with local Wobblies.

To fulfill this vision, we need to make the campaign sustainable. The union has the following fundraising goals: 1) Rebuild our depleted defense fund, so that we will be able to have the funds to deal with firings in the future; 2) Raise enough funds to sustain our organizing; 3) Repay the Fellow Workers that gave no-interest loans totalling \$19,301, during our time of need.

Overall, our defense fund has spent a total of \$28,000 to support our Fellow Workers. IWWs showed their dedication by donating \$14,000. Organizing costs and overhead, including trips outside of NYC to assist with other drives in the industry, have been roughly \$1,500.

Going forward, much of the money from IWW supporters will be going towards organizing expenses. We are



Providence, Rhode Island IWW member Alexandra Svoboda rests after two operations to repair her knee and leg after being attacked by police officers during a solidarity march with warehouse workers in New York.



Ted and Heather Gardner point out how the Bay Area branch surpassed its fundraising goal of \$1,000 for the New York warehouse workers.

buy food. Many of the workers quickly found new jobs. However, some workers have had a hard time keeping their jobs. A few found themselves unable to find work, on an informal industry blacklist.

We have an industry-wide vision

We have a vision for this campaign to expand within the industry and geographically across the country; we are taking the necessary steps to do so. It will be a serious undertaking, but one that we believe the Union is ready to make.

The union is organizing at two new shops and has plan to march on them with demands soon. The first is a food processing warehouse with 30 workers with two-thirds in support of the union. The second is a specialty seafood

in the process of raising funds from major unions in the New York City area, however these funds are earmarked for workers defense fund purposes. Money from IWW donations will fund primarily organizing costs and secondarily the defense fund and overhead.

Supporters with sufficient means are committing to donate \$5 per week through paypal to help sustain the campaign. Please visit <http://www.iww.org/en/branches/US/NY/nyc/460>.

Rumbling Rumba for back pay

By X341916, Ottawa-Outaouais GMB

On a hot Friday night, August 24, wobblies, Peoples Global Action bloc members and various other supporters of IWW member Aurora Herrera held a solidarity picket outside the Rumba nightclub on Rideau Street in Ottawa. The boss owed Aurora over \$500 in unpaid wages, after terminating her because he had hired too many people. The Ottawa-Outaouais GMB had previously met with Aurora and gotten the story from her and some of her witnesses.

It was a fun, big picket, with about 20 people keeping a tight line and attracting many onlookers. The boss had a three-person security detail, a number of whom informed me that they were paid nightly. I said that was good for them. There was a good energy on the scene, and chants of "Pay Your Workers!" reverberated throughout the block.

The boss finally appeared, hiding behind his guards and raging impotently at the demonstration happening outside his bar. Although he had instructed his security staff to take our pictures, he objected strongly to his own picture being taken. He was indignant about our picket which hit his business quite hard that night, and eventually called the police.

The police refused to take any action against us, explaining to the club owner that as we were not obstructing the entrance to his club, there was no way that they could charge us with trespass. The police were not inclined to give us any trouble; they left without saying

anything to us.

Only a small number of people crossed the line and they left almost as quickly. One patron whom apparently had taken the union's leaflet far too literally also stormed out all the while calling the boss various nasty names. This led to a temporary reappearance of the cops, with the owner berating us for sending customers into his bar to harass him.

Even passersby joined in the picket, including a brother from the construction trades who, while marching with us, loudly proclaimed his \$30 an hour wages and benefits to the stunned security staff and other onlookers. The band that was booked that evening was hesitant to play, although they eventually did go in. I asked the bandleader if he had a contract, to which he shook his head. In light of events, I'm doubtful that they made any money.

Over the course of a couple of hours, several meetings occurred between the owner and the union's negotiators, including a final round at which Aurora Herrera was present. As 11:30 pm rolled around, a settlement was reached. About half of the wages owed, \$250, was provided by the employer from the till at the nearly-empty bar to Herrera. The boss also signed a letter in which he promised to pay \$250 by September 1.

The boss has reneged on his promise to pay the remaining \$250, so there will likely be more rumba on the picket lines in Ottawa soon.

Full page ad not available for web edition.

Analysis

India free trade zones cause unrest, inequality

But Special Economic Zones worked great in China, right?

By Jason Fults

Indian historian Ramachandra Guha said in his book, *How Much Should a Person Consume?*, that developing nations currently on the rise, such as India and China, do not have the same opportunities for colonial plunder that were available to the West. While these budding economic superpowers are increasingly pursuing stronger "relationships" with other developing nations, to date they have relied largely on plundering their own human and natural resources in the name of development. Indeed, to quote Gandhi, "The blood of the villages is the cement with which the edifice of the cities is built."

Immediately upon arriving in India in March 2007, I found such sentiments underscored by events in the village of Nandigram in the state of West Bengal. Open warfare erupted between as many as 5,000 villagers and paramilitary police aided by supporters of the ruling Communist Party of India, according to official accounts. More than a dozen died with hundreds injured. The source of the conflict was the proposed creation of a Special Economic Zone (SEZ) or free trade zone, in the region that would have evicted agriculturalists from their livelihood—the land. Less than two months prior, the IWW's International Solidarity Commission had issued a letter in support of a rural workers' union (the Paschim Banga Khet Majoor Samity, or PBKMS) in West Bengal that faced a similar problem.

India's land struggles did not start with the nascent SEZ approach to development. Rather, SEZs are the new public face of liberalizing the Indian economy, an effort dating back to the early Sixties, and intensifying in the 1990s. It is part of the historical politics of rich and poor in the subcontinent. "The legal mechanism for these land seizures—the Land Acquisition Act—derives from [British] colonial law," observed the PBKMS rural workers' union.

Ramachandra Guha points to an "imperial model of [natural resources] management" that runs throughout modern Indian history, the aim of which has been "to legislate commercial exploitation of [natural resources] as the only legitimate use, thereby denying traditional subsistence use by locals. Such an approach, inevitably resulted in ongoing breaches of policy and even open rebellion by locals."

SEZs in India, as in other countries, are created with the stated goals of attracting foreign and domestic investment, improving productive capacity, and boosting employment and exports. This model typically involves a "streamlined" regulatory environment, enhanced infrastructure, tax breaks, government subsidies, and other forms of State support. The Indian Ministry of Commerce and Industry claims the SEZs are yielding great results, with an increase of hundreds of thousands of new jobs and several billion dollars of private investment predicted by year's end. Yet, these rosy statistics leave questions unanswered and gloss over facts on the ground.

A far cry from the economies of the North, a vast proportion of the Indian population still relies directly on the agricultural sector for their livelihood. While academics speculate as to whether the nation's economy has entered a "new phase" of development, a whopping 60 per cent of Indians still rely upon natural resource-based livelihoods, down just 15 per cent over the past 50 years. Agriculture directly employs 234 million Indians, and these agriculturalists, again in contrast to those in the North, run predominantly small, subsistence-based operations, with 90 per cent of landown-

ers still tilling their own fields.

In India, as in much of the global South, land is life. Contrast this economic reality with a brutal history of land-grabs and displacement and the outcome is not hard to imagine. Indeed, India's poor have good reason to view "development" schemes with hostility. The New Delhi-based Centre for Science and Environment (CSE) estimates that since 1950, 40 million people (the majority of whom are tribal people and Dalits, or "untouchables") have been displaced from their land due to large industrialization projects. At least 75 per cent of them still await rehabilitation and resettlement. As reported in the

those most ill-prepared to adapt to the rapid economic, demographic, and ecological shifts accompanying the SEZ model of development are left behind.

Further, no more than 50 per cent of the overall land area of the SEZ is required to be devoted to manufacturing. The rest can be "support infrastructure" such as housing developments, shopping malls, and such, aimed at India's growing middle class—all subsidized by taxpayers. As with China's SEZ experience, rapid development in a few privileged pockets are exchanged for revenue shortfalls in the country's poorest districts, which worsens regional inequalities.

Critics of SEZs can be found within

least resistance (as capital is wont to do). Sunita Narain of CSE points to Korean giant Posco's mega steel plant as a case in point: "It 'managed' to get categorized as an SEZ, well after it had already come into the country to set up shop."

Given the high social costs and inequitably-distributed benefits of development, citizens' groups across India are agitating for alternatives. Sadly, violence such as that witnessed at Nandigram are likely to reoccur. Today, few regions in India are not caught in one way or another with contentious land disputes that pit the State and moneyed interests against the working poor.

In response to this outcry, the government has taken steps, including limiting the size of SEZs and stripping state governments of the power to acquire land on behalf of developers. The Ministry of Rural Development is formulating a needed overhaul to the State's approach to resettlement and rehabilitation, and political leaders have suggested that productive farmland should not be diverted to SEZ projects.

Whether these reforms will address criticisms of SEZs without also undermining the professed goals of the program remains to be seen, but for the moment at least, the SEZ march continues largely unabated. As of this summer, a total of 339 SEZs had been formally approved by the central government, with another 170 projected approvals on the way.

Jason Fults is a Thomas J. Watson fellow based in New Delhi, India. To contact him, write Sisyphus@riseup.net.

"The blood of the villages is the cement with which the edifice of the cities is built."

—Mohandas Gandhi

pages of the Industrial Worker in recent months, similar State-sponsored land grabs, also in the name of development, have resulted in mass civil uprisings in Vietnam and in China.

Though India first began experiments with free trade zones (under the rubric of "Export Processing Zones") back in the Sixties, the more recent rush to develop SEZs is frequently attributed to the "success" of this model in China. Yet, as Shankar Gopalakrishnan points out in a recent re-assessment of Chinese SEZs, "The general impression that China's special economic zones are a remarkable success is an incomplete one. Left out of the picture are inequities in development, arable land loss, real estate speculation and labour violence. [...] What is happening in SEZs can be seen as progress, therefore, only insofar as aggregate investment is concerned; socially it is nothing but regression." Further, he concludes that while Indian states are scrambling to copy and even intensify the Chinese SEZ model, they have utterly failed to address the regressive parts of the Chinese model.

Already mentioned is the highly contentious issue of displacement of those dependent upon natural resources, such as the Mundra SEZ in Gujarat, whose development undermines the livelihoods of local fisher-folk and pastoralists or the proposed Midnapur petrochemical SEZs in West Bengal, which would be built alongside and on top of the area's freshwater supply and farmlands. In addition to dispossessing locals and the specter of environmental spillover, SEZs are specifically designed to create "industrial townships" or "countries within a country," thereby removing authority from local governments and even township residents and relaxing important labor, health and safety, and environmental legislation.

If SEZs are truly being established to advance the common good, then they should be beholden to citizens and to laws enacted to protect residents and the natural environment. In the words of one local NGO critical of the SEZ model, "this is a new form of the East India Company establishment."

Indeed, the SEZ debate epitomizes the competing interests of rich and poor so frequently glossed over in "development" schemes. By simply designating their project a SEZ, developers are able to (sometimes forcibly) acquire land at rock-bottom prices, fueling a highly-speculative real estate boom with powerful ripple effects for neighboring farmers struggling to hold on to their land as well as landless agricultural laborers. While India's robber barons make a fortune,

the ranks of the Indian bureaucracy, with the Finance Ministry bemoaning an estimated 1,750 billion rupees (US\$43 billion) in foregone tax revenues by 2011, a hefty price tag for a cash-strapped government unable to deliver basic services to its population. To date, it has not even been adequately demonstrated that the private sector investment flowing into the SEZs is a direct result of the policy itself, as opposed to capital which would have been invested in the fast-growing Indian economy anyway but is simply being redirected towards the path of

Child labor in China is too obvious to ignore, says new study

By China Labour Bulletin

Child labour is now a widespread, systemic problem in China, according to a report by the China Labour Bulletin. Officially, child labour is illegal in China.

The report, *Small Hands: A survey report on Child Labour in China*, deals with both the demand for child labour and how the failures of the rural school system has resulted in more children entering the workforce. The report is based on interviews with government labour officials, school teachers and administrators, factory owners, child workers and their parents.

Children are vulnerable to exploitation. The report found that children don't know how to protect themselves and so are generally paid less, work longer hours and live in poorer conditions than adult workers. Their illegal status means that employers often develop covert alliances to avoid detection by government and law enforcement agencies.

While poverty is clearly an important factor in the creation of child labour, the report identifies the failings of China's school system as the root cause of the problem. China's investment in education is only 2.7 per cent of its GDP, less than half the United Nations' recommended level of funding. Primary and secondary schools in poor rural counties receive minimal, if any, government funding, and students' parents have for many years provided the bulk of the funding through the payment of various "miscellaneous fees." This forces parents to make a cost/benefit analysis between the cost of their child's education, the potential benefits of further education and the immediate benefits of dropping out of school early finding work. Our researchers discovered the drop-out rate for middle school students in some areas was around 40 per cent or even higher.

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The IWW formed the International Solidarity Commission to help the union build the worker-to-worker solidarity that can lead to effective action against the bosses of the world. To contact the ISC, email solidarity@iww.org.

By Mike Pesa

ISC at the IWW General Assembly

The International Solidarity Commission (ISC) had a major presence at the IWW's 2007 General Assembly, held on the United States' Labor Day weekend, September 1-2, at the University of Illinois at Chicago. In addition to submitting a written report, ISC chair Lauren Anzaldo and commissioner Mike Pesa delivered a well-received PowerPoint presentation highlighting the projects and events that the ISC has organized or participated in this year.

An ISC information table greeted Assembly delegates with information sheets, applications for the upcoming delegation to Mexico, and several beautiful posters from the National Garment Workers Federation (NGWF) in Bangladesh which ISC volunteers have translated into English and Spanish.

The ISC raised hundreds of dollars at General Assembly through the sale of assessment stamps as well as through direct donations. Proceeds from the sale of NGWF "Baseball Solidarity" stamps will go directly to the Bangladeshi union's strike fund. The rest of the money raised will go toward ISC solidarity projects, such as the Mexico delegation. The ISC wishes to extend its heartfelt thanks to everyone who showed their support through volunteer work, financial contributions or both.

Flood relief for Bangladesh

In July and August, seasonal monsoons devastated the densely populated and poverty-stricken nation of Bangladesh, destroying millions of homes.

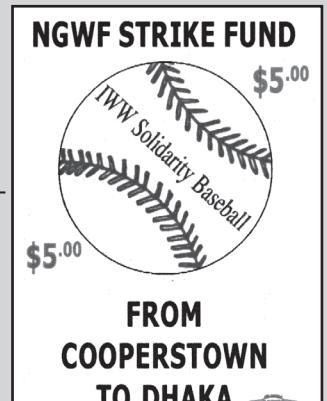
The floods hit Bangladeshi workers hard, including many members of the National Garment Workers Federation (NGWF), an ally of the IWW. According to NGWF General Secretary Amirul Haque Amin, of "2.5 million garment workers, at least 50 per cent [are] indirectly affected because they are from the rural areas and their families live in the villages in different districts. Their houses in the villages flooded. Among these, at least 200,000 garment workers became directly affected. These workers live in the low areas of [the capital] Dhaka city and around Dhaka. Their houses flooded."

After learning of this disaster, the ISC immediately sent the NGWF US\$100 (6,860 Bangladeshi Taka) to provide relief for its members and is working to raise more money through the sale of assessment stamps. In the resolution that authorized the disbursal of relief money to the NGWF, the ISC affirmed the importance of "stand[ing] by our fellow workers in Bangladesh not only in the face of attacks from the boss class but also in response to natural disasters that disproportionately effect workers."

Still available! NGWF assessment stamp.

Help build the bridge from the shop floor of the global apparel sweatshops to the IWW! Join hands with the National Garment Workers Federation of Bangladesh and aid their strike fund with this \$5 assessment. As they sew gear for Major League Baseball and other sweatshop profiteers, their struggles continue to mount.

Please make checks out to: IWW
Send to : Greg Giorgio, Delegate, P.O. Box 74
Altamont, N.Y. 12009
email: gblackcat27@yahoo.com



Join the IWW's first Delegation to Mexico!

This delegation is being organized by the IWW's International Solidarity Commission and the Coalition for Justice in the Maquiladoras www.coalitionforjustice.net. On this trip you will meet with activists and organizers from Mexican community and labor organizations as well as veterans of strikes and conflicts along the border region.

Examples of possible groups and places the delegation might visit:

- The Unique Front of United Workers for Labor Vindication (FUTURO) of Valle Hermoso.
- Maquiladora workers from Custom Trim, Sony, Delphi, Teleflex, Springfield Wire, TRW, Jabil Global, & Lajat.
- Ninfa Deandar, president of the independent newspaper La Manaña.
- The clinic of the Derechos Humanos Colonia.



When: On November 19, we leave the US border town of McAllen, Texas for Mexico. We return to McAllen on November 26.

Cost: \$1,100 per person, which includes all travel from McAllen, Texas, plus all hotels, meals, and transportation inside Mexico. Transportation to McAllen, Texas and travel insurance is not included.

Travel Grants: If you cannot afford the trip, apply anyway and ask for financial assistance.

Important: If you require financial assistance or are unsure if you are qualified, you are still strongly encouraged to apply. Spanish speaking ability, international experience, and organizing skills are all helpful but they are not strict requirements. If you are an IWW member in good standing and you are interested in participating, then please don't hesitate to apply! If you have any questions, contact the ISC at solidarity@iww.org

Donations: Can't go, but you want to show your support? Help fund this delegation by backing an IWW who wouldn't otherwise be able to go. If you can help, please contact FW Ted Nebus at x351912@gmail.com or the ISC at solidarity@iww.org.

Mexico Delegation Application Form

How to Apply:

All IWW members must be in good standing as of August 31, 2007, to apply. Women and people of color are encouraged to apply.

Send an application and short statement of why you want to go by email to solidarity@iww.org or to:

IWW Mexico Delegation
c/o Paul Bocking
173 1/2 Blantyre Ave.
Toronto, ON
M1N 2R6 Canada

Name:

Address:

Zip/Post Code:

Phone number (include your area code, please):

Email:

IWW membership number and any office held in the IWW:

How well do you speak Spanish (not required)?

Why do you want to be a part of this delegation?

Have you travelled internationally before?

Do you require financial assistance? If yes, please specify what you would need to be able to participate in this delegation.