

CLUW perspectives for the period of the summer, fall and up until the CLUW convention.

These perspectives fall into four parts. The first is an evaluation of our work up to date; the second will be on the internal workings of the fraction and the fraction steering committee; the third will be on what we will be doing for the next period; finally, the outline for our program for CLUW.

I. Evaluation.

For the most part, the past years work in CLUW has been successful. The CLUW fraction was the first real national fraction, where the line was carried out in almost every branch. The majority of the women in the IS participated in one way or another in our CLUW work. A pamphlet was produced that helped our CLUW work; Workers Power not only had the best coverage of any paper on CLUW, but it helped us win people to our point of view. A monthly CLUW bulletin with chapter reports, leaflets etc. was produced and used by the membership.

In other ways as well, the work was good. We have recruited a few women to the IS as a result of our CLUW work; recently, as a result of CLUW work, we have more prospective recruits. Our periphery has increased as a result of CLUW travelling, Nashville, Cincinnati, Long Island to give a few examples.

As a result of speaking and travelling a number of women have names for themselves in CLUW, Barbara W., Mary D., and Diane E. in particular. Frances B., Diane E. and Phyllis K. were NCC delegates and their names were known internally in CLUW.

Our members active in CLUW learned a tremendous amount about the labor movement, and how to function in a trade union milieu.

Nationally, we were able to fight for our point of view around the economic crisis and the layoffs campaign. In many cities we were able to use the layoffs resolution to push CLUW activity. Also, we were able to push activity in a number of chapters, Seattle, Louisville, Cleveland, Detroit. In Seattle and Cleveland, we were singled out and attacked (similar to Atlanta) for our activities.

Whether or not this is an indication of our good work is unsure, but we were the first organization to be publically red-baited at an NCC.

In Detroit an informal open opposition caucus has been formed.

In terms of our industrial work and CLUW, we have accomplished the following: In NYC a CWA CLUW committee was set up due to our work. Attempts are being made to do the same in Seattle and Detroit. We should try to link these committees with the one in LA.

In the UAW, women's committees already exist, which mitigate against the formation of CLUW committees. Initially there had been a positive response to the layoffs campaign, but it died down as the bureaucrats stifled all activity. Network had constant CLUW coverage.

IBT- for most of the year we had only one CLUW/IBTer, who brought contacts to CLUW. With more women getting into IBT, a perspective can now be worked out.

USWA- only recently have our women gotten jobs,

In Seattle, there is a CLUW committee at Amalgamated Transit,
In Cleveland and AFT CLUW/women's rights committee was formed.

The weaknesses of our work have been the following: One we were not able to put out the CLUW journal. This was due to the EC decision that it could not be produced until a resident women's commission and CLUW fraction steering committee existed in Detroit. It is clear from all reports, that a journal of some sort would have helped our work tremendously.

The second major weakness in our CLUW work has been that few women have a base in their unions or at their job. Because of this we were not able to bring our contacts from work into CLUW.

Internally, there has been a general sluggishness of the fractions to respond to directives, suggestions etc. For example, if any of this evaluation is wrong, it is only because a few of the fractions responded to the questionnaire we sent out.

II. The CLUW fraction.

The CLUW fraction convener is Barbara W., The fraction steering committee is Barbara W., Enid E. and Stephanie B.

The CLUW fraction steering committee will meet monthly or as often as necessary. We will also be holding CLUW fraction meetings at NC so that people outside of Detroit will be able to have input in working out our convention strategy. There will be an expanded CLUW fraction meeting at the fall NC.

The CLUW fraction steering committee will be the editorial board of the alternative CLUW News.

We will also put out a regular monthly bulletin. However, we want to stress that from JULY on, we want to hear from every CLUW chapter. Please type your report on Gestetner stencils and send it in the last week of each month. If a chapter has nothing to report, then write us and tell us you have nothing to report. Otherwise, we will think you have died. Unless this is done more regularly, it will be difficult for us to work out our convention strategy.

III. The work for the next period. July through December.

Right now our main thrust for CLUW will be toward building for the convention, and building an organized opposition to Madar. We will not be outlining any specifics about the convention as of now, for it is too early to figure out exactly what is going to happen. But we can begin to work out how we will recruit

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people to our point of view.

A number of different tactics for our work in CLUW will have to be tried out. For example, in the larger CLUW chapters, i.e. NY, Detroit, Chicago and LA, where the fight is primarily between top bureaucrats and the left, and there is little room to work in, we might try to work outside CLUW, as is being done in Detroit. In other areas, where we have more leeway, i.e. Seattle Portland, Pittsburgh, Cleveland, Madison, Louisville, Bloomington etc., we can continue to push activity, meet rank and file women. In chapters where we can work, we might also push large regional CLUW meetings, statewide conferences etc. They continue to attract women, and it could provide us with new contacts.

We also have to be more aggressive, assertive and imaginative in meeting contacts for CLUW. For example, members who are chapter officers, should use this to talk with working women about CLUW. For example, if a strike or organizing drive is taking place in your city, go down to picket line, say you're from CLUW, what it is etc., to see if contact can be made.

We should use the summer period for travelling for CLUW. There is a possibility of an Ohio opposition formation. This could link up with Pittsburgh and Detroit. There are also a number of oppositionists in the NY, NJ and LI area/ Again, travelling, holding regional opposition meetings is a way for us to build for the convention. We have contacts in the midwest and in the South. We will need to visit with them, convince them of our strategy.

It is clear that one of the major fights in CLUW is over the issue of activity. We also know that without activity, women are going to stay away from CLUW. Again, in chapters where it is impossible to do anything, we might consider what Detroit CLUW women did (i.e. picket with signs saying, as an individual member of CLUW I SUPPORT THIS STRIKE) In other areas, we should try and get rallies public meetings etc going.

Coming August we hope to put out an alternative to CLUW news. Most people agree that CLUW News is worthless, and that something else is needed. This will be a printed newsletter, with our program for CLUW, and with reports on activities as well as analysis of CLUW. We cannot put out anything as ambitious as Network. We intend to get endorsed after the August newsheet, in the way we wanted sponsors for the CLUW journal.

We also want to put out a new CLUW pamphlet, which would be written by active members of CLUW nationally. Preferable women who are in industry and are national leaders of CLUW, i.e. NCC members. This pamphlet would explain our analysis of CLUW and what we should fight for.

With the newsletter and the pamphlet we should be able to start building a group for the convention. However, in order for us to have a convention strategy we must take some other things into account.

The cutoff date for CLUW membership for the convention is October 1. This means that all IS women who are in a union must join CLUW. Also, since we have been red baited all our members must be union members in good standing, Pay your dues. Go to union meetings, and no bogus cards. If your union affiliation

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In order for us to be able to get more of our contacts to be CLUW members, the CLUW fraction should keep on hand membership applications so that we can quickly increase our CLUW members. There will also be applications in the NO. Also, take CLUW membership applications with you when you travel or speak, so you can get women to sign up right away.

The biggest problem we will face in terms of the convention will be money, and in particular raising money so that people can attend the convention. It will be most expensive for women from the west coast and our women in industry whp will have to fly. Therefore we must begin now to raise money. Union women should try to get their union to subsidize you if possible. Other chapters might start off with fund raising projects like raffles etc. I cannot stress this enough. If we can bring 20 people from the west coast (members and contacts) it will cost roughly \$6000. Also remember that in the fall the IS holds fund drives, which has the tendency of financially draining the membership. Therefore, in order for us to be more effective in CL W, we have to start raising the money now for our intervention.

We have to stess that we want to continue the fight in CLUW because to lose it to the bureaucrats, will be a defeat for working women in general, and also for us in terms of our strategy. As of now, we cannot yet put forward an alternative to CLUW. The left is too small to build a serious working women's organization. There is also no other serious working class women's organization that can pose as an alternative to CLUW.

IV. Our program for CLUW. NOTE This is the first draft of what we think CLUW should fight for. Based upon fraction discussion, it will no doubt be amended, some things added somethings dropped.

I. Statement of Purpose

a) CLUW should be open to all union women and women involved in organizing driv drives. Union women in good standing should not be denied membership in CLUW due to layoff status or temporary withdrawel. Also, women involved in organizing drives, regardless of their success should be admitted to CLUW. (Note. This does not mean we drop our propagandandistic approach that CLUW should be open to all working women in position to be organized into unions. But rather we wish to fight on what is the key issue in CLUW, that of the layoffs and organizing drives.

b) CLUW supports all working class women in their fight against discrimination. This means we actively support union women as they fight against sexism in their union or on the job; CLUW will support working women as they fight to organize into the union of their choice. CLUW will also support the struggles of working class women in society at large, as it has done in the case of Joanne Little. Furthermore, CLUW's support of our sisters and brothers in struggle cannot rest upon the acceptance or non-acceptance of the AFL-CIO exective board, or the present leadership of the UAW and IBT. Rather, we will work in CLUW and in our unions to convince our union brothers that it is in their interest to support the struggles of women against inequality.

c) As a national organization of working women, committed to fighting sex discrimination we reject a pure legislative and lobbying approach as inadequate to the overwhelming problems facing working class women. Specificially, this means a strategy which would mobilize millions of working women to fight in their unions and on the job, for women's equality. Labor demonstrations

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~~suck as~~ the February UAW march on Washington, and the April 26th Jobs Now march on Washington should have been more aggressively supported and built, for they are the kind of activities needed to build CLUW.

d) CLUW will aggressively implement the excellent resolution passed at the January NCC in support of bussing.

e) We reaffirm the right of any and all unionists who agree with CLUW's statement of purpose and who are committed to building CLUW, to be active and leading members of CLUW regardless of their political persuasion. Furthermore, CLUW will defend any and all members who come under attack for their political views.

f) In order to implement a campaign to organize the unorganized, CLUW will use its power to bring together those unions with historic jurisdictional disputes together, so that a campaign, in particular, to organize hospital and other unorganized service workers can seriously begin.

g) In accordance with CLUW's statement of purpose in that we believe in International cooperation and solidarity, we oppose any and all schemes to divide one set of workers from another. Specifically, this means that CLUW opposes the 'Buy America' and other protectionist schemes which only foster racism.

Similarly we oppose any and all attempts to deport the so called undocumented workers, and demand that the labor movement organize all workers in this country regardless of citizenship.

g) CLUW defends the gains made by affirmative action for women and national minorities by demanding that the companies pay for their past racist and sexist practices through sharing the work with no loss in pay or compensation for those discriminated against. CLUW will support union sisters, who like the women at Fremont General Motors, are fighting around these issues.

A strategy in our unions

a) As Cluw and as union activists we are committed to fighting in our unions to make the union serve our needs as working women.

As CLUW activists we are committed to fighting for women's demands in the upcoming bargaining round. For example, we support company paid child care centers, better maternity benefits, upgrading and seniority protection, the extension of protective laws to all workers, as well as a commitment to equal pay for work of equal value.

We support and will build CLUW committees in our unions such as the ones that exist in the CWA in New York and Los Angeles.

Furthermore, we are committed to fighting for more women who are fighting for the above strategy in all aspects of union leadership.

Structure for CLUW

CLUW is a democratic organization which stands for rank and file participation in all levels of the organization, NCC, steering committee, chapter steering committees and otherwise. By rank and file, we mean those women who are on the shop floor.

All CLUW meetings are open to all CLUW members.

Our policy on voting is one person - one vote, and no proxies.

Chapter activity committees should be open to all interested participants.

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Chapter meetings should be held so the largest number of working members can attend.

Leadership bodies should be elected and not appointed.

The NCC should be elected based upon the strength of the chapters. There should be one NCC member per ten chapter members or organizing committee members. Having the elected leadership be based upon the chapters, rather than the unions will encourage chapter membership and activity.

The NCC shall elect the national steering committee which will be a president, vice president, secretary and treasurer, with east coast, southern midwest and westcoast regional vicepresidents.

The role of the NCC is to formulate and make policy between conventions. The role of the steering committee is to organize and implement the decisions made by the NCC. The role of the officers is to organize and build CLUW.

No member of CLUW should be denied the right of active participation and leadership due to financial resources. Therefore the NCC finance committee sees its major responsibility for providing funds so that all elected CLUW leaders; on the NCC and NSC can attend all national CLUW functions. This is imperative if rank and file women are going to participate in all leading CLUW bodies.

h) CLUW should actively oppose ~~the two anti-~~ Labor parties, the Democrats and Republicans. Furthermore, CLUW should ~~be~~ committed to the creation of a political party based upon the labor movement and the mass movements of the oppressed.

(This point h was omitted from the earlier points.)

This then is the brief outline for our work. Hopefully, with the help of the fraction discussion we can polish out the program. We also will be adding to the structural aspects of our program as we hear more from the constitution committee of the NCC.

Finally, we will be planning our convention intervention in greater detail during the summer and perspectives on that will be sent out to the fraction.

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