

solidarity

FOR WORKERS' POWER

Construction News

Inside C.E.U. Bureaucracy

Contented Cows

South London

No 9

6d

1. The first part of the document is a list of names and addresses of the members of the committee. The names are written in a cursive hand, and the addresses are written in a more formal, printed hand. The list is organized in two columns, with names on the left and addresses on the right.

1870

1871

1872

INSIDE THE C.E.U. BUREAUCRACY

In the past SOLIDARITY has been strongly criticised for its position on Trade Unions and also for what has been described in some quarters as a crusade against individual Union officials.

Crusades against either single Trade Unions or individuals are not and never will be our purpose, but the Trade Unions' role in controlling and regulating our working lives is continually increasing.

The reason we seem to conduct crusades against the Constructional Engineering Union is because it is this Union that is joining with the employers in an attempt to control us and our industry. If a few individuals' names keep reappearing in our criticisms, that is because our Union is controlled from the top and bottom by a very few individuals and the bureaucracy of the Union is used time and time again to destroy the collective initiative of the majority of workers and members in the constant struggle against the employers.

In the past the majority was condemned for not being militant enough. The rank and file were encouraged to vote for the left wing militants as candidates for Officials' positions - well we did; many of the candidates promised more consultation with the rank and file once elected. (The current General Secretary, Eddie Marsden made this promise in his election address.) But these promises are soon forgotten once the election is over, instead control from the top increases.

For militant members of the C.E.U. to think about fighting their employer these days they must first think of how best they will be able to defend themselves against the inevitable attack from their own Union Officials. There are always members who for one reason or another will want to use the procedure of the Union at some stage. The Union expert then comes in and negotiates behind closed doors and later emerges shouting victory. But for who? Ninety nine times out of a hundred he's made a shabby compromise for which we the rank and file will pay through the nose later.

Agreements are negotiated which are new contracts of employment, the details of which are completely unknown to the rank and file members until they go to start work; examples are Woodhall Duckam, Redpath Dorman Long Comprehensive, and more recently the Baglan Bay Refinery Agreements. We could go on forever. Members who struggle against these agreements must struggle unofficially because the Agreement is the result of the Union bureaucracy's collusion with the

employers to control and regulate our industry in the interests of the capitalist system.

If we struggle against the agreement long enough it's the Union who makes the threats against our future in the industry. Each agreement has a procedure of its own for dealing with our disputes. This is naturally loaded against us, but what is even more interesting is the procedure of the Union.

DEMOCRACY AT WORK

Every branch in the C.E.U. is entitled to elect a delegate to the Divisional Conference that meets once a quarter. Every quarter each branch is also invited to send resolutions to the Divisional Conference. The Divisional Conference is made up of Branch Delegates and local full time officials. Their function is to discuss and vote on these resolutions and then pass them on to the Executive Council who also meet every quarter. The Divisional Conference meetings are minuted and normally read out at Branch meetings so that each branch will know how the other branches voted on the resolutions that were sent in.

THE EXECUTIVE COUNCIL

They conduct their business in a very clandestine way. Minutes are published of their meetings but are marked PRIVATE & CONFIDENTIAL; as these are printed by the Trotskyist-owned Plough Press they are about as confidential as the latest Official Secret. However they are circulated to all Branch Officials who want them. If a rank and file member wishes to enquire about any specific item the branch officials are at liberty to read out the details of that particular item but as the minutes are not verbatim it is almost impossible to read the arguments for or against the item on the agenda that he or they may be interested or involved in. For those members who are still interested in sending resolutions from the branch through the procedure you will be pleased to note that the Divisional Conferences passed 22 of your resolutions for the May 1969 quarter. In the Executive Council minutes of the meeting held on 21st August 1969 your resolutions were dealt with as follows. From pages 5-9 the resolutions came from the Scottish, North West, South Wales and South West North East and London areas. Of 22 resolutions 3 were accepted, 1 referred, 3 were lost and 12 were noted. (That means dropped in the waste paper basket.) And it took the branches four months via the Union Procedure to even get these resolutions which were passed by the divisions discussed by the Executive Council.

Of the three resolutions that were passed one dealt with the Union calling for a campaign for a 35-hour week, another was for the negotiating committee to press for a scheme for redundancy payments for casual workers. The other one for the E.C. to use its powers to get S.F.T. tax withdrawn as a means of discouraging labour only sub-contractors in the industry.

The E.C. is made up of 9 members, 7 are lay members and two, the General Secretary and his Assistant General Secretary are full time.

These nine just men then went on to discuss the disputes as follows.

Item 121 (A) Ratcliffe Didcot Power Station Babcock & Wilcox

The General Secretary reported correspondence between himself and the Organisers covering these two Power Stations in which was an assertion that one of the three Unions involved in dispute had in fact paid Dispute Benefit. This assertion was contrary to the impression our National Officials received at an earlier stage. The second union had written making it plain that they were refusing to pay benefit until there was common agreement between the three unions concerned. Moved by Bro. Farey, seconded by Bro Miller - "That we request an early meeting with National Officials of the A.E.F. and B.M.S. in order to determine the facts as well as merits of the claim for Dispute Benefit.....

..... Unanimous

121 (B) Romford Gas Works - Matthew Hall

Report received from the Organiser covering this contract to the effect that a dispute had taken place consequent on dissatisfaction with the amount of bonus paid. It seemed that although we were a minority Union amongst the several Unions who had members employed our local Official had been the chief spokesman in the negotiations which had involved at least three site conferences with the Company and Engineering Employers Association. The Organiser's report concluded with a request for favourable consideration to be given to the payment of Dispute Benefit.

The General Secretary also reported an inquiry being received from other unions who had members involved asking as to what policy we were adopting with regard to giving official recognition.

In debating the merits of the dispute and the application for official recognition in payment of Dispute Benefit, concern was expressed at the number of times that we were becoming ^{involved} in bonus arguments and that no prior contact was being made with Central Office in order to obtain guidance or ascertain whether there would be Executive support for the policy being undertaken. This was an untenable position for an Executive Council in which to be placed and in consequence of the general support for this feeling a resolution was adopted as follows:

Moved by Bro Miller. Seconded by Bro Connolly - "That without denying members the right to improve their earnings official recognition and Dispute Benefit cannot be granted where a dispute emanates from a bonus issue unless there has been prior contact with and approval received from, either the Executive Council or General Secretary acting on their behalf

..... Unanimous

121 (C) Drax Power Station - Arrol Findlays

The General Secretary reported on the background to this dispute and the numerous meetings which the Organiser had held with the members on strike when advice and latterly instructions to resume work had been ignored.

Moved by Bro Simms, Seconded by Bro Miller - "That the instruction issued by Central Office for the membership involved to resume work be endorsed." Unanimous

121(d) Messrs. Fords (Dagenham) Messrs. Octavius Atkinson

A) Dispute

Request for Dispute Benefit for one week. Moved by Bro Farey, Seconded by Bro Barr. "That Dispute Benefit be paid to members involved." Unanimous

B) Claim for Victimisation Benefit.

Arising from the subject-matter recorded in (a) above the member who was the initial cause of the dispute had claimed one week's Victimisation Benefit on the grounds that the firm's action had deprived him of a week's wages.

Moved by Bro Barr, Seconded by Bro Farey - "That the Constitutional Rules do not provide for Victimisation Benefit in circumstances such as obtained in this case." Unanimous

121(e) Messrs. Allen Engineering Company - Kingsnorth Power Station

Report received from Organisor covering this contract indicating that a dispute had developed as a result of dissatisfaction in the level of Bonus earnings. There was also a letter from the Steward giving his version of the cause of the dispute.

Moved by Bro Barr, seconded by Bro Farey - "That the members involved be instructed to resume work on the basis of a reference to the Statutory Conference when the facts can be examined and a solution sought." Unanimous

121 (f) Messrs. Allen Engineering Company - Fiddlers Ferry Power Station

The General Secretary reported on the background to this dispute and the fact that some months earlier the members had been discharged, due to the Company's refusal to accept a "work to rule" policy and that as a result of meetings at National level the Company had re-engaged all concerned. Once again the members had been discharged for the same reason as had applied on the earlier occasion. Whilst there had been a recent suggestion that the contract should reopen, this had been held up in the hope that an informal meeting could be arranged in the locality at which a satisfactory solution could be found.

Moved by Bro Simms, seconded by Bro Barr - "That the report be noted and further consideration of this dispute deferred to the next meeting." Unanimous

121(g) Messrs. County Steelworks - Thurrock Cement Works

Report received from the Organiser covering this contract to the effect that we had eight members in dispute as a result of their dissatisfaction with their earnings and the refusal of the firm to compensate them for the alledgedly bad conditions under which they were employed.

The Organiser was indicating that despite his efforts to negotiate a compensatory payment to those members he had met with a refusal, and in consequence the members had withdrawn their labour. He therefore asked for official support. The General Secretary advised the Executive that on receipt of the Organiser's Report he had asked for additional information and that as yet this had not been submitted - possibly because the Official was now on annual holiday.

Moved by Bro Connolly, seconded by Bro Dowrick - "That the report be noted and further information awaited." Unanimous

121(h) Stanlow and Burmah Oil Refineries - Several Contractors

The General Secretary reported that a dispute had developed on these two refineries and that other Mechanical Unions had a considerable number of members employed, with ourselves having approximately 200/250 members. The cause of the dispute was a demand for an increase in the basic rate and the bonus potential coupled with parity of treatment on both contracts.

The General Secretary advised the Executive that there was already a Meeting of National Officials arranged for Monday 25th August, at which the question of the comprehensive basic rate would be determined and in consequence of this there was not in his view any good reason for the Stanlow and Burmah Oil dispute to continue.

Moved by Bro Farcy, seconded by Bro Barr - "That the members on these two Refineries be instructed to resume work on the basis that whatever settlement is arrived at on Monday 25th August will determine the wage level on the Stanlow and Burmah Oil Contracts.

... Unanimous

We are sorry these notes taken from the C.E.J. PRIVATE & CONFIDENTIAL minutes are so boring and depressing but we are not the authors. Our only purpose is to show how the bureaucratic Executive Council dealt with eight cases of their members in dispute. Of the eight, one dispute which was already over, lasting one week, and involving eight members, was supported. The other seven were either refused support directly or a decision was referred, which for practical purposes means refused.

These Nine Just Men are supposed to represent some 33,000 members. What do you think? We think the facts speak for themselves; only three resolutions out of 22 accepted and only one dispute out of the eight recorded supported. And then only after it was over.

We must emphasize that this quarter's minutes are not unusual or abnormal, most of them are depressingly the same: that's why we don't bother to reprint them often.

Some militants will no doubt start screaming that we shouldn't reprint PRIVATE & CONFIDENTIAL minutes or that the information is old news. We say that the Executive Council minutes should not be Private & Confidential and that while we would agree that the information is old news to some, a small minority, it's about time the majority of

construction workers became aware of just how far the misrepresentation of the C.E.U. Executive Council goes, because it not only affects the C.E.U. members - apparently it affects members of other unions working in the industry.

One thing is certain: if you hear someone trying to refer a dispute that you are involved in to the procedure, you know he's trying to stab you in the back. If you hear your local official telling you to do as he says and he'll get you official support, you know that means a unanimous decision to get you back to work.

COLLECTOR'S ITEM

Perhaps the only thing unique about the Executive Council minutes for August 21st 1969 is that they have devoted three full pages to SOLIDARITY.

One deals with the proposed Interrogation of two C.E.U. members (under the Smith McCarron Acts imported by the Morning Star from America). Both members were charged with being guilty by association with SOLIDARITY of "circulating unofficial literature."

There is an official transcription of the interrogations which were held separately under Item 140. Both defendants having read about McCarthyism in the Morning Star, pleaded not guilty, then claimed the Fifth Amendment. They were both released for a later meeting when witnesses will offer evidence for the State. At one point in the proceedings reference was made to a number of envelopes all per recorded delivery - which had arrived at Central Office that morning and on the previous day, these being addressed to various members of the Executive as well as other members of the Union. On opening the envelopes were each found to contain a circular of the same type as had originally been complained of, and which again vilified the London official concerned. (They must have laughed their heads off.)

Again under Item 136 SOLIDARITY is in trouble again, an Executive member of the N.W. Division complains of a supply of the SOLIDARITY journal being sold openly in the Branch Room by someone apparently prepared to sell them to any member who chose to purchase a copy. On the Executive member remonstrating with the Branch Secretary a reply was given that there was nothing wrong in purchasing this kind of publication and that anyone who wished to do so should have complete freedom of action. The Executive member also reported the possibility of other branches adopting a similar policy and that, in his view, it was necessary for the T.C. to take action in the matter.

Moved by Bro Miller, seconded by Bro Farey - "That the General Secretary circulate all Branches and Stewards to the effect that SOLIDARITY is a viciously anti-union publication, the sale of which should not be encouraged either at job or any other level and that the sale or distribution of the publication in Union Branch Rooms must cease forthwith."

..... Unanimous

They sound like a load of rubber stamps, don't they? SOLIDARITY needless to say, continues to enjoy a wide circulation. At a SOLIDARITY mass meeting recently the following motion was passed. Moved by Bro Ivan Erektion, seconded by Bro Up-Yours - "That the C.E.U. Executive Council is a vicious, anti-SOLIDARITY minority, representative of no-one but themselves. Solidarity is the basic principle of unity in struggle against exploitation by the Capitalist Class and their agents, the bureaucrats.

In future we shall not encourage our members or readers to sell SOLIDARITY in Branch Rooms (when Bro Miller is in attendance?) instead sell it when he's not there - outside or by subscription or even better on the Job.

Send us in reports on the situation on your site or contract and the Journal will sell itself, much to the despair of Sh Sh Sh you know who. Don't be put off by threats; remember you can always refuse to answer questions on the grounds that the answers may tend to incriminate the Executive Council.

UNANIMOUS

The Mask of Bureaucracy

I met Murder on the when
He had a mask like Marsden -
Very smooth he looked, yet grim;
Eight blood-hounds followed him.
All were fat; and well they might
Be in admirable plight,
For one by one and two by two,
He tossed them human hearts to chew
Which from his wide cloak he drew.

Next came Fraud, and he had on,
Like Barr an ermined gown;
His big tears, for he wept well,
Turned to mill-stones as they fell.

And the little children, who
Round his feet played to and fro,
Thinking every tear a gem,
Had their brains knocked out of them.

And then came Truth without a cloak,
For truth is naked not bespoke;
They cried Self-management is our name,
No leaders of men can play our game.

We've had enough of Executive interference,
Now we want your disappearance.
In your representation there is no sense;
Self management means to live on our own experience
Workers' Power must not be delegated,
For leaders rise and workers relegated.
Workers' power is in Group Autonomy,
Not in Executives, officials and Sodomy.
On every site, in every factory and office,
Workers struggle for unity,
Then exchange your true experience of struggle, in SOLIDARITY.

CHRISTMAS CAROL AT KINGSNORTH

Christmas time we are told is a season of good will and peace on earth to all men. Unfortunately for us, International Combustion Ltd. have never felt this sentiment. Every year they give us our customary Christmas Box - of causing deliberate provocation on the site with the apparent aim of reducing our earnings just prior to the Christmas holidays.

This year was to be no exception to their rule and after several hamfisted attempts that failed they put the Computer at Head Office in Derby to work out a formula that would force I.C.L. employees at Kingsnorth out of the gate just before Christmas. Two weeks before Christmas the Computer came up with the idea of a Big Fight. (It worked with Rocky Marciano and Mohamid Ali - so why shouldn't it work at Kingsnorth?)

THE T.K.O.

The plan was put into operation immediately. A Foreman engaged a C.E.U. member in conversation one night going home on the coach. The conversation became heated. The next morning the C.E.U. member was accused of having struck the foreman a blow or blows. Although there were plenty of passengers in the coach the only person who apparently witnessed this fight was a fellow Foreman, Roger Stubbins. There were nine people sitting in close proximity to the two contestants and all stated that no blows were struck at all. The Foreman made no complaint to anyone on the coach at the time he alleges he was struck.

To us the issue seemed quite clear - firstly there was no evidence that this fight took place, secondly if it did, and we do not accept that it did, it was after working hours so both contestants were free agents. What right had I.C.L. to appoint itself referee as well as promoter? But they did, and the C.E.U. member was sacked on the spot.

C.E.U. MEETING - ACT 1

A meeting of all C.E.U. members was called the next day. Bro Poodle Barr, the C.E.U. Steward and Convenor of Stewards appeared to be in a very militant mood: in reporting the issue he stated that there was much more involved than just a case of unjustifiable sacking. There were implications that could affect every man on the Site. He pointed out that we couldn't allow management to sack men indiscriminately

without adequate proof that they had committed industrial misconduct. He also said that what was equally important, the management had no right to sack a man for an alleged offence which occurred after working hours.

For once, we all agreed with Bro Barr, for within this incident one of our fundamental freedoms was under attack - the freedom to walk off the job at finishing time and leave behind the employers' authority over us - at least until the next morning.

Considering Bro Barr's correct analysis of the situation it was all the more surprising to hear him put a recommendation "that the C.E.U. domestically carry out a Work to Rule and an Overtime Ban until such time as the sacked man was reinstated."

Working to rule and bans on overtime have been the most effective form of action we have taken on Kingsnorth, but in the past they have been used after a joint meeting with all of I.C.L.'s employees on the site and would include members of the A.E.F. B.M.S. H.& D. & P.T.U. T. & G.W.U. There was no reason to suspect that these other union members would not have supported our action in this case of blatant victimisation had they been invited to do so. Most of us work in gangs that could include a C.E.U. erector, an A.E.F. fitter, a P.T.U. mate and a B.M.S. welder, or any combination of four or five trades, and as we work on a pooled bonus system Barr's recommendation was farcical and could only lead to splits and doom the action to failure.

As the meeting progressed many of the men expressed these opinions and it became clear that Poodle Barr's recommendation was lost. Many of the workers called for much stronger action, the final outcome being a resolution to stay in the Cabin until our C.E.U. member was reinstated. This was supported by an overwhelming majority. Further to this the Steward was instructed to seek support from all the other workers employed by I.C.L. by asking their Stewards to recommend that their members take similar action.

ANGEL OF THE LORD - ACT II

Within one hour of this meeting being adjourned an apparition in the shape of Flexibility Fred Copeman, the C.E.U. organizer for the Kent area, appeared in the Cabin. With his head shrouded in thick white hair and beard he really looked like a heavenly spirit (or a Ghost of Christmas Past).

We were quickly called to order and Flexibility Fred Copeman spoke: "Fear not" said he for mighty dread had seized their troubled minds. "Glad tidings I bring. Take your dispute through the procedure." There would be a Federated Meeting within seven days at which he felt confident as he always does that he would get our C.E.U. member reinstated.

He went into his well-rehearsed routine of calling for common sense and ended with telling us a Fairy Story, the gist of it being that by us taking this industrial action we would have an adverse effect

on the men's chances of winning their dispute against C.A. Parsons. When pressed as to just how our action could affect these men he said that our action would take the pressure off of C.A. Parsons in their efforts to complete the No.1 Turbine. The only effect our work could possibly have had on this was on No.1 Boiler and as this was completed it appeared that Flexibility Fred was not an "Angel of the Lord" but a "wicked fairy" who was attempting to curtail our militant action at any price.

Uproar followed Flexibility Fred's suggestion that we should rescind our motion we had passed an hour before. Speaker after speaker attacked him and his attempts to destroy the solidarity of the cabin on this principled issue. Like the Devil himself Copeman drew our fire and waited for us to burn ourselves out and sure enough as we began to wilt, members began putting the case for trying the procedure and gradually the meeting went in Copeman's favour. The Steward Poodle Barr stood by like the Principal Boy throughout Fred's Pantomime and made no attempt to criticise Fred's obvious attempts at splitting us. Another vote was taken and by a small majority Copeman's recommendation "To take no action at this stage" was carried.

True to his word a Federated Meeting was held within one week. The management offered the same flimsy evidence as before, as against 9 members of the Union who swore that no blows were struck - but the management remained adamant and the C.E.U. member remained sacked. Flexibility Fred Copeman's magic hadn't worked - or had it?

SECOND MEETING - ACT III

A few days before Christmas a second meeting was held to decide the next step. This time I.C.L.'s secret service had done their job well. Rumours had been circulated round the site in an attempt to finalise the issue. One was that it was now no longer necessary to continue to support the victimised member as he was suing the Company for wrongful dismissal. Another informant stated that he had heard rumours that the C.E.U. member was actually seen striking the Foreman. The Principal Boy - Poodle Barr informed members that he had questioned the only management witness, and he had admitted that he had not seen this fight and denied that he had given any evidence against the sacked man. The worst rumour of course was that the sacked man was now working on another contract, this was later proved to be a lie like the rest of them, and the majority of the lads were not taken in by them.

We eventually decided to continue the dispute along the lines originally suggested, of maintaineng non co-operation and bans on all overtime until the C.E.U. member was reinstated - this action to be started immediately after Christmas holidays.

WE SEE THE LIGHT - ACT IV

We returned to work after the holidays with the usual post Christmas blues at the prospect of facing a long-drawn-out struggle. As the days passed we saw the work to rule becoming less and less effective. There were accusations that members of other unions (who were still working normal) were doing the C.E.U.'s work during the Sunday overtime. They still hadn't been invited to discuss the situation at a joint meeting. What was more surprising was that some of the best known and respected C.E.U. militants were accused of working through their lunch breaks and getting paid extra. (In the interests of safety of course.) A general atmosphere of demoralisation set in. Some of the gobblers began to pressurise the Steward to call another meeting, with the view to calling off the overtime ban. The struggle, if this was one, appeared to be running out of steam.

THE OLD TESTAMENT

Eventually the Principal Boy Poodle Barr gave in and called a meeting over another issue that had blown up. A Foreman Fitter named SHELTON had been caught working on an erector's job. About seven months ago Resident Engineer Kenton had given us his solemn promise that if any Foreman or Engineer was caught working on the tools he would personally sack them on the spot. Shelton had been caught and reported on five separate occasions since when no action had been taken against him either by us or Kenton. Well we passed another resolution to have Shelton removed from the site. Amen.

The next item on the agenda was of course the case of our victimised member. Bro. Barr just back from a massive defeat in the C.E.U. elections from Assistant General Secretary seemed to be at his most militant as he repeated his former recommendation that we continue to maintain the present level of action until such times as our member was reinstated. Such was the fervour and conviction of his speech, that the whole morale of the cabin changed rapidly, although many complained that the action was having little or no effect. Nevertheless when we voted the majority voted to continue.

CONCLUSION: CURTAIN

Lets get off the fence - there was once a reasonably high degree of organisation on the I.C.L. site and solidarity between the trades. That's how after three years of almost continual struggle we were able to win the double time bonus that some of us are trying to protect now.

Forget about your aspirations to become a full time union bureaucrat Bro. Barr, it won't work. You are first and foremost a Shop Steward. If I.C.L. are allowed to get away with victimising one man at this crucial stage, they have paved the way for a redundancy policy the like of which we have never seen, and you will have to set that against your record, for it will be remembered.

The Job won't be easy. A lot of people have lost confidence in the site organisation as it has existed over the last 12 months - but for

the sake of our own survival we must learn the lessons of the last few weeks. No messiahs or magicians are going to make I.C.L. see reason on this question, because there is a reason for their revolt i.e. the redundancy policy.

Hughie Barr was once a great shop steward. That was before he got mixed up with the Executive Council. If he has any conscience left he will call a joint meeting of all workers and discuss the situation openly and honestly and draw the only conclusions we can in the circumstances. (An injury to one is an injury to all.)

Let's refresh I.C.L.'s memory with a united "Work to Rule" and a BAN ON ALL OVERTIME and PROCEDURES until the C.E.U. member is reinstated in full and without loss of earnings.

Union officials appear on the site with the magic formulas, tell them to get our member back to work, but their action must not interfere with ours.

Bob Cratchet.

WHY NOT READ

THE MEANING OF SOCIALISM by Paul Cardan. What is a socialist programme? The real contradiction in capitalist production. Socialist values. The case for workers' management of production. Price 10d, post paid.

BOLSHEVISM TO BUREAUCRACY by Paul Cardan. Price 10d post paid

SOCIALISM OR BARBARISM by Paul Cardan. A redefinition of socialist objectives in the light of the events of the last 50 years. Price 11d post paid

WHAT HAPPENED AT FORDS by Ernie Stanton (NUVB) & Ken Weller(AEU)

The story of the 1962 strike by one of the victimized stewards - 1/5d.

SUBSCRIPTIONS to South London Solidarity cost 10/- for 12 copies, post paid.

For subscriptions or individual pamphlets please write to Jackie Shreeve, 44 Sturgeon Rd. S.E.17

PARSONS

NEW

Kingsnorth Power Station is the name that has been given by the C.E.G.B. (Central Electricity Generating Board) to a huge pile of bricks and scrap iron which is slowly sinking into the mud beside the Medway estuary in Kent. There is also a lot of first class scrap steel there in the form of some queer looking fabrications called 500 megawatt turbine generating sets.

The one thing, however, which mars these technological no-wonders is that they do not work. All 22 similar sized generating sets (each costing £5½ million of public money) which have been installed at other power stations have broken down because of faulty design. Since the Kingsnorth turbines have been made to the same design it is pretty safe to say that they will also break down. But then they have to be assembled first.

Until quite recently the assembly of these generating sets had proceeded at a steady pace. The managers of the engineering firm involved, C.A. Parsons Ltd., who are amongst the most greedy employers in the business, had already begun to congratulate themselves when they saw, or thought they saw, a profit being made from their £23 million contract on the site. This profit was expected to be fat because they had paid their shop floor employees on the Kingsnorth site such pitifully low wages for highly skilled and exacting shift work.

These turbine builders normally work to a tolerance of one ten thousandth of an inch. A pretty fine tolerance, as any engineering worker will tell you; and it has to be so, because the outer edge of a turbine rotor may spin at more than the speed of sound. The slightest imbalance and the rotor breaks into little pieces - as occurred at one power station some years ago when bits of rotor blades smashed their way through some eighteen inches thick iron shielding, and landed in a field two to three miles away.

The Parsons men started building these generating sets some three and a half years ago. They spent the first three winters working in a partly completed turbine hall wide open to the elements. They suffered like so many other workers have done on that site. Whatever the temperature they had to work. If it rained or snowed they put tarpaulins over the partly assembled turbines to protect them. But there was no protection for the workers. They were not allowed to light fires. So they literally froze. Hands were blue for hours on end; because gloves could not be used for much of the precision work.

Yet they persisted in their efforts because these were men who took pride in what they were doing.

NOW YOU SEE IT NOW YOU DON'T

But as the months and then the years went by these workers began to realize how absolutely rotten were their employers. Not alone was the money in their wage packets small in the first place, but as each national wage increase was granted the employer deducted a more or less equal amount from either their standard bonus or shift supplement. In 1967, for instance, the standard weekly bonus averaged about £1 per worker. This very quickly became absolutely nothing. Then the employer started whittling away at the shift allowance. In 1968 this supplement was 5-17-6d. per week for a skilled man. By the end of 1969 it had been successively reduced in stages to £1-16-8d.

During all this time Parsons' men had been trying to get something done about the matter through the bent-in-favour-of-the-employer A.E.F. (Amalgamated Engineering and Foundry Workers Union) procedure machinery. But all they got were broken hearts which was not unexpected since this is about the only thing that workers get from union bureaucrats these days. So in sheer desperation they were forced to down tools at the beginning of last December.

After being on strike for about a week the Parsons' managerial sharks suddenly realised that their Kingsnorth workers were not the bumb robots they thought they were. They also discovered that they could not build the turbines themselves. So they agreed that if the workers returned to the job on a particular Friday they would meet their representatives on neutral ground the following day.

SOMETHING FISHY

When the workers' representatives met the Parsons sharks on that Saturday they soon discovered that they were being led into a trap. They found out that the wily sharks weren't at all interested in discussing anything at that particular time. The managers only wanted them to stay at work for a further ten days after which they would agree to a further meeting. But the workers were wide awake to what the sharks were up to. They knew that the Number One Turbine required about ten days work on it so that certain very necessary modifications could be completed before a vital test run could be made. With this knowledge in mind the men insisted on an immediate discussion of the disputed matters. But the sharks refused to do this; and so on the following Monday the workers went outside the gate once more; and they stayed there until mid-January when the sharks asked for another meeting after they heard about the mens' decision to ask for their cards en bloc.

It was less than a week after the breakdown of the December 'talks' that the mysterious affair of the army tank transporter began. This affair, which was reported in the Number 8 issue of South London SOLIDARITY, was an attempt by Parsons and the bosses of the C.E.G.B. to break the strike. They used an army tank transporter driven by army personnel to take one of the £250,000 turbine rotors to Chatham dockyard for modification. But it was blacked almost immediately by the A.E.F. stewards there, and because of this it was returned to

Kingsnorth the following day. This was no victory, however, for the Kingsnorth workers - the vast majority of whom would never have even heard about the incident but for the SOLIDARITY report. Only the stopping of the rotor from leaving the power station in the first place by all the Kingsnorth workers would have been a victory.

A couple of weeks passed with nothing further happening. Then on Christmas Eve everyone of the strikers received a personal letter from Dutton, Parsons' chief con-man at Kingsnorth. This letter was obviously aimed at breaking the strikers' solidarity. It began by saying: "I am writing to correct an incorrect statement made by the strike action committee". Then it went on to state: "During the period that C.A. Parsons have been on the Kingsnorth site the rate of pay for a skilled man has increased by £1-6-8d. for a 40 hour week." Since overtime on the turbine contract has been as rare as flying saucers over Kingsnorth this would constitute only a tiny increase in gross wages over a period of four financial years - even if the statement of Parsons' con-man was completely true.

The whole point of the letter revolved about this alleged increase - a mere 6/8 per year - and this is the wedge they tried to drive between the members of the strike action committee and the workers who elected them. This is the kind of infantile tactic which the Parsons managerial sharks have always been given to; and it shows them up for what a mindless petty gang they are.

If there is anything to be learned from the Parsons' struggle so far, it is that workers should never fall into the trap of thinking that there is some good or feeling in the managerial bureaucracy which employs them. By their very nature such bureaucracies are wholly self-centred. They just do not have a heart. They are bent solely on serving their own enrichment, on increasing their social power and prestige, and in doing everything possible to ensure their organizational survival. They are in many ways worse than the 19th century owner-employer who was sometimes capable of being human and of even becoming a father figure to his employees.

Because the Parsons' workers once thought that their bosses had a heart - and, therefore, could be trusted to play fair in the long run - they kept putting off the day of reckoning. And it is because the managerial bureaucracy, which is now trying to crush them, has no heart, that the day of reckoning has at last arrived.

STOP PRESS

Two weeks after Christmas, as a result of a Federated meeting offering another two pounds per week, another rank and file meeting was called.

The rank and file were all for continuing the dispute, many expressed very bitter opinions of the A.E.F. officials who had negotiated this pittance, but the C.E.U. Shop Steward and convenor of all shop stewards on the Kingsnorth Power Station addressed the meeting and said that due to the dispute on I.C.L. we could no longer expect any practical support from this area, with this stab in the back and pressure both from our own officials and from the economic effects of the long dispute it was

not surprising that when it came to deciding what to do next 50 workers voted to return to work and 45 voted against.

So it appears we went back to work under protest - but we won't forget the role played by all concerned in this dispute. One thing is quite clear it was no victory for the management.

OTHER SOLIDARITY GROUPS & CONTACTS

London (West)	c/o M.Duncan, 15 Taylor's Green, London W.3 Issue No.2 includes articles on Italy, Furniture Workers, N.W. Polytechnic, The Economic League and the continuing struggle at Punfields.
London (North)	c/o H. Russell, 53A Westmoreland Rd. Bromley, Kent. Vol.VI no.3 contains articles on Fords and 'Third Worldism or Socialism', reaction to KAPD article, film reviews, book reviews, etc.
Aberdeen	c/o N. Roy, 138 Walker Road, Aberdeen Issue No.4 contains accounts of strikes by dustmen and shipyard workers, news from Consolidated Pneumatic Tool Co.Ltd., and articles on Aberdeen students and the struggle in Portugal.
Central Scotland	c/o Les Morris, 13 Woodlea, Kincardine-On-Forth, (Fife)
Dundee	c/o Forbes Brown, 444 Perth Road, Dundee
Edinburgh	c/o Tom Woolley, 14 West Preston St. Edinburgh
Clydeside	c/o Dan Kane, 43 Valeview Terrace, Bellsmyre, Dumbarton. (Copies of pamphlet, Revolutionary Organisation available from this address, price 10d postage paid)
North-West	c/o 102 Carter St. Moss Side, Manchester 13

TIGHE'S TIGHTROPE

Not alone are the Kingsnorth workers having to build a giant scrap-heap but some of them are also busy trying to cover the metal work with paint before it is eaten away by rust. This is no joke, because most of the iron and steel has been lying completely unprotected on the site for between two and four years.

There are several painting firms at Kingsnorth, each employing a small number of brush hands. Of these firms there is one in particular known by the name of Tighe which we are going to concentrate on here. This is indeed a scab firm, if ever there was one. Like some bug-eyed leech it lives off the work and energy of its manual employees while at the same time it has its own special way of depriving them of their essential dignity and their sense of being human.

MAN EATING MANAGERS

Tighe's bosses have just under thirty men on their chain gang at Kingsnorth. To whip them into line this man-eating firm employs a surly beast by the name of Taffy Farrow. Though his unfortunate prisoners know him by the name of "Welshpig", no Welsh reader need feel put out by this; because it is strongly rumoured that he is not, in fact, a Welshman, that he is not even human, that he is actually a creature that crawled out of the slime on some mudflats near Cardiff. How true this is no one seems to know for certain. But one fact which may have some relevance with regard to this point is that when Farrow appeared at the site some years ago most of the four-legged rats there took refuge with their two-legged brothers among the managers of the Kingsnorth firms.

FEUDAL FARROW

Over the years Farrow has evolved quite a sophisticated system for controlling his victims -- who because of the pressure of circumstances have fallen into his clutches. Immediately underneath him in power and position is a chargehand who long ago swallowed his pride and put on weight because of it. Then below him in turn, if it is possible to go any lower, is a tiny handful of corrupted individuals who have sold themselves body and soul for the odd crumbs which Farrow, their lord and master, lets fall now and then from his table. With the aid of these people Farrow has been able to crush every attempt by the other workers to "revolt".

For the rest of Tighe's brush hands their ten or eleven hours a day internment amidst the masses of ironwork inside the boiler houses is sheer unadulterated hell. Covered from head to foot in all shades of harmful lead-based paint these men have to endure conditions which would terrify the average worker.

THE DARING YOUNG MAN ON

During the first two years that Tighe's were on this site their workers never used either safety nets or safety belts, nor, for that matter, safety helmets. It was commonplace for brush hands to be seen dangling from ropes or wooden chairs (which in the course of hair-raising performances they erected themselves) 50, 100, or even 200 feet with nothing between them and the boiler house floor. If any worker refused to risk his life either by erecting or sitting in these chairs he was immediately sent down the road by Farrow. There was no mercy shown. Farrow crushed you like a fag end under his heel. And he loved to show how much he enjoyed doing it.

How he got away for so long with breaking every safety regulation in the book makes one wonder. Not that things have changed very much in the meantime.

Just over twelve months ago someone put it in Farrow's ear that it was no longer the 19th century and that it had become customary for managements to disguise the nakedness of their exploitation, even if only by the flimsiest of covers. So Farrow got hold of an old net - some say it was one used by the executive of the Constructional Engineering Union for catching militants. Then he quickly solved the problem of finding riggers to put up the net by getting a few of his brush hands to do the job.

SANTA'S SACK!

After he had this gone through the motions of complying with elementary safety regulations Farrow settled down to his usual practice of hiring and firing and fiddling - at which he is a veritable Nero and Paganini rolled into one. Then just before Christmas an unusual labour relations problem arose for him. In the course of sacking a rigger whom he disliked he was put in a position which led him in order to save face into sacking two others which he had not planned to send down the road at that particular time. It made no difference that all three were members of the Constructional Engineering Union and that Poodle Barr, the Shop Stewards Convenor of I.C.L. (International Combustion Limited), squats only a few feet away from Tighe's huts. They still went down the road, and since their 'departure' on the day before Christmas Eve their work continues to be done by workers who brush as well as rig and dismantle their 'safety equipment'.

The reason why the riggers went down the road on the 23rd of December, and not on the last day of that particular working week which was Christmas Eve, was because Farrow wanted to attend what his brush hands believe was a firm's party at head office on that particular day. This would have been alright if the brush hands got paid for the Wednesday. But they did not. And, by Jove! they need every penny they can get; since their gross pay is 7/11 per hour and they don't

get height or dirt money as do many other workers on the Kingsnorth site. Only Farrow's 'clique' of brush hands get twopence per hour chair money. For the remainder it is a case of "Get on the chair, or get down the road!"

So far as Farrow's Christmas holidays are concerned, it is believed that he had a rip-roaring time. This, of course, should be no surprise, considering that he was loaded with Christmas boxes, each amounting to the tune of two greenbacks which the org had extracted from his victims - as if they were not being exploited to the full already.

CRAFTY UNIONS

The terrible situation of Tighe's workers at Kingsnorth is an industrial sore which is a direct consequence of the way the trade unions in Britain have become completely bent. Every trade union is now a top heavy bureaucratic organization, whose prime aim in life is self-preservation at all costs. Its members are expected to follow a particular union line which stems from the union's centre. They are also expected to put their loyalty to the union and its constitution and policies, however obnoxious the latter may be. All this is intended to ensure the union's survival as a bureaucratic organization. And it does just this; but with what effects.

Take the case of Kingsnorth again. Here we have great variety of trade unions based upon different sections of the civil, electrical, and constructional engineering industries. So far as their practical day to day activities are concerned, these unions through their shop stewards and area officials concern themselves entirely with collecting union dues and (when they have no other option) in dealing with employers with whom their members may be in dispute. In general, every one of these unions is a nationally organized association of workers geared only to serve the narrow craft interests of its members, to the exclusion of everything else. Because of this factor it is literally impossible for the individual unions concerned to think in terms of job organization at site level. This is why it is possible for 800 men at the ICL site to be relatively well organised while a small number of their fellow workers next door, such as Tighe's brush hands, continue to endure the most terrible working conditions, without being able to do anything about it.

Industrial trade unions such as those at Kingsnorth were originally founded on the assumption that each workplace belonged exclusively to the boss, who had dictatorial rights inside its gates. From the beginning, therefore, such unions were not at all concerned with the collective organization of their members at site level. They dealt with them only as individual trade unionists, so that in the final analysis it did not really matter where they worked so long as they obeyed union rules. Their workplaces were regarded as being under the exclusive control of the employers and so far as the executives of the unions were concerned that was that.

WHO'S THE BOSS

This kind of attitude had some sort of foundation - if only because it was based on the myth of the rights of the self-made business man -

so long as the individual employers both owned and directly controlled their respective enterprises. But this attitude has no such foundation today when ownership of business enterprises here in Britain has assumed a public character: if they are not owned directly by the state, then their ownership through the shareholding system may be in the hands of building societies, insurance companies, trade unions, the state, and perhaps numerous individuals. As a direct result of this change in the form of ownership of the means of production, enterprises are tending more and more to come under the direct control of managerial bureaucracies acting in the name of the state or shareholding owners.

Because of the public character which the vast majority of businesses have acquired, the basic attitude of trade unions towards them has become outdated and, therefore, irrelevant in the present day economic situation. No longer is any significant enterprise the sole preserve of a hard working self made business man who started perhaps as a greedy worker. Nor, in that matter, can, say, a managing director, command the same sort of social prestige and respect from his employees, as some 19th century and early 20th century capitalists could.

Workers never did have any betters. But in past times socially dominant middle and upper class attitudes made them believe that they did. At the present day, however, workers here in Britain are becoming much more self confident and are beginning to realise that they are just as good, if not better, than members of the upper crust in our society. Because of this new rational attitude and the fact of the public character of modern business enterprises there is, therefore, no reason in the world why they should not feel that they have just as much right to be in their workplaces as the management, shareholders, or state representatives have. (In actual fact, of course, the workers have more right to be there than do the latter bunch of parasites.)

If one accepts this approach as being reasonable, then one at the same time must reject the way in which workers are organized according to their trades into nationally centred unions whose executives do not know and care even less, about where their individual members work. Such a new approach on the part of the workers would, in fact, demand an entirely new kind of industrial labour organization - one concerned with the collective organization of all the workers at a given enterprise into one single unit, so that the particular trade a given worker followed would not matter as much as the fact that he worked at the enterprise concerned. If this kind of workers' organization - which would be built according to a very different organizing principle from that of a trade union - was in being at Kingsnorth right now, it would be impossible for the foul and disgraceful situation of Tighe's brush hands to exist; for the simple reason that the welfare of each worker on the site would be the concern of everyone.

The advantages for workers of such a site organization would be many and various. One must point out, however, that so far as its long term implications are concerned, the building of such workers' organization could signal the birth of a new labour movement here in Britain, while at the same time it could be the first big step in a revolutionary strategy aimed at utterly destroying the rotten heart of the existing kind of society and creating in its place a libertarian social order of which Workers' Control would form one of the main founding institutions.

IVAN THE TERRIBLE ERECTOR

CONTENTED COWS

One of our brothers a Mr. Peter Jacques of the T.U.C. recently made a speech in his capacity as guest speaker, (and representative of the Trades Union Movement) at the British Psychological Association. We feel that you should be informed about what our so called representatives are saying in public. Brother Jacques said as part of his contribution, ' It is dangerous to think of solving the problem of industrial strife by turning workers into contented cows.' Brother Jacques at the same meeting stated that all the struggle between workers and management was about was money. On the one hand he says that workers should not be treated as contented cows and on the other he is saying that all a man wants is money. Well O.K. money means a lot; without it we can't even attain a minimum amount of comfort for ourselves and our families. It is not difficult to see why Frere Jacques (of nursery rhyme fame) along with the rest of the overfed bureaucrats at Congress House and indeed some of the lesser fed minor trades union officials, wish to keep everyone thinking that it is only money that everyone wants, because if they admitted the truth of the situation, that is that however much money a man gets (and he will never get that much anyway) if he has to suffer day after day week after week the conditions which millions of workers have to work under, money is only good for drowning your misery in a few pints.

It is no coincidence that the so called 'economic question' (that is the argument that money is all that industrial conflict is about as the reason for the everyday struggle of working people against the never-ending attempts of managements to line their pockets) becomes more important the higher these trades union officials climb up the union hierarchy to positions of not just economic security themselves, but of relative luxury.

FIERY SPEECHES FROM THE LEECHES.

It is often very difficult to imagine that the fiery speeches delivered by each successive new born trades union leader about the class struggle, about socialism, about freedom, about workers control will turn out , once they attain higher office, into the self-centred crap which the visiting district officials pour over you everytime there is a dispute at the site or the factory. The total complicity of the Trades Union leaders in attempting to bind the workers (along with legal sanctions) to slavery in the form of productivity deals is ample evidence of what I have just described.

" I'M ALRIGHT JACQUES "

The Brother from Congress House who says the struggle is only a question of money must undoubtedly believe in a philosophy of ' I'm alright Jacques ' if you will pardon the expression. The fact that this man has time to spend addressing a group of people who are rapidly becoming the new prison warders of society shows how far the trades union movement has gone bent on the workers and shows just how far the old maxim that power corrupts is true. All they care about is keeping their jobs not ours, and strengthening their position by having a bash at the people they are supposed to represent.

Working men because of the historical foundations of the Trades Union Movement are loathe to attack their own unions because they still appear to represent their interests. Trades union leaders are thus able to deflect any attempts to knock the real enemy, that is the self-appointed right of a group of people to lead the rest. Instead they concentrate on the money question and thus effectively neutralise any opposition.

NOTHING HAS CHANGED.

The fact is that the movement which gave birth to the unions , that of SOLIDARITY against wage slavery (a phrase which has not lost its meaning over the years) is still there. The principle of total workers control which the earlier unions recognised is still alive, but it is alive where it has always been alive , on the shop floor and not in the corridors of power in either Whitehall or Holborn. How long will it take us to realise that the trades unions themselves are now the employers and that they have for nigh on half a century deflected the efforts of the working man to struggle himself against what he himself experiences at his work place. Just as Powell deflected the aggression of working people onto the black people to save the structure that he represents (it doesn't matter which party he belongs to) so the trades unions have done the same.

THE COMPETITION FOR CONTROL.

To continue on the theme of Brother Jacques at the conference. He went on to say that workers have disliked the psychological approach to their selection and their training because he said these methods were biased in favour of the management. Too right they are, BUT he continued, the unions must take more interest in these concepts and indeed "use them as much as management does". How is it possible for such hypocrisy to exist in the name of the working class ? Does it not show how the unions themselves are competing for control over the workers 'as much' as are the managements and government.

WHAT DO THE TRADES UNION LEADERS WANT ?

If we face the truth these bureaucrats don't ever want to solve the problems of 'industrial conflict', because they know that if they did and could that they would be out of a job, just as the police don't ever want to solve the 'war against crime'. On the contrary they actually spend most of their time creating conflict and creating

crime quite literally which they then attempt to solve thus assuring themselves of a job for the next couple of years. This is why the unions concentrate on the economic issue which itself can never solve the fundamental conflicts in society but can only at best make life a little more tolerable and at worst perpetuate the real conflict by taking away the energy of ordinary people to fight the crap which is heaped on them, by themselves and not through the impotent medium of representatives.

It seems that even the reporter who covered this conference was under no illusions about the role of the unions when she was forced to say that 'industrial strife can possibly never be eliminated and indeed by the sound of Mr. Jacques unionists are horror struck at the thought'. There can be no greater condemnation of the pathetic depths to which the trades unions have sunk.

WHO'S INDUSTRIAL STRIFE ?

Although we would agree with this reporter's judgment of Mr. Jacques and the unions in general we would not agree with her statement that industrial strife can never be eliminated. The very phrase industrial strife has been invented by the bosses themselves as a term to explain something which hurts them, NO that sort of industrial strife will never be eliminated, for as long as a man can think and feel he will somehow find the energy to fight against being bossed around and exploited whether it be by armed foremen or piped music.

What though about the industrial strife which hurts the worker ! Can this be eliminated ? We think that it can by creating our own SOLIDARITY and by our attempts to make irrelevant (as in many ways they already are) the involvement of employers and managers in the job of producing what we the people need whether it be electric power, food, transport or whatever. Here lies the essence of what self-management can bring us - production for need - our need and not for profit.

Brother Jacques speaking for the trades union movement obviously does not agree with our definition of industrial strife but prefers the bosses definition of it. They prefer it because that is where their interest lies with the boss and not the boys.

WHAT THE PSYCHOLOGISTS THINK.

Notwithstanding what brother Jacques had to say he must ironically have sounded just a little bit out on a limb compared to some of the others at this conference. You will see what I mean when you hear what two of the psychologists there had to say about industrial strife. They said " industrial conflict though possessing economic legal and political overtones (!!) is pre-eminently a matter of perceptions , attitudes, values, skills, feelings and motivations of various individuals and groups of individuals.... It can therefore claim the professional attention of the psychologist."

It would seem the worker is a very popular commodity in more ways than one if the psychologists are now claiming to solve our deep historical origin and meaning, and our mysterious aggression against being pissed on.

They claim that if they can understand our values, skills, perceptions, feelings and motivations then all will be well. These characters of course go completely overboard the other way although basically their definition of 'industrial strife' is still the same as the rest of the boss class. They go overboard the other way for the same reasons as Jacques went overboard on the money question - to prevent any real discussion of the CLASS struggle by saying we are all hung up over our perceptions or as another psychologist there put it our 'emotional mechanisms'. (Incidentally this has nothing to do with the private life of one of our star reporters on the Kingsnorth site IVAN ERECTION.)

JUST YOUR LUCK

They refer also to what they call the 'luck' factor, that is whether you were born into a rich family or a poor one. They go on to say that what psychologists can do is to reconcile you to your luck, which put more crudely means keep the bastards down, by turning us into docile robots of the right size and weight to man the machinery of industry, and these bums have the nerve to call the work they are doing academic research. Perhaps it is easier to see why the students go beserk when they are forced to stomach this sort of attitude from their so called teachers.

Given an understanding of all these factors it was claimed by another psychologist, a professor Dempsey that it is possible to settle industrial disputes. He quotes as an example how he was called in to arbitrate in a dispute at an oil refinery and how he was able by understanding the 'apparent irrational reactions' of the disputants to settle it. By the way this refinery was in Cork, Southern Ireland, and professor Dempsey doubles as a Catholic priest on Sundays!

So there you are mate, just a mass of apparently irrational reactions Or are you? Was it irrational when the men of Kingsnorth felt sick to their boots about 11 men being killed on the nearby Northfleet Cement Works, is it irrational that men sometimes refuse to work knee deep in shit NO. The only thing that is irrational is that the men on the job have not before now wrenched the sledge hammer from the hand that was pile driving them into a position of subservience. One of the reasons why they have not done just this has been mentioned earlier in this article when we showed how the trades unions have been ham stringing us for all they are worth.

FANNING THE FLAMES FOR FAME.

Perhaps some of these psychologists were referring to disputes over demarcation for example which may appear to the outside world (that is the 20% who live as parasites off the rest) as petty and irrational because they cannot conceive that behind these disputes is not just a money grabbing oaf mentally diseased into the bargain (although it is a wonder more in fact are not) but someone struggling for some meaning in his life, a struggle which is not made any easier by the trades union officials who fan the flames of these intercraft disputes to keep themselves in business AGAIN.

These disputes are a fine example of how the unions create disputes for themselves to solve. Of course this type of dispute is objectively irrational, but they will never be solved by a psychologist trying to get 200 erectors onto the couch or by a T.U. official churning out the same old bull about the continuing struggle and how you mustn't go too fast. Nor will it be solved by an army of Freudian priests. It can only be solved by the men on the job organising the job by themselves for themselves. If the managers and T.U. officials and all the other would-be leaders of men want to get their coat off then they are welcome to contribute to the creation of a life worth living otherwise they can go and quietly play diplomacy or monopoly, or fill a few more forms in. Eventually even they will get bored stupid to the point where even they may find what we have all felt at various times, that is the simple pleasure and satisfaction of doing a job for yourself and for others without having some bleeding bureaucrat on your back or somebody making an occupation out of emptying your pocket to fill his.

As history has progressed the employers have been forced to modify their methods of extracting blood. The inevitable movement of the centralised, bureaucratically structured trades union movement into the ranks of the bosses is part of this progression. The use of psychology is itself not new. It is used every day of the week by the bosses and the officials only we call it conning, it very often takes the form of ' c'mn lads, back to work and we will get this little misunderstanding cleared up.' You can see how these misunderstandings are cleared up if you read the article in this journal on the C.E.U. Executive at work. It is not surprising that they are prepared to spend three pages of their minutes discussing how to put a stop to people exposing them for what they are. The only thing that is new about the use of psychology is the concentrated well thought out use of it.

I might just finish by telling you about an advert which recently appeared in a national newspaper. It was for PSYCHOLOGISTS. Who wanted them, why none other than the DEPARTMENT OF UNEMPLOYMENT AND PRODUCTIVITY, what did they want them for, guess ! ?

Ciggy Freud.

(Personal advisor to Ivan Erection
and Up.Yours.)

