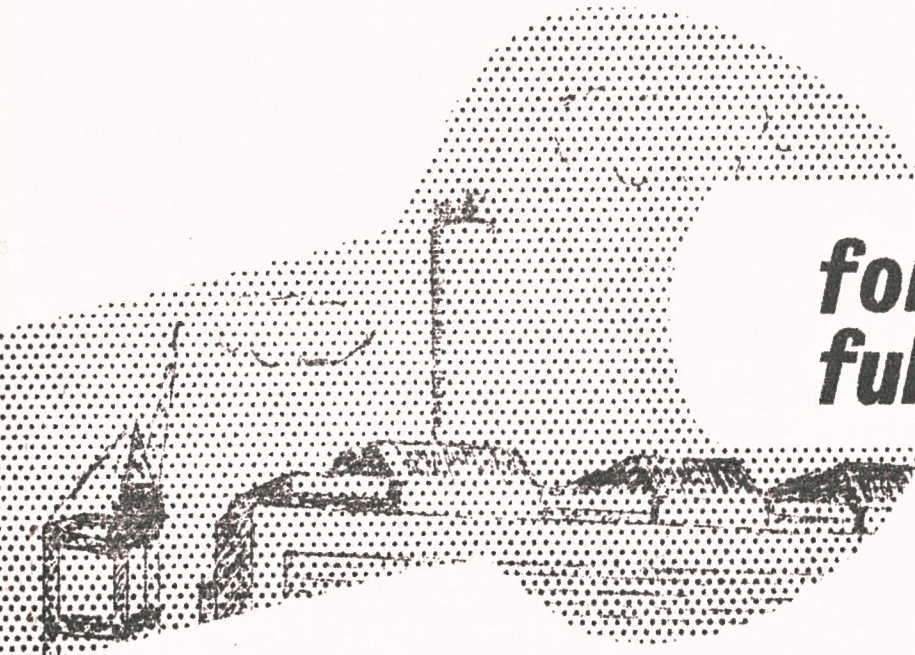


solidarity



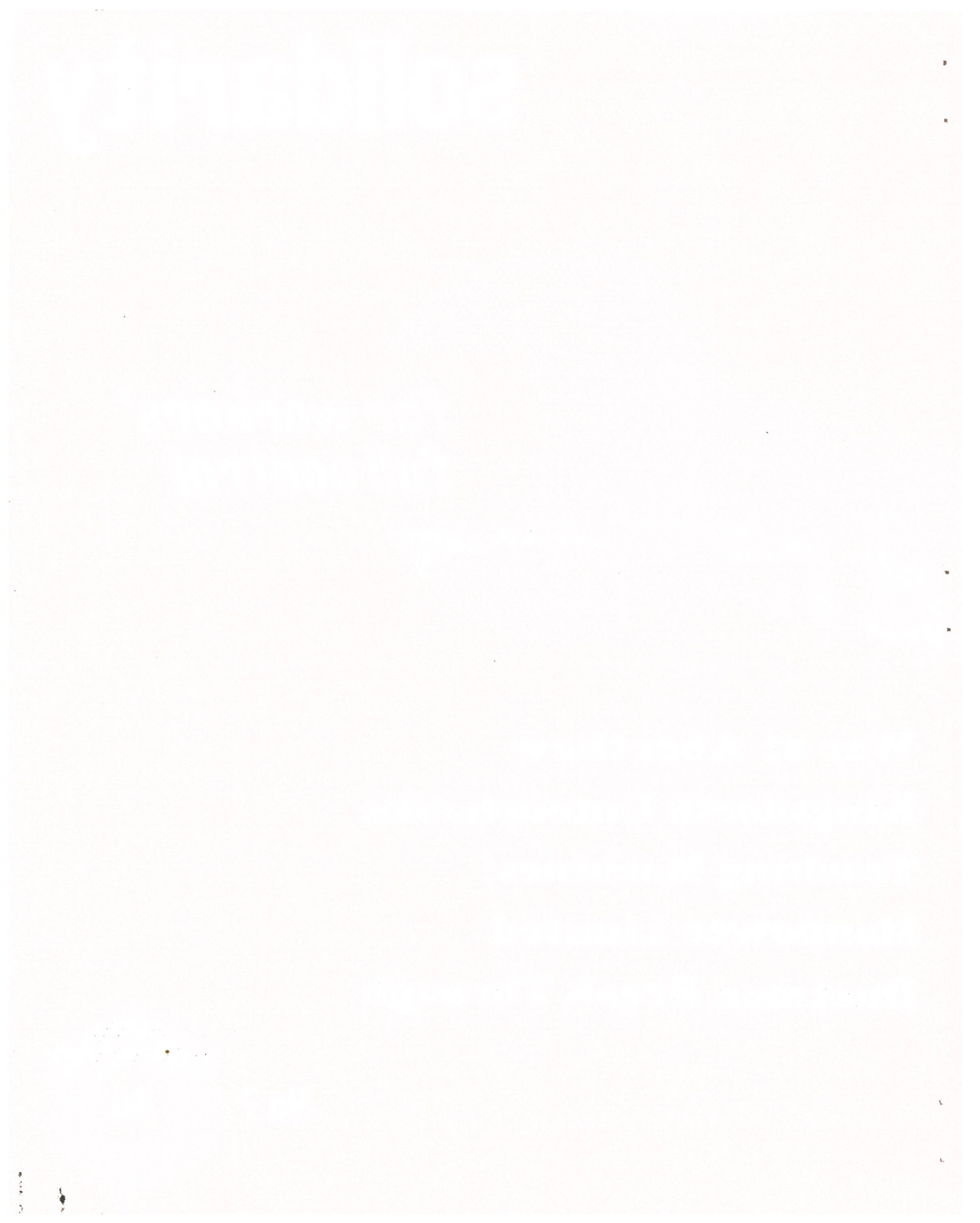
*for workers'
full control*

**War at Aberthaw
Kingsnorth Untouchables
Teaching Machines!
Manpower Limited
Dustmen Break Through**

No 7



6d



WAR AT ABERTHAW

At the southern-most tip of Glamorgan in South Wales, several hundred workers have almost built another giant power station complex. It's at Aberthaw, about 16 miles from Cardiff. The men travel an average distance of over 30 miles to the job. They come from various parts of the pit-scarred Rhondda and beyond.

Some 80% of the £70m. capital involved is American-owned. The main contractor is the Foster Wheeler-John Brown consortium. The often bitter struggle, between us the workers and them the management, has been continuous since the contract began in 1966. As a result, the project has now run about a couple of years over its originally planned completion date.

THE UNION QUISLINGS

The union officials' position throughout has fluctuated between acting as middlemen and being totally on the side of the enemy - the management. We have in our hands several reports which over the years have been sent to C.E.U. headquarters by our South Wales Area organisers, Bros. D.G. Evans and T.D. King.* Apart from our own painful experience of the union officials' role, these reports also show clearly what we mean. For example, in some of them, they complain that it's impossible to negotiate with the management here. But at the same time, they blame us workers for taking action ourselves because this breaks the holy procedure agreement which the higher-up union saints made with management. Well, whether or not they have consciences that make them try to pull their halos over their own eyes, I don't know. But they can't blind us to the realities of working on this job.

We workers have to live with this company for eight hours a day. We experience the same difficulties in trying to negotiate with them. Sometimes we are forced to take direct action. As the union officials have only ever produced very vague and ambiguous reports on our relationship with the company, I'll try to fill in some of the gaps.

*Bro. D.G. Evans has since gone over to the other side completely. He is now Chief Labour Officer for Rio Tinto Aluminium Smelting in Anglesey.

Bro. T.D. King was a Shop Steward on this job. He was not elected to his present position as a C.E.U. official, but was appointed by the union Executive.

WHO ELECTS THE SHOP STEWARD?

In May we elected a new Shop Steward, Bro. Arthur Heath, who had previously been the Deputy Steward. At that time we were preparing for the proposed one-day general strike, called by the Confederation of Ship Building and Engineering Unions, to which our Union, the C.E.U., is affiliated. Like construction sites up and down the country, we had meetings to discuss how to organise the strike.

Of course, the management didn't like it. They said that any strike is a breach of the agreement, regardless of the circumstances, until the unions had negotiated with them personally and the "procedure" had been exhausted.

On the 16th May, Bro. A. Heath and Bro. P. Thomas, the Deputy Steward, were challenged by Foster Wheeler-John Brown as to their right to be Stewards. The management seemed to think that the attitude of Stewards should be akin to their own. Management must get it clear that the Stewards are our Stewards. We elect them to represent us. Nevertheless, as a result of Bro. A. Heath's and Bro. P. Thomas' refusal to change their attitude, Foster Wheeler-John Brown sent a letter of complaint to their friends, the West Coast Employers' Association. The letter, which just happened to drop into our hands. is reproduced here - warts and all.

F O S T E R W H E E L E R J O H N B R O W N B O I L E R S L T D

ABERTHAW "B" POWER STATION CONTRACT

Aberthaw "B" Power Station,
The Leys, St. Athan,
Glamorgan.

Our Ref:- 113/JBS/PH/3374

16th May, 1968.

Secretary,
West Coast Employers Association, (Sites Group)
Engineers House,
The Promenade,
Clifton Downs,
BRISTOL. 8.

Dear Sir,

Foster Wheeler John Brown Boilers Limited

Observance of responsibilities and obligations imposed on C.E.U.
Site Representatives by Official Agreements

The Company at the request of Site Unions convened a formal Meeting today at which a number of problems domestic to the Site were raised with the Site Personell Officer.

During the negotiations Mr. A. Heath C.E.U., indicated that although he was newly appointed to the position of Shop Steward,

official Trade Union confirmation of the appointment has not been received, and he was a National Delegate of his Union and he had functioned as Deputy C.E.U. Steward on Site some months previous.

He stated that 'It is the right of all Trade Unionists to engage in half day and day unofficial stoppages'. Reminded that such stoppages represents breaches of (1) The National Proceedure Agreement (2) The Domestic Procedure for the Avoidance of Desputes Agreement dated 13.3.68. (to which his Union were signators) i.e. There shall be no stoppage of a partial in general characters until the entire procedure hasbeen exhausted, and (3) The Terms of Contract of Employment.

He reitorated that "It is the right of all Trade Unionists to engage in half day or day unofficial stoppages.

He then referred to yesterdays national stoppage and was reminded that this was an odfficial stoppage, he nevertheless held to his original view.

Advised that Management could not accept this view and accordingly discussions with the C.E.U. would be adjourned pending determination of the procedual position of the C.E.U., in respect to unconstitutional withdrawal of labour, he indicated that he could call a meeting of his members at any time.

Mr. Heath was advised that the holding of unofficial meetings were unacceptable to the Company, he replied that if the men wanted a meeting he would call one.

The Personell Officer asked Mr Heaths' C.E.U. colleague Mr. P. Thomas if he agreed that the C.E.U. mombers were entitled to engage in unofficial stoppages of a partial or general character. Mr. Thomas declined to reply, asked if the calling of unofficial meetings could be called on Site he replied that "If the cabin decide we have to".

In view of the foregoing attitude, which is not shared by other Site Unions, we request as a matter of extreme urgency an official meeting between Company, Association and Union Officials, in order to establish

- (1) The obligations and responsibilities imposed upon C.E.U. Members by the terms of agreements official entered into by the parties.
- (2) Wether in view of his obvious previous Trade Union experience Mr. Heath is intent upon substituting for official agreements his own philosophy.

We would reiterate our view that an official meeting should be arranged as a metter of extreme urgency.

Yours faithfully,
for and on behalf of
FOSTER WHEELER JOHN BROWN BOILERS LIMITED

J.B. Smith
Site Construction Manager.
Aberthaw

It doesn't matter to us that J.B. Smith is a bad writer, can't spell, and doesn't know English grammar. But he and his pals always think they're so much better than us common workers. Yet it's hard to believe that they're so dim as to be unaware of the fact that we elected our Shop Stewards because of their philosophy and not despite it.

The letter was quite clearly a dirty attempt to blacklist our elected Steward and to prevent him getting his credentials through.

THE LAW AT ABERTHAW

With the Government's cut back in capital expenditure in the construction industry, the employers have been busy over the last few years cutting down costs, as usual, by cutting back on wages. Of course, we have to struggle to improve the often quite inhuman conditions we work under. This can only be done by improving the control we ourselves have of the job. At the same time, we also have to fight both to maintain and increase our take home pay. In the course of this struggle, many Union Officials find themselves voted out of office. When that happens, many of them return to the fold - Managements welcome them back with open arms. Thus, these ex-officials can continue their historical task of keeping industry going and keeping the workers subjected.

The list of ex-union officials working in managerial positions is growing. Examples are Bro. Strangeways, ex-C.E.U. organiser, currently employed by Kelloggs as a Personnel Officer; Bro. Wally Kent, ex-C.P. C.E.U. organiser, now a Personnel Officer for Redpath Brown; Bro. Billy Hart, ex-C.E.U. organiser, employed now as a Personnel Officer somewhere in Liverpool. And, as I mentioned earlier, Bro. Des Evans, ex-C.E.U. South Wales Area organiser, is today the Chief Labour Officer for Rio Tinto Aluminium Smelting over in Anglesey. There are many more.

Foster Wheeler-John Brown have bought two of these worthies to top their past experience in doing their dirty work now officially for management. They are Bro. W. Hall, ex-A.E.F. official North East District, now employed as Industrial Relations Officer here, and Bro. Hadyn Coogan, ex-T.&G.W.U. official - Hull Area, now employed as our Personnel Officer.

These two gentlemen, like all union officials, never tire of telling us what good Trade Unionists they are. Sometimes they've even had the bloody cheek to call themselves "Socialists" as well. Still, Hitler called himself a Socialist. As far as we are concerned, they are two of the biggest bastards who ever crossed over to the other side. Just take a few examples of what they've been involved in on this site.

INJURED WORKERS THROWN OUT

Three men sustained very serious injuries as a result of accidents on this contract and they will never work again. Recently, they were dismissed. Perhaps we could expect that - if the management had seen fit to bend the redundancy payment Act for them. But no! The men simply got a letter stating, "due to your continued absence from work, you are sacked." This callous, fuck-you-jack behaviour of management is made worse by the knowledge that, in the past, this company had made a redundancy payment of £100 to get rid of a militant.

TOTAL INHUMANITY

During a discussion with Mr J.B. Smith, the Site Manager, our stewards explained that one worker, a young improver, D. George, could not work overtime because his wife was having a baby and was very ill in hospital. J.B. Smith replied, "I don't give a damn if his wife is dying, we are here to build Boilers".

BIG EX-BROTHER'S DISCIPLINE

Another example of Mr Hadyn Coogan's socialist involvement is his attitude to men losing a day's work during the week. He says that whatever the reason, men must forfeit Sunday work, even a medical certificate is not acceptable. In any case, most of the men here hold that overtime is optional. Needless to say, no one is now working on Sunday.

Ex-Bro. Coogan has stated on many occasions that the Welsh will never get another Power Station in Wales. Like many other union and ex-union officials, the power had gone to his head and burnt out his brain. He doesn't even make a good Personnel Officer for the Company, let alone for us workers. Imagine, at a time when all the employers are lobbying the C.E.G.B. and the Government for more power station contracts, Big Brother Coogan threatens that there'll be no more.

WHAT A RECORD!

Another nasty little habit this ex-Trade Unionist-cum-"Socialist" has is to use a tape recorder during interviews with our Shop Stewards. If he also records visits by the men, some of them would make very interesting listening. For example, if a man wants time off for a funeral, medical tribunal etc., he has to go to Coogan. Our ex-Bro. then gives him the "third degree". Many lads have complained about these interrogations, particularly since you often have to see him after lunch. Then he's always half-pissed. With what's left of his brain being in a boozed condition, where he clearly doesn't know what's going on around him, he takes decisions which are very important to the men.

COOGAN'S COLLEAGUE

Let's tell you something more about our ex-Brother's colleague, J. B. Smith, the Site Manager. During the winter last year we had some very bad weather and the Company's buses and relief buses were stranded in the Rhondda Valley. Our Shop Stewards asked the management to contact the stranded workers by phone and tell them to make their own way home as the weather was getting worse and the roads were impassable. Mr J.B. Smith replied, "I am only interested in building Boilers. The best thing that could be done to the Rhondda would be to drop an Atom Bomb on the bastard place and level it out."

On 28 August this year, one of the lads on the site collapsed. He was employed on the civil side by R.M. Douglas. David Evans, a member of the site rescue team, went with the lad in the ambulance to hold the oxygen mask. The lad was obviously very ill. Site Manager Smith threatened David Evans that if he left the site he would not be paid for the rest of the day. David told Smith to poke his half day's pay up his arse and took the man to hospital. But the man died en-route.

You can see, from these few examples of the local management's attitude, why it's difficult for us to negotiate via the procedure agreement.

THE SHOT-GUN NEGOTIATIONS

One of the few things that we the workers got out of the Confederation Package Deals was three extra days holiday per year, to be taken at a time mutually convenient to management and workers, or so it said. Foster Wheeler-John Brown, like other employers, always insist that "mutual convenience" means as and when they are ready, if at all.

Last year, on the Monday prior to Easter (8 April '68), the management agreed to us taking one of our package holiday days, giving us a three-day Easter Holiday. It's customary in this industry that, on the last day of working prior to a holiday, the workers clean up the site and put away all the equipment by mid-day. After that, most managements give the men an early blow-up.

But on the Tuesday, we were told that any man who finished at 12 noon on Good Friday would only be paid until 2 p.m. and men working until 2 p.m. would be paid until 4 p.m.

On Wednesday, the management told the Stewards to ask the men to work right through the holiday. A meeting was held to put this to the men and they rejected it. They said that it would be contrary to Union principles as the Union was at that time pressing for more annual holidays and a shorter working week.

At 11.30 on the Friday morning, the management called on the Stewards again, and threatened that, if no overtime was worked over the holiday, all concessions would be withdrawn, i.e. Friday would be a normal working day. They also threatened to bring in sub-contractors.

ENGINEERS PAINT TOWN RED

When we started back after the holiday we found that the job had been flooded with scab labour. Some were members of a union, the majority were nons.

A number of Section Engineers and Foremen, namely Bob John, Ken Chick, Cliff Rogers and Sandy McMeekin, had been busy going round the clubs and pubs in Barry, Cardiff and Swansea recruiting scab labour. They'd offered 30s. per hour, no tax, no insurance, and no questions asked.

Even after we returned to work there was still scab labour on the site. In fact, some scaffolders employed by M.A.C. were boasting to our scaffolders that they didn't belong to a union at all. Thus, management, including its Supervision level, had once again created an atmosphere in which strong resistance from us was certain. We arranged for a mass meeting to take place the following Tuesday.

WORKERS PAINT ENGINEER

On Monday 22 April, management informed Stewards that unless the men owned up who, they alleged, spilt paint over the Engineer and the Welding Foreman, all the night shift, approximately 120 men, would be sacked. Apparently they've never heard of unity, or, if they have, they don't believe it.

On Tuesday 23rd, we held the meeting. Members instructed the Stewards to put the following demands to the management:

- (a) Reinstate all nightshift without victimisation.
- (b) Agree to pay all Holiday Pay for Easter.
- (c) Agree to return to National Agreement whereby only Trade Union Labour would be employed on Aberthaw "B", and all scab labour to be removed from contract by 1 p.m.

We added that if these points were not agreed to immediately, members would withdraw labour and demand that the General Secretary of the C.E.U. should intervene and, if necessary, blacklist every Foster Wheeler-John Brown contract in the country.

OUR NEGOTIATORS

Bro. D. J. Evans, C.E.U. organiser, arrived on site and stayed for one hour. (D.J. Evans, you'll remember, is now Chief Labour Officer for Rio Tinto Aluminium Smelting in Anglesey). But he neither addressed the members nor did he consult the Resident Engineer. However, he did manage to speak to his old friend Bro. W. Hall (ex-A.E.F. official), the Industrial Relations Officer. Later "our man" Evans instructed the Stewards to tell the men to work normal at all costs. What is normal to union officials? 120 men sacked? The site running alive with scab labour and the Engineers running alive with paint?

We arrived on site Wednesday, but did not leave the cabin. Instead, we held a meeting and decided to withdraw labour for one day to show management how we felt about their sacking of the 120 men.

Friday we arrived on site and were told that the men on nightshift had been given their cards and P.45's. Telegrams were sent to the day shift informing us that our cards and monies would be sent by registered post.

After the usual long protracted negotiations we went back to work, only to become involved in another dispute over conditions in No. 7 Boiler and the management's insistence that we work through our Whitsun Holiday. We were sacked again and reinstated again.

FOUR TIMES A DAY

We were sacked and reinstated so many times in '68 that nobody got very worried about it. For example, when our Steward, Arthur Heath, was struggling to negotiate a condition payment of 2/6 per hour for about 30 men working in the Boiler (only men who've worked in one really know what it's like - oil, carbon dust and other shit that penetrates right through your underwear), Arthur pointed out that about 100 men working outside were prepared to have the extra 2/6 for the men inside deducted from their pay. But still management wouldn't agree. On one particular day, Gregory one of their troubleshooters, sacked all of us and closed the job FOUR TIMES.

I could go on and fill another 10 pages about the dirty tricks that management and some of the union officials got up to here that have caused one major dispute after another throughout the years. I've still got some important events to tell you about next time.

But there's one more thing I must mention now. Our Steward, Arthur Heath, seems to be out of favour with our union, the C.E.U. The manage-

ment have demanded a Site Conference. The C.E.U. Divisional Organiser has agreed. The terms of reference are:

"The total disregard by A. Heath, C.E.U. Steward, of the obligations imposed on him by the provisions of the Steam Generating Plant Agreement and the General Engineering Agreement."

Our Divisional Organiser, Bro. Talfryn "Bum" King, is a new arrival since 1968. His crown has already slipped. Bro. Heath has written five letters to T.D. King requesting a Site Conference to discuss such items as retrospective pay and radius allowance for members living in Penarth. T. D. King has not even answered. But it seems he soon jumps to attention when the Employers' Federation demand it. Bro. King will be "representing" our Steward, Bro. Heath, at his "trial".

The men down here are watching this situation very carefully. Management are not going to dictate to us as to who we can have and who we can't have for our Stewards. We'll be reporting more gory details in the next issue.

A. LEAK

THE C.E.U STRIKES AGAIN !

Below we reprint a letter from Eddie Marsden, General Secretary of the Constructional Engineering Union, which was circulated to all C.E.U. branches throughout the country. Our reply follows afterwards.

THE CONSTRUCTIONAL ENGINEERING UNION

Registered Office:

140 Lower Marsh,
Waterloo,
London, S.E.1

7th October, 1969.

To: All Branches

Dear Sir and Brother,

Re: Distribution of Unofficial Circulars and "Solidarity"

The Executive Council has recently been considering the distribution of unofficial circulars condemnatory to certain Full-Time Officials and of the distribution of the publication known as "Solidarity". "Solidarity" is considered by the Executive Council to be basically anti-Trade Union, particularly anti-Trade Union Official and has included articles condemnatory in the most crude

way to C.E.U. Union Officials.

We recognise the obvious right of all members to determine for themselves what publications they shall read but it is contrary to the Rules of the Union to give support or help to distribute material which is designed to discredit the Union, or in any way libel or slander Officials of the Union. It is also an offence within the Rules, and particularly as set out in Rule 43, to allow "reports, circulars, notices and other documents published by the Union which are regarded as private publications and for the personal use of members only" to be given to other people hostile to the Union to use in any way likely to prejudice the interests of the Union. It is obvious that this is happening and the Executive Council therefore instruct all Branches and Officials of the Union to cease helping through the medium and machinery of the Union the publication known as "Solidarity" and trust that members and Branch Officials will recognise fully the need to honour this directive.

Yours fraternally,

Eddie Marsden, General Secretary

EM/MMF

AN OPEN LETTER TO THE C.E.U. EXECUTIVE COUNCIL

In reply to your unofficial circular of 7th October 1969, yes, SOLIDARITY has printed articles "condemnatory" of C.E.U. "Full-Time Officials ... in the most crude way". Crude because the people we are describing are crude and of course that includes members of the C.E.U. Executive Council.

With regard to your "considered" opinion that SOLIDARITY is "basically anti-Trade Union, particularly anti-Trade Union Official", you are correct for once. We believe that Trade Unions by their very nature and structure divide rather than unite the working class. We believe that workers can and should unite as workers at the point of production where the class struggle takes place. We believe that the workers do not need "Trade Union Officials" to tell them what to do and what not to do. We believe that the working class can take control of industry and the rest of society, overthrowing the capitalist system, without the aid of "Trade Unions" or Government leaders.

The C.E.U. Executive Council recognises "the obvious right of all members to determine for themselves what publications they shall read", (as long as it's the "Morning Star"). Then why make threats and give directives, Brothers? Do you think that will shut SOLIDARITY up. SOLIDARITY is an expression of working class dissatisfaction with the institution of the Trade Unions and their leaders. That means you. Your lies and double-talk will no longer get you through.

While we hold the same position towards most of the Trade Unions, we have tended to specialise in the C.E.U. Our reasons are quite clear. The C.E.U. is one of the Communist Party's success stories. Over the years dissatisfied Trade Union members were told to elect to office this C.P. militant and that one. Well we elected them, but what happened? Our position is unchanged.

If workers cannot get more power and make more decisions themselves in a left-wing Trade Union, then there's not much hope in any of the others, is there?

Three weeks ago, two individuals were summoned to a C.E.U. Executive Council meeting where they were accused of distributing unofficial circulars and the paper SOLIDARITY, implying that they had some connection with either. What's the matter with the C.E.U? SOLIDARITY has an address. Why not write and invite us to one of your meetings; we would be pleased to answer any of your questions or queries. You do not need to send the Rt. Hon. Member for London "Poodle Barr" out issuing rumours of expulsion from the Union.

SOLIDARITY has many contacts who regularly send in reports from the Construction Industry and we hope they will continue to do so (in strictest confidence of course). This is the only way that we can express the attitudes and details from the workers themselves. On another page* in this issue, there is a list of Officials who have held office in the last year in the Union. They now hold office in Management and we understand that two more in the London area have said that if they don't get the Assistant General Secretary's job, they will accept offers of Personnel Officer's jobs.

In contrast to all this bureaucratic musical chairs, the reports published in SOLIDARITY are the real expression of what workers think as workers and not as "Trade Unionists".

Yours fraternally,

SOLIDARITY

P.S. The offer of a meeting with the C.E.U. Executive Council is genuine and we await your reply.

* see page 4, in the article "WAR AT ABERTHAW"

KINGSNORTH

UNTOUCHABLES

The men working on the Kingsnorth Power Station site at Hoo, near Rochester, Kent, travel in from a radius of up to 50-60 miles, usually in the contractors' buses.

Most of them work a minimum 8 hour day. With 4 hours travelling on top of that, they are away from home at least 12 hours a day. Leaving home at around 6 a.m. is always a mad rush and doesn't leave much time for eggs and bacon or a second cup of tea. Anyway, at that time in the morning you don't always feel like it, especially when you know you've got to negotiate several forms of public transport before you reach the company bus. If you miss it, you lose a day's work.

Once you've boarded the bus, you can relax a bit and read the paper or talk about football - the latest bit of crumpet, booze-ups, union meetings, or the latest crimes of SOLIDARITY. Some people just pass the time looking out of the window at the sprawling Kent countryside. Over the year, the landscape changes from the fresh bright greens of Spring through to the dark browns and glittering frosts of Winter. One thing that never changes is the first sight of Kingsnorth Power Station. As the bus approaches in the mornings, it looms onto the horizon. With its gigantic chimney clouded in mist, it dominates the scene.

THE SITE

As the bus enters the site through the American-style gates, past the security men, you see the C.E.G.B. offices and canteen that we construction workers built, but can't use. The huts and cabins of the numerous contractors can be seen dotted all over the site. We usually arrive at our clocking-on stations about 7.55 a.m. Then there's another mad rush to get changed into our overalls and snatch a cup of tea before going out to work.

Different contractors have different times for tea-breaks, but most are around 10.30 a.m. By that time the workers have been on the move for 4-5 hours and this is their first break. Different contractors also supply very different canteen facilities. None of them are good, but some are better than others. Some at least supply the proper equipment and staff who do the best they can to supply hot meals and snacks to the men who build power stations. The main contractor, International Combustion Ltd., is the worst. This firm employs over 600 men here, but apart from supplying the hut, a few stores and some staff, our canteen facilities are non-existent.

In four years that they have been on this site, they still do not supply hot meals for men who are away from home for up to 12 hours a day and who are expected to work out in all weathers.

Instead, when the hooter goes at break times, 600 men rush into the hut and attempt to serve themselves tea from urns left on the side. At the same time they have to queue up for food served by about a half-dozen people. Your choice is limited to about three kinds of sandwiches and rolls. Sometimes there are burnt pies or sausage rolls. If you get in the queue too late, you go without. You can buy cigarettes and tobacco provided you get to the counter before the hooter goes again.

I.C.L. MOTIVES

It has come to our knowledge that I.C.L. have a deliberate policy against providing good canteen facilities. They believe that by starving us or feeding us with slow poison, we will be too weak to fight them on the numerous other issues that manifest themselves in Employer-Employee relationships. And they're right.

Workers suffering from malnutrition, dysentery, etc. haven't got much resistance left to fight. One look at Hughie Barr should prove that. Hughie, our Convenor, has been slowly shrinking into obscurity since he started on this site, two years ago. Perhaps he's affected more than most of us due to the enormous amount of time he spends in the canteen while we're at work.

But some workers refuse to accept starvation or malnutrition at the hands of I.C.L. Many of them have been breaking out and sneaking down to other contractors' canteens to satisfy their hunger. Others use the C.E.G.B. canteen. Some use the coffee stalls set up by other contractors for their own employees. So the struggle continues.

Management are aware that the starvelings have awakened from their slumbers and are feeding at other contractors' canteens, thus gaining the strength to fight back.

I.C.L. created an organisation to deal with this flagrant breach in discipline. It is known as the Untouchables. Their task is to prevent, at all costs, the workers from getting hot meals and snacks through the winter when this crime is at its height.

THE UNTOUCHABLES

The untouchables are a group of engineers and foremen headed by one of I.C.L.'s most loyal employees, "Elliot Mess Shephard". Their task is to hunt down and bring to justice any workers employed by I.C.L. who are engaged in the illegal practice of eating reasonable food and drinking bootleg tea at any of the Speakteasies that are scattered around downtown Kingsnorth.

Elliot Mess and his right-hand man, Satchel Face Homden, thought they had stamped out this crime against Prohibition last winter. Since then, the lads on this site have been under the impression that J. Edgar Kenton, Chief of the International Bureau of Investigation (I.B.I.), had disbanded this force due to the decreasing number of suspects being brought to trial under the Prohibition Acts.

Some of the lads on the job have just found out (to their cost) that, far from being disbanded, INTERNATIONAL have been training and expanding the Untouchables all summer. Some notable additions to the force include Herr Kapitan von Hunt, who recently was heard to say: "Ve haf vaise oph macking yo vomit!" With his knowledge of interrogation, arsehole crawling, etc., he should prove a real asset to the force and a liability to the job.

EATING EVIDENCE

On 26 September 1969, at 9.30 a.m., acting on a tip off, the Untouchables went into action for the first time this season. Surrounding the B.I.C.C. canteen, Elliot Mess Shephard moved in. The I.C.L. employees were easily distinguished from those of B.I.C.C. because they were all so much thinner. About a dozen were caught red-handed buying black-market rolls and sandwiches and drinking from the illegal tea stills.

In true I.B.I. fashion the Untouchables then held a shake-down parade, lining the criminals up with their hands against the canteen wall. After being frisked for hot dog and cheese roll contraband, the suspects were marched away to face a Federal rap in International's Supreme Court. District Attorney Rinstead (Resident Engineer) later reduced all the charges to a final warning due to insufficient evidence. Apparently, the evidence had been eaten by von Hunt himself who has a weakness for Frankfurter rolls and, in any case, is too mean to buy his own.

Just as Prohibition in Chicago failed to stop the manufacture and consumption of liquor, so too will the Untouchables fail to stop men seeking hot meals and snacks. The only way to deal with the situation is to sack the Untouchables and set up a real canteen with professional staff and good equipment. Make good food in such abundance that I.C.L.'s employees won't risk their livelihoods by trying to eat at other contractors' canteens.

DEMAND A GOOD CANTEEN NOW!

It can be done. The C.E.G.B. canteen is a good example. I.C.L.'s Staff Canteen is another. When we pass theirs in the mornings on our way to ours, you can always smell the fragrance of Eggs and Bacon and Tomatoes cooking.

Unless something positive is done about this shortly, many of our militants at Kingsnorth, who are shrinking away, will be driven to accepting full-time officials' jobs - or worse!

The C.E.G.B. in a recent report on Industrial Relations In The Construction Industry, stated that as a step to improving industrial relations, they were recommending that all contractors employed by them should supply much better canteen facilities.

We understand that the C.E.G.B. read this. So, get your fingers out! The I.C.L. contract has got another three to four years to run yet. If you are really interested in the conditions on these sites, ensure that the contractors you employ fulfil their obligations to their employees under the Factory Acts and the Health and Welfare Acts (Construction Industry), all of which International Combustion Ltd. ignore.

FRAUD SQUAD

The C.E.G.B. and Employers Federations are always meeting and issuing public statements about what is being done to clean up the appalling conditions that exist on construction sites. To hear them, you would think that progress was being made.

But there are sites as bad and worse than Kingsnorth up and down the country where the conditions are so primitive that you can't even get a hot meal in clean comfortable surroundings.

Publishing the facts in itself won't change these conditions, but it does expose the C.E.G.B. and employers for the frauds they are. It also provides one other useful function - it lets other workers in other industries know what's going on.

So let's form a workers' "Fraud Squad". If you have similar experiences of the rotten management, bad conditions, union collusion, etc., send your reports to:-

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CHOU MEIN CHOU
(Dog Eat Dog)

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TEACHING

MACHINES !

I am a teacher and the new term has begun at the college in Kingston where I work, as it has at all the colleges and Universities throughout the country.

To understand what my function is as a teacher, and how I have tried in the past year and will try again this year to overcome that position, I must first explain exactly what I think the colleges and Universities are for, and what our system of higher education is all about.

The Authorities would like us to believe that they are institutions of learning, designed to produce people who by their knowledge and ability to understand society and its workings can help to achieve a better life for us all. Nothing could be further from the truth.

The number of students at colleges and Universities has increased enormously in the last ten years and so has the demand for teachers. But the demand for more teachers has not been a demand purely for more brains or more understanding, but a demand for people who by virtue of their ability to understand can control and manage a labour force that is waking up to the fact that it no longer needs the boss, that it no longer needs management.

BIG STICK OUT - PSYCHOLOGY IN

As people demand more control over their own lives the employers demand more people who can control that demand, control it, that is, (and this hasn't changed) for increased profits. In a word the big stick tactics of employers of, say, ten years back is out, psychology is in.

I work as a sociologist. The subject I teach concerns criminals. We study why people become criminals, and what should be done with them once they have become criminals. Instead however of concentrating on what to me are the obvious reasons for what is called criminal behaviour, that is the need for more money, the need to escape from the monotony of existence, or the basic desire to hit back at the system instead of discussing how our society actually creates criminals, to act as scapegoates for itself, we spend our time studying works which argue that people become criminals because they have large earlobes or receding chins, or because they have peculiar sex habits like sexual intercourse before marriage and, even worse, after marriage.

Behind all the various theories though there lies one basic assumption, which is that only the working class are criminal. Nobody considers the real criminals in society worth studying i.e. the ones who are forever

telling us that society would be better off without us, and that they are doing us a favour by tolerating us. I mean the police, the judges, the magistrates, the probation officers, the social security inspectors, and every other form of social management. It is more than a coincidence that those people who are defined as criminals, whether it be the thief or the unofficial striker, are those who all the agencies just mentioned seek to control, and that the ones who judge and define us are those with privilege, those with power, those who MANAGE.

The subject I teach is only one example of how we are taught to believe that those in power are in the right, but there are others. Industrial Sociology, Industrial Psychology, are really only fancy names for the study of how best to control those nasty workpeople who keep upsetting our profits.

PROFIT BEFORE PEOPLE

The employing class whether it be the State or private enterprise is shitting in its pants because it sees all around it, every time it picks up a newspaper, things like "Plans to take over factory", "Refusal to obey union order to go back to work", "Unofficial strike enters its seventh week". It sees in fact a refusal by the people who produce to be chucked around anymore whether it be by the boss or the bosses' new henchmen.

This brings us back to why the educational system has developed as it has. Private enterprise and the state are lobbying millions into the creation of new universities and technical colleges, along with the demand that they produce the right type of graduate; and the right type of graduate is the one who will be loyal to the company, the one who will put profit before people.

OUT OF THE FOYER INTO THE FACTORY

Universities used to be like businessmen's clubs, snooker, leather chairs, waiters to bring you drinks, cleaners to clean your room and air your bed -- the respectable training ground for the upper class, the place where all the young wags let off steam, before settling down to the serious business of life, exploiting people. There are still the snooker rooms, still the easy chairs, but they are no longer for the upper class only. Although Oxford and Cambridge are still more or less reserved for them, the bulk of universities and colleges are for the middle classes, not for the owners but for the managers. The club atmosphere is kept merely to maintain a comfortable form of isolation or rather quarantine, to prevent the student coming into contact with the outside world whilst he is undergoing his 3-year treatment.

THE DEGREE MACHINE

Starting a new term you can see how the whole process works from the beginning. The Principal meets the new students and preaches them a lot of bullshit about the wonderful pursuit of knowledge, about exciting adventures of discovery into the realms of understanding. In the background the plant which has been idle for the summer, now oiled and repainted for the new session grumbles back into action, and after tea and cakes with the Principal the same students still dreaming of the

pursuit of knowledge are quietly led away, patiently sterilised, and pushed in at the end of the machine marked 'FIRST YEAR BEGINNERS', and we're off.

The nature and speed of the production line has already been decided upon by some arch-bureaucrat at County Hall, or in the University administration, by people who long ago ceased to care or even know anything about education. The rest of the process is left to the teacher, people like me. We are supposed to stand at various points on the line and if for example one comes along marked criminology, I am supposed to take him off and stamp him with the sort of information I have already mentioned.

QUALITY TESTS

At several stages down the line, whole batches are taken off the track and given a quality test; these are the exams. If they pass they are put back for another year; if they fail they are thrown out or sold off as shop soiled. If they manage to get through to the end they are given the final stamp of approval, and the same Principal unloads another load of crap onto them about how they have now achieved recognition as scholars and are now nearer to becoming complete human beings, now fit to take their places as responsible citizens in society.

All in fact this rotten piece of paper amounts to is an entrance ticket to all those toilets, shower rooms, and canteens which are marked 'MANAGERIAL STAFF ONLY'.

THE PEA PICKERS

To give you an idea of just how much this whole process is geared to producing arse-lickers for the employers here are two examples.

Many employers set up scholarships for those students who cannot afford to go to college any other way, on condition that when they have finished they work for them for say 5 years. The employer thus sets himself up as a philanthropist, gets a tax rebate, and acquires the loyal services of a graduate for 5 years probably on the cheap.

Another example occurs during the last term of each year just when the students are preparing for their final exams. The universities and colleges suddenly become flooded with the personnel officers of all the major companies - mohair suits, Ford Cortina, greasy smile and all. They come like the Birds Eye pea selectors looking for the juiciest specimens, offering them a thousand a year, a car, promotion for the ambitious man, and a company mortgage. The students, probably sick with boredom, frustration and worry about exams, clutch at anything and they are hooked. Little do they know that as soon as they have been used up by some giant concern who doesn't care a bugger who they are, they will be thrown onto the rubbish dump just like any other worker who is no longer considered useful or productive.

JAMMING THE WORKS

I have tried to get away as far as is possible from my role as a foreman overseer in this miserable set-up. Instead of accepting my role as some sort of information machine, I have tried to create openings whereby both myself and the students can get rid of the

definitions put on us and discuss things as a group; what it means to be called a criminal for instance, or what our legal system really amounts to. I have tried to question the assumptions set up not just by criminologists but by other teachers of other subjects, and by the system as a whole. Instead of greasing the machinery I try and jam it for a while, giving us all time to think why we are here, what we are doing.

Naturally this has not been all that easy. I am accused of sabotaging people's chances of getting a degree, or of preaching sedition. Many reject our attempt to achieve a communal understanding of our individual positions and attitudes, but some accept, and that makes it worth it.

It is made worthwhile because when it happens it is proof that it is still possible to think and act for ourselves amidst a machinery which is bent on controlling us.

I imagine that eventually things will catch up on me and that the same people who brand others as criminals will brand me also as some sort of deviant, but that is something which although you don't accept you expect without worrying about it.

I do not try and stop people getting their degrees, for I realise that with them they can gain access to areas of struggle denied to others. I only try to point out what I consider it means, so that together we can realise a form of SOLIDARITY which will enable us to achieve an end to this battery-hen conception of education, and to the mass production of managers; and the introduction of self-management into the university and colleges of technology, whatever that may eventually lead to.

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MANPOWER

LIMITED

Employment Agencies, often one-man affairs, are springing up everywhere, making huge profit off the backs of we who are mugs enough to pay them to sell our labour for us. I say "pay them" because there's a lot of difference between what they're paid for our work and what they pay us! Many of them, like Manpower Ltd, have grown, almost overnight, into huge, nationwide concerns. In London alone, Manpower have over half-a-dozen branches, dealing in everything from office and secretarial to industrial, and even catering work.

"Baby, are you hot enough for Manpower?" asks the poster with the sexy bird on. If you are, then cool it. You'll be sweating your guts out by the time they've finished with you. They offer what seems to be "high" wages for little work. In fact it's the reverse.

JOINING UP

Being unemployed, I went along to Manpower's Industrial Branch in Walworth Road, London, to see if they could help me. Inside, I was greeted by a construction worker, grinning down at me from a poster on the wall. There was no one there. Five minutes passed before someone came out to see me. "What do you want?" he snarled. What do you think? I thought, and told him I was looking for work. I filled in a card and was told to report there at seven the following morning.

Next day, the Manager, a slippery-tongued toad if ever there was one, smarmed us up about the work. We were to be sent out on specific jobs, for which, even if finished in less than that time, we would receive a minimum of six hours pay at 7s. 6d. per hour and at time-and-a-quarter rates for overtime. To make it even more attractive, he revealed that we would more than likely finish the jobs within the six hours, anyway.

ON THE JOB

Another worker, Roy Graham, and I were sent out to unload a container for Locatelli Ltd, an Italian-owned firm by Holborn. We ended up unloading another lorry as well! We were also expected to move part of the containers' load about the warehouse from the basement to the first floor. The only sense we could get out of Locatelli's Manager about this extra work was an assurance that we would get our six-hours-minimum pay.

Back at Manpower, next morning, the Manager made even less sense and just offered another job - to move a guillotine machine for Trews Ltd, Croydon. A student was sent out with me, and we were told that two others would be there to help. They weren't.

On arrival, I found two maintenance workers, who had already removed the internal machinery of the guillotine, wheeling its frame on a heavy trolley which the Trews' Manager had got from a market across the road! Why were they doing part of the job which they hadn't been paid to do? Together, we had to manoeuvre it up a narrow flight of stairs. That the frame must have weighed a ton, and was awkward to handle, made the job difficult enough. The right-angle turn at the top of the stairs (there was no landing) nearly sent us crashing down to the bottom. Three broken backs later, we eventually succeeded. Then the three students turned up....

STUDENT POWER-CUT

After taking up the machinery of the guillotine for the two maintenance workers to reassemble, we were told we would have to take some more things upstairs, and also move a safe, the proportions of which made it impossible to move on the trolley - and we had no other lifting equipment. I declined to do so, and asked the Trews' Manager to sign us up for the six hours minimum. He refused, and so we decided to phone up Manpower.

After apologising for misleading us, the Manager informed us that Trews had got us for the full six hours, to do what they liked with, and that if we weren't prepared to do any more, we would be paid only for the number of hours worked - a direct contradiction of what he had said previously. As we were bought up for the full six hours at least, the more work they could get out of us, the cheaper it would be for them! However, the three student "revolutionaries", not realising the value of solidarity, agreed to carry on the work. The Manager then became very confused, calling me "Mr Trew", and terminated the phone call with my dismissal.

MANPOWER MEANS WORKERS' POWER?

That we workers are mere commodities to be bought and sold is emphasised by the emergence of these Agencies such as Manpower that hire us out wherever, and to whomsoever, our labour is marketable. That no real job organisation can be built up working under the conditions that these Agencies impose - a day here, a week there - is of great value to the Bosses. As this fact sinks in they will be used more and more to break existing job organisation!

We're human beings, not cattle to be shunted all over the place. This Capitalist system dooms us to spend our lives prostituting ourselves on the Labour Market. How about us controlling Manpower? Workers' Control is mans' power to control his environment.

L. DOE

...YOU SHOULD READ...

WHAT HAPPENED AT FORDS by Ernie Stanton (NUVB) and Ken Weller (AEU). The story of the 1962 strike by one of the victimised stewards. How management and the unions together destroyed job organisation.

1/5d. postpaid from SOLIDARITY SOUTH LONDON, c/o A. Mann, 79 Balfour Street, London S.E.17

DUSTMEN

BREAK THROUGH

Just two years ago, the nation's Dustmen like a lot of other lower paid workers, charged their Unions (the "National Union of Public Works Employees", the "Transport and General Workers Union" and the "Municipal and General Workers Union") with the job of negotiating a substantial wage increase. The task shouldn't have been too difficult. The Dustmen's basic wages of £15. 9. 0. per week were well below what is commonly accepted as the national average.

As the Government and the Unions had been expressing their grave concern at the plight of the lower paid workers, we thought we had given our Union Leaders a comparatively easy task. Of course, two years ago there was a problem. Although all of these important personages expressed their concern for the lower paid, all wage increases had to be contained within the Prices and Incomes Board norm of $3\frac{1}{2}\%$ and then related to increased productivity.

After waiting two years our demand for a substantial wage increase was mysteriously reduced by the Union to 15/- per week with demands for increased overtime payments etc. After we have taken unofficial strike action, our officials threatened official action if their demands were not met. Fifteen shillings per week may have been all right for starters two years ago. The amount of overtime we work is not worth discussion. But while our Unions and employers have been negotiating, or whatever they call it, prices have been rocketing, rents have gone up by over £1 in the London area, with firm promises of further increases in the near future and threats of eviction if the increases are not paid!

WORKERS TAKE CONTROL

Fed up and frustrated at trying to make ends meet, the London Dustmen came out on strike two weeks ago. The strike spread quickly as the dustbins got fuller, the Union officials' threats got emptier. Mr John Cousins, T.&G.W.U. said on 6 October: "There will be an official strike on Friday 10 October if there is no settlement". He then added that he was gloomy about the prospects of settling this dispute.

Mr J. Cousins had good reason to be gloomy. While he and his friends have been poncing about for two years with the employers, going to conferences and making speeches about the suffering of the lower paid workers, the Dustmen have drawn up what they themselves considered a reasonable wage increase. Our demand is for a basic £20 per week. This is far above 15/- per week - in fact, it's £4.11.0. per week. We have proved in the last few weeks that we are worth every penny of it.

Our strike has produced mixed reactions from all concerned, from the gloom of Mr Cousins to the spontaneous solidarity of Dustmen and other lower paid workers all over the country who have stopped work in support. Even the general public, that the Press and Television attempt to use against us, has supported us - on many occasions to the point that they are actually participating. One group of Hackney housewives collected their rubbish and dumped it in the middle of the main road, stopping traffic. Others have set fire to it and the Fire Brigade have been called out, who are also attempting to negotiate a long overdue wage increase.

GARBAGE PRESS

Some of the worst reactions, as always, come from the Garbage Press particularly the Daily Mirror. This paper rarely writes editorials about their own labour troubles, but always writes about other peoples. While the Mirror pretends to understand and admit the grievance, at the same time it makes the usual snide remarks, together with their bankrupt formula of let the leaders decide. A typical example is their Editorial and Report on October 7 1969. I want to comment on this Editorial, under the heading, "IF YOUR OLD MAN'S A DUSTMAN..." it said: "Let nobody imagine that London's dustmen haven't got a pay grievance." - The Mirror is generous!

"Basic pay of £15 odd isn't lavish pickings for one of the most unattractive yet necessary jobs in the land." - A profound statement!

"Nor is it exactly riches for bringing up a family. If your old man's a dustman you won't need telling that." - Tell the employers, unions and Government!

"But nobody can have any sympathy at all with the way the dustmen are pressing their grievance. The unofficial strike when official pay negotiations are in the pipeline. The wildcat walk-out that may bring health and fire hazards to London." - We are sorry for any inconvenience and health hazards affecting the general public, but these are the same hazards that we face every day of our working lives. If the hazards are that great, surely we should be adding danger money to our demands?

"Clearly the capital cannot be allowed to stifle under a mountain of garbage as the stoppage spreads to all but two of London's thirty-two boroughs and hits more than 7,000,000 citizens." - A large percentage of all refuse is in the form of newsprint and this presents the greatest fire hazard, so in the public interest, couldn't the Daily Mirror stop printing and help to reduce the mountain and lower the hazards?

"Even the dustmen are realising this. Over the weekend they allowed Petticoat Lane traders to begin moving some of the rubbish piling up in that famous market. Maybe the dustmen also calculate that the cost of shifting refuse by private contractors will strengthen their own wage case with the employers." - Yes, we do. The more people become familiar with the work and service we perform, the more they will realise our value and at the same time the total bankruptcy of employers and union leaders.

COMPROMISE (said the Mirror)

"Their claim is for a basic of £20 a week. That looks like the first round figure which came into their heads. Clearly the dispute can and must be settled by a compromise." - £20 per week will still keep us

amongst the lower income bracket in this country - much lower than the Editor of the Daily Mirror who turns out these mountains of rubbish that we are expected to take away. The figure of £20 is a reasonable figure that all understand. Provided it is the Employers who make the compromises, the dispute can be settled.

"The dustmen have made their protest. The employers know their feelings. So do the official Union leaders. The strikers have already been promised Union support if the end stages of current pay negotiations break down." - The Union leaders and the employers have been aware of our feelings for the last two years, and they've done nothing. We can't expect to get our demand of £4. 11. 0. per week through negotiations that have lasted two years. Nor can we have any faith in a Union leader who, like John Cousins, has no faith in his own ability to negotiate. Nor is there any reason to expect that the general public would appreciate an Official Strike as opposed to an Unofficial Strike.

"The sensible course for dustmen now is to end their private row, stop penalising the public, and give constitutional and official negotiations a chance." - The Editor is under some illusion here that the issue began when we came out on strike two weeks ago, or he doesn't believe what he reads in his own paper. The negotiations have lasted two years and we have been trying to make something sensible out of our wage packets. We have done our jobs. The public is being penalised by the constitution and the official negotiations who represent nothing but themselves. If the general public wish to minimise the rubbish, we say again: don't look into the Daily Mirror and some of the other Garbage Press that's produced in Fleet Street at very high wages.

RATS COME OUT AS RUBBISH PILES UP

On Thursday 9 October, 24 hours before the Union officials' ultimatum, a new deal was negotiated - or that's what they said. Of course, like the Mirror said, it was a compromise. The deal was for £2. 10. 0. in the London area and £1. 10. 0. in the provinces. Immediately the militant T. & G.W.U. stated that they weren't satisfied, but they intended to recommend that the rank-and-file should return to work while the officials negotiated with each authority separately.

The N.U.P.E. on the other hand, expressed satisfaction with the deal. The M.&G.W.U. stated that they hoped any of their dissatisfied members would not become involved with those of the T.&G.W.U. who may continue with the unofficial dispute. Instead they should have a secret ballot. Some local councils have already offered more than the Edinburgh Settlement, proving that both management and Union officials are completely wasting their time. But the majority of Dustmen are still on strike and now there are no illusions about support from the official Unions.

THE P.I.B. REDUNDANT

The Prices and Incomes Board which was set up to regulate incomes to productivity and stop the wage drift, which was supposed to have been damaging the nation's economy, is now completely redundant. The Union leaders who have been supporting the P.I.B. on the grounds that by regulating incomes the Government could insure that the lower paid would get a fair wage, have been keeping very quiet about what they have, or rather, have

not been doing on behalf of their lower paid members.

The Wage Drift never got its momentum from the lower paid workers. The wage drift always came from the private sectors of industry such as the motor industry, docks and building, the majority of other workers having their wages negotiated on the basis of comparability, therefore the lower paid got lower as the others got higher.

The P.I.B. policy pre-supposed that the situation would remain like that. If it had, they could have said with some justification that they had held back the tide. But they reckoned without the militancy of the lower paid workers, particularly those employed in the Public Sectors such as Nurses, Teachers and Dustmen.

MOMENTUM FROM THE BOTTOM

The Dustmen have quite spontaneously sparked off an expression of militancy and solidarity that will crush the Government's Prices and Incomes Board out of existence more efficiently than all of the demonstrations, Union conferences and pious threats from Jack Jones and Hughie Scanlon. Now it is quite clear the wage drift is gaining its momentum from the bottom instead of from half way up.

The strike of the London Dustmen is supported by many other council employees, including the men who work on the councils' reclamation schemes at Bromley, Beckenham and St. Mary Cray Kent.

Grave Diggers stopped work at Hither Green (the Union officials must have turned over). At Bromley, Kent, Cess Pool Emptiers went out. (Someone must have been stirring it). The strike was also supported by Park Keepers, lavatory attendants, etc. Similar action has been taken all over.

Mr Harold Wilson's rotten P.I.B. has been reduced to the Garbage Can where it belonged. With the lower paid in the the Public Sectors spearheading a spontaneous attack and demanding £20 basic, the whole policy and wages structure could be turned upside down. In future we could see the Editor of the "Daily Mirror", or David Frost, trying to negotiate their wages on the grounds of comparability with the Dustmen. But one thing is certain, their work value to the community will never be comparable.

The last two weeks have proved that we could do without Managements and Union officials. But we couldn't do without the people who do the real work and perform the real practical services to the community.

DUSTY STRIKE
of HACKNEY