



BAY AREA GENERAL MEMBERSHIP BRANCH – IWW

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SFBAGMB May Reports

Delegate Reports

No delegate reports from Adam, Dean, Dirtyface, Slava, Harjit, Pavl or Hannah

Heather- Very busy with edcom, Stonemountain and various Secretarial tasks. I attended the training for trainers in Madison and had a great time with the Midwest wobs. They are all doing great work and are very positive. I came back highly motivated and optimistic about the wobs and look forward to scheduling some trainings soon both in SF and in Grass Valley.

Oliver- I have signed no one up and taken no dues as of writing. I will set-up a delegate table at the meeting and take dues from anyone who wants to pay.

Steve- I have returned to work full time on the Tiburon Ferry (part of Blue & Gold), and because I am returning to full time work for the first time since late September, it has crowded my schedule, and I am still adjusting. This has resulted in a period of substantially less IWW activity for me, but I am no less active in spirit. I will make sure that I honor each and every commitment I have made, unless indicated. I have been agitating against Blue & Gold management at my (AFL-CIO union) job, fighting mostly against anal uniform policies and micromanaging checklists. So far these efforts are "in progress". I will report in more detail if anything specific develops. I was wearing my IWW shirt in a pizzeria in Castro Valley and one of the workers recognized the union. I gave her an IWW business card and suggested she check us out.

I am in the process of conducting the meeting time survey. So far only three members have responded. Please respond, even if you favor the status quo.

Jefferson- In helping our new fellow workers from Metro Lighting, myself and FW Dean played 'union rep' at their modest but interesting 'coming out meeting' with their bosses. FWs Bruce, Donna, and Ted were prepared to help stage a mini-rally if anything went off course. It would have been better to have a more unified and dramatic going public event but the bosses seemed to be getting tough so we advised them to go public so they could use their union affiliation as a defense. Everyone in the shop knew about the union so its likely the bosses already knew anyhow. The FWs from the shop can tell you the run down but I'll just say that the challenges that face these workers are trying to get everyone in the shop to be supportive of their demands and unified as well as to develop a process for pressing their demands to resolution. There are 8 workers at the shop and only 3 have signed up so far. I have been advising a few workers from Briarpatch Co-op in Grass Valley via telephone calls. They have about 16 members out of 110 and face an up hill battle as well. Management has been saying negative things to the new hires as they open the huge new store and double in size. One of the challenges for these workers is to focus on one or two solvable grievances and get new workers interested in working together to secure these one or two initial demands. I am on the education committee and aside from neglecting many of my duties for this committee, I am co-presenting two separate classes on the IWW: both at the Neibyl-Proctor Marxist Library with FWs Oliver, Gifford, and hopefully Louis. I helped out with the 'informational picket' and communitiy alert at the Grand Opening of the East Bay Depot at their new store on Telegraph. We handed out flyers and made some demands on the EBD bosses. A good time was had by all. I have not made contact with our inside contact since the picket however. The 670 committee and I are still planning out a multi-shop campaign in recycling but preparations are slow going. I have started designing a newsletter for this campaign and hope to present a draft at the next IU 670 committee meeting. I didn't take anyone's dues this month.

Bruce- Ten Wobs picketed the "Grand Opening" of the new Depot location on May 19th. Four years ago Depot management engaged in union busting against IWW organizing at the Depot. The Picket was to alert the local community that union busters were moving in. During sidewalk negotiations management agreed to "consider" writing a letter to publicly admit to union busting and to alert the workers that they can organize without interference from the company.

Brendan- Have not done much this month. I'm moving to Mountain View for school. I plan to organize in the area and know most of the people that work in downtown service jobs. I can not attend this branch meeting because I am a bit sick and need to rest up for my graduation tomorrow.

Industrial Organizing Committee/Shop Committee Reports:

IOC 410 Garment and Textile Workers

Heather- Still on the back burner. Hopefully will have time to jump start this over the summer. I have been talking about it with many people and gathering ideas, though, and think its going to be a great campaign once it gets off the ground.

Stonemountain- Heather- We've had a lot of turnover lately. Hannah and Holly, the other two delegates besides myself have quit. At our last shop meeting we elected a new delegate, Victoria. The shop has been showing good signs, though, as many workers have been taking on new tasks helping out with outreach to new workers. We are starting the slow process of building momentum towards contract negotiations in the spring.

IOC 540 Municipal Transport- No report

IOC 670 Municipal and Utility Service- Steve- I am unable to meet with the rest of the committee, because I work afternoons, Monday - Fridays from 12:15 - 8:45 PM, so I cannot attend the scheduled meetings. I have encouraged the rest of the committee to continue to meet. It might be prudent to elect a new committee chair as well, though I intend to continue to participate in the committee in what capacity I can,

Translations - We need to recruit members and/or supporters to serve on the iu670 committee who can translate English into Spanish and Cantonese. If we do not do this we cannot effectively negotiate a strong contract or build solid shop floor solidarity at Curbside and quite possibly our other iu670 shops.

This needs to be one of the iu670 committee and/or the branch's highest priorities. Unfortunately, I have no time or ideas to suggest at this point. I am open to suggestions from members of the GMB.

Bruce- Ten Wobs picketed the "Grand Opening" of the new Depot location on May 19th. Four years ago Depot management engaged in union busting against IWW organizing at the Depot. The Picket was to alert the local community that union busters were moving in. During sidewalk negotiations management agreed to "consider" writing a letter to publicly admit to union busting and to alert the workers that they can organize without interference from the company.



Buy Back-

Bruce- Silvia won her grievance at a mediation session. Silvia refused to give up for nearly 5 months. The company agreed to remove all reference to the details of the incident and simply leave the initial report of the incident in the file. Silvia was in favor of some record of the incident in her file. The company will write a letter acknowledging the need to improve communications with workers and an apology to Silvia. The company has a suggestion box since the incident which is used in creative ways.

Harold was terminated for repeated absence. He has not chosen to file a grievance at this time.

Curbside-

Steve- Curbside - I have been unable to meet with the curbside recyclers or collect dues from them, and I would like to recruit a volunteer to assist me in those duties that I can train as a near term replacement for me. I intend to continue to participate in contract negotiations. Fortunately there have not been any pressing issues, such as grievances, and I am playing phone tag with shop-steward Mike Hudgins to confirm the current status of the shop. FW Joyce Guzman proposes that we send a delegate to Curbside once a month, preferably Thursday around 11:30 AM to collect dues. I wholeheartedly endorse that motion.

S-Bux -Dean- The Sbox Organizing Committee called for the participation of the Bay Area GMB in the Global Day of Action earlier this month at an Oakland Sbox. Two contacts were made, but nothing has materialized.

It was decided at the last Sbox meeting to have a Day of Action every Saturday following the GMB meeting (the next one being June 9). It will likely break into two contingents, one in Alameda (ask Steve-O for specifics), and another will be in Berkeley at the Sbox next to Shattuck Cinemas. More info will be given at the GMB meeting, as well as outreach materials (Sbox cards and leaflets).



All Day's of Action will remain in the East Bay because we have a salt in SF and do not want to jeopardize our efforts!

We were contacted by a worker in Novato, CA, who had joined the SWU over night to do something about her likely termination-meeting with management scheduled the following day. FW's Bruce and Dean drove down from Oakland and met her and attended the meeting that was "canceled," which we feel was a result of both our presence and the international email action against Sbox. Ultimately, this Barista kept her job (for now) and it is a victory for the SWU. Go to StarbucksUnion.org for more info.

FW Dean is still in contact with a Barista in Fresno, CA, who has joined the IWW and is agitating his workplace.

FW Dean is temporarily leaving his position as chair of the Sbox Organizing Committee because he is going to AZ for just over 2 months. FW Mike Donofrio is taking over this position until he returns, and he can be reached by phone, 415.931.8377, or by email, which I don't know off hand but will be available soon.

The next meeting is June 20th, 7pm, at 222 Clinton Park, SF. Our meetings are every 3rd Wednesday and are open to everyone.

Everybody is encouraged to visit Sbox's as often as they like and to talk to workers, regardless if it falls on the Day of Action.

Briar Patch- Kim- May has been an exhausting month for every employee at the BriarPatch CO-OP. All of us worked through the Memorial Day weekend to move out of the old store and into the new store. Tonight is the coop members preview celebration of the new store and Wednesday, May 30th we open to the public. It is very important that we support the new store opening. Management is expecting the opposite.

The union met bi-monthly and hammered out issues like what actions do we take next, how we should deal with the negative union propaganda being broadcasted by management to new employees at their orientation, and how do we connect with CO-OP members and new employees.

We submitted a well thought out grievance procedure as well as an internal posting procedure for new positions to HR manager, Heather Wright. In addition we recommended a volunteer employee council be formed comprised of 3 employees and 2 managers to review the employee personnel policy. After three meetings with Heather, the response is that it will be 6 months before the revised grievance procedure is reviewed and commented on. At the end of June, management will decide if it is necessary to have an

employee council to review the employee personnel policy. Needless to say, management's approach is to not acknowledge the union's ideas and hope we will go away. Well we are not going away, we are here to stay!

Many of us are expecting management to train enough new employees to replace us and systematically let go all employees associated with the union. There will be a strike if this happens. Some employees think we need to come out into the forefront and make all employees and members aware of the issues at stake. Others feel that a long term view with subtle but effective moves is more effective.

On a positive note we did get permission to have a voice in the member newsletter. There will be an article in the June/July edition from Board member Marshal Goldberg about the management and employee discussions taking place. He is a thoughtful person and I believe he will represent the issues clearly. The August/ September edition will have the BriarPatch Employee Union Mission Statement.

Another positive item to look forward to is having a member and employee gathering at our local park with U. Utah Phillips and BriarPatch Union employees to discuss what the IWW represents and why do BriarPatch employees feel the need to organize. We hope to hold this event on Saturday, June 9th at Pioneer Park in Nevada City. The date has yet to be confirmed by Utah.

Shattuck Cinema- No Report

Metro Lighting- No Report

Branch Committees:

Tabling- Bruce- June meeting at Grassroots House in Berkeley on Thursday, June 21st (suggested meeting) at 7pm. ALL WELCOME.

Education/Outreach- Oliver- I am putting together a list of stores willing to stock the Industrial Worker. If anyone would like to help me distribute it, or has any stores to recommend, I'd love to hear. We will have two forums about the IWW on June 17th and July 25th at Niebyl-Proctor Library. (See the leaflet at this meeting for more information.) Janky and I will prepare a proposal, and design, for "silent agitator" stickers. See either of us if you'd like to help. Janky will also be arranging a work party to organize the office library. We also have a new assessment stamp for the library, which will help pay for new books and subscriptions. Janky has also designed new membership application forms. Lastly, the labor studies department at SFSU is interested in having a booksigning for the Big Red Songbook with Archie Green. I am going to try to make it a double event with FW Bekken and the First 100 Years book.

Office- Steve- Much of the work originally envisioned by the Office Committee has been assumed by the Education and Outreach Committee. I suggest that the Office Committee reconstitute itself as the Officers' Committee, composed of the BS, BT, BCO, and Sysadmin and primarily concern itself with making sure that officers' duties are covered, the office is functional, and that the office and officers stick to their budget. Said committee would be open to other rank & file members of course.

Flag Making Working Group- Brian- No Report

Other Reports:

Grassroots House Representative- Steve- I did not attend the last meeting. Heather Gardner attended in my place.

Alameda Central Labor Council Representative- Harry-

MSC: CLC Strike sanction against East Bay Municipal Utility District by four impacted unions: AFSCME 444 and 2019, IPFTE 21 and IUIDE 39. Strike Sanction placed in hands of CLC S/T Sharon Cornu. Issues include: health care takeaways, two tier. Michael Eisenscher, USLAW, reported tour of Iraqi trade unionists as follows: Mtg. at MLK Jr. Middle School, 1781 Rose at 7PM, June 11; Mtg at 1st Unitarian Church, 1187 Franklin, ASF, 7:30p June 12;

Solidarity breakfast, SEIU Local 87, 240 Golden Gate, SF, June 12, 8-10AM. Info:

iraqsolidarity@uslaboragainsthewar.org. Speaker will be Hashmeya Muhsin Hussein, pres. of Iraqi Electrical Workers Union (first woman to head a national Iraqi labor union). Falah Abood Umara, Gen'l Sec'ty of Fed. of Oil Workers, also scheduled but was denied exit at the Baghdad Airport. (oil Workers Union on strike and Iraqi govt. orders arrest of all its leaders--Strike to protest foreign corporate takeover of Iraqi oil.)

NO-BAWC- David- No report

IWW.org- Steve O-

I will upgrade the Bay Area GMB page as suggested by FW Gardner.

FW Kevin LaPalme has nearly completed his upgrade of iww.org. Among other things it will be easier to post events on the calendar (and have repeating events posted automatically), to collect and transfer funds and dues, and it may also include an online database, a major need for the union.

I will soon set up a local dues / join section so that Bay Area workers / members can join / pay dues online and we get the funds directly.

I am still waiting on an article about the Metro Lighting campaign.

I encourage all members with email accounts to choose to receive their GOB electronically to save the union time and money; I will circulate a signup sheet.

I am designing a new bumpersticker to be offered as a premium for members / supporters who donate money to support iww.org.

Myspace.org- Brendan- We now have 454 "friends" of the Bay Area GMB on our Myspace Page. If people would like me to post news stories, call outs, post flyers, put up pictures of events, etc. please contact me at brendan@iww.org.

Officer Reports

Communications Officer- Sam- no report

Sys Admin- Steve- I am currently installing and updating Windows on the second office computer. With luck, it should be completed by the end of tonight's meeting.

I will Make sure that (by the end of tonight's meeting) the Main IWW office Computer has been checked for viruses and spyware and any offending programs are dealt with. I will also check for software patches and upgrades.

Treasurer- Ted

Financial Picture.

Income exceeded expenses by \$463.84. Our largest income was from dues which after dues share we \$1642 (net); followed by solidarity donations \$406.00¹(net) and followed by tabling 233.00(net). Our largest expenses were solidarity donations (494.00)². This was followed by a one time expenditures of a new printer 455.64. We took in a total of \$1,642 in dues and initiations 930.50 of which went to Headquarters-- this number includes our IW bundle. Our dues income was just over double last months. Our branch is in very good financial shape.

Banking:

Nothing to Report as there have been no changes.

Here are the remaining Balances:

Organizing 1102.64

Ed & Out 810.00

Travel 500.00

Overhead 1432.37

Office Committee 1121.49

Sex-Workers Fund 146.00

Note: Without the meeting minutes from last month I am unable to report the current tabling committee's finances.

Please note that differences in reported balances and account summary pages are due to unreported deposited by Fellow Workers. This has been discussed privately and should be resolved by next meeting.

If you deposit funds in the drop-box always write a note as to what the funds are from. This month There was an envelope with \$5 in the box, with no information as to where these funds came from. These funds will be placed in our regular account and considered a donation.

¹ – All of this was received and dispensed to the NYC-GMB 460/640 campaign.

² – The 88 dollar difference is due to last month's solidarity donations disbursements.

Secretary- Heather

Database Project-

Our database is out of date. There are many members who lack contact information, many members who haven't paid dues in 2 years, many members who have moved away and we don't know about it. I am interested in finding a comprehensive, systematic way to update the database so that we have an accurate picture of our membership and that we can get in touch with them in the most efficient manner.

Here is how I plan to do it:

FW Janky has offered to help me (I am not as good with Access as he is) create cards for each member who has fallen behind in their dues or who we don't have complete contact information for. These cards will contain all of the information that we have for them in our database along with a series of questions. (One of which can be "would you like to request that hard copies of agendas, meeting minutes and reports be mailed to you?") These cards will be kept at the office and volunteers (maybe you could help out with this) can come in and make phone calls. If there isn't a phone number, we can try email, if there isn't email, we can try snail mail, if that still doesn't work, we will ask at a branch meeting if anyone knows who they are. At some point we will give up.

After the person has finally been reached, we will know if they wish to continue their membership or not. Those who do will go into one pile and delegates will be in touch with them to take their dues and talk to them about how they can

get involved in the branch. If they aren't interested, they can go into another pile which will be moved to our 'solidarity' database and they can receive announcements and mailings, but as a supporter and not a member.

This is a big task but it is one that I think needs to be done. After this is completed, I would like to implement a system where we will call any members who have gotten behind in their dues, perhaps first at 2 months behind and then again at 4 months. This way we can do a better job of retaining members.

I am very interested in getting information about our branch to every interested FW including those who don't have email. If you know of anyone specifically who would want these kinds of mailings, please let me know and I will get them copies of things asap. I believe this is the primary concern you are addressing in your proposal. After we are done with this database project, we will know who (if anyone) wants these kinds of mailings and can begin them right away.

Delinquent Delegates-

Holly Bobisuthi, Robert Lee, Lars Ortengren, Jefferson Pierce, Harjit Gill, Pavl Zachary.

Delegate Meeting- I am going to be scheduling a delegate meeting sometime this month. I'd like to go over delegate procedures with everyone, even experienced delegates, as well as to introduce the new delegate form and a new policy on auto dues collections. We can also have a discussion on what it means to be a delegate and start to devise a strategy to keep in contact with old members.

Dues Referendum- I will collect ballots and send in a package of them on the 20th so if you'd like, you can turn your ballot in to me. There are extra ballots in the office, but please don't take one unless you did not get one in the mail.