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Productivity, Violence, 1975-1979

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Productivity, Violence, 1975-1979

Abstract
Newspaper articles covering campaign material about productivity, violence, strikes, and labor disputes in California, Kansas, Louisiana, Ohio, Oregon, and Texas.
PRODUCTIVITY
Perils of the Productivity Sag

Inflation, the policymakers now agree, is gravely worsened by Enemy No. 2

during most of the 1960s, the U.S. enjoyed rapid economic growth combined with both low unemployment and low inflation. But in the 1970s the economy has been plagued by inadequate expansion, persistently high unemployment and galloping inflation; indeed last week the Labor Department set the rise in consumer prices for all of 1978 at a full 9%, making it the second most inflationary year in the past three decades. Why the enormous difference between the fat Sixties and the souring Seventies? Though no single factor can be assigned all the blame, one trend is now being recognized as supremely important: the growth of productivity has slowed sharply in this decade, and since 1976 it has almost stopped.

Through the 1960s, output per man-hour worked—the conventional, though not entirely adequate, way by which productivity is measured—rose on average about 3% a year, a healthy pace that had been maintained since shortly after World War II. In the '70s, productivity growth has averaged only about half that. Some economists long hoped that the slowdown was a cyclical fluke, caused mainly by the recessions of 1970 and 1973-75 (recessions always hurt productivity because companies run high-powered machinery at a slow pace and keep on the payroll workers who do not have much to do). But the annual report of the Council of Economic Advisers, submitted to Jimmy Carter last week and sent by the President to Congress with a covering letter, pretty well blew away that theory. Productivity, the CEA pointed out in the report, has not recovered during the past two years of expansion. In fact, productivity throughout the private economy rose only 1.6% in 1977 and a miserable 4% last year. Indeed, the report pessimistically suggests that the U.S. may be entering a new era in which productivity growth for many years will average no more than 1.5%.

If that should happen, the implications would be nearly disastrous. Productivity is the key both to raising living standards and to controlling inflation. If each worker produces more, then total output will grow rapidly and employers can raise wages without jacking up prices; the rise in output per employee will offset the higher costs. If productivity is flat, almost every dollar of wage gains is translated into price boosts. Over the decades, price rises have closely followed increases in employers' unit labor costs—that is, wage gains minus productivity.

In the short run, low productivity can create jobs as more workers are needed to supply rising demand. That happened in early 1978, when joblessness dropped much faster than production rose. But in the long run, low productivity hurts employment too. In the 1960s, it was thought that the economy could grow 4% each year without setting off a burst of demand-pull inflation. Mostly because of the collapse in productivity, the Administration now reckons the safe-growth ceiling to be 3%. An economy growing that slowly cannot create enough jobs for all the people who are looking for work.

Why has productivity been so sluggish? Gropping for explanations, economists cite a variety of possible factors, from drug abuse to the doctrines of John Maynard Keynes—which, some contend, led policymakers to pay too much attention to manipulation of total demand in the economy and too little to productivity. But there is wide agreement on at least some of the major causes, which have very little to do with worker attitudes. In the
complex U.S. economy, how much an employee produces depends far less on his zeal than on his education and training, and even more on the efficiency of the machinery that he works with. The most important reasons for productivity lag:

- Excessive regulation. Companies have had to pour more and more money into costly antipollution equipment and devote increasing attention to complying with health and safety rules, rather than buying productive machinery and figuring out more efficient operating methods. Though lives undoubtedly have been saved and the air and water cleansed, the price has been high. The CEA estimates that regulation may be cutting annual nonfarm productivity growth by four-tenths of a percentage point.

- Inadequate investment. Between 1948 and 1973, business spending on new plant and equipment added 3% a year to the capital investment supporting each man-hour of work. Since then this capital-labor ratio has increased only 1.75% annually. Economists argue fiercely whether the chief reason has been tax policies that favor consumption over investment or business fear that recession and/or inflation will wipe out the profit on new investment. In either case, the result has been to slow the introduction of cost-cutting, labor-saving machinery and, says the CEA, to slash the growth of productivity by half a percentage point each year.

- Reduced R. and D. In 1964, research and development spending accounted for 3% of the gross national product; last year the share was down to 2.2%. Some reasons: the Government has cut its support of R. and D. programs sharply with the end of the Vietnam War and the de-emphasis of the space program; private universities have been in a financial squeeze; industry in an inflationary era has judged the payoff from R. and D. spending to be too long term and uncertain. The toll on productivity is hard to calculate, since it would have to be measured in inventions not made and labor-saving processes not developed, but it surely has been high.

- Change in the work force. Since the mid-'60s, women and youths born during the postwar baby boom have flooded into the job market. Many lacked the training and experience to become highly productive workers in their first few years. By the CEA's estimate, industry's reliance on them to fill jobs has lowered productivity more than a third of a point per year. As the new workers mature and acquire job savvy in the '80s, they should cease to be a drag on productivity. It is also faintly reassuring that the productivity slowdown has not been uniformly severe throughout the economy but at its worst in a few industries: mining and utilities, which have been most deeply affected by new antipollution and safety rules; construction, where outdated building codes have held back the use of new technology; and retail sales. Stores have been staying open nights and Sundays to satisfy shoppers' demands for more convenience; the longer hours force them to hire more workers but do not add proportionately to weekly sales. Other areas of the economy have had difficulty too, but manufacturing in general had a good productivity rebound last year.

Whether it will last, no one can tell. The forces working to slow productivity further are dauntingly powerful. The rise in energy costs pitches productivity hard by increasing the expense of using labor-saving machinery. So does the inexorable switch to a service economy: it is much harder for doctors, credit counselors, teachers and policemen to raise or even measure their productivity than for steelworkers. The investment lag is especially perilous: as productivity slows and costs inflate, businessmen become even more hesitant to spend on new machinery, which in turn cuts productivity and speeds inflation still further.

But there are some obvious avenues of attack. Government should loosen regulation, as President Carter has promised. One method would be to set pollution standards and impose stiff fines for violations, but leave it to industry to devise the least costly methods of cleaning up; this would be more sensible than specifying in great detail what equipment should be installed and how plants should be modified, as regulators often do now. Tax policies could be revised to spur investment. Economists quarrel about whether further cuts in taxes on capital gains and corporate profits, more generous investment tax credits or faster depreciation write-offs would be most effective. Probably some combination of all these approaches will be needed.

Tax credits for R. and D. spending are another possibility. In addition, even those economists who insist on the importance of reducing federal spending make an exception for R. and D. outlays; their potential benefits far outweigh the costs. Several economists suggest that the Government put up matching funds to spur university research programs into ways to improve productivity of service industries—dry cleaners and restaurants, for example—in which most companies are too small to undertake any significant R. and D. That approach has enormously increased the productivity of farming.

Even if all these strategies were adopted overnight, speeding up productivity might well take a discouragingly long time. The '70s lag in investment and R. and D., in particular, will go on harming productivity well into the '80s. But the effort must be started. A long period of sluggish productivity would mean an era of slow growth, little or no rise in living standards, persistent unemployment and high inflation—just like the '70s, only worse.
Steel closings: A huge loss for all

For employees at Torrance Works, the decision is forever

by Jack Searles
Herald Examiner staff writer

The thing that's different about what's happening to the people at U.S. Steel Corp.'s Torrance Works, and at 15 other Big Steel locations round the country, is that it's permanent.

It's not being described as "an inventory adjustment measure," as he auto manufacturers always say when they send thousands of workers home because car sales are low.

Nor is it being done quietly, the way the aerospace concerns do when lagging orders from airlines and the government prompt them to shorten the payroll for a while.

For the 650 families that built their lives around Big Steel in Torrance, you see, it's forever.

"The plant will never reopen," company spokesman David L. Bigler told The Herald Examiner in San Francisco. "They'll produce enough steel to fill the orders on hand and that will be the end of it."

Throughout the country, 13,000 employees will lose their jobs as a result of U.S. Steel's decision to close down unprofitable facilities.

Bigler cited a number of reasons—high operating costs, unfair competition from foreign countries that dump their steel in the U.S., the expense of meeting federal environmental standards.

In Torrance, though, the plant's general superintendent, Charles J. (Chuck) Stone, was thinking about the people.

"We have many, many second-generation workers," he said. Some families have been with us for three generations.

"Some of the older families still live in those little houses you see around the plant. There aren't as many of the houses as there used to be, of course. They tore a lot of them down when they rezoned the area for light industry."

By Friday, Stone hopes to have a pretty good estimate of how many weeks or months remain before the doors are locked forever. His main concern now is to set up pension payments, severance and other benefits for his workers. He'll also try to arrange as many transfers as possible.

It was in 1916, when Torrance was first platted, that Llewellyn Iron Works started construction of one of the first complete steel plants in the West. The address was 840 Van Ness Ave. Llewellyn sold out to Columbia Steel, which became part of U.S. Steel in 1930.

With four open-hearth furnaces going full-tilt, the Torrance Works reached peak employment of 1,500 during the Second World War. It's been going downhill ever since, as government-subsidized imports from Japan, Great Britain and other countries undercut the prices charged by domestic steelmakers.

Though it's the oldest industrial employer in Torrance, the Big Steel facility is, at the end, far from being the largest. Long ago, it was passed in size by firms in aerospace and other industries that have moved into the area.

For many at the Works, yesterday's announcement was anticlimactic. They'd been expecting it since April, when U.S. Steel closed its American Bridge Division fabricating plant in the City of Commerce. It employed about 300.

In the case of American Bridge, and at a Pittsburg, Calif. facility also caught in yesterday's closings, the pressure of unfair foreign competition and lack of modernization were given as the chief problems.

Beyond the human equation, Big Steel will suffer a huge loss, possibly $400 million, in the fourth quarter as the company writes off pension benefits it must pay its laid-off workers.

The cutback represents about 8 percent of the company's work force. Production from the closed plants equals 5 percent of sales in 1979.

Behind it all stands a giant (it's the 15th largest industrial concern in the country) corporation's ever-present need to turn a profit.
Economy & Business

"Out of Ideas"

Candor on prices and policy

Despite a broad consensus among non-Government economists that prices will rise by at least 8% this year, Jimmy Carter and his chief aides have insisted that the inflation rate could be held to 7.4%. Now one Administration member has dared to discuss reality out loud. Testifying before the Senate appropriations subcommittee, Treasury Secretary Michael Blumenthal said that the rate of price rises in 1979 will be "at least 8% to 8.5%" and maybe "slightly higher."

Blumenthal's forecast was not gloomy. Late in the week, the Business Council, a group of high-powered corporate chiefs, issued a prediction of a 9.5% inflation rate for the year, along with a "pronounced, although mild recession." But the Treasury Secretary's candor raised hackles at the White House, which is sticking with its inflation forecast despite much evidence that it is overly optimistic. During the first quarter the annualized rate hit a scary 13%. The Treasury chief's frankness will surely increase resistance to the "voluntary" wage-price guidelines among both labor and business.

The Administration has been critical of business, which it claims has been widely flouting the price standards. As evidence, Government inflation fighters point to the explosive increase in corporate profits in the first quarter. One result: the Council on Wage and Price Stability (COWPS) has been intensifying its pressure on business. Two weeks ago, it strong-armed Sears Roebuck and Co. into rolling back its catalogue prices by 5%, and last week Giant Food Inc., the Washington, D.C.-based supermarket chain, agreed under Government pressure to reduce prices on a number of items. Following up on a longstanding threat, COWPS also released the name of a company it considered a major price offender, Denver-based Ideal Basic Industries, Inc., one of the nation's largest cement makers.

Labor unions, for their part, seem even less disposed to hold increases in their wages and benefits to the guideline ceiling of 7% a year, which is below the officially predicted inflation rate. The immediate threat to the wage standards is the demand of the United Rubber Workers, who are seeking an estimated 40% increase in pay and benefits over the next three years. Last week, failing to reach agreement with Uniroyal, Inc., rubber workers struck the company's unionized plants. Uniroyal negotiators complain that they are "being hammered by the Government" to hold the 7% line.

The guideline policy has probably held pay increases to levels below what they might have been. Thus the Administration shows no sign of giving up. In any event the White House seems to have little choice. As COWPS Director Barry Bosworth admits: "We seem to have run out of ideas."
Layoffs increase in building strike

Job layoffs are increasing in the construction industry because of the 13-day-old strike against rock and sand companies.

The walkout has affected 60 per cent of building projects throughout the county, according to an industry spokesman, and more workers are expected to be laid off by the end of the week unless there is a quick settlement of the dispute.

That appeared unlikely today, however, as negotiators for the striking Teamsters Union and Operating Engineers Union said no contract negotiations have been scheduled following a break down in bargaining talks last week.

Cement masons working on construction jobs that use concrete have been hard-hit by the walkout.

Tony Diaz, secretary-treasurer of Cement Masons Union Local 744, said 85 per cent of the 1,000-member union has been forced out of work because of the walkout.

About 700 laborers have been laid off because of the strike and an official of the 7,000-member Laborers Union Local 89 said another 2,000 probably will be out of work by the end of the week.

"They will have to be laid off," said Phil Usquiano, the union's business manager. "You can't keep a man around who is not going to produce."

About 1,400 carpenters also are jobless-laid off jobs mainly at high-rise building sites and housing projects.

Many of these workers who are being laid off recently ended a six-week strike against the county's construction industry.

On strike are 1,200 members of Teamsters Union Local 36 and Operating Engineers Local 501.

The dispute centers on wages.

Teamsters were offered an 80-cent hourly wage increase next year. The workers, who now average $5.71 an hour in wages and $1.15 more in fringe benefits, are demanding $2.29 more an hour.

Operating Engineers were offered $2.25 an hour over three years. The union was demanding $1.25 in each of the three years.

The engineers, who operate heavy construction equipment, average about $7.30 an hour in wages and $1.21 more in fringe benefits.

Representing the 10 companies in contract talks is the San Diego Rock Producers Assn.
Shock Waves
Strike at VW Disturbs Foreign Auto Makers Weighing U.S. Plants

Pennsylvania Walkout Stirs Doubts on Cost, Stability Of American Work Force

The Wildcat and the Rabbit

By John R. Emshwiller
And Charles B. Camp

Staff Reporters of The Wall Street Journal

NEW STANTON, Pa. — "No money, no bunny," shout the workers milling in front of Volkswagen's new auto plant. Inside, the assembly line, which had been turning out 350 to 400 VW Rabbit cars a day, is ominously silent.

One of those picketing the plant gate is John Lyman, a young paint-department employee. He and some 2,000 other VW workers launched a wildcat strike Monday that closed down, after only six months or so of operation, the first foreign-owned automobile plant established on American soil in some time.

Mr. Lyman is angry because he isn't being paid as much as people who assemble cars for Detroit's Big Three auto companies. "We aren't second-class citizens," he says. "Our work is as good as any in the auto industry. We should get paid what everybody else does."

Such sentiments, and the strike they spawned, obviously pose a huge problem for Volkswagen, which is still trying to get its widely heralded $250 million U.S. manufacturing facility up to full production. And it is an equally large headache for befuddled leaders of the United Auto Workers union, who only last week proudly announced negotiation of a landmark first contract for VW's new American work force. In a totally unexpected move, rank-and-file overwhelming rejected the proposed pact as inadequate and defied these leaders with the unauthorized strike.

Impact Has Spread

Volkswagen and UAW officials have been scrambling to get workers to go back on the job today. But even if they succeed, the conflict here won't be over. And more important, its impact has already spread far beyond the picturesque rolling hills of southwestern Pennsylvania: It could have a major effect on the thinking of other foreign auto companies—especially Japan's three leading car makers, which right now are trying to decide whether to set up U.S. assembly plants of their own.

The three manufacturers—Toyota Motor Co., Nissan Motor Co. (maker of Datsuns) and Honda Motor Co.—are all under intense pressure, as Volkswagen used to be, to build cars in the U.S. Instead of importing them. In the last year, changing currency values have pushed their U.S. prices so high that sales are suffering. Also, Japanese auto makers worry about growing anti-import feelings in the U.S. Meanwhile, American politicians and state development agencies are offering huge financial incentives to attract foreign plants, in hopes of spurring local economies and creating jobs.

All three Japanese companies have made it clear that the cost and stability of the American work force required to man an immense auto-assembly plant will figure heavily in any final decision. Now some Japanese auto men are more nervous about that than ever.

"The Volkswagen strike is quite upsetting to us," says Yasuhiko Suzuki, vice president for external relations of Nissan's U.S. subsidiary. "I don't think we can say it won't affect" Nissan's deliberation, he adds.

Too Much Too Soon

For one thing, foreign auto men shudder at the prospect of demands that they pay Detroit-scale wages and benefits immediately in a fledgling operation that would require huge start-up investments and presumably lose money for at least several years. "If (U.S. workers) ask to get even with General Motors and Ford right away, I'm afraid no company will come here," says one source in the Japanese auto industry.

In addition, this source says, some overseas auto men had assumed that if their workers were organized by the UAW, one of the country's most respected and disciplined unions, they could at least count on stable and predictable labor relations.

The VW walkout "is very, very important from that point of view," the source says. "If (UAW leaders) can't control their rank and file, how can they expect us to come here?"

Obviously, no one is more dismayed by the Volkswagen strike than top UAW officials. They have been leading advocates of foreign auto companies setting up shop in America; they have actively encouraged Volkswagen first and more recently the Japanese. In fact, not long ago the union sent a delegation of top officials to Japan to plead the case for the establishment of U.S. plants. The union's motive is simple: more jobs.

Easing the Way

The UAW has never publicly promised to go easy in contract bargaining with foreign companies locating here. But its leaders understand the birth pangs associated with starting such a big venture and seem willing to ease newcomers into full-paying memberships in the U.S. auto fraternity.

So, while it described the tentative agreement it reached with VW here as "comparable to the U.S. automotive industry" pacts, the union granted a number of concessions compared with Detroit's contracts.

In announcing the proposed Volkswagen pact, UAW President Douglas Fraser held it out as "an excellent example for other foreign auto manufacturers who may open
Shock Waves: VW Strike Disturbs
Foreigners Considering U.S. Plants

Continued From First Page

manufacturing or assembly operations in the United States."

Things haven't worked out so smoothly, however. The union's nine-member Volkswagen bargaining committee, which included six employees at the plant, unanimously approved the tentative pact last week and prepared for what was expected to be routine rank-and-file ratification. The UAW even quietly checked with Volkswagen for signs of worker discontent over the proposed agreement, and found none. The bargaining committee sent a laudatory telegram to Mr. Fraser, thanking him for his help in the talks. UAW headquarters in Detroit, in a newsletter, sent "heartiest congratulations" to the VW local.

Then came the vote last Sunday morning at an area high school. Stunned UAW leaders counted 94 ballots in favor and 1,235 against. The rejection came as "a real shocker," Mr. Fraser says. "We don't know what happened.

The vote apparently resulted from a combination of factors, some of them created by the very process of setting up an all-new auto-making operation in a new land. As far as Volkswagen's workers are concerned, the immediate problem is that the UAW made unpalatable concessions. The union assured the workers that the proposed pact would bring them up to current Big Three contracts in most respects at the end of three years. But many of the workers don't want to wait, and are also well aware that the Big Three by next fall will have new contracts that could keep their workers well ahead.

"This Is Unreasonable"

For example, James DeBernardi, a spot welder, says he quit a $9.03-an-hour coal-mining job for his current VW job "because I had the idea this place had a definite future." He says the proposed pact would immediately jump his $5.50-an-hour wage to $8.20, but he contends he would be getting $8.20 in a Big Three plant. "I can see some logic" in delaying parity with the Big Three "to help attract other foreign auto makers," he says, "but this is unreasonable."

Others complain that the agreement shortchanges them on vacation compared with Detroit's workers; delays too long (until next October) the start of company payments into the layoff-benefits fund; and offers no right to refuse heavy overtime duty.

The stage for such discontent may have been inadvertently set some time ago by Volkswagen and the UAW themselves.

Part of the attraction to VW of the plant site here was the area's large pool of experienced and skilled labor. And in cooperation with state employment officials, VW conducted what has been described as the nation's largest industrial hiring project to make sure it signed up the cream of that crop. Over 40,000 people applied for jobs; by the time the plant began making cars, more than half had been screened and given exhaustive 2½-hour aptitude and dexterity tests.

"Slave Wages? Go South"

But in the process, it so happened, Volkswagen hired many articulate workers steeped in traditions of unionism. The facility here is about 35 miles southeast of Pittsburgh, a stronghold of the steelworkers, and is in coal-mining country. "Who the hell does VW think it is coming here and trying to pay us lower wages?" demanded one fifteen picketer sporting a two-day growth of stubble on his face. "If VW thought it could pay slave wages it should have gone down South," says the former member of the militant United Mine Workers.

Meanwhile, the UAW fueled worker expectations. Eager to organize the new plant, union officials played on the image of auto workers as the nation's blue-collar elite. They brought in rank-and-file members from Big Three plants to extol the virtues of the contracts the union has won from Detroit. UAW organizers were so successful in selling their union that when a representation election was held early in June, 865 of 882 voters endorsed the UAW.

Now, however, many of these workers, and others hired since, are incensed because the gains in their first proposed UAW contract aren't up to what they thought they would get. So there seems to be even more resentment directed at the UAW than at Volkswagen. "Sold Out by the UAW," proclaimed one scribbled cardboard sign. "The UAW treated us like schoolchildren" during the bargaining, rebuffing rank-and-file attempts to learn what terms were being hammered out, one union member complains.

Tradition Ignored

Moreover, the workers here show little regard for the union's tradition of discipline when it comes to strikes. By UAW rules, strikes usually require the specific authorization of union headquarters in Detroit. But as soon as the pact was vetoed, about 50 workers trooped directly to the VW plant gates to set up a picket line—even though the plant was closed on Sunday. "Nobody had to bring up the matter of a strike. It was on everyone's mind," says one woman.

The eventual impact of the strike depends largely on how soon it ends and on what Volkswagen and the UAW have to do to end it. Some Japanese observers still sympathize with the UAW leaders. "The rank and file made a mistake," one Japanese source says. "The UAW leaders know that, but now they have to persuade the workers."

UAW President Fraser thinks that the Japanese auto companies will be reassured if the difficulties are resolved soon. "We view this as a temporary condition," he says.

Some VW workers have indicated they would accept something less than immediate parity with their Detroit counterparts as long as they're offered substantially more than before. So the UAW may try to return to the bargaining table to sweeten the pact.

Volkswagen and UAW officials have agreed to meet today, but even if the company agrees to renegotiate the contract, the union may have a hard time winning any significant concessions. Mr. Fraser says it took "tough bargaining" to get the first tentative agreement as close to Detroit's contracts as it is.
NOW LET'S DISCUSS STRIKES.


The Teamsters Had

547 Strikes

Affecting

92,397 Employees

Lost Days of Work
1,596,989,748

If strikes are what you want, then you should vote "yes" for the Teamsters because they rank close to the top of the strike-happy union list. But you should consider these facts if you found yourself on strike and on the picket line.

Question: If the Teamsters call a strike to enforce its demands (for example: higher wages, more benefits, etc.), what are the rights of the parties?

Answer: The Company:

1. The Company can continue to operate and permanently replace striking employees.
2. The Company can discontinue its payments for benefits to striking employees.
3. The Company can terminate and criminally prosecute any striker for picket line misconduct.

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4. The company can notify the state unemployment compensation department who the employees are that are striking and therefore disqualify them from unemployment compensation for the duration of the labor dispute.

**The Teamsters:**

1. The Teamsters can legally picket Tomy, provided the picketing is peaceful and entry to the company's premises is not obstructed.

**The Employees:**

1. The employees can honor the picket line and refuse to come to work, or they can refuse to honor the picket line and come to work.
Everyone LOSES In A Strike!

- EMPLOYEES lose pay checks, and it takes a long time to recover the loss.

- The COMMUNITY, its merchants and stores lose the benefit of payroll dollars.

- The COMPANY loses production, sales and often customers. Money which might be available for more jobs and expansion is lost.

UNIONS claim a strike is their strongest economic weapon, but some UNION LEADERS use strike threats and strikes with complete disregard for how it will affect employees.

UNION LEADERS lose no paychecks during a strike.

These same UNION LEADERS generally “call the shots” on when to strike and for how long.
Before You Go On Strike, Or Vote To Strike, Think About

**What It Will Cost You!**

Use This Strike-Cost Table To Figure Out Your Money Loss

- If your take-home pay is $300 a week and you strike for a 10 cents an hour increase, the table shows it will take you 75 weeks to get back your one-week's money loss — if the strike is settled in one week and you do get the 10 cents an hour increase.

- If the strike lasts longer than one week, simply multiply the number of weeks on the table by the number of weeks the strike lasts to find out how long it will take you to recover your money loss.

**Example:**

A three-week strike under the above circumstances would take you 4 years and 17 weeks (75 * 3 = 225 weeks) to recover your money loss.

- If the strike fails to get the increase sought, you **never** recover the money lost during the strike.

### For Every Week You Strike — In The Hope of Getting

An Hourly Increase Of **$0.00**

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<td><strong>200 Weeks</strong></td>
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<td><strong>$260</strong></td>
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* Strike failed to obtain hoped-for increase (and this does happen).

If a strike lasts several weeks, just multiply by number of weeks . . . THINK HARD!
VIOLANCE
Teamsters, Rebel Drivers Clash in a Wild Gun Battle

One Killed in Ohio

YOUNGSTOWN, O.—One man was fatally shot and two others were wounded by gunfire Tuesday in a wild battle between Teamster Union members and rebel steel haulers who had staged a wildcat strike.

Police said several others were injured by bricks and bottles thrown when 50 carloads of Teamster Union members attempted to escort a strike-breaking caravan of nine trucks into the Republic Steel Corp. plant.

The Teamsters, members of Local 377, were met at the plant gates by 400 striking steel haulers.

Shots rang out as Teamsters stepped from their cars.

The YOUNGSTOWN police riot squad followed the Teamsters to the plant and were at the scene when the violence erupted.

"It was awful," said John Angelo, president of Local 377, whose car was riddled with bullets and set ablaze.

"I was at the head of the line and had to stop my car," he said. "They had bricks and blowtorches and railroad flares—everything under the sun."

Angelo was not hurt.

Both sides were armed with guns, baseball bats, rocks and golf clubs.

All available Youngstown police and Mahoning County sheriff's deputies were issued riot gear and were sent to the plant on the city's south side.

The area was sealed off and police used tear gas to restore order.

More than 125 shots were fired during the half-hour outburst, police said.

John J. Gorainle, 25, a member of Teamsters Local 436 in Cleveland, died after being shot in the head.

DAY-SHIFT employees of the sprawling Republic works were ordered by police to stay in the plant, and second-shift workers arriving at the plant were told by police to stay away until order was restored.

An observer of the clash denied a report that "carloads of Teamster goons from Detroit" had been dispatched to the city for the confrontation.

"There were no cars with out-of-state license plates at the plant gate," he said.

The Teamsters apparently were trying to break a wildcat strike against Stony's Trucking Co. of North Jackson, O.

Teamsters said members of a rebel Teamster group, the Fraternal Association of Steel Haulers (FASH), instigated the wildcat strike, and that independent steel haulers who are sympathetic with FASH's announced goal of "cleaning up" the union also were at the plant gate.

A FASH spokesman in Detroit said the dispute was triggered by a Pittsburgh trucking firm's firing of two men for refusing to make long hauls out of their area.

Fifty other truckers, some of them FASH members, then were fired when they walked out, he said. The company, B. & P. Trucking, offered to reinstate the 50, but when it refused to rehire the two discharged drivers, most employees struck.

ONE SOURCE said Stony's became involved because it was hauling steel for B. & P. Stony's trucks were in the caravan when Tuesday's fight broke out.

Another incident which angered the steel haulers was the suspension Oct. 17 of a Stony's driver who had received several traffic citations.

Still another factor was the expulsion from Local 377 of Mike Boano, FASH president in the Youngstown area, and a one-time challenger of Angelo for the 377 presidency.

Angelo said Boano was expelled because he quit his job and "is no longer working at the trade."

Angelo's members had demanded "protection" Monday and threatened to bolt Local 377 for FASH if he refused.

The dispute has been punctuated by violence. Police said bricks have been thrown from freeway overpasses at several trucks driven by Teamsters who were not on strike.

Late Tuesday, Mahoning County Judge Forrest Cavalier forbade all FASH members from carrying firearms and ordered them to desist from violence.

Earlier, he had prohibited interference with trucks entering and leaving the plant.

SHOT IN VIOLENCE between two Teamster Union factions in Youngstown, O., John Gorainle of Cleveland is placed in a wheelchair at South Side Hospital. Minutes later he was pronounced dead.
Five Teamster Aides Indicted by U.S. Jury

Accused of Using Threats, Violence in Bid to Unionize Firm

BY ROBERT RAWITCH
Times Staff Writer

Five officials of two Southern California Teamster Union locals were indicted by a federal grand jury on embezzlement, arson and racketeering charges in connection with the burning of two trucks and the attempted destruction of a third, federal authorities disclosed Wednesday.

The secret 10-count indictment was made public after the arrest of the defendants who allegedly were engaged in an illegal campaign using fear, threats and violence to unionize Redman Moving and Storage Co. of Thousand Oaks.

Rodney Pearlman and Charles Wehner, attorneys with the Justice Department's Organized Crime Strike Force, said the indictment was the result of a 14-month investigation by an arson task force comprised of agents of the Bureau of Alcohol, Tobacco and Firearms, the Los Angeles City Fire Department and the Labor Department's inspector general's office assigned to the strike force.

Beginning in July, 1978, the small company became the target of extensive vandalism of its 14-truck fleet, including damage to 12 of the vehicles, federal sources said.
Jury Indicts Five Teamster Officials

Continued from First Page

charged in connection with that blaze.

Investigators believe the defendants' plan was to either coerce Redman into affiliating with the Teamsters or put the company out of business.

But Earl Cozby, president of Redman, said he was surprised at the timing of the vandalism because it came only a few days after an election in which the Teamsters narrowly won selection as the bargaining agent for Redman employes. Cozby said he had every intention of negotiating with the Teamsters, but then objected to the election results after 22 tires on company trucks were slashed.

The officials of Local 186, headquartered in Ventura and Santa Barbara, and Local 389, based in Los Angeles, were accused of using union funds to finance trips by the defendants to Arizona and Connecticut to destroy Redman trucks.

One Redman truck was set ablaze while sitting empty in Van Nuys in August, 1978, and then on Sept. 5, 1978, a 1975 cab-over Kenworth truck leased to Redman was destroyed by arson in Ridgefield, Conn. Only two weeks earlier, according to the indictment, the defendants attempted to burn the same truck when it was in Arizona.

The indictment outlines an alleged series of telephone calls, gasoline purchases and trips by some of the defendants to Arizona and Connecticut which parallel the dates on which Redman trucks were present at those sites.

Authorities specifically charged that Dunbar followed a Redman truck from Los Angeles to Phoenix for the purpose of destroying it.

Thordarson, Fry and Salgado were accused of requesting other Teamster members to locate trucks owned by Redman and report the location to Local 186 in order to "facilitate the destruction" of the vehicles.

On an unspecified date in August, 1978, Fry was accused of stating that he intended to destroy all of Redman's trucks.

The defendants each were charged with various counts of racketeering, embezzlement and arson-related activities and released on $10,000 personal recognizance bonds.

Jan Lawrence Handzik, who represented Fry, Salgado and Dunbar at the arraignment, said his clients had cooperated fully with the investigation during the last year and "I fully expect the evidence will bear out their innocence."
Collapse of Trash Strike Leaves Employes Angry With Teamsters

BY CRAIG TURNER
Times Staff Writer

The last vestiges of the strike against seven Orange County rubbish haulers collapsed Thursday in what is being called a major setback for the Teamsters Union in the county.

Although the union leadership apparently regards the strike as still on, there were pickets at only one site and they disappeared by midmorning Thursday. Elsewhere, those employees who had not returned to work earlier were back on the job or were placed on preferential hiring lists that assure them first call from former employers as openings become available.

Among employees, however, the strike, which began April 18, has left a legacy of bitterness and disillusionment with the leadership of the Los Angeles-based Teamsters Local 398.

The strike has been unraveling for more than a week. When the trash disposal companies began hiring non-union workers to replace the estimated 450 striking employees, strikers started dropping their picket signs and returning to work as soon as the hiring began.

Using a combination of non-union workers and returning strikers, haulers last week began digging into the piles of refuse accumulated in the 14 cities and the handful of unincorporated communities hit by the walkout.

City officials contacted by The Times this week indicated that some company spokesmen initially may have exaggerated their ability to clean up the backlog with largely inexperienced crews and noted that still uncollected trash was ripening in the summer-like weather. However, city spokesmen added that work is progressing and most agreed with the prediction of disposal company owners that normal pickup schedules will be resumed next week.

Although the strike temporarily disrupted service to more than 1.1 million residents, it was, by almost any standard of measurement, a failure:

- Rubbish haulers continued to operate, although on a reduced schedule, even while the picket lines were up.
- Workers crossed their own union's picket lines to go back to their jobs.
- Many employees who stayed out on strike lost their jobs, although most since have been placed on the preferential hiring lists.
- Those now working are earning exactly what management offered for the first year of a three-year contract proposal rejected by the union membership: $5 per hour for drivers and $4.72 for loaders. Wages before the strike were $4.50 and $4.25.
- The rest of labor in Orange County made no visible move to rally behind the strikers.

Larry Gallo, vice president of MG Disposal in Fullerton, summed up the situation succinctly:

"The next guy who says we should go on strike gets a punch in the face," said one truck driver.

He and a companion cursed the union leadership and told a reporter they had been abandoned. At the urging of their leaders, they said, they had
Employes Upset as Trash Strike Ends

Continued from First Page

Rejected management's offer and stayed on the picket lines, watching as non-union workers took their jobs. On Thursday, they complained that their loyalty to the union had cost them their jobs and the best the union could offer in return was $55 per week from the strike fund.

Two workers indicated there was an element of intimidation in the April 29 membership vote that overwhelmingly rejected management's final wage offer. Although the vote had been billed as a "secret ballot," the marked ballots were collected by shop stewards who had a chance to look at the votes before dropping them in the ballot box, according to the workers who asked not to be identified.

Leaders of Teamster Local 396 have been unavailable for comment for three days, but Lee Kearney, secretary-treasurer of Teamsters Local 952 in Orange County, agreed the strike was miscalculated and acknowledged there is a credibility gap between some union leaders and the rank and file workers.

"It's hard to lead men these days," said Kearney, generally recognized as one of the country's top three labor leaders.

"Today, people don't trust their labor leaders. They don't trust the politicians. People are mad." One county political figure close to organized labor told a reporter that union negotiators set their sights too high when they asked for a $4 wage increase -- or 88% -- over three years. Moreover, the negotiations came at a time when the rubbish haulers could not immediately pass on the wage increases to their client cities, he added.

One company official said workers' enthusiasm for the strike ran out as soon as economic hardship began to settle in.

"There was a time when the strikers sort of looked on this as a picnic," he said. "It was kind of fun to come down and light a fire in a barrel and picket. I think they were looking forward to a few days off. But then the paychecks stopped coming in. I think it all comes down to money."

Regardless of the reasons for the strike breakdown, the companies now are operating without a union contract, although management still regards the Teamsters as the workers' legitimate bargaining agent.

While they are critical of what they call the union leadership's "pie-in-the-sky promises" to members, rubbish company operators deny there is a move to force out the Teamsters.

"I don't think that's crossed anybody's mind," said Rawl Rangel, vice president of Jaycox Disposal and a member of management's three-man negotiating committee. "There hasn't been that much bitterness... We made them (the union) believe that our final offer really was our final offer."

Their demands were unrealistic.

Rangel said he believes a contract carrying management's final offer will be signed by the union within a week.

Gallio agreed, although he noted, "As far as I'm concerned, I don't care if we never have a union contract again."

The only firm still picketed Thursday was Park Disposal Co. in Buena Park, where all 36 employees were replaced by non-union workers.
Staffers Charge Harassment in Bid to Form Own Union

BY DAVID ROSENZWEIG
Times Staff Writer

A group of labor union organizers and business representatives who are seeking union representation for themselves say their leader's home has been shot up and one organizer's family has been threatened and her car sabotaged in what they regard as an apparent intimidation campaign.

Three of their colleagues have been dismissed, some have received veiled warnings that they will be fired and others have been subjected to on-the-job harassment, they say, because of the staff union drive.

The dispute between staff workers and officials of the Service Employees International Union's Local 399 has grown increasingly bitter since 18 rounds of automatic or semiautomatic rifle fire were sprayed into organizer Jack Follen's house in Monterey Park three weeks ago.

No one was hit by the fusillade, but the bullets, fired from a rear alley, whizzed inches over the head of Follen's slumbering 11-year-old son and tore into an adjoining bedroom, according to police.

The assailants escaped in a car before police arrived.

Follen, a veteran organizer for the Los Angeles-headquartered local of 22,000 maintenance, hospital, amusement park and stadium employees and president of the dissident staffers' California Organizers and Business Representatives Assn., was in Bakersfield at the time on a union assignment.

That same night, Beverly Thomas, another organizer for the local and a participant in the drive to unionize the staff, told police she received a telephone threat at her Santa Barbara motel from an unidentified deep-voiced caller who warned:

"If you don't want to see your family get hurt, you better stay away from Los Angeles and Local 399."

Both incidents occurred two days after nearly half of the local's 38 organizers and business representatives filed a petition with the National Labor Relations Board seeking a union representation election at the local.

Although they admit they have no proof the union leadership was behind the shooting and telephone scare, Follen and Mrs. Thomas have private suspicions.

"The coincidence is just too great to ignore," said Follen, who has sent his wife and two sons into hiding. "I've been an organizer a long time but I've never been up against anything like this before."

Please Turn to Page 4, Col. 1
Union Staffers Cite Harassment

Continued from First Page

Heightening her suspicions, said Mrs. Thomas, a nurse who joined the union staff little more than a year ago, is the fact that only her superiors, her family and a close friend know where she works: the Naval Weapons Center, Yucca Valley.

About a week after the telephone threat, she said, she stepped into her car and discovered her brakes were not working. Fearful that someone had tampered with the car, she called police who discovered the hydraulic brake line had been severed.

Among other things, the union is accused of firing employees because they were engaged in internal organizing activities, of pressuring some to withdraw their names from the NLRB petition and of reassigning recalcitrant staff to hardship chores.

Joe Hernandez, who signed the NLRB petition, said he was taken aside by his superiors, reminded that he had a wife and child to support and was asked to sign a document withdrawing his name from the petition.

Hernandez, who has worked as an organizer for the local for the past three years, said he thought it over and refused.

A few days later, he said, he was ordered to surrender his union automobile and credit card and told to take a bus to the Mojave Desert to launch a recruiting drive among civilian maintenance workers at the China Lake Naval Weapons Center.

"It was a bum rap," he said. "There are no buses to get around on up there. I had to walk 2½ miles from my motel to the Naval Weapons Center. Last week, I sat out there three days in the baking sun when it was 107 degrees. One day, I had to walk 12 miles round trip to make 'a house call. I know I'm being punished."

The two organizers are especially bitter because, they said, their superiors have failed to express any concern about the threats against their lives.

Moreover, they have received letters of reprimand for leaving their out-of-town assignments without permission and returning home in the aftermath of the incidents.

Union local officials refused to be interviewed.

"We think all the issues now are under the jurisdiction of the NLRB and should be resolved through that agency," said James Zellers, the local's vice president.

He referred all questions to union attorney Leo Gefner who denied that any campaign—legal or illegal—was being waged to prevent the formation of a staff union.

Gefner said he had no knowledge and "no position" regarding the shooting and phone threat.

The NLRB has scheduled a hearing Monday on the request for a union representation election and is investigating unfair labor practice charges brought against the local by about a dozen present and former employees.

Jerry Allen, one of three staffers who contend they were fired because of union activities, said that a week before his dismissal he was directed to drive 125 miles to Yucca Valley to represent the union at a convalescent home organizing election scheduled to be conducted in two phases, at 6:45 a.m. for overnight and day shift workers and at 2:30 p.m. for night shift personnel.

After the first-round ballots had been counted, he telephoned the results to union headquarters, he said, but was told he would have to drive back to Los Angeles to report on the voting in person.

"So, I drove all the way back to L.A. It took me exactly seven minutes to deliver my report and then I was ordered to drive all the way back to Yucca Valley to be present for the second round of voting and to be back at the union hall to make another report by 5 o'clock.

"There was no way I could do it. It was a relief. I was coming out of the pockets of our rank-and-file members."

Terry Weaver has worked for the local for the last year as a business representative in the union's hospital division.

The day after she and other staff employees presented their demand for union recognition to the local's leadership, she said, she was ordered to cancel all appointments and report for informational picketing in front of the Pacific Telephone Co. on Wilshire Blvd., "where I was harassed at least four times a day."

Customary policy calls for pickets to walk an hour and rest a half-hour, but in her case, she said, she was allowed to take only a half-hour for lunch and two 15-minute rest breaks.

She also claimed the union leadership planted spies in the picket line to eavesdrop on the dissidents' conversations.

"I know they're trying to make things so miserable for me that I'll quit," she said.

Al Carlson said he was abruptly removed from his post as the local's business agent in Orange County under the pretext that an experienced hand was needed to serve as picket captain at the telephone company building.

Carlson said he had little prior experience as a picket captain and, what's more, the picket captain's job was given to someone else, with Carlson demoted to walking the line.

In recent years, unionization of union staffs has become increasingly common, even within the 600,000-member Service Employees International Union to which Local 399 belongs. Clerks and field representatives are unionized at sister Local 660 which represents 30,000 county and city government employees in Los Angeles and Orange counties.

So why all the fuss at 399?

The central issue, according to leaders of the unionization drive, is not money but what they regard as capricious, dictatorial and ineffectual management of the local.

Much of their ire is directed at Gloria Marigny, the local's secretary-treasurer and director of organizing.

They say she has impulsively pulled staff workers off their posts to perform irrelevant tasks, leaving rank-and-file members in the lurch without representation; has played favorites among the staff, assigning important duties to incompetent associates; and has ridden roughshod over many staff members, often vilifying them in public under a barrage of four-letter expletives.

Mrs. Marigny, who holds a seat on the international's executive board and is a protege of international President George Hardy, is seen by many as wielding more power than the local's president or vice president.

However, some believe it is Hardy who has been calling the shots from the international's headquarters in Washington and that Mrs. Marigny simply follows orders.

Given the nature of the attack—the charges of dictatorship and mismanagement—some observers believe the union's leadership is fearful that a successful drive to unionize the staff could steer whole into a move to oust them when the local's 22,000 members elect officers next May.

If successful, they reason, the dissident organizers and business representatives might be emboldened to put up an opposition slate, figuring they could bring it off because of their access to the rank-and-file.

Folien, however, denies any interest in organizing an opposition slate.
STRIKES

&

LABOR DISPUTES
"Hey, come and see this. There's a guy been on strike for two years and he can't remember where he works."
Outside their headquarters, demonstrating cops kill joy at carnival time

Mammon Conquers Bacchus
With police on strike, New Orleans’ Mardi Gras collapses

If ever I cease to love, if ever I cease to love," goes the lighthearted theme song of New Orleans’ Mardi Gras, "may the Grand Duke Alexis ride a buffalo in Texas, if ever I cease to love." Alas for the Lord of Misrule and his merry minions. With most of the carnival festivities canceled last week because of a protracted police strike, many New Orleanians have no love in their hearts, at least not the special kind that flowers during Mardi Gras. "The police are mad. The city is mad. The taxi drivers are mad. Everybody is mad," said one cabby glumly.

In part it was money madness. New Orleans is a two-industry town (shipping and sightseeing), and its standing losses as Orleans is a two-industry town (shipping and sightseeing) is a daily business, and it stands to lose as Orleans is a two-industry town (shipping and sightseeing) as Orleans is a two-industry town (shipping and sightseeing) as Orleans is a two-industry town (shipping and sightseeing). The Grand Duke Alexis ride a buffalo in Texas, if ever I cease to love."

As the New Orleans police shrewdly realized, closing down Mardi Gras because of inadequate police protection was their ultimate threat in negotiations with city officials—rather like canceling Christmas. For years the police had no muscle to back up such a threat, but this time Teamster officials came in, led by Joseph Valenti, a tough, cigar-smoking troubleshooter from Detroit. On Feb. 9, when Mayor Ernest Morial refused to deal with a Teamster-backed majority in the department, the police marched out.

It was the maiden major crisis for Morial, 49, the city’s first black mayor, and eventually he capitulated. Morial agreed to negotiate with the Teamsters, and the police came back. But Valenti and his negotiators raised the stakes. This time they demanded, among other things, an increase in base pay, from $11,964 to $16,764, for patrolmen, contract coverage for rank officers, and binding arbitration in disputes over noneconomic issues. The city balked. The new demands would have cost an additional $19 million, which it claimed it did not have. Morial accused the Teamsters of trying to wrest control of the police department from the city. The police walked out again, despite a back-to-work court order.

A two-week war of nerves began, while everyone wondered: Would the city capitulate in time for Mardi Gras Day? One by one the parade dates came around and the floats did not roll. The few that did were forced to move to Kenner or some other shopping-center suburb, since Morial could not guarantee order in the downtown area. As Mardi Gras Day drew nearer, public support for the police waned, down from 67% in a local television poll two weeks ago to 17% last week.

Public sympathy was strained even further when Police Union Leader Vincent J. Bruno, related by marriage to New Orleans Mafioso Carlos Marcello, told reporters, "If the talks break down, we’ll wreck the city." He later apologized, but not before both local papers had run front-page editorials denouncing police conduct. Last week the police reduced their demands, but the strike went on.

With the sanitation workers refusing to pick up garbage, firemen manning the police picket lines in sympathy, and federal mediators stymied, many local citizens had had enough. Eighteen of the oldest and grandest krewes canceled their parades, the first time since the Korean War and only the ninth time in Mardi Gras’s 122-year history. "We are not going to let Mardi Gras be held hostage by the Teamsters," read a statement issued by the krewes. "It means a half million dollars and a whole year’s work down the drain, plus all the fun we miss," lamented Owen Brennan, president of the famous Brennan’s Restaurant and captain of the Bacchus Krewe.

With Mardi Gras dead in all but name, there was little celebrating in carnival town. Police huddled in small groups around headquarters and the precinct stations while national guardsmen carrying M-16 rifles patrolled public buildings. On Canal Street, New Orleans’ main boulevard, the bleachers erected for the parade stood empty, bereft of bunting. The jazz clubs and hookers on Bourbon Street were having a hard time keeping up spirits—or selling them. "It’s our first time in New Orleans and we’re heartbroken," mourned Robin Holabird, 25, who had come from Reno with her husband to celebrate. In the "city that cares forgot," even Bacchus had proved no match for Mammon.
Police End Strike in New Orleans  
‘Broke Back’ of Union, Superintendent Says

NEW ORLEANS (UPI)—Financially strapped policemen discarded, picket signs and returned to work Sunday, ending a 16-day strike that “broke the back” of their Teamster-affiliated union and disrupted Mardi Gras festivities.

“It just became too much of a financial burden,” union President Vincent Bruno said. “The men could not hold out any longer. It was a matter of strictly economics.”

The officers, who are paid every other week, had missed one paycheck.

Mayor Ernest N. Morial said the city had withdrawn its recognition of the Teamster-affiliated Police Assn. of Louisiana after the strike collapsed. However, he said improved benefits, such as more holidays and a $25-a-year increase in the clothing allowance, would be implemented despite the absence of a signed contract.

“At this point in time, we’re not recognizing anyone,” Morial said. “Moreover, we are not convinced that the Police Assn. of Louisiana or the Teamsters Union truly represent the members of the New Orleans Police Department.”

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NEW ORLEANS STRIKE

Continued from First Page

Police Supt. James Parsons predicted the city would never sign a contract with the union.

“We broke the back (of the union) because we were building strength from the day they went out,” he said. “We followed our game plan very well. I never lost confidence from day one.”

Some strikers complained the union leaders had misled them.

“We realized we got sold out,” one patrolman said. “Not by our local, but by the sanitation people and the local Teamsters.” His comments indicated that the policemen were disappointed that garbage men, who belong to another Teamsters local, remained at work for all but two days.

Dep. Chief Louis E. Turner said the police department had a full weekday complement of officers on duty even though it was Sunday.

The strike collapsed early Sunday after the union had voted 447 to 173 to reject the city’s proposed contract.

The rejection hinged on the strikers’ demand for unconditional amnesty.

The strikers wanted full forgiveness for any acts that occurred during the walkout. Although the city promised no reprisals because of participation in the strike, officials said those who had committed acts of vandalism could face departmental discipline or criminal charges.

The strike forced several dozen Mardi Gras parade groups to cancel their processions or move them to the suburbs. National Guard troops and state troopers maintained essential police services during the strike.

The economic loss during the strike amounted to millions of dollars, although no precise totals were available. Mardi Gras annually generates $250 million in business, but hotels were as much as 60% vacant this year.
Police Officers End New Orleans Strike As Money Runs Out

From The San Diego Union's News Services

NEW ORLEANS — Financially strapped police discarded picket signs and returned to work yesterday, ending a 15-day strike that "broke the back" of their Teamsters-affiliated union and forced the first peacetime cancellation of Mardi Gras festivities since Reconstruction.

"It just became too much of a financial burden," said union President Vincent Bruno, who like hundreds of other policemen called headquarters for his assignment. "The men couldn't hold out any longer. It was a matter of strictly economics."

The officers, who are paid every other week, had missed one paycheck.

Mayor Ernest Morial, with aides and other elected officials at his side, said the city withdrew its recognition of the Teamster-affiliated Police Association of New Orleans after the strike collapsed. However, he said improved benefits, such as more holidays and a $25 a year increase in the clothing allowance, would be implemented despite the absence of a signed contract.

"At this point in time, we're not recognizing anyone," Morial said. "Moreover, we are not convinced that the Police Association of Louisiana or the Teamsters Union truly represent the members of the New Orleans Police Department."

Police Superintendent James Parsons, puffing contentedly on a cigar in his office as he sat behind a desk stacked with information about strikers and strike-related vandalism, predicted the city never would sign a contract with the union.

"We broke the back (of the union) because we were building strength from the day they went out," he said. "We followed our game plan very well. I never lost confidence from day one."

Some strikers complained that union leaders misled them.

"We realized we got sold out," said one patrolman who returned. "Not by our local, but by the sanitation people and the local Teamsters." His comments indicated the police were disappointed that garbage men, who belong to another Teamster local, remained at work for all but two days.

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The strikers wanted full forgiveness for any acts that occurred during the walkout.

Morial said any policeman who had not returned to work before Saturday night's vote on the contract will be considered subject to discipline — on a case-by-case basis.

"We assured all participants in the strike that they would not be subjected to disciplinary action because of their participation in the strike," the mayor said. "We will stand by this commitment of blanket amnesty for all officers who returned to work prior to last night's rejection vote."

But he said the city will prosecute any officer found to have participated in strike-related vandalism.

(Continued on A-6, Col. 1)
National Guard Sgt. William Blair and New Orleans Patrolman Nate Kruebbe remove barriers that had surrounded the main police station since Feb. 16. The barriers were placed by the National Guard and State Police to keep unauthorized persons, particularly striking police, from entering the station.

Police End Walkout In New Orleans

(Continued from Page A-2)

which included the slashing of tires and firebombing of police cars, and will take action against those who harassed non-striking policemen.

"Amnesty does not and cannot countenance vandalism or criminal conduct," said Morial.

A major split among union leaders developed in the hours before Saturday night's vote. Mitchel Ledet, the New Orleans Teamster secretary-treasurer, urged the Police Association of New Orleans, a Teamster affiliate, to accept the city's contract proposal, but he was rebuffed.

Bruno called for Detroit Teamster organizer Joe Valenti to take Ledet's place on the PANO negotiating team. Valenti directed the bargaining efforts during most of the strike but was not in town when large numbers of strikers began defecting late last week.

The strike forced several dozen Mardi Gras parade groups to cancel their processions or move to the suburbs. Except for the two world wars and Korea, it was the first time no parades could be held in the city since 1875, when Reconstruction-era civil unrest plagued the city.

National Guard troops and state police maintained essential police services during the strike and were on duty in the French Quarter Mardi Gras day, Feb. 27, to keep order in a crowd of more than 100,000 celebrants.

The economic loss during the strike amounted to millions of dollars, although no precise totals were available. Mardi Gras annually generates $250 million in business, but hotels were as much as 60 percent vacant this year.

The loss in tourist business also affected restaurants, souvenir shops, cab companies, airlines and other companies catering to visitors. In turn, the city lost a substantial amount of tax revenue.
Medical Center has launched a program to share with physicians of its resources in pulmonary and chronic care beds will be according to a union statement. Medical Center has launched a program to share with physicians of its resources in pulmonary and chronic care beds will be according to a union statement. Medical Center has launched a program to share with physicians of its resources in pulmonary and chronic care beds will be according to a union statement. Medical Center has launched a program to share with physicians of its resources in pulmonary and chronic care beds will be according to a union statement. Medical Center has launched a program to share with physicians of its resources in pulmonary and chronic care beds will be according to a union statement. Medical Center has launched a program to share with physicians of its resources in pulmonary and chronic care beds will be according to a union statement. Medical Center has launched a program to share with physicians of its resources in pulmonary and chronic care beds will be according to a union statement. Medical Center has launched a program to share with physicians of its resources in pulmonary and chronic care beds will be according to a union statement.

ANA Strike Talks Collapse; Salary Is Key Union Issue

By DALE BRICHTA
KANSAS CITY, Mo.—The mediating strike by the American Nurses' Association Staff Union has reached an impasse, and about the only thing both sides' agree on is that the strike could be a long one.

Despite both sides' stated willingness to resolve the strike, no date has yet been set for a second negotiating session. The first session, held Sept. 26, ended when the union declared that until ANA management makes "further concessions in those areas of vital interest to the union," it would not schedule further negotiations.

These concessions, a union representative confirmed, pertain mainly to salary—the union is insisting on a minimum 5 percent annual increase above a yearly 5 percent "grid" increase—and the right to an agency shop, which management strongly opposes.

About 100 union members walked off their jobs Sept. 20 in protest over the ANA's refusal to allow supervisors to be included in the staff collective bargaining unit, according to a union statement. The union submitted a five-point list of proposals to the ANA, including a provision that it drop plans for an internal review panel. The ANA accepted that provision. But the union withdrew its entire proposal at the Sept. 26 meeting after the ANA proved "too rigid" in its demands, said union representative Rick Handly.

However, ANA spokesman Dr. William Kuehn said the ANA is willing to pursue the proper avenues for resolving the issue. "We're open," Dr. Kuehn said. "If they come to us and say 'Let's talk,' we will." The union also says it wants the issue resolved. But neither side has indicated a willingness to make the first overture.

Meantime, union strike headquarters consists of a man in a blue van parked across the street from the ANA offices. And union strikers walk the picket lines in front.

Inside the building, Dr. Kuehn says, things are running smoothly. Employees hired from a temporary agency, nonstriking union members and management personnel are picking up the slack.

"The strike really hasn't affected any of our major programs," Dr. Kuehn said. "Things can go on like this for quite a while."

U.S. Court Rules To Restore Ohio Medicaid Benefits

COLUMBUS, Ohio—A U.S. circuit court of appeals has vacated a lower court injunction that prevented the state from eliminating certain Medicaid benefits. The injunction had prevented the Ohio public welfare department from reducing Medicaid coverage for optional services such as non-prescription drugs, and dental, optometric, and physical therapy services. The department had notified welfare recipients in April 1975 that such coverage would be reduced because of insufficient state funding. A class action suit on behalf of all Ohio Medicaid recipients was subsequently filed, and a U.S. district court said the services could not be reduced because Medicaid recipients had not been given an opportunity for hearings to contest the cuts. The district court then issued an injunction against the state cuts.

But the Sixth Circuit Court of Appeals did not agree. The circuit court said hearings were not necessary because state law prevailing.
Nurses picket in dispute with Redondo hospital

Registered nurses at South Bay Hospital in Redondo Beach staged a daylong picketing Friday in their dispute with the hospital over employee representation.

Between 60 and 70 nurses participated at various times during their off-duty hours, according to Pat Hancock, employee relations specialist for the California Nurses' Association (CNA).

Hospital Administrator Jerry Greene also said the nurses participated in the demonstration during their off-duty time and there was no disruption of service.

The picketing is a result of efforts by the CNA to become the collective bargaining representative for the registered nurses.

The CNA has cards from 90 per cent of the hospital's 116 RNs authorizing the association to be the nurses' bargaining representative, Hancock said.

But, he said, the hospital administration has dragged its feet in either recognizing the CNA or in meeting with the association to determine recognition procedures.

"We're going to continue the action," Hancock said. "Until the CNA is recognized as the bargaining agent or at least until the administration of the hospital agrees to sit down with the CNA to discuss it."

Greene, however, said formal recognition could not come immediately because the hospital's board does not have formal policies adopted covering employee representation.

The hospital district's attorney, Greene said, was currently drafting a resolution covering representation, as outlined by state law.

Thomas Burke, the hospital's attorney, said Friday he was working on the resolution "as quickly as I can."

Burke also said that as he drafts the resolution, he is obligated under state law to consult with any group which says it represents hospital employees.

"I intend to take their input," he said, adding he hoped to be contacting Hancock within the next week.

Hancock said the hospital administration could meet with the CNA before the resolution is adopted and called the drafting of the guidelines "an excuse apparently for not meeting with us."

By M. Deal Hill
Staff writer  JUL 17 1973

South Bay Hospital suspends 30 nurses

Thirty nurses at South Bay Hospital have been suspended for failing to report for work as a dispute over union recognition continued today.

Those suspended include not only registered nurses who are the center of the dispute but also licensed vocational nurses (LVNs) and nurses aides.

The suspensions come on top of the termination Tuesday of three RNs who declined to submit to a doctor's examination at the hospital after they called in sick.

Picketing, meanwhile, continued outside the hospital this morning, with about a dozen persons carrying signs.

Inside the hospital, officials said patient care has not been affected by the dispute despite failure of some persons to report for work.

Hospital spokesman Liz Stevens said the hospital had a full compliment of nurses on each shift during the past 24 hours though some nurses did not come to work.

The day shift today, which began at 7 a.m., had one RN fail to report out of a shift of about 30. On the overnight shift of 22 RNs which began at 11 p.m. Wednesday, two RNs did not come to work and on the 3-11 p.m. shift Wednesday night, six RNs did not come to work out of a shift of about 30.

At issue is an effort by a number of the RNs to have the California Nurses Association (CNA) recognized as their bargaining agent.

They have been calling on the hospital to hold certification election and set a date to begin talks over a contract if the CNA wins the election.

The hospital, a publicly-supported district hospital, has maintained there can be no election until the board of directors adopts a formal resolution establishing recognition and bargaining procedures.

Jerry Greene, hospital administrator, said the hospital does not oppose employee organization of the CNA but cannot act on CNA recognition until the procedures are established.

The hospital's labor relations attorney Tom Burke told the Daily Breeze he will have a draft resolution ready for board consideration at its next meeting July 30. He said copies will be made available to interested parties several days prior to the meeting and the resolution will include procedures for representation elections.

CNA official Patrick Hancock and spokeswomen for the protesting RNs saw Burke's comments as a hopeful sign the dispute could be resolved soon.
Nurses walk out at Woodland

EAST COUNTY - Between 50 and 75 registered nurses at Woodland Park Hospital and Mental Health Center have gone on strike for greater pay and upgrading of hospital practices.

At press time the registered nurses, members of the Oregon Nurses Association were in their fifth day of the strike. They walked out on Friday, May 9.

"We will go indefinitely," said Betty Bridges, R.N., as she manned a van which has become the nurses' headquarters. "We are physically comfortable, and our morale is high. We are convinced we have a good cause."

The nurses have requested a pay increase from $816 monthly as a base salary to $920 monthly, retroactive to January, when the contract with hospital management expired. But the nurses have also expressed concern about understaffing in intensive care units and emergency rooms.

"I have been a nurse for 25 years, and in no way would I put my job on the line just for a pay increase" says Ms. Bridges. "It's not the retroactive pay that concerns me, it's adequate staffing and a voice in nursing practices."

"Too many times a nurse is assigned to care for three or four critically ill patients. Often these patients need a full time nurse. There needs to be a one-to-one situation."

Other requests made by the nurses are the right to receive shift differential as part of vacation pay; the same on-call premium pay as received by other nurses and improved medical-dental benefits.

William F. Winter, hospital administrator, said hospital patient care is being maintained at normal levels.

"Woodland Park Hospital had offered a 13.5 per cent pay increase which would have made an annual minimum increase of $1,320 for nurses," said a hospital spokesman. "Nurses with four or more years of service were offered an annual increase of $1,920."

Patty Bower, R.N., also a striking nurse, noted that the contract would run from April to December if the nurses settled without retroactivity.

"When the management says it will give a 13 per cent increase it sounds like a lot. But we have not had a raise since January, 1974," Ms. Bower noted.
Hit by a strike

Who really benefits from a strike? Who really wants a strike? Is it worth giving up home and food? Weeks come and go and I see a credit rating built over 30 years being eroded away. All our savings carefully eeked out to fulfill a dream are gone...

I am mad! For 23 years the company my husband worked for has paid for our bread and butter. But now, all of a sudden, some union representative WHOSE SALARY GOES ON tells us the company is unfair. I submit that those who sit at the negotiating table should forfeit their salary also... Men, are you sheep? Someone gets up and makes a convincing speech and you all jump through his hoop! Even if you go back to work today, you cannot regain what you have lost in a lifetime...

It is only because I am a registered nurse that we have survived this long. But I cannot pay all the bills that depend upon two incomes to meet...

I am sick to death of a society that pays the lazy and immoral for being that way.

I am sick to death of paying for all the illegitimate children that beg more of the same.

I am sick to death of a society that won't hire a 52-year-old man that has a 23-year good work record because he will return to his job when the strike ends.

Where is the point of no return? Does one give up that security, though it seems illusive right now?

I see two children that cannot have a dime for ice cream. I know we reared four children and then adopted two more. It seems we fulfill our obligation to society and I wonder what kind of society we have that denies a man the right to work.

Oh, yes, unions have done much for the working man, but the union also hurts him. Who has the right to brand a man "scab" when his child is hungry?

Are you men? If so, I propose you act like it. If you want to go back to work, join forces and do so.

My husband had absolutely nothing to do with this Sound-Off... He knows nothing about it...

Right now he is out looking for a job—any kind of job. Now isn't that stupid to hire out for $2 an hour—or anything he can get—when he has a good job with a good salary and many benefits, just because some big shot union representative tells him his company is unfair? Now who is being unfair?

Nita Bruemmer
1540 Country Colony Drive, Splendora, RN

Republican form

Sound-Off (Feb. 23, March 9) has been caught with their Constitution showing. U.S. Constitution, Article IV, Section 4: "The United States shall guarantee to every state in this Union a REPUBLICAN form of government, and shall protect each of them against Invasion..." (emphasis added).

Of course, S-O may not be wrong. The guarantee of the government may have gone the way of so many of today's guarantees.

H. E. Rorschach
7918 Chevy Chase

Sound-Off said twice March 9 that the United States is a republic. A republic is a country with a republican form of government. The United States is also a democracy. It is a country with a democratic as well as a republican form of government.—Editor.

Address your letter to Sound-Off, The Houston Post, Houston, Texas 77001. Sign it and list your home address and daytime telephone number. And please keep it short.
Hospital supply workers idled

EDISON — After striking nine weeks, about 60 members of Teamsters Local 307 employed by the American Hospital Supply Corp. in Raritan Center have found themselves out of a job. With evidently few exceptions, striking union warehousemen and truck drivers were notified by American Hospital Supply that they were laid off only days after they voted May 16 to accept the company's contract offer.

Warren Mangin, Jr., attorney for the 10,000-member Local 307 and son of its president, confirmed this week from Long Island City that the majority of workers had been laid off as soon as they returned to work.

Quirk of law

Mangin, who was reluctant to talk about any aspect of the strike, said that it is a "peculiar quirk of the law" that an employer can hire permanent strike replacements in place of striking employees.

"This is apparently the position," he added, "that the National Labor Relations Board has taken."

Strike replacements were hired by American Hospital Supply soon after the strike began March 20.

Jobs filled

By the third week of the action more than 50 of the approximately 70 jobs formerly held by strikers had been filled by new, non-union employees and returning strikers — seven of whom reportedly returned to work before the nine-week long strike was over.

Shop steward Pat Fogarty of Jackson, was one of the men laid off last week. He said he received a letter May 19 from American Hospital Supply saying that he was being laid off "until further notice."

The letter, which carried no date, was signed by Thomas Funkhauser, vice-president of American Hospital Supply, and Thomas J. Jackenber, vice president of scientific Products Division.
DOES NEC STAND BEHIND ITS MEMBERS IN A STRIKE?

Ballard Community Hospital, Seattle (Strike July-August 1976)
NEC struck Ballard Community Hospital for almost two months. The strike was ended when NEC accepted an offer than had been proposed by the hospital five months before the strike ended. 23 OUT OF THE 24 STRIKERS LOST THEIR JOBS PERMANENTLY after NEC agreed to a 4-1/2 month call-back period instead of the regular 12 month call-back period for permanently replaced strikers.

Providence Medical Center, Seattle (Strike July-August 1976)
NEC struck Providence Medical Center for almost two months. The strike ended with no contract signed between NEC and Providence. 28 OUT OF 30 STRIKERS WERE PERMANENTLY REPLACED. NEC still does not have a contract with Providence and the employees involved have petitioned the National Labor Relations Board for an election to decertify NEC as their representative.

Swedish Hospital and Medical Center, Seattle (Strike July-August 1976)
NEC struck Swedish for almost two months. The strike was over when a contract was signed. 15 OUT OF 19 STRIKERS LOST THEIR JOBS PERMANENTLY after NEC agreed to a 6 month call-back period instead of the regular 12 month call-back period for permanently replaced strikers.

As a direct result of these three strikes by NEC, 66 out of 73 NEC members were permanently replaced. Out of that 66, 38 NEC members have lost their jobs because NEC agreed that the hospitals would not have to re-employ the replaced strikers unless openings became available for them within 4-1/2 and 6 months. Those waiting periods have since run out. (Sources: Involved hospitals and Ballard Strike Settlement Agreement)

There have been no NEC strikes in Oregon yet. NEC only represents one Oregon Hospital.

Does NEC Stand Behind its members in a Strike?
Not for those 66 people.
Strike Lost Cause, Some Nurses Say

By CHARLES B. STEERS
Journal Staff Writer

The nurses' strike at Woodland Park Hospital and Mental Health Care Center is continuing, but some nurses are admitting privately that "it seems to be a lost cause."

William Winter, Woodland Park administrator, says all nursing vacancies are filled, adding, "Things are as smooth as ever, or perhaps even better."

When the strike began May 9, about 75 of the 132 nurses at the facility remained away from work, according to the Oregon Nurses Association.

Now, the ONA says, there are about 25 nurses continuing the strike.

"We've released quite a few of the striking nurses because of economic reasons," says William Lang, ONA executive director. "Some of these women just couldn't make it financially."

The strike was over several issues — pay, retroactivity of a pay raise, more say in professional staffing matters, and installation of a peer review group.

However, the issue of a pay raise ranks low in the dispute at present. Lang says one of the issues in dispute now is termination date of the contract. He says the contract offered by the hospital is a year's contract.

"If the contract terminates in April, then we'll be faced with the same situation next year — other hospitals in the area will give a pay hike at the first of the year and our people will be working at a lower wage for four months and then will be caught up in a dispute over retroactivity of the raise."

Beryl Cook, strike coordinator, says, "They are breaking our back, but we can't go back. We're professional people and we want a more effective voice in health care."

"As an indication of how we feel about our profession, just look at the nurses in the psychiatric unit. They went back to work, not because they're unsympathetic to the strike, but because they felt an obligation to the patients and wanted them to have the care these specially trained nurses can give."

Vote ends nurse walkout at Woodland Park Hospital

The six-week-old strike at Woodland Park Hospital ended Wednesday as the registered nurses' bargaining unit voted to halt their walkout despite the fact that no contract was signed.

William E. Winter, hospital administrator, said he had received a letter from the nurses informing him of the official vote. He said no further negotiations have been scheduled at this time.

He also said the hospital was fully staffed in all operating areas. The strike began May 9.

Bill Lang, executive director of the Oregon Nurses Association, said some nurses in the original 75-member bargaining unit would return to the hospital "and some will never go back."

He indicated that for all reasonable purposes, the bargaining unit is dead.

"We could sign a contract based on the hospital's last offer," he said, "but we won't because it has already been found unacceptable."

He said the reason for the vote ending the strike was to allow those nurses, who plan to sever their connection with the hospital, an opportunity to obtain unemployment benefits.

"They can't obtain such benefits while a strike is in progress," said Lang. It was not determined immediately how many of the striking nurses would return to the hospital. During the walkout, the hospital filled many of the positions with permanent personnel.

A hospital spokesman Wednesday said that "if a nurse wanted to come back, and if the position she once had was filled, she would be placed on a waiting list according to her seniority."
More than 30 striking nurses and nurses aides at South Bay Hospital have been fired.

The nurses were dismissed Thursday by hospital administrator Jerry Greene for refusing to report to work during a dispute over union recognition.

"This action is based on the premise that any employee has the option to stay away from the job for capricious reasons, but in exercising this option, he or she can expect to be replaced," Greene said.

He indicated the nurses were to be notified by a mail today.

Those fired include 24 RNs, two LVN's and four nurses aides.

They join three other nurses fired last week for failing to submit to physical examinations after claiming illness kept them away from work.

The nurses walked off their jobs to dramatize their demand to have the California Nurses Association (CNA) recognized as their bargaining unit.

Greene agreed to present the nurses' employee-employer resolution to the hospital board of directors and to sanction a secret ballot election by the nurses if the board okayed it.

The nurses kept picketing, however, when Greene refused to allow them to return to work without recriminations once the dispute is settled.
More than 100 of the 1,800 nurses who struck 15 hospitals for upwards of two months are now without jobs because of staffing changes, contends Joan Whinihan, spokeswoman for the Washington State Nurses Association. The strike against 15 of 18 members of the Seattle Area Hospital Council ended Sept. 17 after 68 days. The council said Friday it has completed a list of nurses whose jobs have eliminated or replaced since the strike began July 12. The 99 nurses on the list will be given preference in filling positions opening at hospitals during the next year, the council said. But Ms. Whinihan contended 103 nurses are without jobs, and "a large number of nurses have not been contacted (to return to work) and do not appear on the list. These nurses are still waiting to be informed of their status. "The association is now processing grievances for those nurses who have not been recalled to work as stipulated in the back-to-work agreement. In addition, WSNA is contacting the federal mediation service to review the recall procedures to assure full compliance," she added. Under the recall agreement, she said, the WSNA local unit chairperson will meet monthly with the director of nursing service to review the list of new hires because "striking nurses are to be given preference for any positions."
The registered nurse strike at N.T. Enloe Hospital in Chico is over. This was the longest nurses' strike in California. The issue at stake related to patient advocacy and nurse advocacy.

The patient advocacy issue was the establishment of a patient care committee; i.e., a committee composed of representatives from staff nurses, hospital management, and physicians. This committee would jointly examine situations that affected safe patient care and strive together to resolve them.

WHAT HAPPENED?

The hospital management and board of trustees ground the nurses down. They identified, in the media, that they did not need the 80-plus RNs on the picket line; they closed a portion of the hospital; they required supervisors and the few nurses who did not honor the majority decision for a strike, to work long hours. Management also hired newly graduated paramedics to take the place of the RNs who had just finished training them.

ITS AFTERMATH

The registered nurses demonstrated great courage as they picketed and talked to people—doctors, patients' families, community groups, members of the board of trustees, State Health Department officials... As more than one nurse commented, we learned about the politics involved in health care.

The nurses also talked to the media—when the media was available to them. This strike, an attempt by RNs to improve patient care and their own welfare, quickly became a non-issue to the people of Chico and the Sacramento Valley as the media ignored the conflict.

WHAT ARE THE NURSES DOING NOW THAT THE STRIKE IS OVER?

Many of them have left the area—a great loss of creative, caring nurses in our semi-rural area. All of the nurses who wanted to be rehired by Enloe have returned to work. Many of the nurses are hurt and angry because they feel CNA (that’s you and me) let them down. They feel that other strategies should have been developed. Many nurses identify that they, as the nurses in the bargaining unit, assumed the responsibility to make decisions and establish strategies. In retrospect, they feel there were times the data base they dealt with was incomplete; the timing was off.
Teamster members from an El Monte-based local are picketing Teamster Local 871's headquarters in Pomona to protest contracts the Pomona local has signed with three sand and gravel hauling companies paying as much as $3.17 an hour less than is stipulated in the Teamsters' master contract.

Oliver Traweek, secretary-treasurer of Local 420 in El Monte, contends the "substandard" contracts undercut other Teamster locals' contracts and are beginning to put drivers out of work.

But Phil Melody, secretary-treasurer for Local 871, said that Teamsters must begin to work for less pay or find themselves not working at all.

One point both agree on is that the lower-paying contracts will affect Teamsters negotiations next year when the master contract comes up for renewal with sand and gravel hauling firms throughout Southern California.

The master contract was negotiated by the Sand, Gravel and Redi-Mix Assn., representing about 50 companies that produce and transport sand and gravel, and representatives of Teamster locals.

"We knew we were going to take a lot of heat on this," Melody said.

Local 420 Teamsters began picketing Melody's office at 315 N. Park Ave. last Friday.

"It's the basic problem all unions are facing today," Melody said. "We're pricing ourselves out of work."

Local 871 has signed contracts providing wages as low as $7.25 an hour with three sand and gravel companies —two of them in the past two months—to do the same work performed by Local 420 in El Monte and Local 467 in San Bernardino, whose drivers earn $10.42 an hour under the master contract.

The action has prompted the El Monte, San Bernardino and four other locals to lodge a complaint with the Teamsters Joint Council in Los Angeles, charging that Local 871 has violated the union's constitution by entering into substandard agreements with firms that have already signed the Teamsters' master contract.

But 871's lower-paying contracts technically are not with firms bound by the master contract, Melody said.

The San Gabriel Valley-based Concrete速率 Co., Transit Mixer Co. and Owl Rock Products Co. have master contract agreements with Teamster locals.

But those three companies have set up independent sand and gravel hauling firms that have entered into the lower-paying contracts with Local 871, union officials said.

"Everybody knows that the principals are the same," Melody said. "But they formed separate corporations . . . (which) have stood the test of being independent companies."

Local 871's contracts are with Reliance Transportation, Inc., a subsidiary of Conrock; Atlas Materials Co., a subsidiary of Owl, and Western Ag-

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TEAMSTERS BATTLLING

Continued from 8th Page

work back from the owner-operators," Riley said.

The Joint Council received formal charges against Local 871 about a month ago, Riley said, and soon will determine whether to hold a hearing on the complaint.

Riley said he has seen no evidence yet that the lower paying contracts have cost Teamster drivers working under the master contract their jobs.

If Teamsters working under the master contract have lost jobs as a result of Local 871's actions, "the charges become more serious," Riley said.

Local 871's lower-paying contracts are "as good or better" as contracts the El Monte Local has with sand and gravel companies, which are not producers of the material they are shipping, Melody said.

The three firms under contract with 871 are not producers of sand and gravel but are transporters only, Melody said.

But Traweek's contention is that those three contracts are in effect attempts by Conrock, Owl and Transit Mixer, which are both producers and haulers, to circumvent the master contract.