

G&H Cont.

and their corporate bosses on the East Coast. And then there are the low life scabs, still less than 20, who sneak in and out of the plant to steal an honest mans work.

On the face of it there doesn't seem to be much of a contest. On the one side thousands of union members with a righteous cause and on the other a handful of scabs. If it were put to a vote, or even a fair fight, the union would easily win a fair contract.

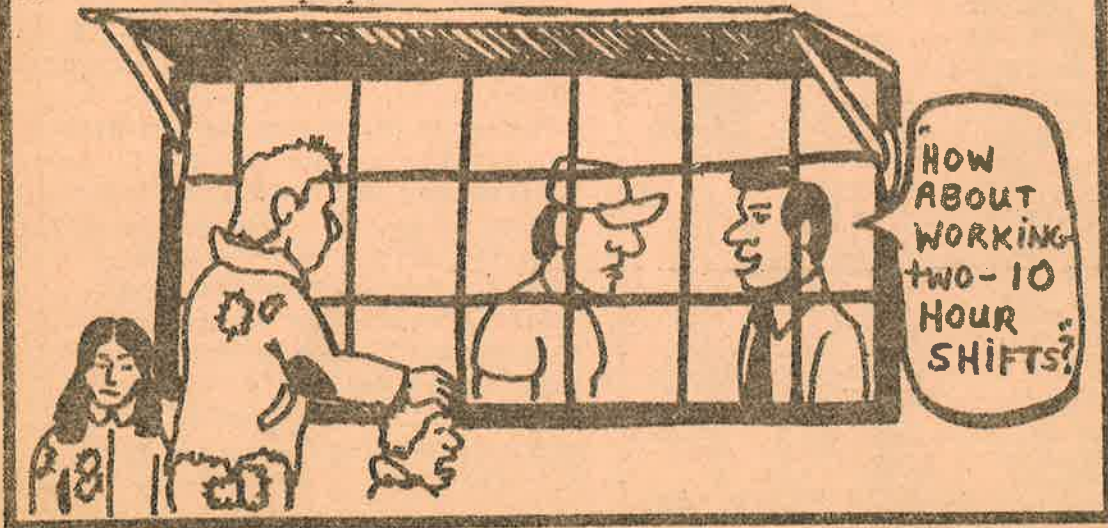
But the scabs have a powerful ally in the courts. One lousy piece of paper called an injunction tips the balance in favor of G&H. Judge Fisher of Kenosha

in his infinite wisdom handed down an injunction that put the union at a tremendous disadvantage. According to this injunction there can be no more than 6 pickets in the driveway and pickets cannot delay a vehicle entering or leaving the plant. In other words, if you try to stop a man from stealing bread off of your table by scabbing on your job then you are breaking the law.

The only thing that will win the G&H strike is continued working class solidarity in the form of donations and on the picket line. With Christmass coming up donations are desperately needed. The scabs have to be stopped one way or another.

Should Over-Time Be Worked During Lay-Offs?

There is no way that some departments should be working 10 hour days and Saturdays while close to 2,500 union brothers and sisters are laid off. Most people feel it is wrong to work overtime while people are laid off, but when it is left up to the individual, people figure that if they don't work someone else will. Now is the time for the union from top to bottom to stand together and put a stop to overtime while people are laid off.



FIGHTING TIMES

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Kenosha:
652-8707 NIGHTS

Racine:
633-5178

LOCAL 72

652-3759 DAYS

LABOR DONATED

DEC. 1980



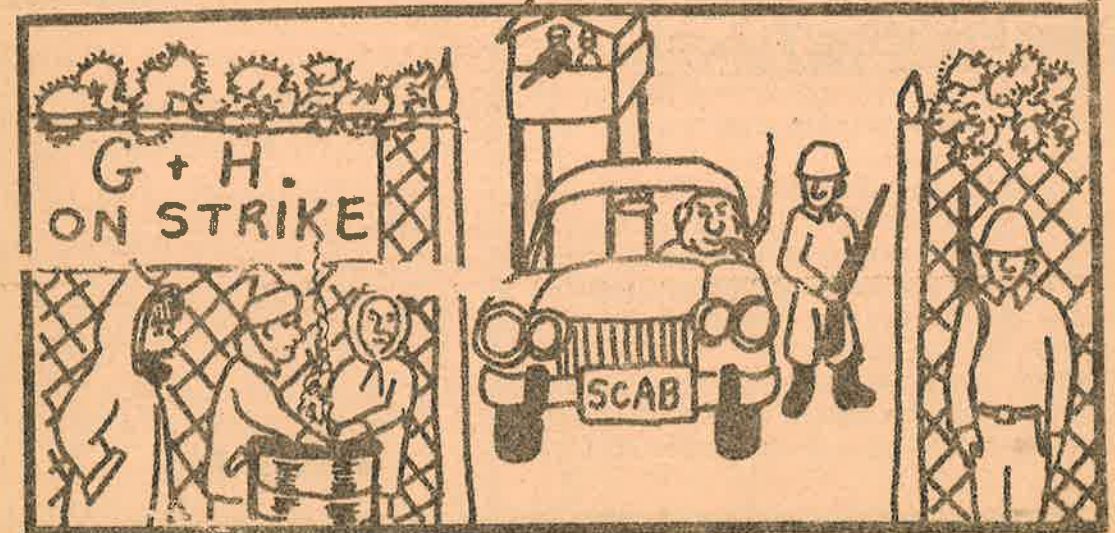
G&H STRIKE ENTERS WEEK 24

For 5 long months now the 88 G&H workers have been on the front lines of a battle against union busting. Behind that small group of IAM members has been the tremendous support of the union people of this area. Literally tons of food and thousands of dollars have been donated to help the strikers survive. From the beer busts, to the implant donation drives, to the Unity dance, and to the mass rallies

at G&H, thousands of people have shown that working people can and will stick together.

On the other side of the \$30,000-keep the union out-fence at G&H sit the forces that want to turn back the clock on union members. There are only a handful of them. There is Joe Melli, the lawyer who has made a career out of union busting and making people suffer. There is the local management of G&H

See Back Page



* united workers caucus
Sat. Dec. 13
meeting*

7pm

Union Club
5516 10th Ave

BEER Kenosha
Everyone Invited!

Movie:
"Babies & Banners"

AN EXCELLENT DOCUMENTARY
ABOUT THE IMPORTANT ROLE
WOMEN PLAYED DURING THE
FLINT SIT-DOWN STRIKES
THAT LED TO THE FORMATION
OF THE U.A.W.

\$1 Donation

Wanted SCAB OF THE MONTH

Due to the recent cutbacks in white collar workers most of the foremen have been keeping a low profile trying to hang on to their jobs. Because of this we were not able to find a decent Scab of the Month. If you have any candidates from your department for next month, please contact us.

Dear Fighting Times:

In your October paper you had an article about Assistant General Superintendent Willie Winchester. We feel you missed a vital point in your article.

Being in the position he is in, Willie is not even supposed to be on the floor in 824. His is an office job. Under him in both 820, 824 he has foremen, and general foremen working and only when a major problem occurs is Winchester supposed to leave his office and correct it on the floor. Our point is that Willie is always on the floor in either 820 or 824.

Maybe its time the company explains to Winchester what his job's about and if he can't handle sitting behind a desk everyday, he should go back to being a general foreman in 824.

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Member 824

FIGHTING TIMES EDITORIAL

Should Renault Control A.M.C.?

On December 16, AMC stockholders will meet to vote on a plan that that would give Renault the controlling interest in the corporation. Under the proposed plan Renault would add 3 more people to the AMC Board of Directors and control over 55% of the stock.

Some people in the shop have grumbled about the deal for various reasons. Some don't want to be working for a foreign company. It is true that dealing with Renault will present some problems for Local 72. It is possible that Renault will prove to tougher to bargain with than AMC. To Renault the Kenosha plant is just a small part of its holdings whereas to AMC it is the most important plant. Others are opposed to the deal because it could devalue shares that small stockholders hold.

But like it or not, Renault is probably going to take over. Without an infusion of fresh money from the French AMC could be well on the road to bankruptcy. Right now there are 30 independent automakers in the world. By the year 2000 that number is expected to be less than 12. Some companies will fall by the wayside. Others like AMC with Renault and Chrysler with Peugeot-Cireon will go into partnership. In Europe, joint ventures are becoming common. British Leyland has plans to build with Honda, Alfa Romeo of Italy has agreed to build Datsuns and Volvo, Re-

nault, and Fiat are building an engine plant together in France. The tremendous amount of money needed to retool and build a world car that can sell and be produced all over the globe will inevitably drive the smaller automakers out or into partnerships. The name of the game is capitalism and in the future only ever larger corporations will be in the ballpark.

AMC sell around 180,000 cars a year. Renault sold 1.8 million cars last year and expects to top 2 million this year. Expecting AMC to compete alone in the industry is like asking Carthage College to take on Notre Dame every week in college football. So like it or not, the French are in our future.

Favors For Your Boss? Think Twice-838

A boss in 838 asked one of his employees to do him a favor and pick him up some hamburgers at the tavern at noon. The employee finished up her job a few minutes before noon and headed for the gate.

She came back from lunch with a brown bag for her boss. Waiting for her was a write-up for being out of her work area before noon. This was the first write-up she had received in the 11 years she has worked at AMC.

Ever feel like you're being set up?

A Robot Is After Your Job

1990... Autoworkers: An Endangered Species?

Imagine laser beams being used to build and inspect engines. Or how about computer checkout stations to inspect instrument panels and steering column circuits before they reach the assembly line. Picture a metal department with only 67 employees per shift putting out 1300 bodies a day. These things may sound far fetched, but they are happening right now in the auto industry.

The number of jobs lost to automation in the last 30 years is staggering and the next 30 will be much worse. From 1948 to 1979 the number of autoworkers stayed roughly the same while the number of cars produced more than doubled. Harley Shaiken, the UAW's technology expert, says that by 1990, "32,000 robots could displace more than 100,000 auto workers."

It is a safe bet that the assem-

LAYOFFS HIT AMC.....AGAIN

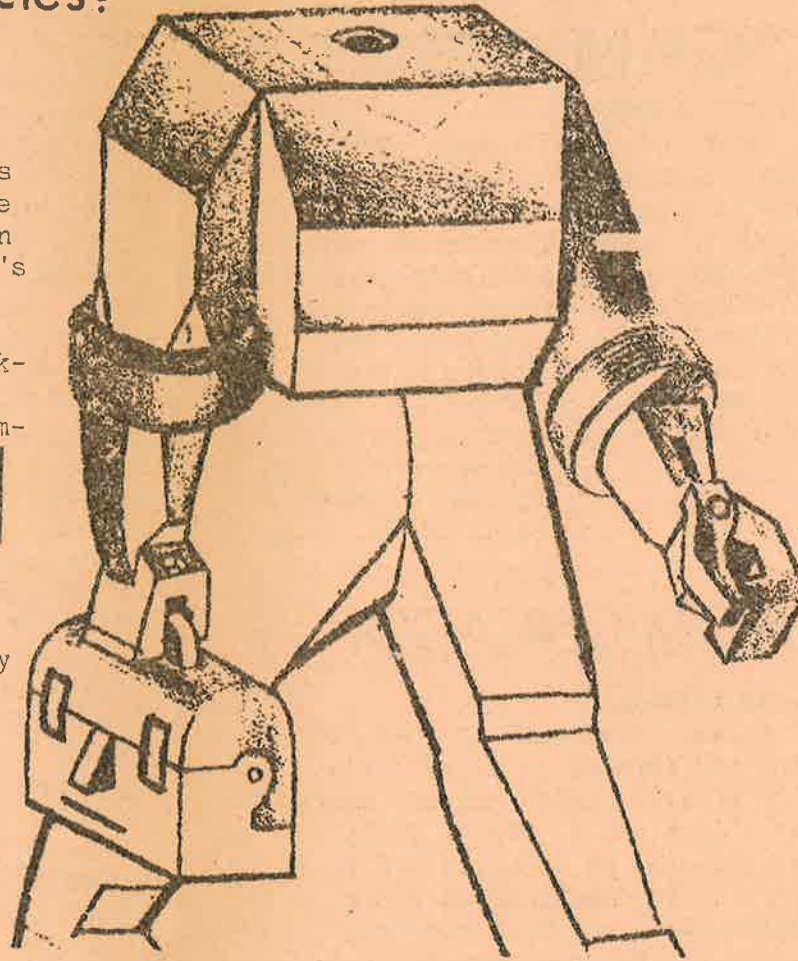
The current slump in the auto industry hit home to us at AMC with the recent layoff of 2,200 Local 72 members. The same week the layoffs hit here the entire 2nd shift was also out off at the Dodge Truck plant in Warren, Michigan. In addition Ford and Chrysler announced that a total of 7 plants would be down the first week of December. The only plants that are running anywhere near capacity are those that are producing the new front wheel drive, fuel efficient cars. Even the 2 plants that produce Chrysler's new K car have cut down on overtime because of less than expected sales.

The big layoff here at AMC was caused by the general downturn in the economy coupled with high interest rates. Those people who are buying are looking for fuel efficiency. The Big 3 are just

beginning to bring out the high mileage cars while AMC is still a ways away from the new AMC/Renault car that should be highly competitive. In the next few years a restructured US auto industry will recover and surpass the imports which are grabbing a big share of the market.

But right now there are close to 2,500 people laid off from the Kenosha plant. No one can say exactly how many jobs the new Renault car will provide. But if AMC/Renault follows the industry pattern we will most definitely see more automation, more imported parts and less jobs. The auto industry including AMC is in for a major transformation that will keep profits up but promises a rocky future for autoworkers and the most serious challenge that the UAW faces in the future.

bly lines for the new Renault cars to be built here will look considerably different than the present lines. A recent Kenosha News story told of AMC ordering all new body



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Robot goes haywire attacking itself

An experimental robot shaped like a human arm went haywire and attacked itself, dislocating its shoulder, said the University of Florida student who was operating the robot at the time. Harvey Lipkin, a mechanical engineering graduate student in Gainesville, Fla., blamed a "hardware failure" for the malfunctioning robotic arm and said the incident "pointed out the dramatic need to us for robotic safety devices." Lipkin, 29, said he was controlling the \$50,000 aluminum arm a few weeks ago when it slammed itself into its supporting stand.

weld systems for the Renault production. Plus there is the Rand-sburg Indiana robot plant that Renault has bought into.

The 146 hours of labor that it took to build a new car in 1976 will drop to 103 hours by 1990 as computers and robots take over. GM now has a "sight and feel" robot that can be programmed to assemble dashboards and do other bench type jobs. All of this new technology adds up to job loss in the auto industry. The corporations clearly have a program for keeping their profits up in the future, at the cost of our jobs.

In the face of this rapidly advancing technology what is the UAW International doing to protect our jobs? Unfortunately very little is being done right now. Paragraph 101(b) of the current Big 3 contract says that "a continuing improvement in the standard of living of employees depends on technological progress." Those are nice words but they don't do anything for the worker replaced by a robot. About 30 years ago the UAW gave the green light to speed up and the introduction of new technology in exchange for the annual 3% wage increase. It is about time they realize that the corporations are the only ones that win when they are given a free hand to eliminate jobs.

Technology by itself is not a bad thing. In fact it can free people from some of the worst jobs in the plants. But if our union does not fight for a shorter work week and other methods to protect jobs, then technology will only serve to free us from holding a job at all.

FIGHTING TIMES LAWSUIT DRAWS WIDE SUPPORT

Recently an article about the \$4.2 million lawsuit against Fighting Times appeared in Labor Notes a national trade union publication. Off of that article we have received many letters of support and donations towards our legal expenses. Here are excerpts from some of those letters.

FROM NEW YORK

Dear friends:

We have read...about the libel suit you are facing because Fighting Times is doing a great job of challenging management's idiocy at AMC. As a rank and file paper in the telephone company here in New York City, we strongly support your activity and realize that your battle is ours too.

We feel confident that, with the strength of support by your co-workers, and solidarity from the rank and file movement around the country, you can beat the suit. But of course it will cost, so we are enclosing a share of that cost in token of our support.

In solidarity,
Brent Kramer
for the BELL WRINGER

FROM NEW JERSEY

Dear Friends,

I am a Belgian member of the Labor party and trade union movement of my country and also a student doing research on reform activists in the American unions. I've come across your caucus in Labor Notes..... My paper will be published in Europe to make known the heroic struggles undertaken in this country.

Thank you,
Michael Bauwens
Maple Shade, N.J.

FROM CHICAGO

Dear Friends,

I read about your struggle with the AMC foremen in Labor Notes. I'm sorry I can't send any money at this time. I work at Schwinn Bicycle and am on strike. Schwinn refuses to negotiate with our union (UAW) which we recently voted in. We have some foremen which I'm sure would be contenders for your "Scab of the Month" column.

I'll try to scrape some money together to send you. Until I can, I extend my solidarity to you and will tell my fellow workers about your struggle.

For Freedom,
Rodney Stockmeat
Chicago, Ill.

***** NEWS FROM THE AUTO INDUSTRY *****

RANK & FILE EXCHANGE
FOR UAW ACTIVISTS
P. O. BOX 21153 • DETROIT, MICHIGAN • 48221

The Rank & File Exchange is a news service out of Detroit for UAW members. We have decided to publish reports on some UAW news in Fighting Times to keep Local 72 members informed.

***UAW STRIKE IN TEXAS--UAW Local 129 composed of mostly Chicano and Mexican Workers, has struck the Eagle International bus assembly plant in Brownsville, Texas. The strikers want a raise of \$1 per hour, better working conditions, an end to forced overtime, and an end to the system whereby raises must be approved by company supervisors.

Eagle International, one of 55 foreign companies in South Texas, moved its headquarters and plant to Brownsville from Belgium about 5 years ago. Eagle in Texas only pays a Class A mechanic \$3.30 an hour, while a worker doing the same job in a UAW shop in the North averages \$9 per hour.

Over 500 people marched in support of the strike on October 11.

***UAW Local 1313, Burroughs Corporation, Plymouth Michigan.-- Contracts distributed by Local 1313 on 11/13/80 revealed a new method whereby the UAW International is giving away previously won benefits. The contract at Burroughs used to provide unlimited Cost of Living adjustments and a annual 3% raise. But now in the 1980 contract the 3% raise is reduced by the amount the COLA goes over twenty cents in any given year.

BRITISH LEYLAND WORKERS GET MAD

The following article appeared in the Wall Street Journal on 11/26/80.

Last Friday about 50 workers went on a rampage through the plant after the state owned automaker laid off about 500 production workers due to a dispute involving car seats. Union members had refused to handle 6,000 seats that BL had bought from outside suppliers.

837* The Fog

On Monday, November 24, people in the color booth in 837 found that the company's promises are just promises until actions speak louder than words. Right at 7:01 AM the overspray in the color booth was as thick as fog.

A number of starters on the motors on the exhaust fans were burnt out causing the problem. People's complaints about the fog fell on deaf ears. By 10AM the company's promise to fix the fans hadn't cleared the fog. Fed up, the people in the booth walked out to demand action.

Management demanded that they go back to work first and promised that after 11:30 they would get the maintenance work done. But the people in the color booth had heard that tune before.

Instead of going to work first, the people told the company to first get the problem corrected and then they would go back to work. Sure enough, the fans were fixed right away.

FOREMEN BEWARE:

If You Play-You Pay

According to the Detroit Free Press a Macomb County Circuit Court jury "awarded a former Ford employee and her husband \$140,000 in damages after finding that the woman had been sexually harassed on the job by her foreman at the Utica trim plant."

"The woman, Fayette Nale, 26, testified that her foreman, David Festian, threatened to fire her unless she engaged in sexual relations with him, and when she refused, switched her from job to job, implying that sexual favors would bring her more desir-

able work."

"Nale also testified that Festian slid his hand up her leg and harassed her with obscene gestures."

"After working at the Utica plant for 39 days and rebuffing all of Festian's overtures, Nale was fired by Festian on grounds that she was incompetent. The incidents occurred in 1974."

On November 17, 1980 the jury awarded \$115,000 in damages to Nale and \$25,000 to her husband Steve, who also works at the plant.

Ford Pays \$23,000,000 For Discrimination

In a settlement between Ford Motor Company and the Equal Employment Opportunity Commission, the corporation has agreed to pay out \$23 million for past discrimination. The money will go to women and minorities who were turned down for jobs in the past or were denied advancement because of discrimination.

The agreement will not affect recall rights of Ford workers on layoff. Rather it will provide cash payments to people who were discriminated against and force the company to set up affirmative action programs.

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*"Could I interest
you in a better or
worse job?"*



A.M.C. BUYS JAPANESE FORK TRUCKS

Buy American? Says Who?

Remember when the supervisors used to give us bumper stickers reading--"Buy American--Keep Kenosha Moving." Too bad the company doesn't even practice what it preaches.

Recently it was uncovered that 3 of the new fork trucks being driven in 838 were made in Japan. Fighting Times interviewed an 842 driver who saw the Japanese labels being removed by truck repair. Upon close inspection it was discovered that the writing on the motors was in Japanese.

Past articles in Fighting Times have questioned the claim that the current recession is being caused by imports. In fact we believe that the layoffs in auto primarily result from the recession in the industry overall and the high gas prices that have driven the US consumers to the more fuel efficient small cars regardless of where they come from.

Nevertheless we find it mighty hypocritical when AMC preaches buy American to us and blames us for slow sales and then turns around and buys from the same importers they are supposedly lobbying against.

* Myths Of The * Japanese Worker

According to a recent story that appeared in the Chicago Tribune and the UAW Washington Report the notion that the Japanese are some kind of super workers is a myth.

Robert Cole, director of the University of Michigan's Center

for Japanese studies and long term expert on Japanese industry was quoted as saying that, "All this stuff being perpetuated about these wonderful Japanese workers and those terrible American workers is a lot of nonsense."

Cole is author of a recently published book which surveys work attitudes among groups of workers in Detroit and Yokohama. "Where you find a difference is in commitment to the company," said Cole. "Japanese workers identify more with the firm and its goals, but with respect to the notion of doing a good job...I find no difference."

Once again it looks like a case of the workers being blamed for the problems of big business.

DEAR FIGHTING TIMES:

"Where Are My Casual Days"

Recently I applied for a casual day after being off work. The foreman circled "disapproved" on the bottom of the Paid Absence Allowance slip. At the end of the week there was no 8 hours pay for that week. I have heard of this happening to other people also.

Not only did I get marked without permission for the day I missed, but the company is refusing to pay me. What are casual days for if you can't use them when you are sick or off work.

In the next year of the contract we are supposed to get 3 more casual days. I'd like to see the union first get me the right to take my present 5 days and then I'll be happy to get the 3 more.

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