Members of the Workers Solidarity Club include:

Al Adams, Utility Workers Local 118

Willie Aikens, former chairman of the Civil Rights Committee, Steelworkers Local 1462

Luke Carabbia, steward, Laborers Local 125

Jim Converse, community organizer

Brian Corbin, Common Wealth, Inc.

Kate Cullum, coop manager

D. Alan Curry, Mahoning Valley organizer, DSA

Leonard Grbinick, recording secretary, Steelworkers Local 1375

Ken Groves, former shop steward, Bakers Local 19

Lee Heilman, retired organizer, United Mine Workers of America

Russell Hutch, shop steward, Bakers Local 19

Glorianne Leck, YSU/OEA

Merlin Luce, retired steelworker, Steelworkers Local 1330

Alice and Staughton Lynd, counsel to Solidarity USA and Visiting Nurses Solidarity

Ed Mann, former president, Steelworkers Local 1462

Gerry Martinko, steward, Bakers Local 19

Jerry Morrison, organizer, Teamsters Local 377

Ed Murphy, president, Wean United retirees

Ralph Pallante, former president, Steelworkers Local 1462

Pat Rosenthal, lawyer

Bob Schindler, Utility Workers Local 118

Steve Solic, shop steward, Bakers Local 19

Ron Squibbs, steward, Teamsters Local 377

Greg Yarwick, Utility Workers Local 118

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File

# WE NEED SOLIDARITY UNIONS

SOLIDARITY UNION
LIBERTY & JUSTICE FOR ALL

## What is a solidarity union?

A solidarity union is an independent local union that relies on other local unions for support.

A lot of good union people are disillusioned with big national unions that aren't in touch with the rank and file. Too many unions encourage their members to "pay your dues and leave the rest to us."

When full-time union representatives spend more time talking with the company than listening to the members, it hurts the union. Soon their life style comes to be like management's. They become business-oriented in how they think.

If you have a solidarity union, the union is YOU. You decide what you want the union to do and how it will be run. You decide how much union dues should be.

You can elect people to represent you who work with you and know what your working conditions are. You can recall these officers if they don't do what you elected them to do.

You don't have to let grievances sit for months or years. You can be present whenever your grievance is discussed. You don't have to agree to a no-strike clause. You can vote to go on strike, without having to wait for approval from some higher body.

Solidarity unions don't take orders from Cleveland or Pittsburgh or Detroit or Washington or anywhere else. In a solidarity union, YOU ARE THE UNION!

### WE CAN HELP

The Workers Solidarity Club includes rank-and-file workers, current and former local union officers, organizers, retirees, and lawyers. Feel free to call the following numbers.

For assistance in organizing or for strike support: 534-5394 (Ed Mann), 534-0386 (Jerry Morrison), or 788-2360 (Ken Groves).

For legal assistance: 652-9635 on evenings or weekends (Alice and Staughton Lynd).

## What about pensions, legal assistance, and other benefits and services that national unions are able to provide?

Sure, big unions have strike funds and legal departments, and a lot of resources independent unions don't have. But how often does the average member get to use any of those resources?

Consider pensions. Even small companies can contribute a certain amount each month to a pension plan administered by an insurance company. You get back the money contributed in your name, plus interest, and you don't have to work 10 years before your pension is vested. This kind of pension is more secure than a big but underfunded pension plan administered by a company like LTV.

By helping each other through our solidarity, we can educate each other to solve our own problems.

## What do we mean by solidarity?

Solidarity means we don't accept two-tier wages and other schemes that turn groups of workers against each other. Solidarity means treating full-time and part-time workers the same way. Solidarity means limits on overtime when union brothers and sisters are on layoff.

Solidarity means not selling out when union busters try to buy us off one by one.

Solidarity means we should have done more to support the PATCO strike.

Many of us rallied and marched in 1982 to support striking workers at Trumbull Memorial Hospital. Solidarity like that can keep us all going. AN INJURY TO ONE IS AN INJURY TO ALL.

## And let's not forget dignity

In the end, the reason for solidarity unions is that they stand for the worker's dignity.

If all that is important to you is better wages and benefits, maybe you're better off in one of the big national unions. But if you want something more than better wages and benefits --

If you care about how people are treated --

If you want a say in the decisions that affect your life --

Give us a call.