CON'T FROM P.10

MARTIN LUTHER KING
many contributions Dr. King
made to the struggle of working
people and minorities during
his life. Sylvester added that
a look at King’s life should an-
swer any questions people in
the shop have about why Local 72
negotiated a day off in his honor.
He finished with one of Dr. King’s
favorite quotes, “A man who won’t
die for something has nothing to
live for.”

The program was a tremendous
success and showed what a strong
positive force Local 72 can be
in the community. It was the type
of program that all unions should
take up in these trying times.
Unity between the labor movement
and the freedom movement that King
led is vital for the years ahead.

CON’T FROM P.11

G&H STRIKE
beer hunt planned for Sat. Feb.
21st with all the proceeds going
to the strikers.

What can people do to help?
I would like to at this time
express on behalf of all the G&H
strikers a deep, heart-felt thanks
for all the donations of money,
time, prayers, etc. The support has
saved many of us from losing our
homes, heat, food, etc.

But it can’t stop now! You must
keep donations coming if we are
going to win this siege upon our
Unions...You ask what people can
do. Don’t let us lose. We need
your help; donations of food and
money. Stop out on the line,
write letters, anything. We need
you!

CALENDAR OF EVENTS

FEBRUARY 13 - Conference on Health & Safety for Women -- UW
Milwaukee -- For More Information call 643-0928 -- Sponsored
by several Milwaukee area unions, women’s groups and Wisconsin
Committee on Occupational Health & Safety (WISOHSA).
FEBRUARY 15 -- Local 72 Fishing Derby
FEBRUARY 21 -- Call Benefit Dance -- Union Club.
FEBRUARY 23 -- Taylor Chemical Awareness Day -- UW-Parkside
-- Workshops and discussion on the Rawine Chemical Dump, Agent
Orange and a special discussion on Industrial Health & Safety
Monday evening. For more information call Steve at 654-0645.
FEBRUARY 25 -- Union Busting Conference at Local 72.
FEBRUARY 28 -- Art contest entries due.
PARCH 14 -- Art exhibition at Union Hall.

FIGHTING TIMES

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CONCESSION FEVER SWEEPS UAW
LOCAL 72 HOLDS ITS OWN
WITH FEW CONTRACT CHANGES

For the past week and a half
the negotiations between Local
72 and AMC/RENAULT remained a
mystery to most people in the
shop. But what was at stake
was the future of auto produc-
tion at the Kenosha plant. In
exchange for the promise of
Renault production, the company
was demanding an unknown
number of contract concessions.
With working membership cur-
rently at 5,952, and 2,487 on
layoff the economic picture in
Kenosha is bleak.

In fact it has been the same
depressed picture in the rest
of the auto industry that has
resulted in the worst round of
concessions negotiated by the
UAW International ever. The worst
giveaways to date have occurred
at Chrysler where workers lost
an average of $5,000 each over
the 3 years of the contract.
But Chrysler is not alone--AMC
workers in South Bend Ind. will
be voting this week on a prop-
osal that would cut out 1/2 of
their future OSHA and eliminate
75% of their contract language
on manpower moves.

The latest round of negotiations
was reminiscent of the early days
of bargaining when AMC was known
as Nash. In 1951 Nash workers
were forced to accept a wage cut.
In 1953 the newly formed union
met with the President of Nash,
Charles Nash. In response to
union demands for a wage in-
crease he dangled the keys to the
plant in front of the union
committee and threatened to throw
them in Lake Michigan. In the
tradition of old man Nash, George
Maddox came to Kenosha last week
threatening to lock up the plant
if Local 72 didn’t cave in to
his concessions.

The first AMC/Renault proposal
dated December 1980 contained
such outrageous proposals as;

SEE PAGE 2
LOCAL 72 HOLDS ITS OWN... CONTINUED FROM PAGE 2

X-42's. Contrary to how it was played up in the news media as "2000 new jobs in Kenoshia" the Renault work will replace present production at Lakefront and the remaining workforce will build whatever is left of AMC cars at the Main Plant. There will be 4 cylinder engine production in motor division. But it will be limited because engines for Renault will be imported. Even with the new jobs the Local 72 membership will fall short of the 8,500 working last year. Luckily for the membership of Local 72 Ray Majerus hastily left negotiations before any real decisions were made. Fortunately Local 72 President Gene Sylvester was in charge of the talks rather than Majerus and the International. The present economic hard times and the poor track record of the International in granting concessions doesn't put auto-workers in a strong bargaining position. It is a tribute to the long standing sentiment in Local 72 against concessions that the proposed agreement, even with the modifications, remains superior to anything in the UAW.

PARKING LOT OVERCROWDING SOLVED AT LAKEFRONT

AMC ORDERS 15 ROBOTS

A recent article in the Kenosha News reported that AMC has ordered 15 industrial robots for Renault production in Kenoshia. The robots will be add to 5 already at Lakefront which have been changed over for Renault. The total of 23 robots will give AMC its most modern automated production ever and means that many jobs will be permanently lost.

Besides the robots, AMC has other new welding systems on order that will not doubt mean less jobs for Local 72 members. In a related story the Wall Street Journal reported on 12/9/81 that the prospects for robot producers is "bright" with a steady increase in sales expected. The article encouraged investors to put their money into robot producers and predicted high profits for those with the money to invest. Instead of being seen as labor saving devices that should lead to a shorter work week, the robots represent cold, hard cash to those who already have it.

It is ironic that the prospect of Renault coming together with AMC can on the one hand save the company but on the other wipe out so many jobs. What is just about a system that seems to have no rational plan for our future?

ATTENTION VIETNAM VETS

On December 23 a US District Judge ruled that Vietnam Veterans can join in a class action suit for damages suffered from exposure to the chemical defoliant Agent Orange. For information contact Vietnam Vets still Suffering: Nick & Sue Salerno, 559-2147.
ATTENDANCE TO BE COMPUTERIZED
CAN YOUR STEWARD TALK R2D2 OUT OF A FIVE-PAGER

How would you like your fate to be in the "hands" of a computer? According to rumors from reliable sources in the company, your attendance record may be judged by a computer as soon as this spring.

Rather than the unpredictable "human element" of supervisors reviewing your attendance record, an impersonal but strictly impartial relative of R2D2 will pass sentence on you. Let's hope he's not programmed to show favoritism toward his new robot relatives being installed at Lakefront.

Foreman #1 - 32676 was absent 1/2/79
Foreman #2 - 28337 was late 2/3/80
Foreman #3 - 4/12/80
WRITE THEM UP - THEIR EXCUSES ARE UNACCEPTABLE

BEWARE OF IE

In times of slow sales IE does their best work - cutting costs. Already IE is working at eliminating every extra body and adding to the number of people laid off.

If you see IE stalkling the lines remember the contract offers you some protection. Article 16 Section 4 reads...The operator and steward and or Chief Steward will be notified 24 hours in advance of any timings, or logging or observation with a stop watch or any logging or observation of an employee...

If you don't believe IE will go anywhere to save AMC a buck watch Main Medical where they are currently planning to cut one nurse.

NO O.T. DURING LAY-OFFS

DEAR LOCAL 72 MEMBERS,

Once again I am laid off by AMC. I was originally hired by AMC in 1972. I lost my seniority due to being laid off over 2 years. In 1978 I was rehired with no seniority rights. Now that I am laid off again I fear that I may lose my seniority once again.

Yet with 2,500 workers on indefinite layoff, the company continues to schedule overtime. This is keeping people on the street and could be costing me my job.

The overtime schedule for repairmen could be eliminated by adding more repairmen on the lines. Whole departments have been scheduled for overtime. This causes many families to be without a steady income. Some of us breadwinners on layoff have little or no out of work benefits. What is worth more, the few extra dollars made working overtime or your union brothers and sisters job? Laid off union brother.

DEAR LAID-OFF BROTHER

The United Worker's Caucus agrees with you 100%. At our membership meeting there was very strong sentiment among the people that overtime shouldn't be worked during layoffs. With 2,700 Local 72 members on the streets it is up to all of us still working to remember that any overtime worked may deny a laid off member a job. Likewise, it should be the responsibility of all elected union officials to be an example in not accepting overtime during these times.

By cutting off overtime some departments have forced the company to bring back additional people into the codes and onto jobs.

When the company tried to schedule production overtime for Saturday January 17, in 837 they were forced to cancel due to "lack of interest". This should be an example to everyone who thinks "I don't accept it someone else will." None of us should accept overtime.

BUILDING 40

PETITIONS FOR VOTING TRAILER

With the primaries for this years Board election just a few months away, hundreds of people in Bldg. 40 have signed a petition calling on the Election Committee to provide a voting trailer by Gate 15. This particular trailer was pulled off the gate after a large, vocal minority voted against the 1977 contract.

The petition circulated in Bldg. 40 reads:

"We, the undersigned members of Local 72 respectfully request the permanent placement of a voting trailer to be situated by Gate 15. As can be witnessed by the high turnout in the past at this particular location a permanent trailer would insure the exercise of their democratic right to vote by an increased number of Bldg. 40 employees."
RENault: PROFILE OF A MULTINATIONAL

The United Workers Caucus has been corresponding with the International Metalworkers Federation (IMF), a European autoworkers union, in France regarding Renault. Recently we received a 50-page profile of Renault which was prepared for the IMF Renault World Auto Council. This centerpiece will attempt to digest some of the more important information from that document and others. It is important that workers all over the world working for Renault understand the nature of the multinational and begin to communicate with each other. We plan on continuing our communication with them and passing on important information as we receive it.

RISE OF RENAULT

In 1945 France took over Renault because the founder, Louis Renault, was collaborating with German occupation forces.

Renault has grown from the 9th largest in 1975 to the 7th largest automaker in the world in 1979. 1980 sales were up 10% from 1979, producing more than 2 million vehicles worldwide. Renault's own strategy shows that it plans on moving up to the number 4 spot by 1985 by heavy penetration of the American market. Estimated sales by Renault for 1985 is 2.5 million units.

About 120,000 people are employed by Renault, 70% of which are employed in private car manufacture. The other 30% is divided in 37 subsidiaries ranging from tractors to coffee.

AMBITION PLANS - SWEDISH DEMANDS

Ambitious plans for all over the world can be seen by a few examples.

1. Development and production of Volvo vehicles must remain being made in Sweden - at least to the extent as before the agreement.

2. No agreement for the new company could be the same as that already in force for other Volvo workers.

3. In the U.S. Renault has bought 20% of Mack Trucks. Here at AMC they now own 40% of the stock with options to buy up to 59%. The AMC agreements are already aiding the French automaker. From Sept. 1976 to Sept. 1978 U.S. sales of Le Car rose 22%. U.S. Renault sales have doubled those of 1976.

RENault ROBOT TECHNOLOGY

Renault is said to be the most technologically advanced automaker in Europe. In 1981, for example, Renault will be the first manufacturer to introduce completely automated production of cylinder blocks. Despite a steady increase in sales, the proportion of unskilled autoworkers has gone down from 75% of the workforce in 1972 to 71.3% toward the end of 1978.

Wages at Renault accounted for 22.2% of capital turnover in 1974, and dropped to 17.3% in 1978. These figures show that productivity and profitability per worker increased substantially and indicate that increased demands for wages and benefits for Renault workers would be justified.

Renault's control of AMC will bring more that just body-welded cars to AMC. It will change the nature of the company that we fought and organized with. It is important to know all we can about the French connection, not only for the leadership of our union who will be bargaining with them, but for the workers here and worldwide who do the actual labor of building their employers machines.

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Future issues of Fighting Times will continue to examine Renault and what it means for us.

LETTER FROM PARIS

Dear United Workers Caucus,

We have received your letter of the 1st August last and we now have made arrangements for our delegates to communicate the information to your correspondents in the United States. We thank you for having been our intermediary and like you think that such exchanges are necessary and indispensable in countering the strategy of the multinational companies.

For the Federation.

Jacques Trucaro
International Metalworkers
AMC TO BUY MORE JAPANESE FORK TRUCKS?

U.S. CORPORATIONS -- SUPER PATRIOTS?

Don't let the new found "super patriotism" of the big corporations fool you. All the corporations' pipe dreams pruning of the huge American to save American jobs as phony as a $3 bill. GM, Ford and Chrysler have spent millions recently to lobby in Congress for import restrictions. Yet the entire Ford Fiesta and Dodge Colt are built overseas and marketed as "American." Ford owns 23% of Toyo Kogyo which builds Mazda, one of those Japanese imports that Ford tells its workers is responsible for them losing their jobs.

In the last issue of Fighting Times we reported that AMC had purchased 7 fork trucks fully made by Yale in Japan--#4354, #4355, & #4356. Recently informed sources revealed to us that AMC is considering replacing the 7 rental trucks in Bldg. 50 with new Japanese made Yale trucks. The multi-national corporations could care less about American workers or Japanese workers for that matter. The following quote from a Ford executive shows just how patriotic they are:

"It is our goal to be in every single country there is -- from curtain countries, Russia, China. We at Ford Motor Company look at a world map without any boundaries. We don't consider ourselves basically an American company. We are a multinational company. And when we approach a government that doesn't like the United States, we always say "Who do you like? Britain? Germany? We carry a lot of flags. We export from every country."


WHO SAYS WE'RE NOT PRODUCTIVE??

Top AMC executives were in town last week trying to bargain contract changes that would supposedly make AMC workers more productive. Many times they try to make us think that the current hard times are our fault for not working hard enough or for having too good of a contract.

Some statistics published in Ward's Automotive World paint a different picture. According to the article, AMC workers turned out the most vehicles per employee of any American auto producer in 1979. AMC workers produced 14.8 vehicles per employee while Ford workers were at 12.8 and GM at 10.5. The figures are arrived at by dividing the number of vehicles produced by the number of workers.

FIGHTING TIMES INTERVIEWS A WORKER FROM... "CHRYSLER CORPORATION"

Q. What do you think is causing the problems for Chrysler?
A. All during the 60's and 70's, Chrysler management made decisions that are backfiring on them now. They tried to expand overseas instead of putting their money into modernizing and updating US and Canadian plants. They waited too long before updating their good selling cars and kept putting money into poor sellers that were supposed to make a big profit (like the New Yorker).

Q. How long have you been off and from where?
A. I've been laid off 15 months from your Road Assembly plant. We made full-size cars there. New Yorkers, Newport, St. Regis.

Q. How did you vote on the last contract that broke the big 3 pattern?
A. I voted against it. Our caucus the United Coalition Team urged a no vote. About 1/3 of our Local voted no.

Q. Do you think Chrysler will survive?
A. Chrysler surviving and our J. b surviving are not necessarily the same thing. If Chrysler is to survive it would be with the help of another company like Peugeot. But whether or not the company survives there will be less jobs as they automate and jack up our productivity through speed up. I hate to say it, but right now there is no security for any of us autoworkers and unfortunately the UAW International is doing little to remedy the situation.

QUOTE OF THE MONTH FROM MOTOR DIVISION

After reading in the last issue of Fighting Times about how much work Superintendent Willie Winchester was doing on the floor in 824 someone commented that "IE should make up a man assignment for Winchester."
FREE THE 88 - NEGOTIATE
INTERVIEW WITH G&H STRIKER

What are the company's latest proposals?

On Tuesday, January 26, the company and the Union met. Outside of a lot of arguing, the company presented us with four new proposals to go along with the take-aways already proposed.
1) The scales hired by the company are to remain as permanent employees in the event of a settlement. The strikers would go on a preferred re-call list, with no job rights.
2) Any striker "guilty" of picket line misconduct would not have to be recalled by the company. The company would decide who was guilty and that person would have no recourse, like going to the NLRB.
3) A new union security clause creating an open shop. Employees would not be required to join the Union, creating even more havoc and disruption.
4) A new subcontracting clause, which would allow the company to subcontract much more than they used to. They would have to notify the Union of any new subcontracting, but there wouldn't be anything that we could do about it. The result of this would be losing even more jobs.

These four proposals, along with all the other take-aways, are the company's idea of good-faith bargaining to end this 7 month old raping of the strikers and the Union itself.

What does the Union have planned?

Currently we are again looking for charges against the company for not bargaining. We are also gathering affidavits against the scales' provocations. This is being done to expand our ranks on the picket line along with bad-faith bargaining charges. Examples of the provocations are: scales taping their checks to the windows of their cars when crossing the line; the attack of 4 picketers by 15 scales armed with steel pipes & tire irons; and the attempt by one scab to run down 4 picketers by driving up on the curb where fortunately no one was hit.

There was one other occasion where 3 picketers were slightly injured after being hit by a scab's car.

As far as help for the strikers the Union has written to other locals across the nation asking for donations. There's also a