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the rank and file in action

Labor Today

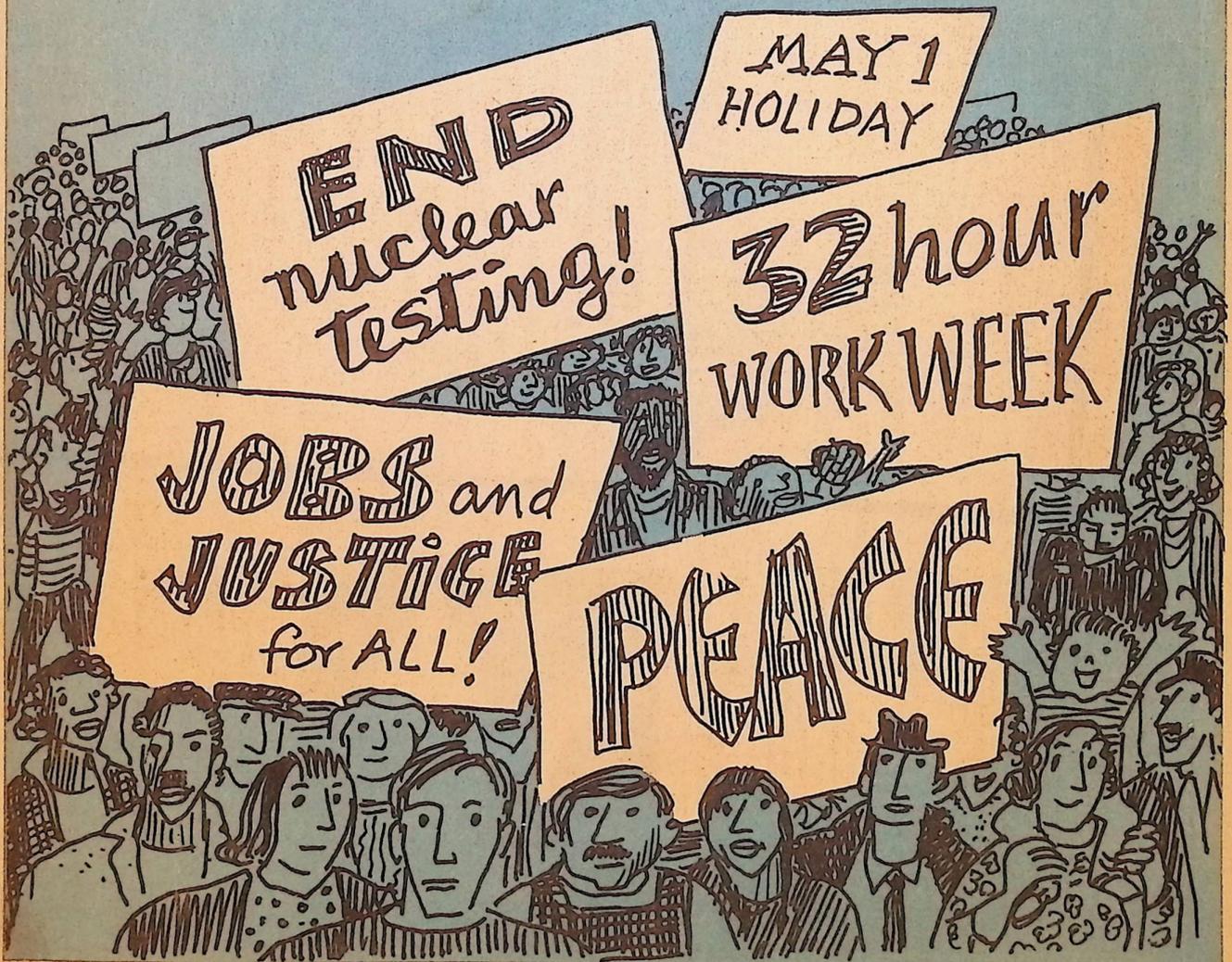
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VOLUME 25, NUMBER 5

MAY, 1986

In Our Time?



Biggest Challenge Yet



by Jim Hannley

The copper magnates have launched into their greatest challenge yet of the copper unions (USWA, IAM, Teamsters, IBEW, etc.) in this year's opening rounds of contract negotiations. The outcome of this battle will have tremendous impact on the copper-producing communities for possibly the next 50 years. Kennecott, the nation's largest producer of copper, has attempted to set the tone by threatening its workers with a \$5.00 cut in hourly pay or "no union."

What do the copper mine workers think about this? What are their unions' plans to prevent an industry from shutting down and moving out—to Chile, to South Africa?

One local union president involved in the Nonferrous Industry Council's coordinated bargaining with American Smelting and Refining Company (ASARCO), one of the big five producers, sees the current situation this way:

"The companies have closed mines and plants and have laid off many workers at the mines and smelters still running. Our members have seen how Phelps-Dodge ruthlessly smashed the unions. Many of our members are most concerned about their job security. At the mine I work at, five years ago we had about 800 workers. To-

day we have less than 300. Sometimes as few as four or five ore trucks are hauling ore out of the pit while a few years ago there were maybe 20 going down into the pit every shift.

"Kennecott, the lead company in negotiations for the industry historically, made us an offer which they knew we had to refuse. They're asking for a maximum starting wage for laborers of around \$5.70 and a top skilled wage about \$12.84. They're also asking for big cuts in health care and shift differential pay. They've already imposed big changes in work rules and are demanding an end to COLA, along with cuts in the pension plan of \$1 per year of service monthly, elimination of the retirement plan, and on and on. Really, it's unbelievable!

"The cuts the company is proposing at this time amount to about \$8/hour. We will strike against that."

Gary Stokes has worked at ASARCO's Mission Unit some 25 miles south of Tucson, Arizona for about 10 years. He is Head Sampler in the Concentrator Department.

"The way I see what's going on in copper is the same thing that's going on all over the country. It's part of a big plan to drive down the standard of living. They know that there's millions of people who are out of work and need jobs and they use that fact as a threat against us to make us take big-



Solidarity Day, Tucson, Arizona.

ger and bigger wage cuts.

"All we want is wages that afford us a reasonable standard of living. These days, you need at least \$10 an hour just to get by. There's rumors around the plant that the company wants about a \$5.00 an hour wage cut this time around. I can't afford that.

"I think the industry strategy is to do like Phelps Dodge did and bust the unions. Two

years ago, Duval geared up for negotiations by setting up a living barracks inside the plant. They "offered" such big cuts that the unions went out and the company immediately brought in the scabs. They had one of those phoney decertification elections and all. A few months ago, Duval sold the mine to Cyprus-Pima. When Cyprus came in they shut down the plant and told all the workers that they would have to fill out applications for their jobs. Sounds to me like they wanted a chance to screen all the workers to make sure they get just the "bootlickers" in there and no union people.

"I think we have to be ready for anything this time. We have to come up with a strategy that will work if the company decides to run scabs. We should have huge teams on the picketlines and if any scabs cross, we should go and visit them at their homes. We've got to tell them that those jobs aren't the company's to give away—they're our jobs. We made those jobs what they are today."

Angel Rodriguez is the President of USWA Local 616. The local was part of a group of unions representing workers at Phelps Dodge-Morenci mine and smelter. In 1983, the unions went out on strike and became involved in one of the most brutal union-smashing struggles in recent U.S. history.

"Kennecott is asking for concessions which are greater than the ones P-D asked us for in 1983. I really think the companies are expecting the copper workers to accept these demands. But the unions won't do it.

"The companies know there are thousands of miners in the Southwest looking for work. They know that just about the only jobs around are those at MacDonalds—the kind that pay maybe \$3.50 an hour. The steel and auto industries are really depressed and have laid off thousands in the past 10 years. So the copper companies think they have the upper hand in this situation. They're part and parcel of the Reagan Administration's union-busting campaign.

"These companies think they can go the Phelps-Dodge route this time, but they're in for a surprise. The workers and the unions are prepared for it this time. They're in for a real fight."

Steve Valencia was Recording Secretary of the USWA local at ANAMAX Mining Company's Twin Buttes mine south of Tucson until 1982. Since then, Steve has been

continued on page 6

LT Greets CBTU Convention

by Willie Williamson
Oil, Chemical & Atomic Workers Union

Almost a year has passed since the last CBTU convention—a convention where 1,100 delegates were addressed by Mayor Goode of Philadelphia, the city under attack by its own police force in the "racially-motivated bombing" of an entire Black neighborhood. More than thirty resolutions were passed which charted the course of action for CBTU in 1985, focusing on independent political action; affirmative action and civil rights; and freedom for South Africa.

CBTU President William Lucy warned then that "we are witnessing the most flagrant abuse of government power" yet seen in trampling the constitutional rights of working people. "This administration seeks through the courts to overturn or reverse agreements reached between the employer and the union... which would begin correcting years of past discrimination against minorities of all kinds—Blacks, Hispanics, Asians and women.

"We cannot stand idly by while these attacks take place."

And CBTU has certainly followed this advice. In doing so, CBTU has helped



Willie Williamson

identify the "battle lines" to working people as a whole.

Today the Free South Africa Movement is a cause championed and led by labor. All across the United States, labor has waged a two-fisted attack against South Africa. On one hand, it has been instrumental in educating the public to the horrors of apartheid; it has participated in the picketing of the various South African consulates across the country; introduced and led boycotts against South African products sold in this country and of products of American-based corporations doing business in South Africa.

And on the other hand, labor has helped to expose the racist "Constructive Engagement Policy" of the Reagan Administration,

which is the Trojan Horse for U.S. big business in search of cheap labor. Through a concrete program of action, CBTU has been very much a part of these developments, including organizing forums for South African workers to personally communicate information about their struggle in South Africa.

While the Reagan Administration's policy on South Africa has been one of silence, its policy toward affirmative action is to search and destroy. It is part of the calculated attack on the labor movement dating back to the inauguration of Mr. Reagan. Under the Reagan Administration there has been a consistent fight to turn back the clock on the hard-won gains by both the labor movement and Black community simultaneously, and in many instances, trying to pit one against the other. But the developments in the labor movement indicate that the Reagan Administration has miscalculated in its efforts to drive a wedge between the Black community and labor.

Labor history points out quite clearly that whenever the Black community and labor struggle together in harmony, victories are sure to come.

We at *Labor Today* would like to congratulate and send greetings on the historic occasion of the 15th annual convention of the Coalition of Black Trade Unionists. The CBTU's leadership and participation in the hearings around Congressman Hayes' Jobs or Income Action Bill and the recent National Conference for Full Employment and a Shorter Work Week have been critical and have helped bring all trade unionists closer to the day when there will be jobs and justice for all.



THIS MONTH'S LABOR HISTORY HIGHLIGHT

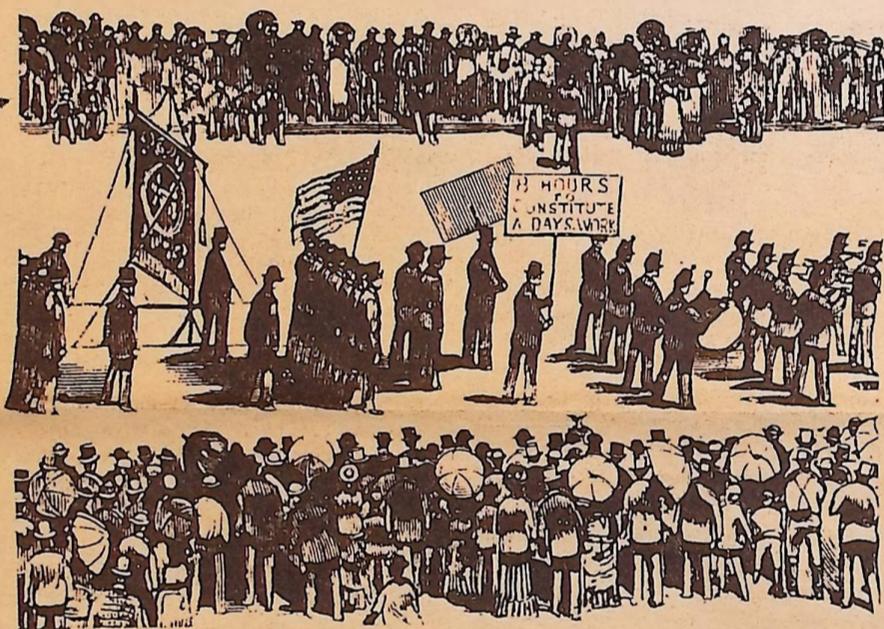
May Day—Born in the U.S.A.

by Will Parry
Pulp and Paper Workers, Retired

Reprinted from *Labor Today's* May, 1985 issue.

Labor history tells us that the first May Day developed out of the anguish of a terrible depression and massive unemployment. "In the cities," wrote Mother Jones, "there was hunger, and rags, and despair." But out of the despair arose anger and organization. A movement arose, raging across the land like a crackling prairie fire, a movement based on the demand for the 8-hour day.

And on May 1, 1886, the armies of American labor downed tools by the hundreds of thousands in cities across the nation. "Eight hours for work, eight hours for rest, eight hours for what we will!" the workers thundered. The earth shook, and the owners of U.S. industry trembled, at the revealed power of the marching ranks.



destructive power of the employer tactic of red-baiting. May Day, born in the USA thirty-one years before the October Revolution in the USSR, is presented as though it had been secretly hatched in the Kremlin. It is portrayed as something alien to the struggles of the very working class that gave it birth.

In place of May Day, we are offered "Loyalty Day." This from the people who invented loyalty oaths, and whose notion of "loyalty" is unquestioning obedience to policies that serve the interests of bankers and generals.

Or we are offered, as an alternative, "Law Day." This from the very employers who cynically flaunt the nation's labor laws, and whose idea of legality is symbolized by the anti-picketing injunctions and the "law" of SWAT team night sticks and National Guard bayonets.

of justice and freedom, untroubled by the scourge of war.

Surely it is time, and past time, for the working people of our country to reclaim their magnificent May Day heritage.

Today, as a century ago, workers confronting corporate employers in every land urgently need a cut in their hours of labor without a cut in their take home pay. Without winning this great battle, there can be no serious attack on chronic, massive unemployment.

Here is a struggle against the corporations that crosses all national boundaries, all union structures, all ideological affinities.

Just as it did a century ago, the demand for shorter hours can again today become the great unifying bond of labor movements everywhere.

Today, even more than a century ago, the struggles of workers of one country profoundly affect workers in every country. Workers the world over are stirred by the unexampled freedom struggle of the workers of South Africa. Workers the world over salute the stubborn heroism of the British coal miners. Workers the world over are inspired by the victorious strike for shorter



Monument at Waldheim Cemetery in honor of the Haymarket martyrs.

hours conducted by the metal workers of West Germany. And workers the world over stand in solidarity with the embattled copper strikers of Arizona.

One year from this May 1 marks the centennial of the first May Day.

Let May 1, 1986 mark the rebirth of the observance of May Day in cities across our country—across the land whose labor movement created this mighty holiday—and gave it to the workers of the whole world.

Book Review:

Philip S. Foner, *May Day—A Short History*

Jim Williams
Contributing Editor

Mexico, or even on Chicago's near West Side, where it is remembered as the day of the "Chicago Martyrs."

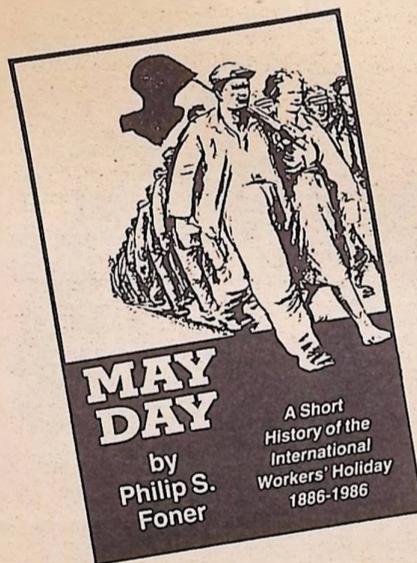
But Phil Foner, in his latest book, fills the vacuum for us in the United States and tells this story—our story—in a rich style, backed up by a wealth of detail.

In addition to clarifying the origins of May Day and the events that later became known as the "Haymarket Affair," Foner's historic account of the unfolding of May Day around the world, literally unites us with the people of every corner of our planet. "May Day—Watchword for Millions" is an exciting and inspiring story, told from Foner's inexhaustible font of labor lore.

The renewal of the movement for shorter hours in the U.S. has seen a new interest in May Day. This year, the 100th anniversary will see commemorations all across the country. In Chicago, May 1 will be marked by a National Conference for Full Employment and A Shorter Work Week, sponsored by 40 trade union leaders from around the nation; officially observed by the Chicago Federation of Labor, the Illinois Labor History Society and a wide variety of labor organizations; proclaimed the beginning of "Labor History Month" by Chicago's Mayor Harold Washington. And, as Foner notes, *Labor Today* has played an important role in recapturing this day. (See reprint of Will Parry's quoted "Reclaim May Day" this issue).

By reinvigorating and deepening the real story of May Day as a major American contribution to the world labor movement,

continued on page 6



This year is the one-hundredth anniversary of an event which shook the foundations of the world. It happened right here, in the good old U.S.A. And today, May 1, International Labor Day, is celebrated everywhere around the world.

But too few Americans are really aware of the origins and meaning of May Day. The U.S. media have for years fostered the idea that May Day is a foreign event and TV news usually runs some file footage of tanks rumbling through Red Square in Moscow. The television neglects to show the mass demonstrations in England, France, Greece,

The employers struck back viciously in defense of their profits, seeking by force, clubs, and hangman's noose to crush the rising labor movement for all time. Labor was indeed bloodied and set back. But the working class has infinite reserves of power. The words spoken from the gallows by the haymarket martyr, August Spies, ring out across the generations: "There will come a time when our silence will be more powerful than the voices you strangle today."

The struggle of American workers and the heroism of the Haymarket martyrs stirred labor around the world. And in Paris, in 1899, on the 100th Anniversary of the storming of the Bastille, the International Socialist Congress of Working Men, organized in great part by Frederick Engels, responded to the appeal of our labor movement. This great workers' Congress, the largest ever organized at that time, called for demonstrations in every country on May 1, 1890, in support of the general strike for the 8-hour day that had been proposed by the American Federation of Labor.

Thus was born the great fighting holiday of the world's workers.

From the inception of May Day, the U.S. corporate power structure has understood and feared its meaning, and has used every weapon in its ideological arsenal to falsify its significance and to make its observance impossible in the land of its birth.

Above all, they have relied upon the

What are the employers really saying when they red-bait May Day? They are saying that workers in the U.S. have no interests in common—and no enemies in common—with the workers of El Salvador, or South Africa, or Great Britain, or the Soviet Union.

No interests in common? In the era of MX and Star Wars, when an unchecked arms race threatens to shrivel international boundaries like so many spider webs?

No enemies in common? In an era when the multinational corporations have carried the world-wide export of jobs to unheard of lengths, cynically playing checkers with the rights of workers in one country after another?

No interests in common? No enemies in common? In the era of Ronald Reagan?

The words of Abraham Lincoln express the truth the employers seek to obscure: "The strongest bond of human sympathy, outside of the family relation, should be one uniting all working people of all nations, and tongues, and kindreds."

Ninety-nine years ago this May 1, workers abroad drew strength and inspiration from the struggle for the 8-hour day in the United States.

On every May 1 since, workers on every continent have marched both for their own most immediate demands, and for a world

EDITORIAL

Remember Lessons of the Vietnam War

Part 1 of a 3 part series

On a cold day in November of 1967, 523 trade union leaders came together to "speak out against the war in Vietnam" and adopted a policy statement urging that "our government accompany a bombing halt with a clear and unambiguous statement of intention to negotiate a settlement of the war with the parties directly involved in the conflict."

It was called the National Labor Leadership Assembly for Peace and among its principal sponsors were Patrick E. Gorman, secretary-treasurer of the Meat Cutters Union; Al F. Hartung, president of the Woodworkers Union and Emil Mazey, secretary-treasurer of the United Auto Workers.

The participants pledged their continued opposition to the war and to activate a vigorous campaign to bring the conference's message to unionists throughout the nation.

Among the notable speakers at the two day conference which examined such questions as Labor and the War; the Economy and the

War; and Nuclear Arms: Another Escalation? were Senator Eugene McCarthy, then presidential candidate, Rear Admiral Arnold E. True (retired) and the late Dr. Martin Luther King, Jr.

It is important for trade unionists to hold fast to the lessons of the Viet Nam era, not only because of the present Administration's attempts to rewrite those lessons through Rambo-like fairy tales and aggressive militarist actions around the world, but also because labor's stake in peace has become even greater since that conference.

The insatiable military budget of the Reaganites have heartlessly devoured the living standard of our country's working people -- shredding any and all programs that put the needs of the people before the greed of the corporations. Our children will be the first generation of Americans to have a lower standard of living than their parents had.

The policies of the Reagan Administration have created a future for our children either of unemployment or of a "job" in the armed forces.

Despite the Soviet Union's unilateral moratorium on nuclear testing, an invitation to the U.S. to permanently end all testing, and to eliminate all nuclear weapons by the year 2000, the Reagan administration continues to conduct nuclear explosions below the floor of the Nevada desert; continues to defend the first strike "Star Wars" plan; continues to turn a shockingly arrogant and deaf ear to a world crying for peace.

The recent U.S. attack on Libya and our direct military involvement in Central America, provides clear evidence that the Reagan Administration is committed not to peace but to provocation. Its argument that "terrorists must be dealt a swift and crippling blow" is hypocritically applied and has much to do with protecting U.S. corporate interests in the world.

Do the Reaganites suggest any action against the state-sponsored terrorism of the South African government? How many lives have been brutally cut down by the Pinochets, the

Bothas, the Marcos' of the world?

This is not the way to enter the Twenty First century.

If we are to greet the next century with hope and with a commitment to preserve and improve the lives of all the world's people, we must learn from the past and take action based on this knowledge.

The following reprint from *Labor Today*, Winter 1967-68, is from Dr. Martin Luther King, Jr.'s speech at the Labor Leadership Assembly for Peace entitled, "The Domestic Impact of the War in America." One need only substitute "Libya" or "Nicaragua" or "Grenada" for "Viet Nam" to see the direction the Reagan Administration and the military-industrial complex is trying to take and the course of action we trade unionists must pursue. (Complete text is available from *Labor Today*, 7917 S. Exchange, Chicago, IL 60617)

Dr. King: "Impact of War on America"

Tens of millions of Americans oppose the war in Vietnam. Never in our history has there been such a passionate and enormous popular resistance to a current war.

This Conference—a united expression of the varied branches of labor—reaffirms that the trade union movement is part of forward-looking America; that the troubled conscience of the working people cannot be stilled. This Conference speaks for millions. You here today will long be remembered as those who had the courage to speak out and the wisdom to be right.

What are some of the domestic consequences of the war in Vietnam? The war has strengthened domestic reaction. It has given the extreme right, the anti-labor, anti-Negro and anti-humanistic forces a weapon of spurious patriotism to galvanize its supporters into reaching for power right up through the White House. When a Hollywood performer, lacking distinction even as an actor, can become a leading

war hawk candidate for the presidency, only the irrationalities induced by a war psychosis can explain such a turn of events.

Priorities

The priorities of the Administration and Congress are dramatically illustrated in the ease with which 70 billions are appropriated for war while 2 billion can scarcely be wrung from the unwilling hands of Congress for anti-poverty programs. In the past two months, unemployment has increased approximately 15%. At this moment tens of thousands of people in anti-poverty programs are being abruptly thrown out of jobs and training programs to search in a diminishing job market for work and survival.

Working people feel the double impact of inflation and unemployment immediately. But Negroes feel its impact with crushing severity because they live on the margin in all respects and have no reserve to cushion shocks.

The poverty of tens of millions will not vanish even in an 800 billion dollar economy.

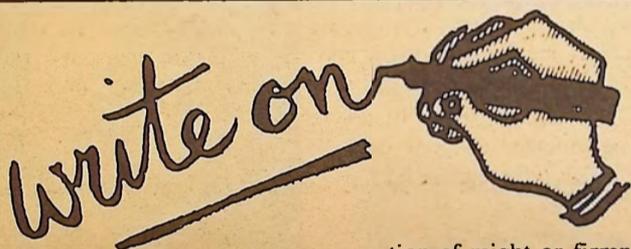
The majority of the present Congress and the Administration, as distinguished from the majority of the people, is single-mindedly devoted to the pursuit of the war. It has been estimated that we spend approximately \$500,000 to kill a single enemy soldier in Vietnam, and yet we spend about \$53.00 for each impoverished American in anti-poverty programs.

War vs. Social Progress

The logic of war requires that a nation deploy its wealth for immediate combat and simultaneously that it maintain substantial reserve. It will resist any diminishing of its military power through draining off resources for the social good.

This is the inescapable contradiction between war and social progress at home. Military adventures must stultify domestic progress to insure the certainty of military

continued on page 6



LETTER TO EDITOR

(The following telegram was received April 24, the day after the Reagan Administration carried out its third nuclear test since the USSR declared a unilateral moratorium.)

On behalf of 137 million Soviet working people, the All Unions Central Committee of Trade Unions (AUCCTU) express indignation at and strong protest against the new nuclear explosion on the testing range in Nevada. This is a cynical challenge to all peace loving nations of our planet as well as to the U.S. public who have repeatedly called upon their leaders to listen to reason and renounce nuclear tests.

Washington has once again openly demonstrated its arrogant disregard of the explicit will of the world community.

We assess the explosion in Nevada as an expression of glaring political irresponsibility and gross provocation aimed at aggravating further world tensions and barring ways towards international security, reduction in nuclear arsenals and building confidence. The White House has done all it can to destroy hopes that working people of all countries started to foster after the Soviet Union had announced a unilateral moratorium on nuclear explosions.

Actions of the U.S. Administration bring the world increasingly closer to a disastrous brink, forcing it to escalate still more an arms race which is already now weighing heavily upon workers' shoulders.

The arms race impedes the solution of numerous acute social and economic issues of today.

The nuclear explosion is not an indica-

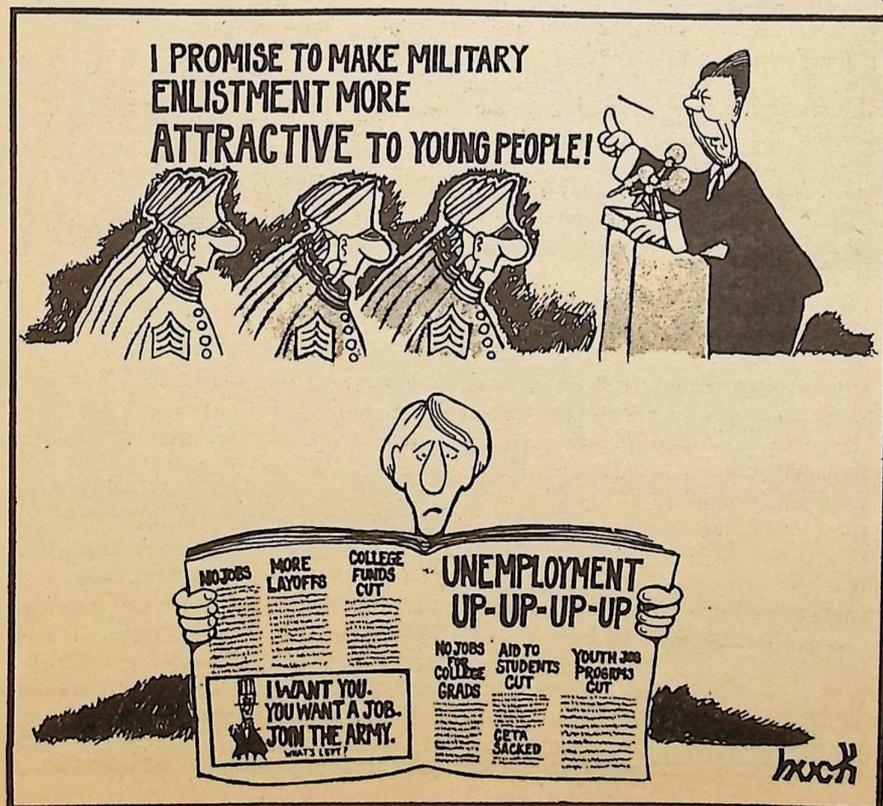
tion of might or firmness of the United States, but evidence of the recklessness of its leaders who are ready to lay down the future of humanity for the sake of their own selfish ambitions. They are to shoulder the whole responsibility for the implications of this dangerous step.

We call upon all those who cherish the interests of peace and international security to join in our protest and strongly denounce the new militarist action of the U.S. Administration.

Nuclear tests should be terminated forever and a relevant decision should be laid down in a proper treaty.

All Union Central Council of Trade Unions

Moscow, USSR



The Struggle for Shorter

More Jobs Through A Shorter Work Week

by Victor Perlo
This month's special contributor

There are presently two bills that would reduce the workweek before Congress: HR-2933, introduced by Rep. Conyers, reduces the basic workweek from 40 to 32 hours, with double time for overtime. The other, HR-1395, introduced by Representatives Charles Hayes, Augustus Hawkins and Conyers, reduces the manufacturing workweek to 35 hours, with no loss in weekly wages. The first bill reduces the workweek slowly, usually an hour a year, over an eight year period. The second also specifies stages.

Currently about half of all wage and salary workers are covered by wage and hour legislation which was passed in 1938, and basically provides a 40-hour week with time and one-half for overtime.

Roughly 70% of all blue collar workers are covered by this legislation, as are 60% of clerical workers, 40% of service workers, and much smaller percentages of professional, sales, and farm workers.

Although U.S. workers pioneered in the

fight for shorter hours in capitalist countries, being the first to win the 40 hour week in the 1930s, they now lag behind many other capitalist countries.

In the last decade, workers in a number of West European countries have caught up to and gotten ahead of U.S. workers, having won reductions to 37-38 hours per week, with further cuts scheduled.

Considering the soaring profits of U. S. corporations, and the fact that U.S. workers are the most productive in the world (U. S. factory workers only receive about one-quarter of the value that is added in the process of manufacture), it is time for a major reduction in the workweek with no cut in weekly pay. Reducing the workweek is an especially good way of increasing labor's share in what they produce, because it will simultaneously reduce unemployment by millions.

If carried out with no reductions in weekly wages, this would bring about the most dramatic peacetime stimulus to the U.S. economy in its history, involving a high degree of prosperity and opportunity to carry out badly needed infrastructure projects and social benefit programs.

To win any significant reduction in the hours of labor will require a more favorable political environment, in which the tens of millions of workers, organized and not yet organized, can be mobilized for a many-sided struggle.

Nor can the shorter workweek be won under conditions of a soaring military budget, increasing threats of war and the aggressive policies of the administration in power. The campaign for a shorter work week must go hand in hand with the struggle to end nuclear testing, for radical disarmament, for normalizing relations with the Soviet Union and for ending intervention in developing countries.

The fight to renew the movement for a shorter work week is also the fight to create that new political environment.

(Brother Perlo worked as an economist in the Roosevelt Administration. He is the author of many books and articles and is a member of the Board of Directors of the Labor Research Association. His latest publication, a labor-oriented textbook on political economy, is due off the press later this year.)



What Other

"Lifetime work guarantees, in some form surely be explored across some bargaining future and the push for shorter hours will help spread the work among more workers to help create jobs and increase le

—Lynn Williams
United Steelworkers

"But the surest contribution that the trade in this country is to begin to address the standard 40-hour workweek.

"It has been more than 50 years since we've and 25 years since the 40-hour workweek industries... Tomorrow's unions will increase... in a campaign to reduce the

—Tor



"If there is ment as a questions of the new for all wo

"If we are labor-displ work, and

How Many Jobs Would be Created?

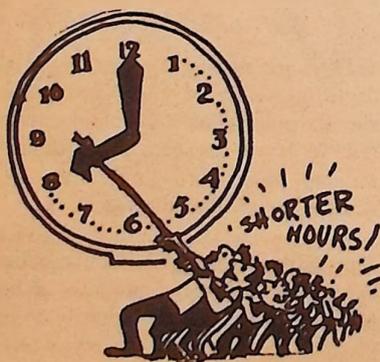
How many jobs would be created by a shorter workweek?

As of 1985, there were 71 million full-time wage and salary workers, excluding executives and administrators. The average workweek for full-time non-farm workers was 43.2 hours, for farm workers, 51.7 hours.

Reducing their workweek to 32 hours would increase employment by 24.5 million.

A cut to 35 hours would increase the number of jobs by 16.3 million.

This latter figure is a realistic approximation of the real level of unemployment today, taking into account "discouraged workers," involuntary part-timers, and the many, especially Black, Hispanic, and youth, who just aren't counted. The 24.5 million new jobs that would be created with a 32-hour week, even if they were created over a period of several years as called for in HR-2933, would allow for growth of the labor force.



Job Gains from Shorter Work Week

Industry Group	1985 Employment (in thousands)	1985 Weekly Hours Worked	Job Gains From	
			32 Hr Week (in thousands)	35 Hr Week (in thousands)
Mining	759	46.5	343	249
Construction	4,451	42.4	1,446	939
Manufacturing	17,022	42.7	5,692	3,745
Transport & Utilities	5,798	43.4	2,066	1,392
Trade	12,605	43.7	4,609	3,133
Finance	5,101	42.0	1,594	1,029
Service	19,361	42.4	6,296	4,084
Public Administration	41,50	41.8	1,270	806
Agriculture, Forestry	2,000	51.7	1,231	954
TOTAL		71,247	24,543	16,322

Notes: Cols. 1 and 2: Full-Time Wage and Salary Workers Except Executives and Administrators.

Source of Data: U.S. Department of Labor, Employment and Earnings, January, 1986, Tables 30, 32, 34, pp. 189, 190, 192.

This table, using figures for 1985, shows the number of additional jobs that would be created in each industry group if the work week were reduced to 32 and 35 hours, respectively.

Hours: 1986

Say:

It's Already Paid For!

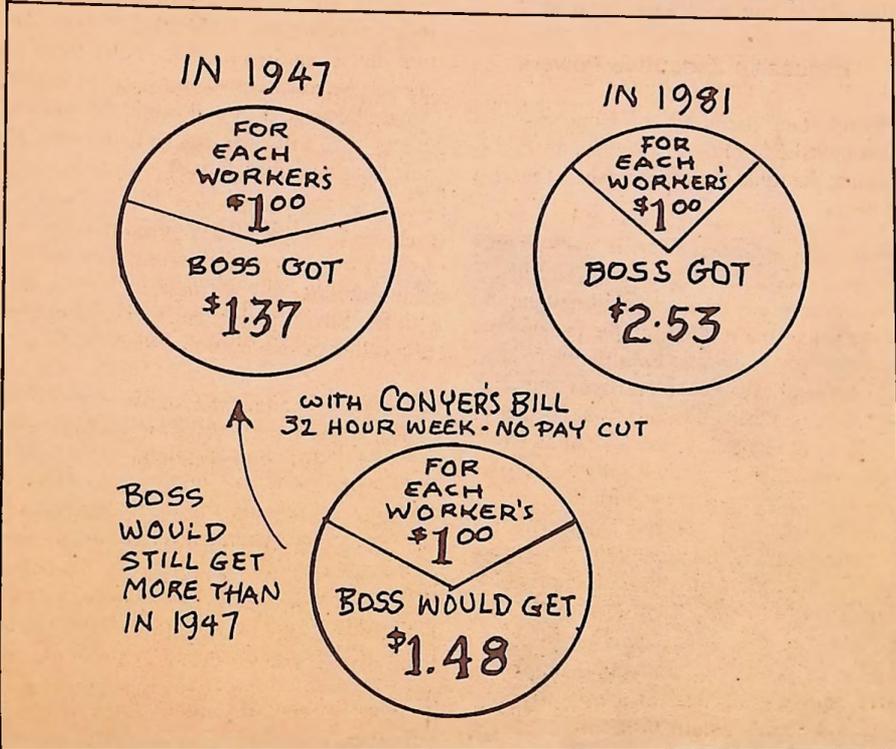


Any time workers start talking about reducing the workweek with no cut in pay, someone always asks, "Where's the money going to come from to pay for it all?"

There's no use ducking the question. But the facts of the matter are, we've already paid for it!

In the years since the end of World War II, employers have been able to increase their share of the economic pie to the extent that, just to get back what we've lost since 1947 would require a reduction of the workweek to 30 hours or less. And that's what the fight for a shorter work week is all about—it's a fight over the share of the pie.

So, yes, reducing the work week will cost employers money and they, together with their friends in government and the media, are going to raise all kinds of objections. And they'll trot out all kinds of "experts" to prove that there's no way they can afford it.



But, uncompensated for increases in productivity between 1947 and 1981 has enabled employers in the manufacturing industry to rip off an additional 59 minutes of unpaid labor time from each employee. In 1947, it took the average worker 3 hours and 23 minutes out of an 8-hour day to produce enough goods to pay his total compensation package—wages, Social Security, health and welfare benefits, pensions, vacations, etc. By 1981, it only took 2 hours and 24 minutes.

Because of this, the companies have been able to sweat additional billions from their employees in the course of the nearly 40 years since 1947—and they'd still have billions left after paying the same wages for a 32-hour week as they now pay for a 40-hour week.

Actually, in 1981 it would have required a 28.3-hour work week to re-establish the 1947 "split" between labor and capital (see chart). So the Conyers Bill, which would establish a 32-hour work week is mild medicine, indeed!

What we're up against...

From

The New York Times Business

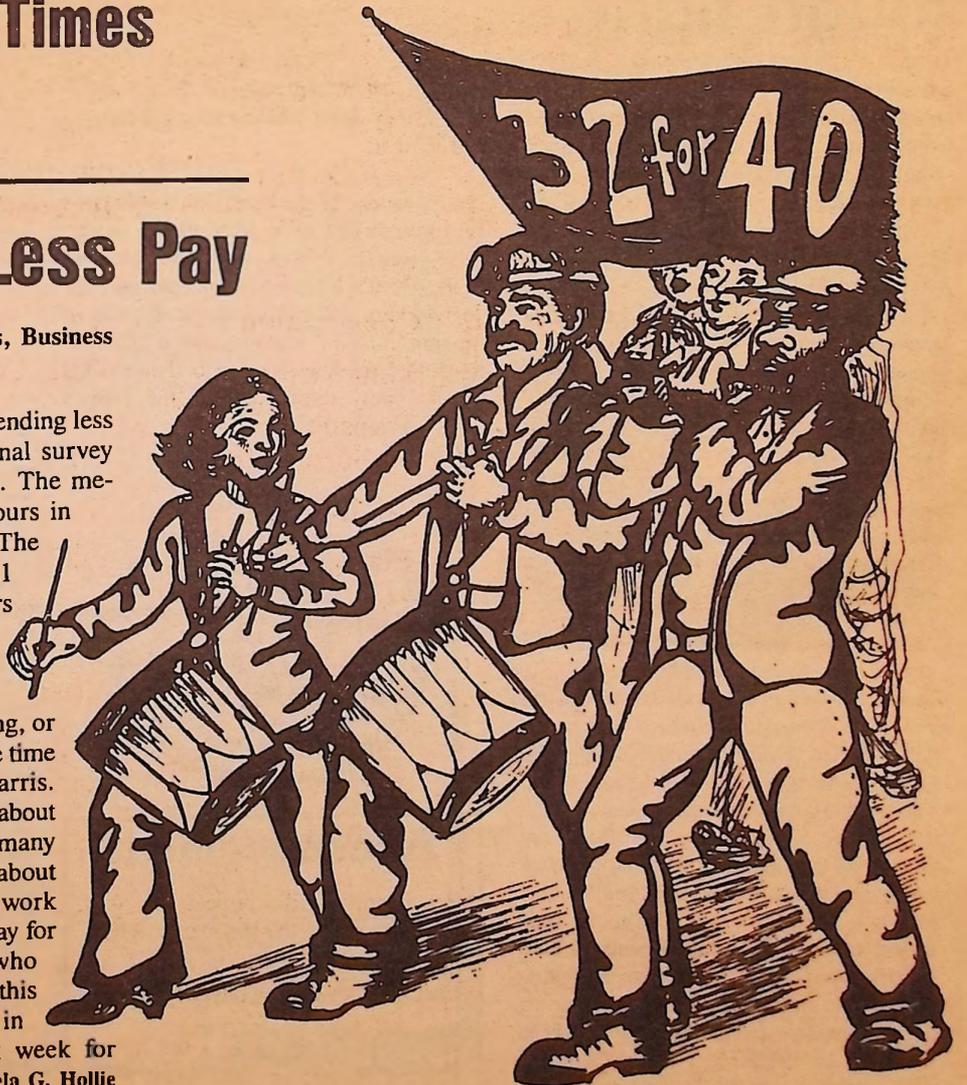
More Work, Less Pay

Reprinted from The New York Times, Business Section of September 22, 1985.

Americans are working longer and spending less time at leisure, according to a national survey by Louis Harris and Associates, Inc. The median work week stretched to 47.3 hours in 1984, up from 43.1 hours in 1975. The median time for leisure was just 18.1 hours in 1984 down from 24.3 hours in 1975.

What's worse, for those who love the hours not assigned to working, sleeping, or home- and life-sustaining tasks, leisure time will continue to shrink, said Mr. Harris. One reason for the trend: uncertainty about the economy's direction has caused many businesses to be more cautious about hiring. "Corporations would rather work their present work force harder and pay for more overtime," said Mr. Harris, who sees a 48-hour median work week for this year and—barring a sudden upturn in employment—an even longer work week for 1986.

Pamela G. Hollie



16 countries cut work hours below 40 as of 1983

A workweek of less than 40 hours for manufacturing workers had been achieved in 16 nations by 1983, according to the International Labor Organization.

The shortest workweek was in Norway, recording 30.6 hours for men and 24.9 hours for women, followed by Finland at 32.3 hours for all workers, Austria at 33.3 hours, Poland at 35.1 hours, Hungary at 35.3, Belgium and Denmark at 35.5.

Also, Australia at 36.9, Sweden 37.7, Israel 38, Canada and Spain 38.4, Greece 38.5, France 38.9 and New Zealand 39.5.

Women in the United Kingdom recorded a 38.1 hour workweek, while their male coworkers recorded a 42.6 hours on the job.

From 1974 to 1983, the largest decrease in work hours was recorded in Greece, where it dropped 5.3 hours—to 38.5 hours. In Poland, the drop was 3.2 hours—to 35.1 and, in Hungary, it dropped two hours—to 35.3.

"Impact of War on America . . ."

continued from page 3
 success. This is the reason the poor and particularly Negroes have a double stake in peace and international harmony.

Another tragic consequence of the war domestically is its destructive effect on the young generation. More and more it is revealed how many of our soldiers cannot understand the purpose of their sacrifice. It is harrowing under any circumstances to be forced to kill when one doubts that it is right.

Finally, the whole nation is living in a triple ring of isolation and alienation. The government is isolated from the majority of the people, who want either withdrawal, de-escalation or honest negotiations, not what they are now given—steady intensification of the conflict.

And there is our national isolation in the world. We are without a single significant international ally. Every major nation has avoided active involvement on our side.

Lastly, and most ironically, we are isolated from the very people whom we profess to support, the South Vietnamese. The war that began with a few thousand Americans as advisers has become almost totally an American war without the consent of the American people. This is an historic isolation that cannot be rationalized by self-righteousness or the revival of unproved dangers of imminent aggression. 9

Excessive Executive Powers

9 Important members of Congress and distinguished political scientists are questioning the trend toward excessive executive powers.

The nature of our government is also under scrutiny by the young generation. Their comments and questions reflect a sharply rising body of opinion that the inability to influence government to adopt urgent reforms is systemic. There is more serious discussion today about basic structural change in our society than I can recall over a decade.

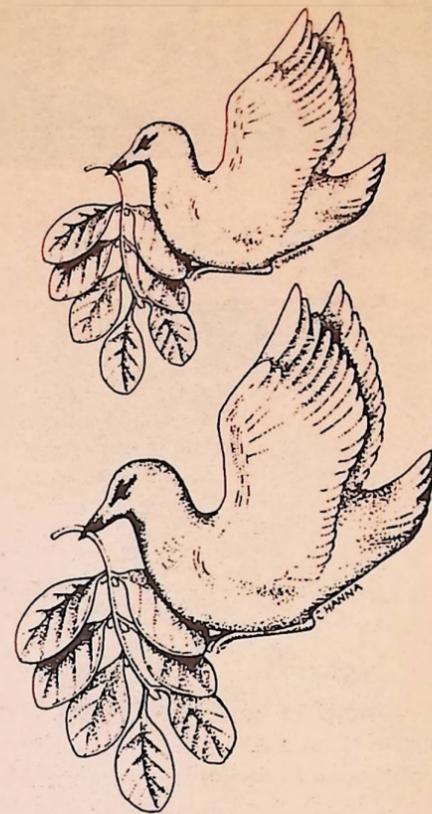
We have thus far avoided a recrudescence of McCarthyism. It is constantly threatening but it has not yet been able to gain a secure foothold. It is not for lack of trying by the congressional committees. They are trying to bring down a blanket of intimidation, but a healthy resistance holds them in check. We must constantly be alert to this danger because if its evil is added to all the others, we will have opened the door to other national disasters. 9

Dissent in War

9 It is worth remembering that there is a strong strain of dissent in the American tradition even in time of war.

During the Mexican War, Emerson, Thoreau, and many others were critics of National Policy. In the Congress a relatively unknown first term Congressman made a scathing address on the floor denouncing the war. The young Congressman was Abraham Lincoln of Illinois. At the same time a young army Lieutenant almost decided to resign his commission to protest the war. His name was Ulysses Grant.

To close my remarks and to illustrate basic optimism, I would like to repeat these most appropriate words of a great labor leader, Eugene Debs, when he stood before the court to be sentenced for opposing World War I:



'I can see the dawn of a better day for humanity. The people awakening in due course of time, will come to their own. When the mariner sailing over tropic seas looks for release from his weary watch, he turns his eye towards the Southern Cross bearing luridly above the tempest tossed ocean. As the midnight approaches, the Southern Cross begins to bend, then the whirling worlds choose their places, and with starry fingerpoints, the almighty marks the page of time upon the dial of the universe and though no bell may beat the glad tiding, the lookout knows the midnight is passing—that relief and rest are close at hand. Let the people take heart and hope everywhere for the cross is bending, the midnight is passing and joy cometh with the morning.' 9



Copper miners face tough fight

continued from page 1
 an active member and chairman of the Community Strike Support Committee which has mobilized to provide aid for the Phelps-Dodge and other strikes in the area.

"I think copper miners should stand back and take a good look at the way the copper industry has been functioning, especially in the last 10 years or so. For example, take the way ANAMAX played out their open pit mine at Twin Buttes. They went after just the richest ore concentrations in such a way that the less rich areas of the body were wasted and can't be mined. Now they have shut down their mining operations altogether. The attack on the unions in the industry during the last six years has been unprecedented since pre-CIO days.

"We've got to start seriously considering some kind of nationalization of the industry. There is copper in the ground and there are thousands of people anxious to work to dig it out, haul it, smelt it, ship it, and fabricate it into products we could all benefit from. These same copper companies that are crying, 'We're losing money on these ore bodies' are pulling up stakes and building brand new state of the art smelting facilities in South Africa and Chile. This copper, mined under slave-like conditions, is then imported to the U.S. In 1983, when Phelps-Dodge went after the copper miners' unions, copper imports from Chile to the U.S. increased by 150%.

"It's not that company's are not profitable.

They are just plain greedy—if it's not super-profits, they don't want to take the time to deal with it.

"Well, we do. If the companies still can't run the industry, even after all the money we've given them from our pay checks, then let us give it a try! Just as the rank and file steelworkers are talking about the use of eminent domain statutes and publically-controlled steel, we've got to figure out a way to apply those ideas to the copper industry as well."



Announcement

Benefit for the film project commemorating the Haymarket Affair
 Sponsored by
 Lucy Parsons Film Collective
 Saturday, June 22, 7:00 PM
 Holstein's, 2464 N. Lincoln, Chicago
 For information: (312) 475-7269



"Dear Mr. President: Now that you've spent so much on defense to protect our way of life, maybe you could do something to make our way of life worth protecting . . ."

Foner's History of May Day Reviewed

continued from page 2

Foner has given us new cause to be proud of ourselves and our traditions. In celebrating May Day, we celebrate not only ourselves and our labor movement, but also the struggle of all the world's working people "for a better life now and for the promise of a brighter future."

I would like to be one of the first 25 Labor Today readers to receive Philip Foner's May Day for the discounted price of \$6.00, including postage. Please find my check enclosed and send my copy to:

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French union welcomes peace actions

On February 15, young trade unionists from 10 nations met in Paris, France at the invitation of the General Confederation of Workers (CGT), the most powerful labor organization in France.

The participants discussed how the arms race affects their countries—from high unemployment rates to "dirty wars" being conducted in the interests of multinational

corporations.

After a day of intensive debate, the group agreed to issue an appeal that would illustrate how the arms race robs humanity of its resources and how trade union organizations, united in their common desire for world peace, could play a leading role in guaranteeing a world free from the threat of nuclear annihilation.

Labor Today strongly supports that appeal. As part of our continuing effort to involve an ever broader section of the U.S. labor movement in the campaign for peace and disarmament, we have reprinted the full text below. (Additional copies are available upon request.)



UNITED NATIONS: YEAR OF PEACE

The 40th Session of the United Nations General Assembly designated 1986 as the International Year of Peace (IYP). In response, many organizations, several governments and the United Nations, itself, are organizing activities aimed at preserving and strengthening world peace.

One such activity was the initiative taken by the CGT in organizing a meeting of young trade unionists from several countries this past February.

Other activities being organized as part of the IYP include the Second World Trade Union Conference on the Social and Economic Aspects of Disarmament, set for mid-May in Dublin, Ireland and a United Nations Conference on the Relationship Between Disarmament and Development that will take place in Paris on July 15.

The World Trade Union Conference, organized by the Dublin Committee, a representative group of union leaders from around the world, will bring together nearly 200 trade union representatives from more than 60 nations. In the words of the Conference Call, participants will spend two days discussing ways of building united actions so that the "world can enter the 21st century without nuclear weapons on Earth and without any weapons in space."

The International Year of Peace will culminate with a World Congress in Copenhagen in October.



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Appeal to Young Workers on the Occasion of the International Year of Peace

We, young trade unionists of different international affiliations and backgrounds, call upon the world labor movement to help make 1986, as declared by the United Nations, an international year of peace and youth.

Today, as the world stands on the threshold of the year 2000, millions of human beings are doomed to hunger, malnutrition and death. While entire nations, plagued by underdevelopment and poverty are unable to meet their most basic needs, human intelligence and energy are being wasted on instruments of death and destruction.

The stockpiles of weapons which exist today are more than enough to wipe out all of mankind—a catastrophe so awesome that it is beyond the scope of human imagination.

This is the reason for our call for peace; for our call for life itself.

The billions of dollars being sunk into the arms race should and must be used to fulfill the needs of humanity and for the well-being of people.

We, young trade unionists, meeting in Paris, France, on February 15, 1986, call upon young workers throughout the world to take initiatives demanding:

- Negotiations to bring about the total elimination of all nuclear weapons.
- A ban on the militarization of space and an immediate halt to space weapon development.
- A verifiable reduction of the stockpile of all weapons of mass destruction on the basis of equality and mutual security.
- The conversion of armament industries to non-military production serving peace, cooperation and friendship among the people.
- The use of resources thus freed for eliminating hunger and underdevelopment in the world; for creating jobs and for meeting the special needs of young people.

We can eliminate the conflicts and the tensions that exist in the world today.

The establishment of an environment of mutual trust, begun at the U.S.-U.S.S.R. meeting in Geneva last November, needs to be strengthened and deepened. We believe that joint actions by working youth, as well as by other organizations will help to achieve this aim.

We believe that the proposals aimed at eliminating existing nuclear weapons by the year 2000 are supported by millions and millions of young workers everywhere and that they sum up the aspirations of youth and young trade unionists throughout the world.

We call upon all young workers to make the International Peace Year a year of actions and struggles of young people for peace.

Cordeiro Ernesto Nzakundombe
Angola

Antonin Molamu
Congo

Christos Neocleous
Cyprus

Jean Dominique Simonpoli
France

Rolf Spitzner
German Democratic
Republic

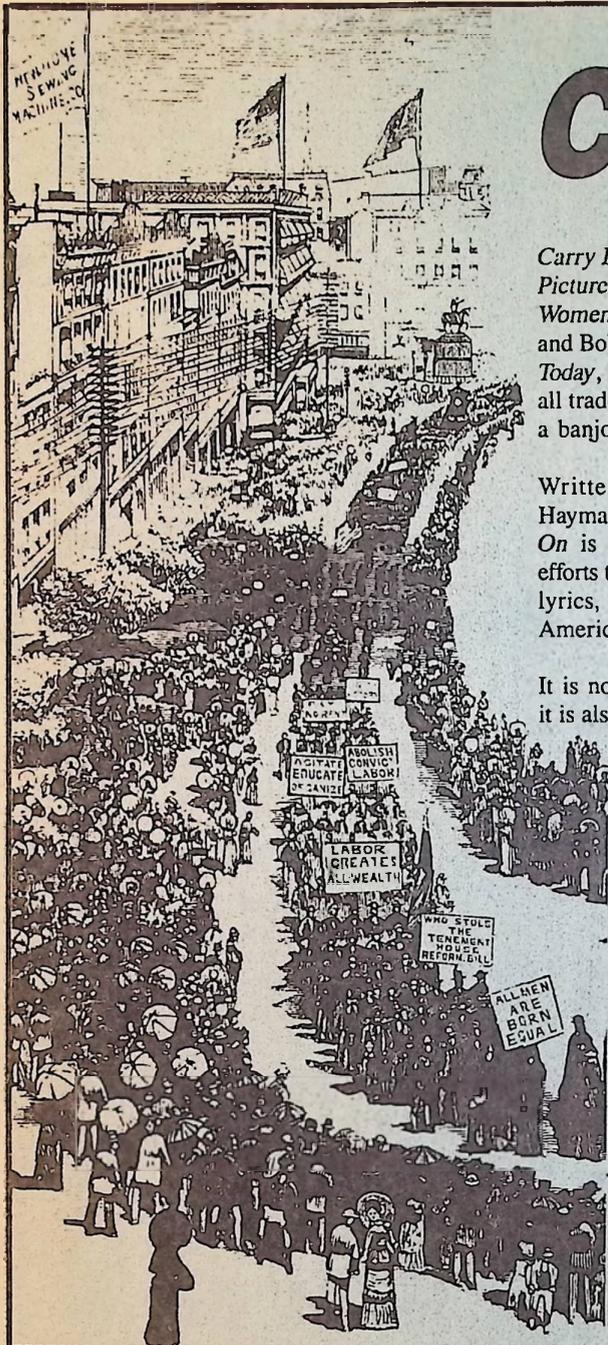
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Union of Soviet
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Andrea Hirsh
United States of
America



Carry It On!

Carry It On—A History in Song and Picture of the Working Men and Women of America, by Pete Seeger and Bob Reiser (see review in *Labor Today*, December, 1985) is a must for all trade unionists, whether you play a banjo or not.

Written to commemorate the Haymarket Massacre, 1886, *Carry It On* is the result of many people's efforts to tell through pictures, music, lyrics, and text, the history of the American labor movement.

It is not only an historic work, but it is also a *celebration* of the dreams

and accomplishments of the working people of our country, as well as an intended inspiration to continue the struggle.

It was written to be used. Let's do it justice.

By sending in 5 new subs to *Labor Today* or by subscribing to a prepaid bundle of 10, you will receive *Carry It On* free.

Send in the order blank today and we'll send you back a book that'll put a little song in your fight! Carry it on!!

Back Orders of Carry It On

For those of you who have already ordered *Carry It On*, we apologize for the delay in sending it out. Up until now, Simon & Schuster, did not have the special union printing available. They were waiting for a certain number of advance orders to come in before they printed it. However, in a recent telephone conversation, they assured us that they did have the book available now and would be sending it to us in 3 to 4 weeks.

Though *Carry It On* will certainly prove to be worth the wait, we do appreciate your patience.

FINAL OFFER...ORDER NOW!

\$25⁰⁰ for 5 new subs (list enclosed) and free copy of *Carry It On*.

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