

# The TYNESIDE SYNDICALIST

NUMBER 12

FEBRUARY 1987

25p

# T ENGINEERS

# SIGNAL

# FRESH

# MILITANCY

full story  
on  
back page

**DICTATORSHIP OF 'MANAGEMENT'S  
RIGHT TO MANAGE' CHALLENGED**

ABOVE: PICKETING ENGINEERS AT  
BRITISH TELECOM WORKSHOPS,  
BENTON ROAD, NEWCASTLE. —

*WAPPING—First Anniversary: Strikers Fight On*

# MURDOCH IS BAD NEWS

DON'T BUY

THE  
**Sun**

NEWS OF THE  
**WORLD**

THE  **TIMES**  
THE SUNDAY TIMES

## ANARCHO—SYNDICALIST MONTHLY

**inside:**

CONTRACTS, BUSES, CATERPILLAR, SPAIN, SOUTH AFRICA, USA, VICTORIA 6, DUBLIN HOTEL STRIKE,  
LOW PAY, ROUND UP, TELECOM, PRINTERS.

## EDITORIAL

A major concern of many trade unionists in Britain today is whether or not trade union officials can be trusted. Many workers have learned to distance themselves and distrust union full-timers who have in the past caused the breakdown of seemingly solid strikes.

Both local and national disputes have borne witness to such action recently.

In the North East workers at Contracts Ltd, South Shields, were forced to return to work after six months of strike action by their union officials, both national and local. Similarly the 9 month dispute at Longbenton DHSS was ended after pressure from C.P.S.A. General Secretary, Alistair Graham.

At national level printworkers involved in the New International dispute have faced immense problems forced upon them by their union leadership and recently the withdrawal from the Silentnight dispute by FIAT leadership only adds fuel to this argument.

Such actions are not simply restricted to British trade unions but are in fact worldwide. Examples such as the sell outs of Meatpackers in the Hormel strike and cannery workers at Watsonville in the U.S.A. are commonplace and show that there is something in the nature of the structure of present day trade unionism to warrant such anti-worker actions on the part of the trade union leadership.

The problem is not one of ideology. It is one of structure. Full time, highly paid appointed officials have interests fundamentally different to those workers they supposedly "represent". The union officials idea of what is good and what is bad for workers is built up from self preservation in their positions. Often not even understanding workers demands and very often putting unions funds above workers in dispute (eg SOGAT at Wapping, FIAT at Silentnight etc). This shows quite clearly that they are no more "friends" of workers than are bosses.

Change of tactics and structure during disputes hold many fears for the union officials. Often in many cases where workers take action a kind of rank and file solidarity organisation is built up between those involved. Such moves are against the grain for the so called leadership as tactics and decisions are their decisions alone. They accept anything to subvert such a move by workers for one very simple reason, their lack of control on what is happening basically puts their careers in jeopardy and shows clearly that they are of no value.

This attitude not only exists in the minds of the local and national officials but also with many shop stewards who merely toe the union line.

Negotiating deals with management on our behalf is one of the major roles trade union officials play. We have had a gut full of such deals arranged that barely change our circumstances at work. Acting as some form of stop valve on many occasions union officials have the skill of defusing any ideas of action in support of better conditions, wages etc when in fact in many cases industrial action may be the only way employers will meet such demands.

It is very easy to allow a small group of individuals (such as maybe a shops stewards committee) to discuss and take decisions on our behalf but this is precisely where the problem lies and where 'sell outs' occur. Union bureaucracies are a menace. Rank and file organisation can overcome their influence.

British Telecom have defined clearly their feelings about action by engineers and clerical workers. Rupert Murdoch has made it clear that he does not want unions inside Wapping. Health Service chiefs have made it clear that jobs will be lost and wages and services cut. British Coal is showing a lead in attempting to close down the British coalfields, electricians, engineers, shop workers and many other factory and service workers up and down the country are feeling the push of management and government bodies attempting to drive down wages and implement worse working conditions.

The erosion must stop here. A united offensive on the part of all workers against the employer needs to be mounted to secure our demands.

If you would like to make any comment on the Syndicalist, contact the Tyneside Revolutionary Syndicalists for more information or would like to contribute to the paper both financially and with information please contact;

THE SYNDICALIST,  
c/o Tyneside Free Press,  
5, Charlotte Square,  
Newcastle Upon Tyne,  
NE1 4XF.

If you would like to see the continuation of the Syndicalist we urge you to make a financial donation immediately. The paper is produced on a shoestring and your support is needed. Please make all cheques and Postal Orders out to;

THE SYNDICALIST

The 'Syndicalist' publishes news, reports and information on industrial disputes, rank and file workers organisation and trade union activity and community and social issues on Tyneside and elsewhere.

If there is something happening in your workplace, community or trade union that you feel people should know about please write to us with details if possible an address or telephone number where we can contact you shall be of help. All communications will be treated with complete confidentiality

## M.S.C. THREAT AT CONTRACTS

On January 16th workers at Contracts Ltd, South Shields, were surprised to see their manager appearing on the front page of the local newspaper - The Shields Gazette - complete with photograph, claiming that he was desperate for workers to come and train at the factory. He announced that he was setting up a Training Scheme for any takers. Behind this cheap piece of propaganda is a series of attempts by management to bring the M.S.C. back into the factory.

# On the buses

As the Syndicalist has continued to report, the plight of the public as regards accessibility towards public transport continues to grow.

Since the 'Deregulation' of the Integrated Public Transport system last October prior predictions of a worsening and more dangerous service have proved correct. The effects of the 'shake up' have not as yet had time to fully sink in as 'Deregulation' is not yet complete. January 26th saw the extending of competition and profiteering,

forced to break the law if they are to keep up with ludicrously shortened journey times. One driver said, "I have seen more accidents involving buses in the last four weeks than in the past seven years".

### CORNERS CUT

Figures concerning congestion and cutting of journey times make it hard to see how there haven't been even more accidents on the roads. For instance in some cases

for drivers to think very seriously about future action against Management, especially if action is to be held over a prolonged period of time. New industrial tactics must be developed and used. The reliability of 'simple' strike action in meeting workers

### NEW TACTICS

demands has been shown in past years to be an outdated and in most cases unaffordable industrial weapon. To gain decisive victories we must use decisive tactics to hurt the employers financially. Simple strike



### PROFIT

All operators now have the added premium of being able to drop 'unprofitable' routes at six weeks notice and lay on others over the same period of time. This will ensure that there is further congestion in our streets as operators lay on duplicate services running parallel to compete for lucrative routes and leaving others without any service at all.

Journey times were cut by half and bus use of the Tyne Bridge has went up from 28 to 110 buses per hour, these figures are not unique.

### NOT DRIVERS' FAULT

As passengers will no doubt know full well the actual service of the Transport system has become worse all round, freezing at bus stops, waiting on buses all add to

action has the affect of two main things, firstly the public are hit not only hurting them but also in effect losing mass public support and secondly Management actually save wages, diesel, costs etc. Public service industries do not have production to hit so in the long run profits (or not too much) are not hit. Tactics must be developed which take both examples into account. One such action could be the 'good work' tactic where a service is given



PICKETING TRANSPORT WORKERS DURING JANUARY 17th STRIKE ACTION

### CHANGE FOR THE WORSE

Public transport drivers are experiencing an extremely raw deal under 'Deregulation'. Their wages have been slashed by as much as £44 per week, hours have been extended to such a degree that drivers sometimes work 12 hour shifts with driving time behind the wheel without a break to as much as 5 1/2 hours. Due to these changes, including worsening working conditions problems such as backache, stress and stomach complaints can occur. (for such affects see Syndicalist Nol and report on Stress and its affects on train drivers).

### DANGER

Drivers have warned that there is now a real danger on roads due to the pressures they are forced to experience. One driver stated, "There is not a man who can say he is a safe driver anymore. The situation is so bad there will be a major accident soon". In fact accidents involving buses have already grown to alarming levels. Due to congestion on the roads along with other pressur-

es (as mentioned above) drivers are being time wasted on public transport, though it must be said that this is in no way the fault of drivers.

### A FARE PRICE ?

Fare increases last year of 20% were said to be far too high by the PTA and that they did not want this to happen again. Prices, say the Authority, will be limited to rises of 5%. PTA also say that their decision on what rises will be shall also rest on prices charged by other private operators. What this means and what rises there will actually be in the future can only be left to the imagination.

### OFFICIALS IGNORED

Transport workers on Busways services have taken strike action on several occasions in opposition to conditions etc. It is interesting to note that union officials were ignored after their talks and subsequent deal with Management in Newcastle. Drivers already take the brunt of public condemnation for the state the buses are

in, this fact makes it extremely important many times better than what employers intend thus hitting them financially.

### GOOD WORK IN LISBON

Transport workers in Lisbon have used this tactic to great affect.

Workers kept buses and trains running as normally though passengers were not charged for rides. Hence management were hit financially and public support for them grew and grew. Actions such as this need to be developed if public service workers are to gain victories. New tactics can be used to great affect to win better conditions etc for workers but the problem of service to the public is a major one. Joint campaigns through workers and public may meet demands in the short term but a truly adequate 'Public' transport system cannot be secured until decisions on all levels such as routes, regularity etc are actually determined by those that work and use it.

## Caterpillar work-in

On January 13th the American Earthmoving equipment manufacturers announced their plans to pull out of their Scottish operation after 30 years at Uddingston, near Glasgow.

The closure, due to take place within 15 months will effectively make 1,221 workers redundant.

A meeting of workers reacted to the news by taking a unanimous vote in favour of occupying the plant, this was carried out immediately. Workers are now said to have started production again and plan to fight the closure to the end.

It is not known the real reasons behind the Caterpillar decision though some pointers look towards an £8m payment from the Scottish Office to Caterpillar left outstanding. The company has investments throughout the world but no other plant is being effected.

Their only other U.K. investment, Caterpillar in Leicester remains without any change. Caterpillar seem to be using the Scottish plant and its workforce in a mini vendetta against the Scottish Office.

Workers have 15 months to prepare to fight the company, plans for action will no doubt be drawn up. Meetings with workers in the Leicester plant, ESI (Ireland) Ltd in the Republic of Ireland must be held to discuss solidarity action. A worldwide appeal must go out from Scotland to the rest of the world appealing for action throughout the entire Caterpillar operation

At the time of writing the workers' occupation of the factory continues, in the form of a "work-in". More than this, they have embarked on a "re-training" programme where workers learn each others' jobs - typists learning how to build earthmovers etc.. Sophisticated tactics such as these are very encouraging - if combined with appropriate support from others the Caterpillar workers can hope for success.

# WATSONVILLE CANNERY STRIKE

Since Sept. 9th 1985, upwards of 2,000 cannery workers have been on strike against wage cuts and contract takeaways demanded by two large frozen food plants in Watsonville, California. Eighty percent of the strikers are women, mostly Mexicans or Chicanas. Watsonville, the "frozen food capitol of the world," is a town of 24,000 inhabitants in the Pajaro River valley, about 90 miles south of San Francisco.

The management of Watsonville have demanded wage cuts to \$4.25 an hour (later changed to \$5.05), and that workers put in 1,000 hours a year before they could qualify for medical coverage.

## EFFECTS OF OFFER

If accepted, these demands would have two effects. Firstly, virtually none of the workforce would receive medical coverage. This is due to the fact that employment at Watsonville is seasonal!

Secondly, if the Watsonville workers were to agree to only \$5.05 an hour, workers in other cannery plants would be forced to have their wages cut to fall in line with them.

## BLAME

The blame for this falls firmly in the lap of the union bureaucrats. The unionised canneries are members of the Teamster's Union. In their infinite wisdom, the bureaucrats decided to settle each cannery separately. In the canneries that have settled, their wages were cut from \$7.05 to \$5.85. Included in these settlements is what is called a "me too" clause.

The "me too" clause allows a contract to be re-opened if another plant settles for a lower wage rate. So if Watsonville settles for \$5.05, the rest may have to follow suit.

## INDEPENDENT ORGANIZATION

The union bureaucrats were not prepared for a long fight. Neither was the workforce expecting to have to fight the union as well as the management.

As time passed, the rank and file have learned to organize mainly independent of the union. They have arranged solidarity marches, mass picketing to stop busloads of scabs entering the plant, and convinced others to leave the plant.

As is so often the case in these here United States, class "justice" has prevail-



On Oct. 6th 3,000 marched in Watsonville in solidarity with striking cannery workers

ed. Strikers have been beaten up by the police. One worker, Guillermina, aptly expressed the view of many when she said that the company had "bought the cops, the judges, the newspapers and the TV" in this agricultural community.

## VICTORY?

Since the strike began the company had offered skilled mechanics extra pay to

cross picket lines. This was rejected. They've also tried to de-certify the union.

This too has failed.

However, despite continued picketing, and wide solidarity support, truck loads of products still flow from the plant. Yet the workers are determined to see things through to victory.

There are positive sides to this dispute.

One striker said, "We have learned some things that can help others. We could thank the boss for that much. Going out got a little of the stupidity out of our heads. I was always shy. I never opened my mouth at work. Now that's changed."

INFORMATION FROM THE WORKERS SOLIDARITY ALLIANCE (USA).

## Restaurant Workers Sacked

Picketing at Wheelers fish restaurant in Brighton continues after four workers were sacked following management's demands for extra work loads.

Workers at the restaurant had not had a wage rise for 15 months so during June of last year workers began to demand better wages.

The new owner not only refused a wage rise but also refused to recognise their union, the Transport and General Workers Union, and asked workers to prepare extra dishes

during working hours.

One worker, Mr Cheung, was sacked on November 8th for refusing to cooperate with management demands and the other three at

The restaurant walked out in sympathy. This resulted in their own sacking. Picketing has continued since November 10th and sacked workers are appealing for support. They are asking all T.&G. drivers to refuse to deliver to the restaurant and asking supporters to boycott it.



## DUBLIN HOTEL STRIKE

Workers at the classy Shelbourne Hotel in Dublin have been on strike since 4th October last year. 108 strikers are the poorest paid hotel workers in the city since a lock-out in 1983 ended with defeat, wage cuts, redundancies and a steady erosion of conditions.

handle South African goods).

## BETTER TACTICS

Direct action in solidarity from workers involved in delivering supplies to the hotel would be a useful first step, in addition the mass picketing and financial



## RICH FOOD

The owners of the hotel, Trusthouse Forte, have imported "trainee managers" (scabs) from England. They claim that they can't afford to pay normal rates, even though a main course meal in the restaurant costs nearly twice the daily wage of a head waiter, and cleaners are paid 87p per room (having to clean 16 rooms a day). The workers union, the ITGWU, has not gone beyond a public relations campaign. Experience of the Dunnes strike has shown that this will not be enough (workers at the Dunnes store in Dublin were sacked after obeying a union instruction not to

and other forms of support are needed. A campaign against Trusthouse Forte throughout all of Ireland and Britain could also be mounted, but again would need to involve more than moralising to public opinion.

Donations, letters of support etc to;

Shelbourne Strike Committee,  
No. 4 branch,  
ITGWU,  
Liberty Hall,  
Dublin 1.  
Eire.

Source: Workers Solidarity.

## NORTHUMBERLAND COAL

January 9th saw the last shift at Whittle Colliery which is due to officially close on March 27th. All work at the pit up until then will be that of salvage. The closure of Whittle brings the death of the whole of the Northumberland coalfield that much closer. There are now only two pits remaining in the area, Ellington and Ashington. Ellington is being filled with miners from closure pits and Ashington's future remains in jeopardy. Unions at the pit have agreed to a 200 job redundancy plan cutting the workforce from 550 to 350 this will put the pit on a sure footing say British Coal. Miners at the pit are said to be worried, due to their lack of trust with the Coal Board.

## VICTIMISED MINERS

The campaign to support victimised miners continues but still more support, both financial and active, is needed. Over xmas a total of £6,000.16p was either collected by supporters, donations and union branches etc. Miners imprisoned and sacked during and after the 1984/1985 strike must not be forgotten. For more information on how to get involved, more information on the campaign and donations contact;

North East Justice for Mineworkers Campaign,  
26, The Avenue,  
Durham.

Tel: (0385) 61375.

# PRIVATISATION SPANISH STYLE

On 18th July last year Spain's "socialist" government issued a decree privatising all Spain's docks. The decree dissolves the OEP (state organisation running the docks), ends the system of registering dockers (a pool of workers amongst whom available work is shared out by their union) and erodes conditions as traditional agreements are torn up. In addition 1000 redundancies would cut the workforce by nearly a third. In response the dockers' rank and file union, the Co-ordinadora, organised a series of strikes throughout the country. Their attitude contrasts with those of the reformist trade unions. For example the UGI signed a document with the ruling "socialist" party (PSOE) and the employers' organisation the CEOE (like the CBI) which accepted the privatisation measure.

## BARCELONA CON

In Barcelona the struggles have centred around the company Contenemar, who have been using scabs (non-registered labour) and who don't employ the minimum number of workers required by safety legislation. On 6th August dockers broke through police cordons and prevented the scabs from working. On the 29th rolling strikes began in 11 ports where Contenemar operates, mainly in Bilbao, Tenerife, Las Palmas, Valencia and Barcelona.

## DIRTY TACTICS

On the same night scabs were taken on with illegal contracts (new employment during strikes is illegal anyway) in Barcelona, so dockers got onto a ship and beat up some scabs. This got a small note in The Guardian, but what wasn't mentioned was that the scabs were professional strike-breakers (one from Chile) and, according to Black Flag, some were members of the fascist Fuerza Nueva (New Force).

## THE CAMPAIGN

The Co-ordinadora put out a poster asking unemployed people not to take jobs they might be offered in the ports, and offering support, including free legal representation, if they were pressurised to do so. Similarly unemployed groups were represented at the Co-ordinadora's national assembly in Alicante (near Valencia) on 17th-18th September, where 36 Spanish ports were represented. An international conference in

Barcelona, held on 29th-31st October, included dockers from France, Sweden, Portugal, Britain, Italy and Spain.



A survey of 64% of Spain's dockers commissioned by the Co-ordinadora showed that 95% of those polled were against the privatisation.

## LIES AND THREATS

El País (roughly, Spain's Guardian) falsified a communique from the Co-ordinadora about Contenemar by changing phrases like, "rank and file union opposed to government plans", which became "opposed to socialist plans" and so on. The press, as well as the regional government of Barcelona and the national government in Madrid, have continued to ignore the illegality of the actions of Contenemar. The government has even used threats that it may demand payment of debts to keep Contenemar in opposition to the dockers. The company owes the government 700 million pesetas in Spain's equivalent of National Insurance, so this is no idle threat.

## SOLIDARITY WINS

However 17 Bilbao dockers immediately went down to Vigo and began an occupation of one of the docks. 400 Vigo dockers joined the occupation in support. Then, on the 6th, six scabs began a return to work, led by a member of the communist trade union, CCO. So much for working class solidarity.

## THE STRUGGLE CONTINUES

The government has refused to negotiate with the dockers. Delegates arranged to meet officials on 17th October but on arrival were dispersed by Civil Guards. The Co-ordinadora now plan to escalate their action even further.

Meantime the blockades continue. On January 12th 25 dockers were arrested in Barcelona but Contenemar say that business has been paralysed since the end of December. As we go to press, a national dock strike in Spain is imminent, and so far there are no signs of the government overturning the privatisation decree ....

## PRESSURE BUILDING

The pressure was kept up in October with the rolling strikes against Contenemar becoming total on the 15th, as agreed at the Alicante assembly on September 18th. A national dock strike in sympathy on 16th October led to heavy conflict with the police. In Valencia there were 8 arrests and 21 wounded, in Barcelona 7 arrests and 30 dockers hurt and in Alicante a human blockade was set up. In Tenerife there was 1 arrest on the 17th and on the 18th three Contenemar ships were prevented from unloading, 7 arrests and a docker hospitalised. Women's support groups in Tenerife and Las Palmas have already carried out occupations involving hundreds of women. Contenemar has been shut down in Bilbao due to an occupation starting on 7th November. Business from there went to Vigo (in Galicia) - a port where the dockers are less organised.

## STRUCTURE OF THE CO-ORDINADORA

### The ASSEMBLY

The OEPB is controlled by the General Assembly of dockers and pensioners. The General Assembly is made up of OEPB members who possess the same rights to speak and vote as in the OEPB.

The Assembly as the supreme organ of the OEPB is able to debate and take decision on any question that might arise during it. Any possibility of delegation is ruled out as regards the following decisions to be taken in the Assembly: the nomination and revocability of delegates, the nomination and revocability of representatives, the nomination of committees and members engaged to carry out Assembly mandates which the Assembly considers appropriate and fulfilling its responsibility and purpose, the dissolving of any committee whatsoever, changing the statutes, the nomination of strike committees, etc.

Extraordinary General Assemblies are held whenever the following conditions arise: when 10% of OEPB members demand one, when it convenes a delegate assembly, when a majority of members decide to hold one, when a delegate thinks a Committee is taking liberties or doing things lying outside of or against decisions reached in the Assembly, when it is necessary to come to a decision on some question which must necessarily be settled in an Assembly.

### The DELEGATES

Delegates can be recalled if the General Assembly decides to do so, for failing to observe the Association's statute, for not carrying out the decision of the delegate Assembly, for going against in any way decisions reached in the General Assembly

# SOUTH AFRICA: COSATU NEWS

South African trade unions continue to grow in both size, strength and organisation even under the new and more repressive government laws.

COSATU (Confederation of South African Trades Unions), the biggest union federation has recently begun to organise the unemployed and farmworkers. They have also mounted a national campaign against the use of new pass books, the struggle for a living wage and also launched new industrial unions in food, construction and transport.

## HEALTH AND SAFETY

The union body is adamant that it will make workplaces a safer environment. 2,000 workers die through industrial accidents each year with millions more being injured and thousands dying or suffering from industrial diseases. COSATU state, "Workers needs and workers safety come first no matter what it costs. It is not bosses who are dying underground or in the factories. It is workers".

In the mining industry the National Union of Mineworkers (affiliate of COSATU) is opposing a move by management to deport some 130 workers suspected of carrying the AIDS virus. COSATU demand that these workers be kept on as any other.

## UNION ACTIVISTS HELD

Some 3,000 union activists are estimated to be held under detention laws. 79% of these workers are members of COSATU. The union body is not only demanding the release of these prisoners but are also putting pressure on employers to keep their jobs open and to continue to pay wages. Some employers have bowed to pressure and accepted the COSATU demands though others have refused. The Paper, Wood and Allied Workers Union (also a COSATU affiliate) have declared two disputes with employers refusing the demand.

## ILLEGAL BOYCOTT

At Clover Dairy 166 (out of a workforce of 325) workers have been dismissed for union activity. The company has reached a sweetheart deal with the pro government union the United Workers Union of South Africa. In addition to these activities management have also fingered three union activists to the police for detention. A national boycott of Clover products has been declared, despite a court ruling that it is illegal to promote a boycott under the countries 'emergency' regulations. This boycott also needs supportive action

on an international scale.

## WORKERS SANCTIONS

COSATU General Secretary Jay Naidoo has appealed for sanctions on South Africa by workers. He states, "COSATU supports all forms of pressure on the Botha government....starvation wages, mass unemployment, suffering and hunger - these are not caused by sanctions. We know these things already. They are caused by the policies of Botha and the bosses. Whether sanctions make things worse or not

is not our big problem. Our big problem is how to end the system....the most important form of solidarity action with our struggle is international workers solidarity action. We can never rely on the governments in other countries to help our struggle. These people are opposed to workers in their own countries, so how can they help us? Our most consistent and reliable ally is the workers of the world".

## SUPPORT NEEDED

The message from COSATU is clear, our solidarity as workers is needed. Organised

boycotts within all companies with South African links, all shops stocking South African goods, and all imports and exports to and from South Africa must be hit. Get your union branch to affiliate to COSATU News, the paper of the union federation, adopt a detainees family, create links with South African union branches and organise industrially at your place of work.

COSATU NEWS,  
P.O. BOX 1019,  
JOHANNESBURG 2000,  
SOUTH AFRICA.

Source: Industrial Worker.



Farm workers complain about diet



Farm workers

# ARE YOU LOW PAID?

Employers are reaping in the profits and still cutting workers wages even further. The Government has introduced low waged schemes such as Restart, Job Allowance, (£20 paid for wages under £80 per week), and have extended the Community Programme schemes from one to two years. This is to get everyone (especially young workers and school leavers), used to the idea of taking low wages and is another attempt to manipulate the unemployment figures before the next election. Employers drive down wages in order to create more profits for themselves.

protection most workers had through the Wages Council. Youth will be in the front line feeling the effects of the new Bill which allows employers to pay wages grossly under levels set in the past by the Wages Council.

## YOUNG WORKERS

Since the 25th July 1986 workers aged under 21 have not been covered by the Wages Councils Orders. However, they kept their rights to paid holidays earned by their service up until that date. Young workers employed before that date can still claim underpay-

## PAYMENTS IN CASH

Since the 1st January this year manual workers no longer have the right to insist on payment in cash. Any existing rights under their employment contracts remain unchanged.

Deductions from workers wages are unlawful unless allowed by :-

- STATUTE, SUCH AS INCOME TAX OR NATIONAL INSURANCE.
- CONTRACT OF EMPLOYMENT.
- THE PRIOR WRITTEN CONSENT OF THE WORKER.

Retail workers will have special protection against deductions from wages because of cash shortages or stock deficiencies. This will be limited to no more than ten per cent of each payment of wages.

## EXISTING ORDERS

Existing orders are legally binding until the relevant council sits to make the relevant changes. The new rate will come into force 28 days after each sitting.

**LOW PAY unit**

The Low Pay Unit of South Shields says that any full time person working for less than £107 per week is low paid. This means that 40% of workers in the North are working for peanuts.

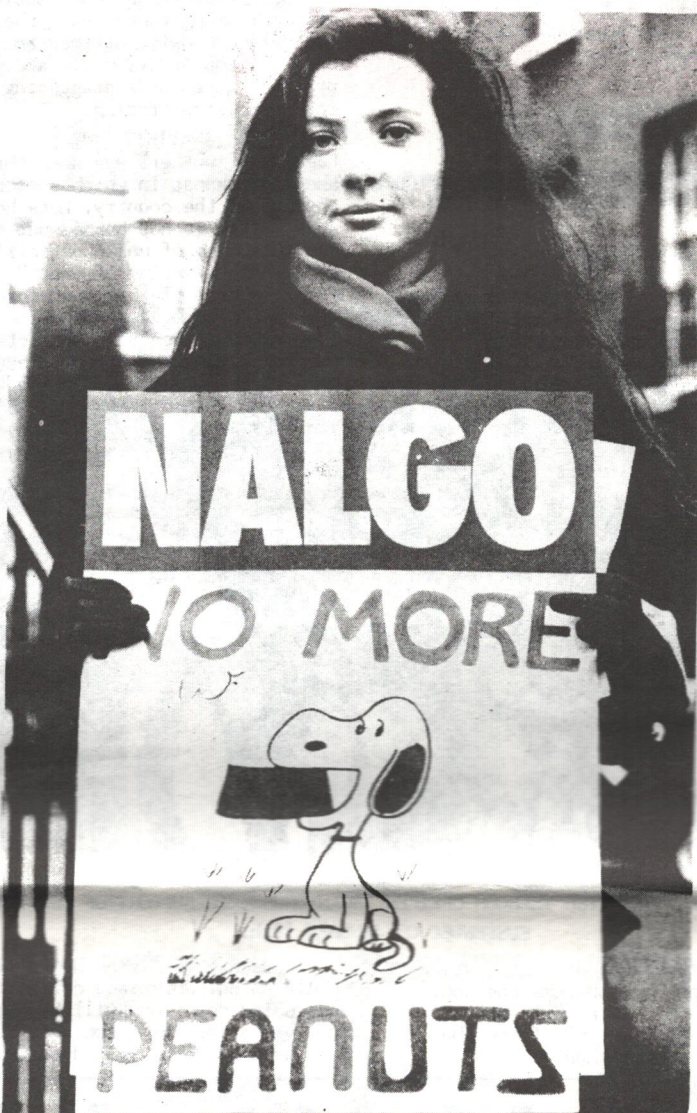
## WOMEN IN LOW PAY

Women are largely affected by low pay as 60% of women who work part-time earn less than £2.00 per hour and 70% of women who work in full time manual jobs earn less than the Council of Europe's 'decent threshold' of £125.58 per week. Women are still paid a lot less than men on average since the Equal Pay Act was passed in 1970.

If you are a cleaner, hairdresser, homemaker or work in shops, cafes, hotels, pubs, clothing and textile industries as well as workers in the health service, civil service, local authorities and in education you are most likely to be low paid.

If you are concerned about your wage rate get in touch with the Low Pay Unit or a Law Centre.

LOW PAY UNIT,  
Box No. 21,  
c/o GPO Keppel Street,  
South Shields.  
NE33 1AA.  
Tel. (0632) 545511.



WAGES ACT

Continuing the trend of reducing wage levels the governments introduction of the 1986 wages Act affectively removes what little

ment and arrears for a period dating back up to two years before the 25th July 1986. Also, their right to holidays on Xmas, Boxing and New Year's Day was taken away.

## WHERE WE STAND

1. We believe in independent, non-hierarchical working class organisation independent of all political parties and bureaucratic trade union structures, none of which represent the true interests of the majority of people, i.e. the people who create the wealth by manual or intellectual means.
2. We believe that under the present system of capitalism support should be given to the struggle for short-term gains, such as better pay and conditions, but these should always be seen for what they are—limited interim reforms which are no substitute for the total reorganisation of society necessary to ensure true freedom, equality and democracy.
3. We believe that the parliamentary system does not serve the interests of the working class. The solution to the problems that we the working class face do not lie in the election of a new leadership, but in the creation of new structures both in the workplace and the community which allows for us all to have total control over the decisions which affect our lives.
4. As revolutionary syndicalists we believe that only by a general strike accompanied by mass occupations and the implementation of workers control, can capitalism be finally removed and a free self-managed society where production and labour is geared towards need and not profit, be created.
5. We are opposed to all forms of racism, fascism, nationalism and sexism—indeed any ideology which sets out to divide the working class.

## A&P ACTION

800 Hourly paid at the Sunderland yard returned to work on January 14th after five weeks of strike action. The action was being taken over the use of outside contractors to speed up work under production. September of last year workers struck for three days over the same issue, this action gained an agreement from management that such practices would cease, this has of course been broken.

Workers are furious that outside contractors are being brought in while North East Shipbuilders Ltd (part of British Shipbuilders) are determined to axe hundreds of jobs.

On this occasion management agreed to review the use of contractors and also to limit the number of redundancies. It remains to be seen for how long the management will last this time before breaking the agreement.

On January 21st the Hourly paid were again taking strike action, this time over the issue of washing and toilet facilities. Men walked out after toilets froze due to cold weather. Management and unions are now discussing the matter.

## Silentnight-FTAT betrayal

In December the Furniture, Timber and Allied Trades union pulled out of the Silentnight strike, declaring it unofficial after 18 months. They claimed that they could not afford the legal costs of the strike. Despite this betrayal the spirits of the strikers remain high and support will continue from around the country. Wear Valley (and other) Trades Councils have publicly condemned FTAT's withdrawal. The campaign against Silentnight and the CO-OP (the main stockists) will continue.

## ROUND UP

### VITORIA

In The Syndicalist no.8 we reported the case of 6 rank and file trades unionists from Vitoria in the Basque country, Spain. The six have been framed on terrorist charges by the Spanish State following the successes of the syndicalist union, the CNT in organising rank and file workers at factories (particularly Michelin) in the city. The prosecution in the case is calling for massive jail sentences on very flimsy "evidence" but the CNT and workers in Vitoria are fighting back on behalf of their comrades. Also, international solidarity has come from trades unionists throughout Europe. In Britain supporters have organised pickets of Michelin and ATS (a wholly-owned subsidi-

ary). Legal defence of the Vitoria 6 is costing a lot of money and the CNT have asked for donations. Send them to:

Marcelo de la Torre,  
Caja Provincial de Alava,  
Cuente no. 2141216,  
Vitoria, Spain.

The VITORIA SIX SOLIDARITY CAMPAIGN is keeping affiliates up to date with the latest developments in the case and is organising fund-raising and other support activities, such as writing to the Spanish embassy etc. Affiliation to the campaign costs £1.50 for individuals and £5 for organisations, cheques payable to:

Vitoria Six Solidarity campaign,  
PO Box 102, Hull, UK.

### RELEASE THE JAILED MINERS

DURHAM	YORKSHIRE
JOHN MATTERSON: Murton — Two years and three months youth custody from December 1985.	MARTIN HODGSON: Wakefield — Three year sentence from November 1985. Armley Jail, Leeds.
GARY BLACKMORE: 19 — Alfrey, attempted not guilty, 2 years Youth Custody, (not a miner, but arrested during the course of the strike)	INGEL HODGSON: Wakefield — Three year sentence from November 1985. Armley Jail, Leeds.
DEAN HAMCOCK: Oakdale — Eight year sentence. Garret maximum security prison, nr Market Harborough, Leicesters.	PAUL WRIGHT: Seville — 18 month sentence. G7624, Kildersham Jail, Frickleton road, Preston Lancs.
RUSSELL SHANKLAND: Taff Merthyr — Eight year sentence Garret maximum security prison, nr Market Harborough, Leicesters.	CLIVE THOMPSON: Frickley — Three year sentence from April 1985. G79348. Ackington Jail, Morpeth, Northumberland, NE65 1HF.
TERRY FRENCH: Betteshanger — Four year sentence from January 1985. B73383, Weald Wing, Maidstone jail, Kent.	N. DEARSHIRE: —
	DAVID GAUNT: Shenbrook — 2 1/2 year sentence from December 1984. E71037. A Wing, Millers Park Youth Custody Centre, Daddington Road, Wellingborough.

### ARDBRIDE STRIKE



Jackie Docherty, Christine Dick and Karen Cook.

ARDBRIDE PRODUCTS LTD.  
← POTTERY FACTORY  
← SHOWROOM

8 workers at a Scottish factory in Ardrossan have now been involved in strike action for well over five months. The strikers demand better wages, conditions and union rights and show no signs of giving up.

One striker, Jackie Docherty, explains the conditions inside the Ardbride factory, "the conditions inside the factory were terrible. We were working with adhesives and there was no proper ventilation. Girls were collapsing and sometimes taken to hospital. There were worries that it could affect babies being carried by pregnant women".

The 8 workers, all members of the Transport and General Workers union need support. Send all donations, letters of support to;

ARDBRIDE STRIKERS,  
ANNA DRUGGEN,  
c/o TGWU OFFICE,  
43, VERNON STREET,  
SALTCOATS,  
AYRSHIRE,  
KA21 5HF,  
SCOTLAND.

### PAMPHLETS AVAILABLE

The following publications are available from the TRS.

The Spanish Revolution 1936-1939. History of workers organisation.....	TRS...15p.
Libertarian Labor Review. New technology, working week, Bolivia.....	IWW...80p.
Strike strategy. Early National Rank and File publication.....	NRFM...10p.
I.W.A. Aims and Principles. Aims of International Workers Association.....	IWA...40p.
Strike action. Tactics and way to organise during disputes.....	DAM...20p.
Miguel Garcia story. Militant in Spanish civil war and after.....	MGMC...£1.
Anarchism and feminism. Women workers and trade unions.....	DAM...35p.
Tell us lies about the miners. Media coverage of '84-'85 strike...D. Douglass...	60p.
Come wet this truncheon. Police role and actions in '84-'85 strike...Douglass...	80p.
Bulgaria - A New Spain. Bulgarian revolution of 1944.....	ABAF...60p.
Libertarian Communism. Ideas of libertarian structure and organisation. Puente...	60p.
My Social Credo. The belief of Anarcho-Syndicalism.....	Maximoff...50p.
Program of Anarcho-Syndicalism.....	Maximoff...£1.
Syndicalists in Russian revolution.....	Maximoff...45p.
The Tragedy of Spain. A look at the revolution of 1936-1939.....	R. Rocker...£1.20.
Syndicalism in practice No1. Spanish revolution.....	Rebel Worker...20p.
Syndicalism in practice No2. Argentine organisation, FORA.....	Rebel Worker...20p.
Syndicalism in practice No3. Syndicalist organisations of Chile...Rebel Worker...	20p.
Syndicalism in practice No4. Syndicalist organisations of Poland...Rebel Worker...	20p.

Please add 24p for orders under £2 and 10% for those over, to cover postage cost.

We wish to point out that TRS do not necessarily hold all views contained in the literature above.

# ALL-OUT

As we go to press Telecom Engineers and Clerical staff up and down the country have taken all out strike action and took up the "Trial of Strength" challenge of British Telecom management.

## BT DICTATORS

Locally workers have also been told by area B.T. boss Paddy Doherty that he "can't accept them back except under complete management control". Nothing short of a



PADDY DOHERTY

total and decisive victory will suffice in the face of such a management stand. Over 110,000 engineers and 34,000 clerical workers are taking action in support of their pay claim and the fight against a "strings attached deal".

## POSSIBILITIES

The dispute holds the possibilities of taking the trade union movement out of the rut of defeats over past years in national disputes. To gain this complete victory Telecom workers must heed two lessons, firstly only a united stand can hope to achieve total success and secondly workers must be on guard against moves by union officers to take the dispute out of their hands. Workers over the past have taken a gut full of "sell outs" by union bureaucrats both at local and national levels.

## STRONG POSITION

Strikers are placed in such a strong position due to their effect on big business, the police, government and Telecom alike that some would even say they are in a stronger position than the miners when they

took on the N.C.B. in 1984/1985. National Communications Union General Secretary, John Golding, has already begun to show signs of the Brenda Dean (attempted) type sell out. Golding is busy screaming for the time when "commonsense prevails and we get round the table". Union officer commonsense has more to do with securing their own position in the industrial network and aiding the employers than it has to do with securing workers rights. Negotiations are not needed in a dispute where workers are in such an obvious position of strength. The fear of effective action through the rank and file (the dispute began at grass roots) is that of workers realising where their true strength lies, henceforth putting bureaucrats out of the extremely well paid office jobs.

## MEDIA REACTION

True to form the media are having a field day enjoying the hysteria whipped up by them with their anti-worker sentiments. Facts behind the strike remain a mystery to many. Life and death emergency cover (which is again being supplied) was stopped out of spite, or so the media, telecom and all others against workers in struggle. One striking engineer told the Syndicalist



"the public will probably never know the actual truth about this". Friday January 16th (after cover had been given all week) saw management in Newcastle suspend the engineers who were working on emergency cover. Keys, pass cards, vans and tools were taken from the workers.

## THE FACTS

The facts of the dispute are in desperate need to be circulated generally, all

supports must play this role. Since privatisation two years ago Telecom workforce has been cut to the bone, new technology introduced and general working conditions eroded. Telecom before xmas announced that they wanted a further 24,000 redundancies over a four year period,

## British TELECOM

desiminating the existing workforce which already has tremendously understaffed sections.

## RIGHT TO MANAGE ?

Now a wage deal "must" be linked to new working practices say Telecom. For 5.2% workers will have to put up with a further expansion of new technology, increased production and a breakdown of

## LUXURY FOR MANAGERS

Together with cuts already implemented, future job losses and greater workloads workers are also furious at massive cash handouts that management continue to dish out among themselves, their new plush and very expensive offices and brand new cars. To top it all B.T. lately released profit figures of a staggering £1,006m for last years trading.

## SPIRIT

Feeling of workers was seen through the sheer quickness in which action spread throughout the country. Lets hope that this spirit is not burned out through the influence of union officials. Even that "guardian of truth" the Evening Chronicle has been forced to comment, "industries throughout the country could be crippled" lets hope the power with which the Telecom workers hold is used to its fullest advantage.



PICKETS GATHER AT BRITISH TELECOM OFFICES, SWAN HOUSE, IN SUPPORT OF TWO CLERICAL WORKERS SUSPENDED ON JANUARY 19th.

demarkation lines - installing, testing and maintaining would become one job. In general the bosses at B.T. want a completely subserviant workforce that allows "management to manage"

Strikers are receiving no strike pay from their union. Workplace collections, branch and union donations will be needed to alleviate hardship. Contact your nearest NCU branch and ask for details.

## 'Consumer care'

Since the takeover over the telephone service by a private concern customer service has degenerated threefold. Mark Elwes of Telecom Users Association states that Telecom has infact placed more "emphasis on customer care". Where the emphasis lies is actually anyone's guess. This could however mean that the public must take care of their telephones more than ever. There is evidence to back this up. One couple in Battle Hill were recently told by Telecom that their telephone wires which had been cut during a burglary, if they wanted to be reconnected they would have to pay the standard re-connection fee. Cases such as this are not unique. The greater use of

new technology machines such as 'PHONECARD' have placed lives at risk. A young mother told the Syndicalist that she was forced to stay at her parents house when she began to experience labour pains. The area had no coin operated boxes. In this case the woman was lucky enough to have somewhere to stay. Others will not be so fortunate. Many reports from the public have maintained that during the present strike action at Telecom their telephones have been cut off and businesses given priority over lines. Telecom are out to make huge profits, their last concern is that of the effects their persute will have on the public.

## Sacked by 'socialist'

In early December 83 National Graphical Association (NGA) and 27 Society of Graphical and Allied Trades (SOGAT) members along with other non unioned staff were sacked from Trader Group Newspapers. Workers given their marching orders during industrial action in pursuit of their agreed wage rise for 1986.

## YET ANOTHER "SOCIALIST"

The Group, based in Derbyshire, is owned by a self confessed "socialist" and Millionaire by the name of Lionel Pickering. Pickering, who likes the way the likes of Shah, Murdoch and Maxwell operate, owns

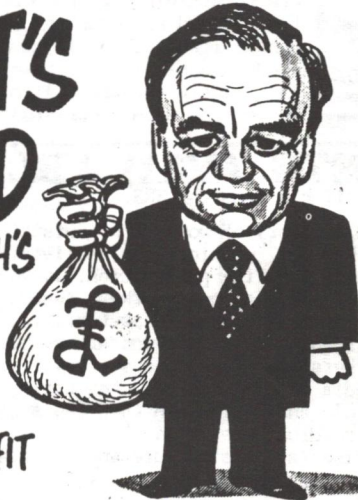
10 weekly free newspapers in the East Midlands along with contracts for the publications for such items as Union Journals.

## AGREEMENT BROKEN

The agreement broken by the company over wages consisted of a 4% rise backdated to April 24th 1986 plus the implementation of the Newspaper Society national pay agreement for 1987/1988 and 1988/1989. Action taken by workers was in the form of an overtime ban until notices were issued for their dismissal.

★ TRADE UNIONISTS BEWARE! ★

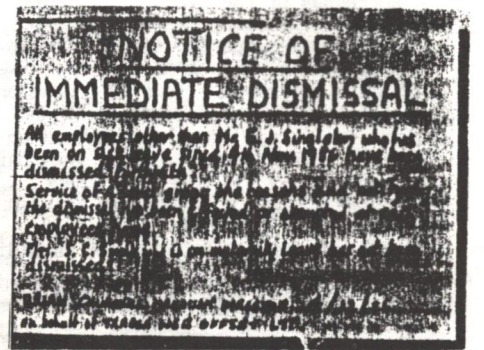
**RUPERT'S REWARD**  
RUPERT MURDOCH'S NEWSPAPER WORKERS HAVE MADE HIM MILLIONS IN PROFIT THEIR REWARD -



**THE SACK!**



● Association members picket outside Trader Web Offset.



## PICKETS AND OCCUPATION

Sacked workers are now mounting 24 hour pickets at the factory along with pickets at Langley Mill (Derbyshire) where the company moved part of its operations. Earlier in the dispute seven sacked workers occupied the factory for 36 hours but eventually left peacefully after being served with injunctions.



Pickering is obviously attempting to follow in his heroes' footsteps, he must be made to realise that workers will not just accept such action from employers. All trade unionists must demand that the union literature printed by his company is stopped immediately and support organised for the sacked workers.