

Why Northwest Bancorporation Doesn't Want You To Know What F.R. Czwick was doing in San Francisco.

Like the representatives from Honeywell, Munsingwear, and FMC who attended another seminar in Chicago, Czwick was attending a union-busting seminar and Northwest Bancorporation didn't want workers to know he was there. Czwick was in San Francisco with 25 other executives from corporations like Bank of America, Motorola, Levi-Strauss, and Taco Bell to attend a seminar being sponsored by the American Management Association entitled "The Non-Union Employer: Preventive Labor Relations."

Workers in the Twin Cities, including those at Holden Business Forms, Honeywell, Munsingwear, and FMC are familiar with the tactics taught by these union-busters. In fact, Val Bradley, Associated Industries of Minnesota, and Master Printers Association offer union-busting services here in the Twin Cities. All of these groups are working to create a "union-free environment" by busting existing unions and keeping non-union workers unorganized.

Participants in these seminars don't learn how to raise worker's wages, or treat workers with more respect, or end harrassment or end unsafe working conditions. Instead they are taught how to defeat by any means necessary worker's attempts to better working conditions and wages by organizing. The participants in San Francisco paid \$500.00 each for the seminar plus airfare, lodging and expenses. They're aiming their attack at all workers.

UNION BUSTING IS ON THE RISE

Last year alone, corporations invested more than 600 million dollars in union busting management consultant fees. Their investment paid off in more than 1,000 elections to decertify existing unions and defeat of many more union organizing drives. For example, one Boston hospital paid 96,000 dollars in one year to prevent workers from getting a union. Charges of unfair labor practices have nearly tripled in the past 11 years, while all attempts to extend worker's rights through passage of a Labor Reform Act have been defeated in Congress and the current trend is to diminish what rights workers now have. As a result, The percentage of workers represented by unions has fallen from a high of 37 percent to just 22 percent today.

WHY ARE UNIONS AND WORKERS RIGHTS UNDER ATTACK?

Corporations have only one purpose: to make a profit. Their profit comes from workers' labor. They return to the worker in wages only a portion of the value that the worker produces in a working day. The remainder--the unpaid labor of the workers--is pocketed by the corporations as private profit. Every corporation strives to constantly increase the return of profit on the unpaid labor of their workers.

In opposition to this, workers have formed unions to counteract this tendency to reduce their real wages to a minimum. There is a constant struggle between workers attempts to secure a decent standard of living and corporations attempts to gain maximum profits.

Today, the economic crisis is more than a matter of a short downturn in the business cycle. Some corporations, like the giant oil monopolies, act with almost no restraint on their accumulation of profits, while many others corporations are feeling a profit squeeze. These corporations must generate new profits by increasing the exploitation of their workers or face bankruptcy and absorption by one of the giant corporations that now dominate the economy.

For all their problems, unions are the only effective means working people have to defend their rights and secure a respectable portion of the profits they produce. But for the corporations to compete for profits with other corporations by maximizing the exploitation of their workers, they must defeat and do away with workers' unions. Thus, the rise in union busting.

HOW THE UNION BUSTERS OPERATE

Union Busters play on worker's fears of economic insecurity and attitudes of social inferiority and superiority based on racism and sexism to maintain the corporations domination and worker's subordination to their exploitation. Some examples: union busters use the racial prejudices of white workers to prevent them from uniting with black workers, they threaten to move or close down plants if workers seek to organize a union; and they use threats of violence to intimidate women workers. Increasingly, they use more direct and forceful methods as well: electronic surveillance, illegal firings, spies and other forms of intimidation.

In good part, union busters operate on the weaknesses of unions and workers themselves. Unions have sought historically to maintain job security by restricting the admission of membership to white males with certain social and family connections rather than organizing the unorganized. Women, Blacks and other minorities remain disproportionately unorganized. Further, some union leaders have rightly lost the respect of workers by being more concerned with their own fat paychecks and social status than with the rights of workers.

THE EFFECTS OF UNION BUSTING: WHERE WE STAND NOW.

Four out of every five workers is without a union today. Real wages for all working people have declined since 1967. At the same time, working conditions have worsened for many. This attack is increasing today at a rapid pace.

What weapon do workers have to fight for a decent standard of living and respectful working conditions other than organization? The Union Busters and the union leaders they have coopted have disarmed most workers from struggling back effectively.

But working people have begun to fight back. At J.P. Stevens, which was dramatized in the movie Norma Rae, workers recently won a contract by fighting the economic and political forces of the corporation and the tactics of the union busters. In Boston, 10,000 union workers demonstrated with the Big Business Day Coalition for full employment and an end to union busting.

Workers in the Twin Cities in shops, offices, hospitals, and plants have taken a stand for strong democratic unions where they work.

THE TWIN CITIES COMMITTEE TO BUST THE UNION BUSTERS exist to inform working people of the aims and methods of the Union Busters and of effective methods of struggle against union busting. We are available as a resource for the sharing of experiences and research with organized and unorganized groups of working people. Written materials are available and a public forum on Union Busting will take place in February. For more information, contact

TWIN CITIES COMMITTEE TO BUST THE UNION BUSTERS

P.O. BOX 8653

MINNEAPOLIS, MINNESOTA 55408

LABOR DONATED

For More Information:

**TWIN CITIES COMMITTEE
TO BUST THE UNION BUSTERS**

P.O. BOX 8653

MINNEAPOLIS MINNESOTA 55408