

no separate peace

A news-magazine for construction workers.

August 1976 VOL. 2 No. 3

4,000 Plumbers and Steamfitters On Strike!

Almost eight weeks have passed since the strike against the Mechanical Contractors Association of Washington (MCA) began by United Association Local # 32 members. More than 1400 plumbers and steamfitters from the Seattle area local are on strike, joining another 2500 striking plumbers and fitters in Southeastern Washington.

During what is considered as the busiest part of the year, strikers and their families have demonstrated over this period that they are willing to sacrifice for stronger and more meaningful contract provisions.

GRIEVANCE PROCEDURES, EMPLOYER RECOGNITION, FRINGE BENEFITS & MORE MONEY are the major issues of the strike... but, WHAT DO THEY ALL MEAN? As the strike enters its third month there is still much confusion among the workers about the strike issues. Therefore we must explain the significance of the issues for everyone's benefit.

GRIEVANCE PROCEDURE

The central issue in the strike is the grievance procedure. The expired agreement provides for arbitration if disputes cannot be settled between union and employer. When a dispute is arbitrated, a third "neutral" party hears the arguments of both sides and then decides how an issue should be resolved.

These decisions, however, are not binding. Except for instances where both employer and union agree with the arbitrator, the expired grievance procedure has usually resulted in litigation, a costly and slow solution. On top of the time and money lost by workers thru arbitration, arbitration procedures are in effect, beneficial to employers because the orderly and "profitable" process of business is not interrupted.

In place of arbitration, the unions are demanding the "Right To Strike" during a contract period when grievances cannot be settled through the normal labor-management procedures. With the Right To Strike, instead losing time from work while arbitration goes on, grieved workers can strike immediately to win back more secure, safer, and better jobs.

We all know of more examples than we care to recall, of disputes that were forced through an invisible procedure called "arbitration" where any settlement depended on the terms the employers were willing to concede to rather than meaningful terms won through a unified effort. And how many times have we almost wobbled to gain our rights, before the mention of some anti-worker law snuffed out that strategy? Obviously, the employers recognize the threat represented in a union's ability to strike and they have shown they are willing to concede to most any other demand.

EMPLOYER RECOGNITION

Each day of our working lives, we learn more and more of the need for a strong union to represent us, as our employers ask us to produce more. They have us work in unsafe conditions with unsafe equipment, and they even lay us off or fire us as they please with little fear of retaliation from our unions. We have learned that for us to fight back and resist these moves by the employers, it is necessary to tighten our ranks to consolidate our strength. The Employer Recognition clause is a tool sought by the MCA employers to tighten their ranks.

Employer Recognition means that MCA will not allow non-MCA members to pay into our health and welfare programs. MCA seeks an employer contribution of \$.08 per hour worked by only MCA members. Obviously, if non-MCA members are not allowed to pay into our fund, we will not work for them. And certainly with an Employer Recognition clause in our agreement, many non-MCA employers will join their ranks. Any employer not wishing to join MCA, will seek to terminate their agreement with the local, thereby promoting the use of non-union labor.



We must refuse the Employer Recognition clause, so we can stop MCA's effort to consolidate their strength. A consolidated MCA means a stronger more organized employer group, creating greater resistance to struggles, such as the current strike, for more meaningful contract provisions.

MORE MONEY TO COMPETE WITH INFLATION

As early as June 3rd, one day after the strike began, the Seattle Times (a local newspaper) announced that although there are still major disagreements in the negotiations between the MCA and Local # 32 concerning "contract language", an agreement was reached regarding the monetary package, and in fact was really never an issue.

A total increase of 1.25 per hour effective June 1, 1976, with an additional \$.65 increase in June '77, although once agreed upon by MCA, has been used as a tool to break the prolonged strike of United Association members. Another article in the Seattle Times on June 16th reported that MCA was threatening to withdraw their monetary offer if striking workers did not agree to a settlement immediately. Several weeks later, in a recent negotiating session, the MCA finally withdrew their monetary offer and instead of continuing the negotiations, got up and left the bargaining table.

FRINGE BENEFITS

The question of control is the primary dispute concerning the Fringe Benefit Package. The MCA proposes that they alone control the pension trust, the health and welfare trusts, the vacation fund, and the training trust. Presently, there are trustees from both management and labor responsible for the programs. (See No Separate Peace, May, Vol.2, No.1.) "Pensions Our Future Security," and Vol. 2, No. 2 "How to Improve Your Pensions")

Although MCA has agreed to continue the fringe benefits at their present rate, they want total control. This would allow MCA to invest the money in these trusts as they alone saw fit... often conflicting with worker's interests and always creating more profit for themselves. In fact, it has been shown that this money gets used to keep employers solvent.

The money paid into these trusts amounts to several million dollars per year. Workers' pension money, about \$180 billion, represents the largest investable block of money in this country and is the reason the employers seek greater control.

We shouldn't overlook here the significance of worker controlled fringe benefit programs. Not only can we avoid supporting the employers' businesses, but we can also dramatically improve our pension, medical, dental, vacation, and other programs.

Needless to say, there are other issues still unresolved in the negotiations, most of which are results of the employers seeking to make themselves more "productive" and "competitive". But because they do not serve the interests of striking plumbers and steamfitters, we will not give them mention.

WHAT ARE THE TACTICS OF THE EMPLOYERS?

The employers, realizing the significances of the Right to Strike, control of fringe benefit money, and the potential represented in a unified rank and file, have sought to misrepresent the issues as they affect us, creating confusion and thereby dividing us when we should be united.

A majority of striking plumbers and fitters have not received accurate and up to date information about the strike issues and tactics from the union and have had to rely on the Seattle Times or letters from the MCA for information.

Each of the employers, including the MCA itself, have been sending to every plumber and steamfitter, up to date reports on the strike issues. Of course, these reports reflect the employers interests rather than those of workers. In a letter to strikers from George Allen, President of the McKinstry Company, Mr. Allen defined Employer Recognition as "...a blank check at the bargaining table..." In a letter from J.P. Francis & Associates, Inc., Employer Responsibility is represented as meaning "The Employers... turning over control of their business to the Union..." If striking workers rely on this source of information, no wonder there is so much confusion!

The tactics of the employers include having workers connect their interests with survival of the employers. Again from J.P. Francis, "the employers realize the serious harm being done by this strike, but simply cannot afford to agree to contract language that would drive us out of business and jeopardize your jobs." George Allen, calling for a settlement asks the rank and file to "...put the heat on the guys responsible and get back to work before the public goes elsewhere to get their jobs done." (Where could they go?!)

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No Separate Peace

"No Separate Peace" is a monthly news-magazine covering local, national, and international issues as they affect us as members of a working community.

"No Separate Peace" is not an idea, a catchy slogan, or some bicentennial rhetoric. "No Separate Peace" is a FACT. We believe that no single struggle or issue is separate or isolated from one another. Therefore we, as working people, should not be short sighted in our objectives and goals. Nor should we minimize whatever victories we have fought for. But to stop fighting or relax because a segment of our working community has won "better conditions" or "better wages" without realizing the true nature of OUR problems, is... "a separate peace."

NSP embodies and advocates the principle of a combined effort by all workers of all nationalities for the accomplishment of common goals.

This publication is addressed to a specific audience... construction workers in Seattle and is intended to stimulate discussion and action.

"No Separate Peace" is a publication of the United Construction Worker's Association (UCWA). The UCWA is a Seattle based organization of Third World (national minority) construction workers who are also active members of various AFL-CIO unions.

The magazine is a non-profit publication. We ask a \$2.50 fee for yearly subscriptions. Address all correspondence, criticisms, complaints, and checks to No Separate Peace. The NSP offices are located at 105-Fourteenth Avenue, Suite 1A, Seattle, Washington 98122.

The Bug



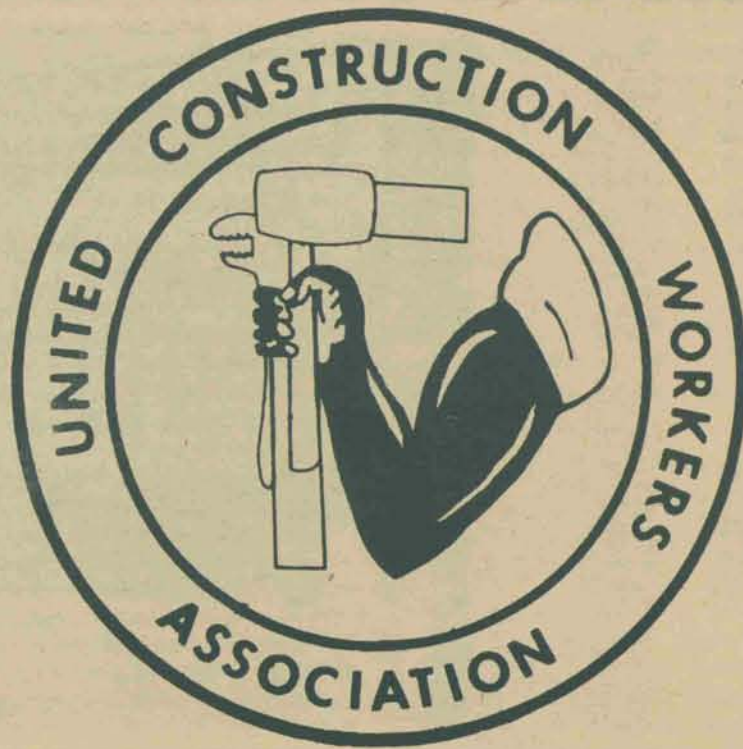
"No Separate Peace" is a publication produced by trade unionists for trade unionists.

In choosing NSP's printer, the main concern was, "Is it a union shop?"

NSP does not support scab shops. Only through organization, that is, through strong unions can printers and all workers strive for better conditions in the workplace and in the community. Printing NSP in a non-union shop would weaken the struggle among printers to become organized.

Therefore, NSP is printed in a union shop and is proud to carry "the BUG" on every issue.

U.C.W.A.



Program

Trade Union Democracy

We look at our trade unions and the non-existent democracy in our unions. We watched the most militant workers threatened and laid off without any backing from their fellow workers, shop stewards, or union officials. We must demand that our unions fight for the rights of the rank and file. We must end our apathy and stand up to the question of trade union democracy.

We have witnessed the disappearance of hiring halls and hiring procedures in some unions. The struggle for democratic unions must include strong and fair hiring halls. Without them, members will be forced into "panning" or begging for employment.

The result of this method gives the employers the authority to control any militant struggles on the part of the rank and file. And those who may want to choose to fight instead, become docile and take their lumps as long as they can.

We look at the functions of the union committees, such as grievance committees, pensions, choosing shop stewards, and ratifying contracts. We should have a say in these committees and make them more accountable to the rank and file, because we are the ones who lose.

We should demand that our International carry out the role of coordinating the fight at the national level, and not dictating to local unions on how to run our unions or decide on all important questions for us.

Anti-Racism & Sexism

Workers should fight against any and all forms of racism and sexism. Racism manifests itself in many ways.

We have come to realize that racism destroys our principle unity and disrupts us in our work, both on the job and in the unions.

Economic Militancy

The fight for Economic Militancy speaks to 1) more employment, 2) higher wages to meet the cost of living, and 3) better and more comprehensive fringe benefit programs controlled by workers rather than by management.

The fact that speed-ups occur on the job makes it difficult for workers to stay employed; because the faster you work the more profits your employer makes and the faster you are out of a job. The fact that we all face layoffs makes it difficult for workers to earn a decent salary, then the question arises about higher wages.

Construction workers are among the highest paid workers, yet unemployment and cost of living make it difficult for us to earn a decent living. Workers should fight against speed-ups, lay-offs of fellow workers and fight for higher wages. We must see the fact that when one worker goes down the road, it is just a matter of time when the rest goes.

In this, we see that all workers must unite to educate ourselves against opportunism and individualism, because without this unity, speed-ups and lay-offs will take their toll without any resistance.

The only solution that gets raised by our union leaders is higher wages. However, we believe that along with higher wages, we must fight for more employment. The struggle to gain the 30 hour work week, and the struggle against overtime are examples of what must be done for a more meaningful solution.

We recognize that economic militancy is a fight of all workers. If we choose not to recognize this fact, then workers will be the ones that suffer.

Racism on the job pits workers against workers especially in times where lay-offs come into play; when national minority workers are the first to go, but eventually, the rest will go.

Racism causes white workers to see their jobs threatened by the mere presence of national minority workers. This attitude results in limited instruction or direction by white journeymen and foremen of work related tasks as well as the assignment of national minority workers to the worst jobs. And black journeymen still get treated as apprentices.

The fact that women comprise less than 1% of the membership in the building trade union is sufficient proof that women have been denied entrance into the trades, many of whom work at jobs more strenuous but with much less pay.

We should struggle against biases and recognize that women not only have the right to work, but more and more, often are the sole supporters of households. These women, as well as national minority workers, have historically been engaged in the struggle for their emancipation.

Working women will bring to the trade union movement a much clearer understanding of the need for unity than men who have not had to struggle against such obstacles.

UCWA's program is an action program. In every situation we analyze the concrete conditions and encourage workers to take the necessary steps to solve the issue and to transform our unions into fighting unions. Whenever a UCWA member is on a job, workers can assume that we will fight for what is in the interest of all workers.

The United Construction Workers Association is striving to build a principled unity among all workers.

We have noticed that inflation hurts all workers when union collaborators make blind decisions on wages and our pension plans that were not in the interest of us all.

We have noticed that there were many instances where rank and file members were unable to voice their opinions about affairs of the union. When these union business affairs are not handled in the interest of the rank and file, the union leaders have closed-door sessions where they settle issues in their own way as they alone see fit. This shows us that trade unions are undemocratic.

And after 6 years of struggle for UCWA, we have come to the conclusion that racism still plays a major role in the building trades. Racism manifests itself in many different forms, but the result is always a divided work force.

The work force is also divided by sex as well as by color. Women have been placed in the lowest and worst paying jobs even when they were heads of households. We must fight against this type of oppression also, and take affirmative steps toward women and third world people in the construction trades.

We realize from these experiences that there was a need for a program to guide our work in building strong trade unions to fight for the needs of all workers.

The following program principles are defined and discussed:

1. Fighting for Economic Militancy
2. Fighting for Democratic Trade Unions
3. Fighting against Racism and Sexism

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Employers' Association

Labour History

United States labor history. It is important that we know the past in order to

understand the present. Most so-called labor leaders today have us believe that we must beg for our rights. This makes us forget our history of struggle and the unity and struggle.

In last month's column, we examined the Taft-Hartley Act, an openly anti-labor bill written by the National Association of Manufacturers (NAM). The plumbers are on strike, now, in Seattle against the Mechanical Contractors Association (MCA). What are the NAM, MCA, and other employers' groups? How did they get so powerful? How can we fight them? This article is the first in a series examining employers' associations and labor's response.

The 1890's and 1900's were a period of great expansion and consolidation by American big business. Ground lost during the depression that started in 1893 had been more than regained by 1900, as the U.S. emerged as the world's foremost industrial power. Capital formed trusts and combinations to exercise monopoly control over all phases of business. Small enterprises were gobbled up in the drive for wealth and power.

The Spanish-American War helped to gain territory for the U.S., adding the Philippines, Puerto Rico, Cuba, Guam, and Hawaii to a new American empire.

A leading capitalist told the American press in January, 1903, "We have good reason for rejoicing. We have done more business and sold more goods, both at home and abroad than ever before. Prices of agricultural products and manufactured articles have gone upward.... Manufacturing concerns have extended their operations enormously and business men have sold more goods and at a better price than they anticipated."

American workers, however, were not rejoicing. The median wage in 1900 was

about \$10.00 a week, the average yearly earnings were about \$480.00. This average annual wage applied only to those few workers lucky enough to be employed all year. One author, Robert Hunter, estimated in 1904 that of the total population of 80 million, 10 million lived in poverty, "underfed, under-clothed, and poorly housed," with 4 million of them public paupers.

Most workers, including millions of women and children, worked 10-16 hours a day, six or seven days a week, for as little as 10c an hour. There were no safety and health precautions and tens of thousands of workers died each year from unsafe conditions caused by big business' greed.

Labor did not take these conditions as inevitable, however, but organized to gain a better life. Between 1897 and 1901, the total membership of American trade unions more than doubled, rising from 447,000 to 1,124,000. By 1904, union membership had climbed to 2,072,700. The American Federation of Labor had about 1,676,200 members, or about 80% of the total.

The National Association of Manufacturers was organized in 1895 to promote trade and commerce. In 1902, the NAM responded to calls for national leadership in the fight against labor unions by lobbying in Congress against the anti-injunction and eight-hour bills which the American Federation of Labor wanted passed. The following year, the NAM brought together business people and representatives of local employers associations from around the country to begin its "crusade against unionism."

sade against unionism" led by the NAM, union membership dropped to 2,002,300 in 1905, and by 1910 had barely managed to hold its own, with only 2,140,500 members. The offensive mounted by big business could not be resisted by unions, whose leadership had been bought off, and had failed to organize the unorganized.

The NAM used an arsenal of weapons to break the backs of the unions in the emerging monopolies, including bribes, violence, and propaganda. The NAM published millions of leaflets and articles to be distributed to workers, schools, and newspapers attacking unions as "un-American" and labor's demand for a shorter workday "communistic." Some companies set up company unions and refused to deal with the chosen representatives of their employees.

Detective agencies and professional strike breaking companies advertised openly in the NAM publications, offering to put company spies in workforces and unions, provide scabs by the thousands, and break strikes with violence.

Judges and politicians were bribed to gain desired anti-union injunctions, judgments, and laws. Those who could not be bought by big business were subjected to vigorous campaigns to oust them from office.

The most damaging tactic for the labor movement, however, was the NAM's "divide and conquer" scheme. The capitalists realized that they could give one group of workers higher wages and, in turn, gain a pledge not to organize the masses of other workers. Thus, the wages for skilled workers were increasing in some areas, while the vast majority of workers remained unorganized. The A.F. of L. organized on a craft basis, not on an industrial basis. That is, they would establish a union for a small number of skilled workers in a plant or industry and ignore the greater majority.

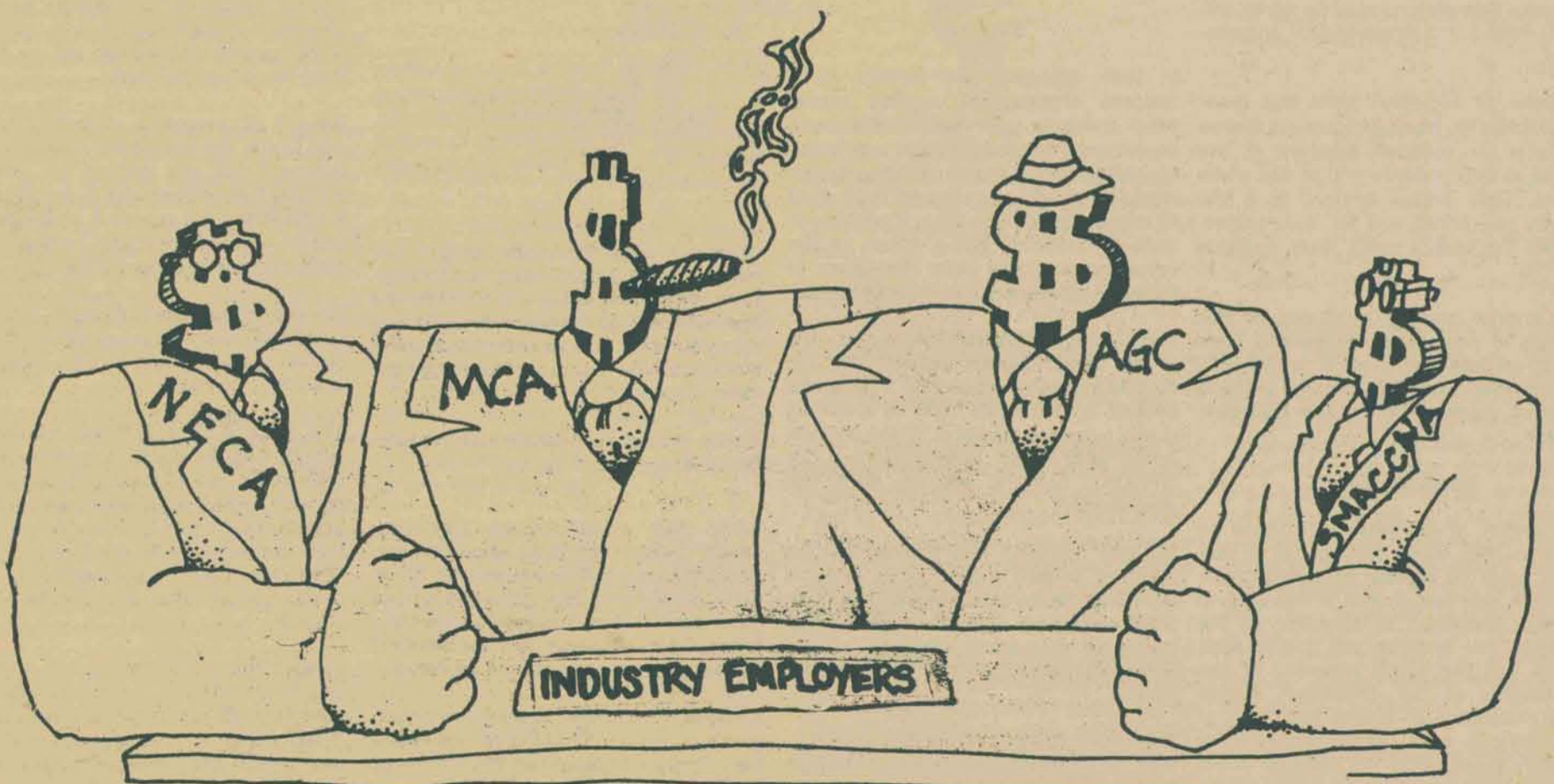
Many "labor leaders" gave themselves

high salaries and lived like the big businessmen. One labor writer noted, "Their environment tends to make the labor leaders conservative. When the leaders get away from the bench, their environment becomes more of the character of the employers than the workers. Moreover, the leader who rises from the rank and file at once encounters temptations hard to withstand."

These men were "labor statesmen," who, in their own interest, saw their role as making peace between capital and labor, not fighting for their members.

The employers also used "employer recognition" clauses in contracts to smash, first their competition and then the unions, who helped them gain the upper hand. The best example of this occurred in the building construction industry. The big associations of contractors in various cities sought to crush their competitors through control of materials, as well as labor power. These contractors recognized the closed shop, making a contract with the building trades unions in which it was agreed that the contractors would hire none but members of the unions; and that the unions, in turn, would guarantee that none of their members would work for any contractor not in the association, whether or not that contractor was willing to sign a contract with the union.

With this exclusive contract, the employers were able to drive all of their competitors out of business, thus cornering the market and reaping huge profits. A small portion of these profits were given to the unions and their members. The benefits to labor were only temporary, however, since a monopoly, once established, no longer needs to deal with the union to help it crush competition. It then turns on the union and crushes it. The unions made the fatal mistake of helping the employers organize, and being happy with a few closed shops, instead of organizing the unorganized workers, so that all workers were union.



THE

STRUGGLE

The struggles of the Angolan people under the leadership of MPLA against neocolonialism and foreign intervention, recently captured the attention of the entire world. The consequences of this successful national liberation struggle are serious for world wide imperialist interests, particularly the remaining racist regimes of southern Africa.

The establishment of the People's Republics in Mozambique and Angola has significantly altered the balance of forces throughout the entire region. FRELIMO and MPLA are not only taking decisive steps toward the elimination of imperialist exploitation within their own countries, they are also providing solid support for the national liberation movements of Namibia, Zimbabwe and Azania (South Africa).

Thus, anti-imperialists can expect southern Africa to become an increasingly important focal point in the international struggle against imperialism.

Unfortunately however, little is known of the liberation movements which are leading this next stage of the armed struggle in Africa, just as MPLA was virtually unheard of before the 2nd World War of National Liberation."

We recognize Namibia's (South West Africa) liberation struggle led by SWAPO (South West Africa People's Organization) as rapidly advancing and its importance to the whole of Africa.

Composition of Namibia

Roughly twice the size of California, Namibia has a semi-desert terrain and underneath it lies incredible natural wealth. With a little over a million inhabitants, Namibia's per capita gross domestic product is the second largest in Africa. Blacks, constituting 85% of the population are confined by law to 40% of the land which is in northern Namibia where the climate is arid and the land is mostly infertile.

Inside the white "Police Zone," black people may not venture without a pass. Also here, there is cultivatable land, off shore fishing and most of all vast mineral deposits that are exploited by white settlers, Azania and multinational corporations.

Because of exclusion from this great natural wealth, black Africans are forced to work as contract laborers in the mines, in the canneries and on the white farms. Their wages amount to a few dollars per month and for the multinationals this means profit rates upwards of 25%.

The intense poverty, produced by this system of neo-slavery necessarily gave rise to an organization such as SWAPO, and further explains SWAPO's broad base of support among the Namibian people.

Namibian History

The origins of the present situation go back to 1920 when the League of Nations, upon the transfer of German colonial rule, granted Azania a mandate to govern Namibia: "to promote to the utmost, the material and moral well-being and the social progress of the inhabitants of the Territory." Azania duly proceeded to ignore the terms of this "sacred trust" and developed the country according to the interests of the whites. The new Namibian administration completed the "pacification" of the natives, only begun by the Germans, by methodically allocating land for white settlement and pushing Blacks onto the reserves.

The League of Nations managed to look the other way, and while the UN terminated the mandate and subsequently passed resolutions condemning Azanian occupation, the UN has been powerless as far as enforcement of the measures is concerned.

With World War II, came an increased need of the industrialized nations for raw materials; thus, with a continual flow of foreign investment, the Namibian economy shifted its focus from settler agriculture to mining and other extractive industries.

In 1947 the long dormant mine of Tsumeb was reopened by American Metal Climax (AMAX) and Newmont Mining Co., two American corporations, and several Azanian firms. The corporations have, since that time, extracted over one billion dollars in lead, copper, zinc, and other minerals. With this increase in industry, the need for cheap labor also increased.

It was no longer a matter of acquiring a farmhand or herder; contract workers in large supply were necessary for the development of the economy, for the enrichment of the privileged white minority.

These exploitative, oppressive, and dehumanizing conditions of the Namibians, left little to lose and few options for dealing with their situation. Thus, when the Ovamboland People's Congress (OPC), a forerunner of SWAPO, was founded in 1957 to deal directly with the contradictions of the contract labor system, many Namibians responded.

Although limited to the contract system and based among the Ovambo people (who make up the bulk of the contract laborers), the OPC which later became the Ovamboland People's Organization (OPO), was successful in organizing strikes, rallies and other forms of popular resistance. The OPO soon found, however, that it would be necessary to do more than abolish the contract labor system; all forms of oppression had to be destroyed, and this effort would have to unite all Namibians if it was to succeed.

SWAPO

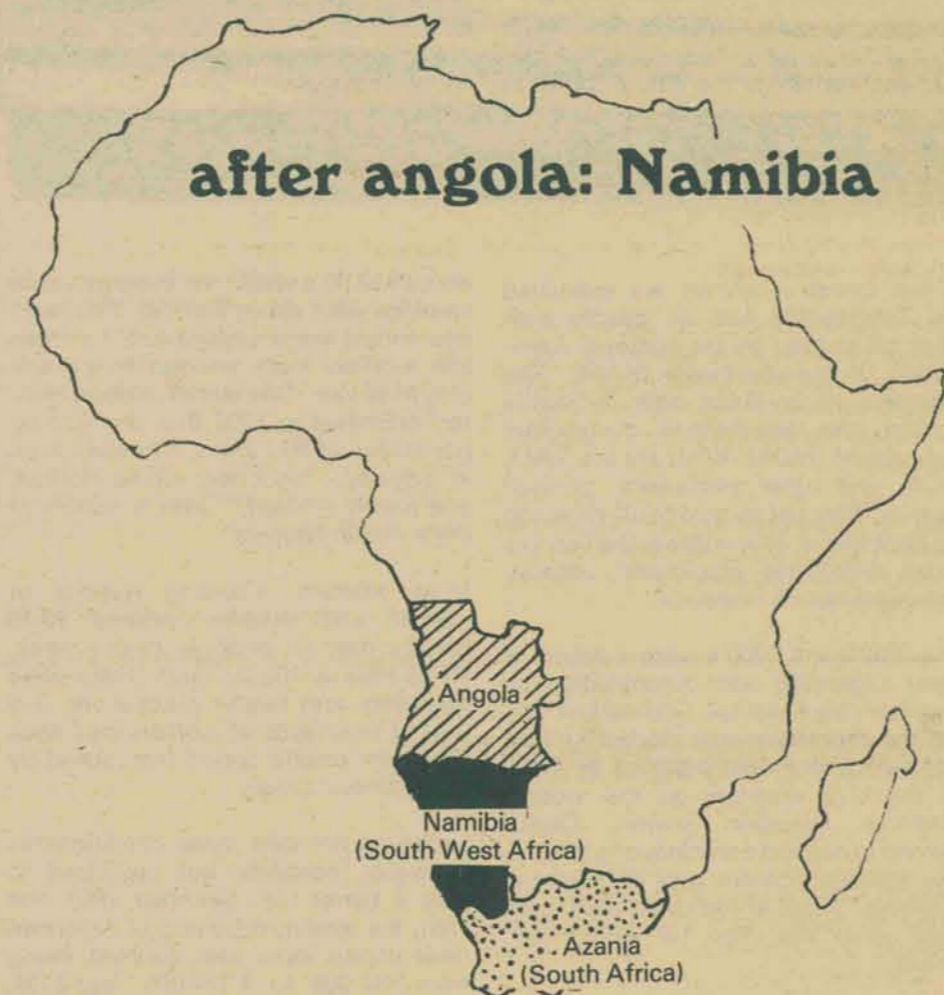
In 1959, SWAPO was formed, as a national organization cutting across tribal divisions, with national aims and objectives. This development was largely a result of the system itself; contract workers, usually spending no more than 18 months at any one job and working at various locations, get a sense of the whole country and meet Namibians of various ethnic and cultural backgrounds.

Early actions of SWAPO were open and of an above ground nature, but the Namibian police answered a peaceful protest in December 1959 by shooting down unarmed civilians, while the UN could only offer verbal support for SWAPO. SWAPO learned from this experience.

In 1966 SWAPO was banned by the Azanian regime, and soon after it launched the armed struggle. Since then it has carried out many small-scale operations to increasingly engage in and wear down the larger and more powerful enemy.

SWAPO is first of all a political organization, and the consistent military struggle has done much to show Namibians that the fight is possible as well as necessary.

While SWAPO openly leads public protest and mass opposition, some SWAPO cadres operate to organize and



conduct political education throughout the country. The 1972 strikes against the contract labor system, which all but shut down the country for six months, are an indication of the militancy of Namibians inside the Police Zone.

SWAPO also fights on a diplomatic front, seeking and gaining recognition and support from the UN and among many progressive countries. They are trying to bring all possible forces to bear upon Azania.

While Azanian schemes to create a basket of client states have been dampened by the wave of black liberation, Azanian Prime Minister John Balthazar Vorster is trying to minimize losses and adapt gracefully by initiating "dialog" with African leaders.

Recognizing in Namibia that colonialism is in its last days, Vorster is attempting to make a smooth transition to neocolonialism and thus to continue to exploit Namibians through indirect (i.e. puppet) administration.

Vorster in early September of last year began "constitutional talks" with Namibian whites and tribal chiefs. Here the age-old policy of "divide and rule" came into play: while Azania entertained these leaders, SWAPO was excluded from the talks.

These talks gained little credibility with Namibians.

While this move toward "independence" was designed to alleviate pressure both from within and without, it has so far fooled very few. Still, key figures have been swept up in the detente's deceptive air of reform, and for SWAPO the strategy presents a marked danger.

Zambian President Kenneth Kaunda, who has housed SWAPO troops inside his country, has picked up the rhythm of detente and encouraged SWAPO to stop the fighting and negotiate with Azania to elicit peaceful concessions.

This encouragement has turned to pres-

sure to the point that recently Zambia shut down a SWAPO training base there.

SWAPO has made it clear that it will fight until Namibia is free. Azania will never negotiate itself out of Namibia; the country is far too valuable to let go.

Namibia's Importance

From a purely economic standpoint, Namibia is extremely valuable, both to Azania and to international imperialism. These two interests are largely intertwined - Namibian operations are jointly owned and Azanian corporations are extensions of international capital.

Actually, the exploitation of Namibia has not yet realized its full potential: because Namibia's future has been a question mark, corporations have yet to make long-range commitments.

Several oil companies, including Texaco and Getty, are paying thousands just to prospect but are waiting for political stability before investing. Some Western corporations are reported to be pulling out of Namibia, probably hoping to re-enter when it is a neocolony.

On the other hand, Azanian plans to "develop" Namibia are going ahead full steam in an attempt to gain complete economic control.

The Cunene Dam Scheme, located inside of Angola, upon completion in the mid-1980's, would supply mining industry with hydroelectric power and provide irrigation for white farming. When originally contracted with the Portuguese in 1966, the scheme presupposed long-range control over both Namibia and Angola.

Despite the fall of Portuguese colonialism, neither Azania nor the British, German and US corporations have surrendered: construction continues, and Azanian troops have invaded Angola to allegedly protect the dam sites.

More important perhaps is the strategic aspect of Namibia's value to imperialism. Lying to the north of Azania, it

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CONTINUES

serves as a buffer zone against guerrilla activity; SWAPO represents the ruin of this.

A truly independent Namibia would provide Azania's African National Congress (ANC) troops with a friendly border, thus accelerating the transfer of the Azanian white-regime.

Here the anti-imperialist role of SWAPO becomes particularly clear. The "fall" of Azania means the rise of black Azanians non-exploitative majority rule, and a crushing blow to the Western imperialist nations.

Western investment in Azania exceeds over eight billion dollars and involves almost every multinational corporation in the U.S.

Azania contains over three-fourths of the world's gold and chromium reserves; 40% of the world's manganese and combined with Namibia, one-third of the world's uranium, as well as, many other minerals.

Hundreds of ships around Cape Verde and Azania have the radar equipment to monitor the area from South America to the Indian Ocean. Even though collaboration with apartheid is embarrassing, NATO countries cannot afford to do otherwise.

With the decline of Azania, U.S. and NATO intervention can only increase in Angola, Namibia and other southern African countries.

Henry Kissinger's deceptive calls for the

"independence" of Namibia, will definitely be contradictory when the crush comes.

Liberation through Solidarity

The anti-imperialist nature of Namibia's independence depends on SWAPO itself, for it is this organization we hope will reorganize the country for the Namibian people and refuse the penetration of foreign capital for the enrichment of a few.

SWAPO's practice reflects this political line. Through the 10 years of armed struggle, the SWAPO fighters have continually strengthened its ranks and gained the confidence of the Namibian people.

Racism and tribalism, characteristic of imperialist puppets, such as FNLA and UNITA in Angola, are not tolerated by SWAPO. While whites in Namibia do not give much support, progressive whites are nonetheless welcomed, and SWAPO members come from all ethnic groups.

Women take part at all levels of the organization and educate against traditional female subservience. Thus, a new society is being outlined even as a national liberation struggle continues.

The process is long and difficult, but it is certain that SWAPO bolstered by an MPLA-led Angola, will defeat Azanian colonialism and subsequently shut down the door to neocolonialism and imperialist interests.

This victory of the Namibian people will be one step closer to the liberation of Azania and one step toward the eventual liberation of humanity.

Again, we see clearly from the Namibian peoples struggle, the necessity for workers solidarity, to combat exploitation at home and abroad. For as long as there is one country where the people are not emancipated, there is danger to the rest of the world; therefore, there is NO SEPARATE PEACE, which means our interest lies with the interest of workers from other countries to enable the liberation of all countries. # # #

Ironworkers

On and off the job site ironworkers have had to suffer from derogatory statements made by other workers. They have been criticized for their individualism and lack of collective spirit and have earned the nicknames "rod buster" and "iron head."

In spite of this ridicule ironworkers have attempted to create the illusion that their trade is the most manly and macho trade of all, through both their words and their actions.

It is the general opinion of other tradesmen that ironworkers are inferior. This can be attributed to the low education requirements and short three year apprenticeship or 700 work hours requirement for becoming an ironworker journeyman. The only other trade with lower requirements is the laborers and they, too, are viewed with the attitude of inferiority.

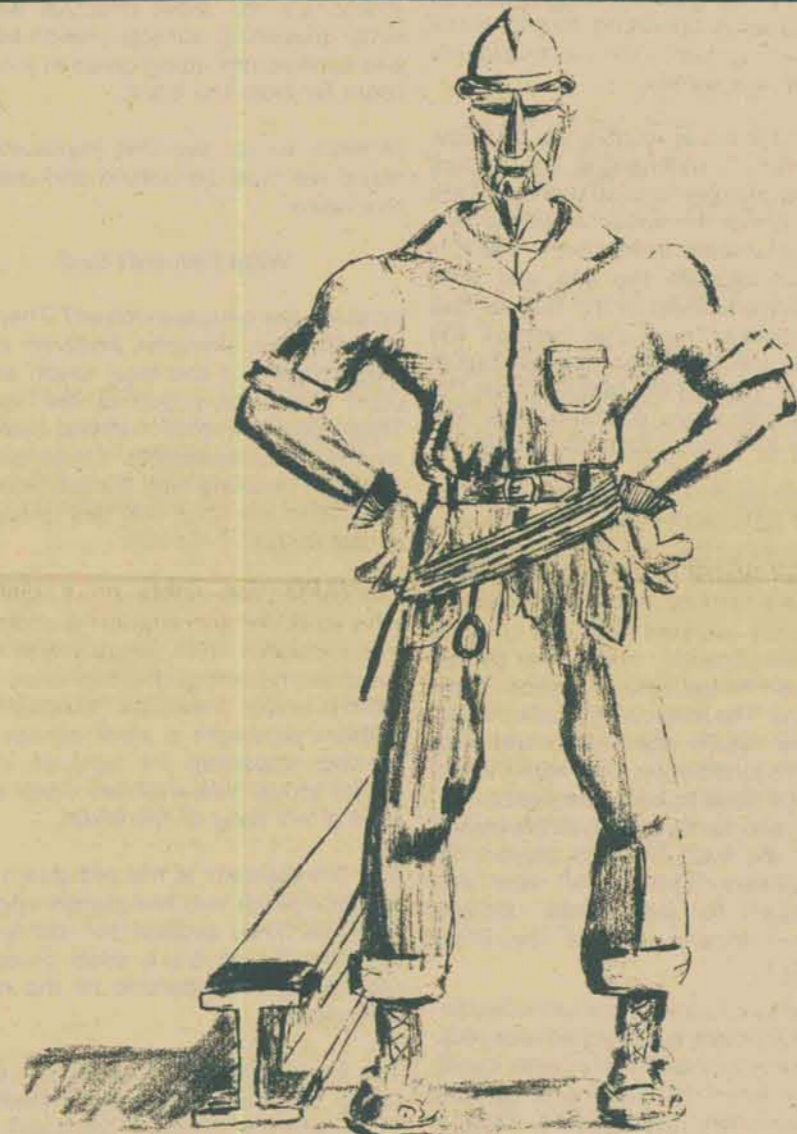
On the other hand, a reverse attitude can be detected in the sheetmetal, electrician and pipefitter trades, to name a few, which has led to the development of an elitist trade attitude.

Both inferior and elitist trade attitudes are incorrect. They divide the workers and cause them to forget the principles of collective effort. This is not to say that workers should not take pride in the skills they perform on the job. To the contrary, we should realize that whether we dig ditches, screw in light bulbs, or tie rebar, each and every job is essential for the completion of a construction project.

Ironworkers tend to forget the importance of their trade as part of the total project. This is reflected in their behavior on the job when they give in to pressures and work at speeds above normal or work right through coffee breaks. These acts create unnecessary competition among fellow workers, alienating folks from one another on the job and only hastening the inevitable layoff.

Such acts also create unsafe working conditions that can increase the number of serious injuries. And let's face it, running with heavy rebar wears a worker down physically. He may not feel it now but he won't be able to keep up such a hectic pace for long. Before he knows it he will be too worn out to perform certain tasks in the trade.

The willingness of some ironworkers to



cross picket lines reinforces the separation of their trade from that of other trades, causing them to lose the respect of other workers. Workers who cross picket lines are viewed as "worms" who undermine the unity and strength of workers struggling together for better conditions.

Further, within our own ranks we have at times shown no respect for each other when we allow racism to flourish and finally explode in fighting on the job and in the hiring hall.

All these poor attitudes work in the interest of the contractor. While workers squabble and run on the job the contractor sits back leisurely and collects more profits off our labor.

Contractors are keenly aware of how they benefit from the lack of solidarity among workers. They offer hidden incentives to persuade foremen to push the workers like mules and, in effect, this promotes elitist ideas among the crew.

One of these incentives includes bonuses given to foremen above their regular pay scale. Another incentive is the intangible prize of job security that contrac-

tors dangle in front of gullible workers, just like carrots dangled on a stick in front of a galloping horse, always out of reach.

Let's be clear: there is no such thing as job security.

Those who work hardest and do their best, go down the road with all the rest.

This rhyme, often hastily scribbled on sanikan walls, is one of the truest and most profound statements we will ever read in the construction industry. Yet workers who let their fears blind them to this fact continue to betray and oppress their fellow workers for this non-existent job security.

Furthermore, the intense out-for-self individualism of ironworkers has prevented them from socializing on the job. They hardly talk to each other while working. At lunch everyone may go to their individual automobiles to sleep or listen to Paul Harvey, which never allows time for discussion about bettering working conditions or gaining some control over our work opportunities and union. Such problems, by design, do not allow for an atmosphere where workers

can exchange ideas and opinions, thus making collective criticisms and solutions impossible.

We as ironworkers should be primarily concerned with building strong democratic unions. Developing good trade unionism practice, having an adequate pension plan, and fighting for better conditions on the job should be the program of the rank and file. But up to now, for the most part, we have left these tasks for the union bureaucrats to decide.

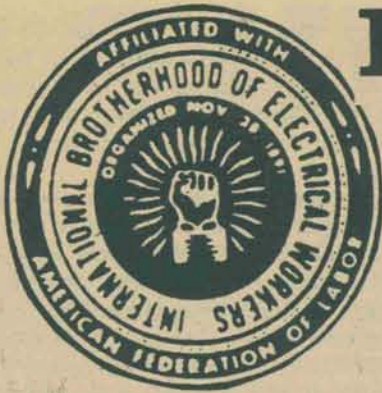
Ironworkers have the potential of becoming militant trade unionists. One thing in our favor is that we do not generally maintain long range or consistent employment with one particular employer. This is positive because it is not often that we become company men (shoppies).

It is about time we as workers take advantage of this independence from companies and unite with each other. We must not continue to ineffectively let off steam in spontaneous, isolated acts. Instead, we must gain control of our unions, to fight for better employment situations.

We should put an end to dragging up in the middle of the day. The only result of this individualist mentality is unemployment for ourselves. Militants who walk off their job get replaced, and no lasting changes come about. Instead we should remain on the job and talk to workers to inspire them to collectively deal with a bad situation on the job and to apply pressure to our union to support us when we fight back together. Quitting should be our last resort, not our first.

As conscious ironworkers, one concrete way to begin exercising our rights immediately is to actively oppose the misuse of apprentices on the job by contractors as well as by our fellow workers. Contractors blatantly exploit apprentices when they put them to work alone without a journeyman close by, and demand that they perform all the duties of a journeyman. Journeymen oppress apprentices when they refuse to teach them the skills of the trade. If we witness these acts we should get together and demand that an end be put to such practices. In this way we show that we respect apprentices as fellow workers and that we respect our trade.

No building or structure has ever been completed without our pitching in as part of a total effort by all workers involved. It is equally true that the construction of a meaningful labor movement can only be accomplished with the total effort of all workers regardless of skills or crafts.



Electrician's Struggle for Unity

Who shall lead

The first half of 1976 has been a year of reacting for I.B.E.W. Local #46. Members of Local #46 elected new leadership looking for a change from the old way. During this same period a major increase in work in this jurisdiction took place. Unlike the national unemployment rate in the Construction Industry of 28%, electrical workers in Seattle are enjoying full employment. The major reason for this situation is the Alaskan Pipe Line, and the Trident missile base. However, these two seemingly positive factors have not resulted in a more unified membership prepared to do battle with management for better conditions. In fact, the opposite has occurred. Management has taken the offensive in the attempt to weaken the local.

The new leadership is operating with the ideal that reasonable people can sit down and come up with reasonable solutions. This idea, of course, only works when the interest of the parties involved are the same. The result of these ideas have created much disunity among members of the local. Those members who were looking for changes in the local with the election of the new union officials find themselves fighting with the new officials, while other members who only go along with the program are still not providing any leadership. Add to this the largest percentage of black workers in any local union outside of the South with the potential of being the most militant element in the local union. Finally a large amount of travelers from other local unions around the country who probably represent the most militant element today. Combine all these elements and we have the potential of a major force or the potential of total disunity.

The question of unity is more important today than at any time in recent history, because of the economic crisis we find this country in and because this local union contract is coming up for negotiation in 1977 without the no strike clause for the first time since World War II.

Members of the Local #46 have had a test this year already with the plumbers strike and have shown that there is a high degree of militance among the electricians.

The trident missile site was picketed by plumbers of Local #32 from Seattle. Even though plumbers from Seattle and Bremerton crossed the picket line, electricians refused to cross the line. In fact about 40 people were laid off from their jobs for refusing to cross the picket line. This act shows that we clearly see the need to demonstrate unity with the other trades by not crossing the picket lines, and that the plumbers demand for the right to strike during the life of their contract (see p. 1) is an important one. It also showed how unclear and divided our leadership is both inside our local and inside the Seattle building trades council, where the council has failed in its duties to provide co-ordination of support for the plumbers strike.

It is important for us to look at the events that took place inside our local and at the trident missile site to see both our strength and weakness in order to correct these mistakes, so that we may yet give some type of support to the striking plumbers, and to prepare for our own struggle next year against the NECA and probably our own interna-

tional office from whom we must request strike sanction. Internally the struggle against the new leadership has not reached the level of calling the new people dishonest. This is a positive factor because the problem with the new leadership lies in the direction from which the control comes, and who decides what needs to be done.

The dictatorial rule of the international (from the top down) and the Anti-Labor Laws tie the hands of our local union leaders. Who think that their fate is tied to their relationship with the International President causing them to make the same mistakes as the international, making unilateral decisions, and informing the membership of the decisions later, if at all. No direction comes from the rank and file.

The struggle at the Trident missile site where electricians gave support to the plumbers is the clearest example of all these elements operating together and finally coming apart with the employers ending up the winner.

The picket line was established by Local #32 against 3 mechanical contractors on the missile base and all workers were asked to honor the strike. After the first day the plumbers from Local #631 in Bremerton crossed the line and continued to work. Even in the face of this lack of solidarity on the part of the plumbers, the electricians stayed out in support of Local #32, realizing that the fight was also theirs, and that there was not unity in the plumbers leadership.

There was much confusion on the part of Local 32's leadership about which tactics to use after the first day of the strike. Only about one third of the electricians went to work. These workers were mostly workers who are working out of classification, and a few people who hoped to become shoppies (company men). The major electrical contractor on the missile site has a number of jobs in this jurisdiction, and some workers see the need to keep the peace with this company for long term employment. Most of the workers who stayed out were travelers, some local men who have fought for better and stronger unions historically, and all the Black Electricians.

Under these conditions the union leadership should have approached the striking workers to explain whatever condition they knew to exist and ask the striking workers their opinion. Only in this way should plans to work out ways in which to support the plumbers and maintain unity inside the electricians ranks have been decided. Instead the leadership worked out its solution with management, and ordered the striking electricians back to work. Some of them went back to work and others didn't. The ones who didn't report to work were fired. The union leaders used the age old scare about law suits and fines against the union to force the issue and divide the workers.

The tactic used by the leadership brought even more dissenters down on them. Workers at the next unit meeting demanded that the Business Manager resign and showed a great deal of dissatisfaction about his order to cross the picket line. This rising tide forced the leadership to carry the layoff dispute to the grievance procedures, knowing full well that some invisible 3rd party (an arbitrator) would end up ruling in favor of management and once again take the heat off the union leaders. However, the resentment and lack of unity will remain.

How should this problem have been dealt with, and what should have been the solution. Who were the factions

involved? Why is this unity and support important? These questions should and must be answered in order for us to move forward with some hope for unity in the future.

Why Unity

Next year as mentioned earlier, our contract comes up for renegotiation. We have for the first time the opportunity to include a strike clause in our contract. Without this clause we cannot expect to gain any qualitative changes in our contract such as travel pay, safe work place, controlling pension, health and welfare money, fair layoff procedures, ending racist practices and stopping speed-up by the companies.

What we must demand is the right to make what we now call wobbles a legal way to settle disputes. We all know that strikes are the most effective way to settle grievances not some union leaders and contractors sitting down in a closed room far from the front.

In order to achieve this important demand we must be unified and clear on the issues.

What Elements Exist

Who are the people involved? There are basically five elements involved in the rank and file of the local union at this point. The first group is the largest. These workers seldom attend meetings or show any leadership. These workers basically go along with the program. For discussion we shall call this group the center forces.

The second elements are the local men who work for and support a change in the leadership. This group tends to be the most militant of the local men. They attend union meetings although the workers represent a small group, they provide leadership for workers in the center group. We shall call these workers the left wing of the union.

The 3rd element is the old guard who fought against and has always opposed changes. They support the old leadership. They also are a small group yet provide some leadership to the center force also.

The fourth group is unusual and is not found in most local union situations. They are the Black Electricians who make up a small force and should be considered a part of the left wing. Black workers are more organized yet do not provide the necessary leadership, because of racism. White workers assume that black workers should only speak to issues concerning racism. Even though we are all workers.

The fifth element and no less important are the travelers. Travelers provide the independent militance to workers' struggles, a factor necessary in transforming Local #46 into a strong fighting union.

What is the Point of Unity?

Even though all these elements exist within our union, there is a level in which all these groups can come together. One of the major causes of the disunity is a lack of understanding among the different elements. Each group would agree with no speed-ups, layoff procedures that are fair, control of pension money and the right to strike. Because these issues are never explained or discussed among workers, we never see any basis for unity. Because racism exists among workers, national minority workers are excluded from discussions, and both

white and national minority workers assume they have no need to struggle together. The ideal that all workers are effected by bad conditions should point up the need for all workers to be involved in the fight for better conditions. The fact that no real unity can ever exist in the face of racism means that all workers should fight against racism, this fight is almost always left to national minority workers.

How Do We Change the Situation?

With an understanding of why we need unity and who the elements are, we should look to how we correctly can change our situation to gain more control over our work situation and consequently our lives. We have already spoken to the problem of top down dictators. We also have a problem of no communication inside our local and inside the building trades council.

In order that we establish some form of democracy inside our union which allows workers to make decisions, we must first come to understand that **WE**, the rank and file, are the union. We must force our leaders to understand this also. This would put a stop to business representatives making decisions without talking to the workers involved first. Shop stewards should be elected on the jobs by workers who have faith in their willingness to work in their favor and stand up in the face of management. We should also set up shop stewards meetings where our stewards would come together to share experience and develop positions to carry back to the job site. The leadership would then come from the workers on the job not the business representative. Under the present conditions, if a business representative does not have a friend on the job, workers find themselves without a steward.

The lack of communication inside the local could be solved by producing a monthly newspaper written by union members. This would allow all members to read and understand the position of the Local on all issues. Finally the Seattle Building Trade Council is set up to provide the leadership for the building trade unions. They should be pushed to co-ordinate all efforts between these unions. The fact that plumbers have been out on strike for 2 months without any support from other workers (except the electricians at the Trident site) is disgraceful.

If we are to win next year we must have the support of the other trades. If we are to get that support, we must set the examples now by supporting the striking plumbers.



**IN UNION
THERE IS
STRENGTH**

Once we unite we will not have to worry about our international selling us out or being bought off by employers who have larger contracts. We do not need to replace our present leadership. We need to provide them with leadership.

Apprenticeship

When persons apply for an apprenticeship in the construction industry they are met with many obstacles. In one apprenticeship office unfair requirements glare down from the wall in bold letters:

You MUST be under 25 years of age.

You MUST have a high school diploma.

You MUST have 1 year of algebra and 1 year of geometry with passing grades.

You MUST pass an aptitude test.

Similar requirements can be found in the other trades as well. It is obvious these requirements immediately eliminate a substantial number of people which denies them the right of ever becoming skilled construction workers.

Recently the U.S. Civil Rights Commission ruled such apprenticeship requirements to be discriminatory for national minorities yet they continue to be enforced. These requirements unjustly prevent many white applicants from entering a skilled trade as well.

In spite of these facts the rank and file have not challenged the necessity for unfair apprenticeship requirements. Instead they unthinkingly follow the incorrect views put forth by management and union leaders.

Most workers know the rules and regulations of the apprenticeship programs are set up and enforced by the Joint Apprenticeship Training Committee (JATC), composed of representatives from labor and management.

Management sits on the JATC to make sure their interests are upheld, not the interests of workers. They are happy when apprentices become journeymen capable of increasing contractors' profits through efficient labor.

Workers assume that labor's representatives sit on the JATC to insure the needs of the rank and file. In theory this is the case. In practice labor's representatives often fail in this function which is reflected in the many complaints expressed by apprentices regarding class work as well as on-the-job training.

Labor representatives on the JATC often fail in their responsibility to their fellow union members when they link the interests of workers to the interests of management.

This is incorrect because our interests are diametrically opposed to the contractors we work for. Contractors attempt to BUY our labor at the cheapest price. We try to SELL our labor at the highest price.

Unfair Entry Requirements

To understand clearly why the present apprenticeship requirements are unfair we must judge the logic on which they are based.

One incorrect argument union leaders and management have led workers to believe is that imposing strict entry requirements regarding education will eliminate those incapable of becoming productive journeymen. The other side of this fake coin is that such restrictions will allow only those who are "best prepared" academically to complete an apprenticeship.

Another shaky argument in support of discriminatory entry requirements regarding age restrictions is that young workers in their early twenties have fewer responsibilities and can therefore carry the heavy load strapped to apprentices' backs, that is, class work on top of full time employment. In addition it is wrongly assumed that fewer responsibilities will enable young workers to better adapt to the "low" pay scale of an apprentice.

More importantly, management gambles that contractors can get a greater number of years of profitable labor out of young workers as opposed to an "older" worker, say in his thirties.

These arguments were proven untrue when the United Construction Workers Association (UCWA) fought to integrate the skilled trades.

Court Order Requirements: A success

In 1970 a Court Order lifted the apprenticeship restrictions on age and education for black applicants. At this time UCWA established a subcommittee of the regular JATC. This subcommittee included not only a rep from labor and one from management, but more importantly, a worker from UCWA had an equal vote. Under the new program many accepted were in their mid-thirties. Some had not taken algebra or geometry and still others had not finished high school.

A majority of these apprentices are now capable journeymen working in the trades. They have proven that neither age nor education is a deciding factor in completing an apprenticeship.

The older apprentices were very mature. They were ready to deal with the hassles of being an apprentice, as opposed to younger workers who may not have yet developed the discipline necessary to complete an apprenticeship.

These apprentices had families to support, mouths to feed and bills to pay. They were highly motivated to gain the benefits of becoming a skilled journeyman.

The pay scale of an apprentice may be low when compared to a journeyman's, but when compared to the average wage of unskilled and/or non-union labor, the wage of an apprentice is definitely high. So it was not difficult for black apprentices to adapt to their new wages. Rather, their standard of living was immediately raised upon becoming apprentices, giving them a real incentive to complete the program.

Many of these black apprentices were not new to the construction trades. Some had gained skills in the armed forces. Some had performed non-union work when they were denied entry into unions because of racism. Others had been long standing members of the laborers' union.

These various work experiences proved more valuable than any math book-learning in preparing them for the trades because so much of skilled labor in construction is good old common sense and being familiar with tools and machinery.

The black apprentices also proved that men in their thirties are not over the hill. They still have more than thirty years to work in the industry and should not be barred from acquiring a skill if they are in good health. They too, have the right to decent employment.



It was not easy for black apprentices to turn out as journeymen. They were met with racism from other workers which hampered them both in class and on the job. Many could not carry the added burden of being a "minority" in the trades so they dropped out. It was the function of the JATC subcommittee to solve these unfair problems in order that the black apprentices would indeed become journeymen. Having a worker from UCWA sit on the subcommittee who was himself an apprentice insured that the needs of black workers would be carefully weighed and considered to find real solutions.

Old Requirements Remain

It has been six years since entry restrictions were waived for blacks. Once the requirements of the Court Order are fulfilled the unions will go back to imposing unfair restrictions on black applicants. We believe unfair entry requirements should be done away with for all workers, not only for blacks.

Historically those being discriminated against have had to file law suits against unions to enter the skilled trades which has proved to be costly for union members.

We realize, however, the necessity for certain criteria to select applicants for an apprenticeship who will turn out as capable journeymen. These criteria should be job-related. Applicants should be physically sound and in good shape to withstand the hardships of construction work. Their past work experience should be taken into account especially if it is in construction or related to the industry. If in previous jobs they have shown a willingness to learn and discipline in showing up for work, these should be counted in their favor.

By imposing fair job-related requirements more applicants will be given the opportunity to become skilled journeymen. This in turn leads to the problem of obtaining employment for an increased number of apprentices.

The vehicle for solving this problem has already been established but it is up to workers in the trades to take advantage of it. Under the 1970 Court Order the following journeymen to apprentice ratios were made mandatory:

Trade	Journeymen to Apprentice
Electricians	3 to 1
Ironworkers	7 to 1
Sheetmetal Workers	4 to 1
Plumbers & Pipefitters	5 to 1
Operating Engineers	8 to 1*

* 2nd apprentice on a job is hired only after 28 journeymen operating engineers are already at work.

Workers should survey the job site where they are employed to make sure the contractor is in compliance with the established ratio. They should then apply pressure to their union to bring contractors into compliance when they are found to be in violation of the Court Order. Presently contractors are getting away with non-compliance. But workers can put a stop to this if they take the necessary action. In this way apprentices can be steadily employed.

Union members must begin to assume such responsibilities as seeing that the journeymen/apprentice ratio is enforced in order to make their unions strong.

Solutions to the problem of unfair entry requirements should come from workers inside the unions.

4,000 Plumbers and Steamfitters On Strike!

cont. from front page

As a result of the strike, Howard S. Wright, the general contractor of the McKinstry project, was forced to shut down the entire project because work could not proceed without mechanical installations by plumbers and fitters.

Without pressure being applied by the Union, the employers can hold out with the profits they have made through our labor. We must begin to apply some force!

WHAT ARE THE TACTICS OF THE UNION?

Almost three weeks passed, since the beginning of the strike, before the leadership decided to picket any employers or worksites. Until that point, the effect of the strike on construction projects has been minimal, causing the burden of the strike to be shifted to the workers. Even with the few pickets at various worksites, construction progress continues.

It's obvious that the pickets are ineffective. The pickets have not been used to keep workers, even plumbers and steamfitters, off construction projects. Consequently, work is progressing with a minimal amount of interruption. As a result, the MCA has not felt any pressure and can use this time to further weaken the rank and file.

Much of the current tactics of Local 32's leadership, originates from the Union's attorney. The leadership has backed away from more effective tactics which were termed against "such-and-such" laws. If these laws are going to make us lose our rights, then obviously these anti-worker laws should be ignored. To quote one striking steamfitter, "We should use a winning tactics... if we get into trouble with some law, that's what we pay our attorney for, to get us out..."

WHAT IS TO BE DONE

The current situation calls for our careful analysis and modification of the tactics. Local 32's leadership has viewed this strike very narrowly. They presume that the Right to Strike and other issues are only important to plumbers and steamfitters. The leadership has not attempted to solicit the support of fellow workers in other crafts. Many workers are willing to support this strike and honor pickets if there were pickets posted in strategic places.

In a letter to picketers, at the Trident, from the Union's attorney, they were instructed "...not to speak to anyone about the pickets..." This is a self-defeating tactic, in that other workers must be informed of the issues if they expected to make the necessary sacrifices to help win this strike.

Nor has the leadership attempted to attack the MCA politically seeking to unite the Building and Construction Trades Council. The Seattle Building and Construction Trades Council, a political coalition organization of all the local construction trades, has been totally silent during the past two months. In such a major strike where serious and vital issues as the Right to Strike and Control of fringe benefits are at stake, why hasn't the Seattle trade union leadership spoken out and initiated industry wide support? And Jim Bender, current Secretary of the King County Labor Council, and ex-candidate for Governor, why hasn't he moved to openly support the efforts of labor?

The Building and Construction Trades Council should broadcast to every worker in the industry information about the strike issues, their importance to both workers and employers, and call for some type of unified action.

In hindsight, the Building Trades leadership and especially the leadership of local # 32, should be criticized for taking us down a "two-month path" without having developed a fighting strategy. However, now that we are here, let all of us recognize the hole that we're in and collectively work and support each other to win our rights.

We believe that the issues involved affect more than the plumbers and steamfitters, and that an industry wide campaign must be waged. Also, labor history has shown that the only winning strategy must include an informed rank and file and an action program. Therefore, striking plumbers and steamfitters must demand:

1. For the strike committee to regularly communicate accurate information on the current strike issues and tactics to the rank and file.
2. Special strike meetings to receive and transmit daily information to rank and file.
3. Initiate an all out picketing campaign to gain support of other workers in the industry.
4. Support any and every effort to mobilize striking plumbers and fitters to actively participate in the strike.
5. Encourage workers from other unions to raise the strike issue at their union meeting for the purpose of broadening support and explaining the issue. Other workers should be encouraged to introduce resolutions in their unions to support the plumbers and steamfitters strike and get their leadership to fight for an industry wide work stoppage.
6. Instruct local # 32 leadership to initiate a resolution in the Seattle Building and Construction Trades Council for industry wide support.

The MCA tries to camouflage the opposing interests of employers and workers by aligning themselves with union workers by calling for "...a combined effort of union management and union labor" to help them compete for more money. They even seek to cause fights between plumbers and other tradesmen saying "...These markets are slipping away to other crafts and non-union elements..." The McKinstry Company began using non-union labor at the Trident project over a week ago. And it is rumored that other MCA employers, University Mechanical and J.P. Francis, will also bring non-union labor onto the project. The employers help to promote the use of non-union labor yet tell us to give them concessions in our agreement to help them compete against non-union labor. What hypocrits!!

Plumbers and Steamfitters from United Association Local # 631 working on the Trident responded Wednesday, July 21, by refusing to work.

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