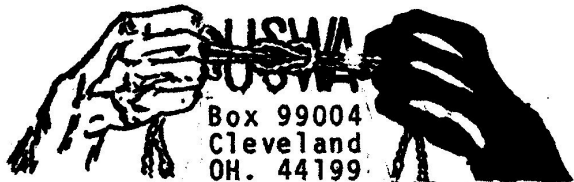


# R.A.F.T.



# REPUBLIC STEEL EDITION Rank And File Team REPORTS

July, 1976

10¢ LABOR DONATED

## LOCAL 1157 TRUSTEESHIP

### RACISM, POLITICS

### & TRUSTEESHIP,

### CAN IT STRIKE TWICE?

Believe it or not, there is another local in the same situation as 1157.

Local #2981, USWA represents about 375 members at Valley Mold Foundry on E. 91.

William Richardson, (ex-) president of Local 2981, is also a black man. His problems started when he supported Frank Valenta against Kender in the last election for District Director. When the election was over, Richardson heard that Kender was going to get him for supporting Valenta.

#### SURPRISE!

President Richardson was called to a hearing at the district last year. He was not told that there was a possibility of trusteeship. Instead he was told there would be no trouble. After the hearing was over, the local was put in trusteeship, and a list of charges was drawn up. (There was no hearing after charges were made)

The charges did not include a single instance of stealing! Two of the charges were practices that had been going on for years involving vending machine money and the method of reading lost time bills. (These had never been criticized before and could have been corrected easily enough.) A slightly more serious charge was that sometimes only one officer signed checks, which is against the rules of the Union. While this was wrong, there were no charges that any checks were written fraudulently. Again, this could have been corrected easily enough without trusteeship.

Now it is 11 months later. No officer of the union has yet been brought up on charges of misconduct!

In fact, 4 months ago, Charles Quinn, the staffer who is the administrator over Local #2981, wrote to Kender that the administratorship should be ended. But Kender is having his way. Local #2981 is still in trusteeship.

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## SOME FINANCIAL RECORDS

The following figures may shed some light on the charges against Local 1157. The figures are for 5 steel locals in the Cleveland area of roughly the same size. They are for the year 1974. The figures show total wages plus expenses paid to the local president as compared to the total dues received by the local union.

Local #	Total dues	pres. \$\$
1298 (USSteel)	\$77,200	\$15,400
188 (J & L)	76,400	10,400
2265 (Repub)	86,400	10,600
1098 "	106,100	13,900
1157 "	91,900	10,900

In other words, although Kender listed Al Forney, pres. of #1157 with having the most violations for receiving union money, the record shows that for 1974, Forney received a lower percentage of the Local's income than did the presidents of the other major local in Cleveland.

Another of Kender's main targets in Local 1157 was Chuck Kronik, chairman of the safety committee and a local officer. CHECK THIS OUT: The chairman of the safety committee in Local 1098, Wm. Wolfe, is also an officer of his local. In 1974, Kronik received \$3053 from his local, while Wolfe received \$3165. Yet Kender really wants us to believe that one of these two is stealing like crazy from the union??

Speaking of Kender, how much did the union give him in 1974 (year ending March 31, 1975)?

\$44,266.48

p. 2 **WOMEN STEELWORKERS**

**DEFEND OUR SISTERS**

Until recently, Republic Steel has always encouraged employees to help each other. This is especially true for new employees.

Now, however, the company is telling employees not to help the new women do their job. In several departments, including the coke plant, the BOF and the blast furnace, management has told union members not to help the women. In fact, some men have been threatened with discipline if they give assistance to female employees!

Why is this policy being instituted now? Why weren't male employees prohibited in the past from receiving any help?

Keep this in mind: the company thrives on the policy of divide and conquer. A lot of management personnel want us to believe that women don't belong here because they are taking jobs away from men, and they can't do the work.

Union members also need a policy: united we stand, divided we fall. Most women who work here do so for the same reason that men do -- money. Many women are sole supporters of their families, or because of today's high cost of living, have to work to provide a second income. In addition, women have provided much muscle for many hard jobs in this country, and there is no reason to think that there are not qualified women for the majority of jobs at Republic Steel. Just like there are some men who cannot do certain jobs.

It is true that the average woman is not as strong as the average man. So what. Perhaps this would be a good time to add extra workers on certain jobs to ease the burden for everyone. The company does this sometimes, why not all the time? With the technology of this day and age, there is no reason why anyone should have to go home from work dead tired.

In any case these women are or soon will be in the union. Yet because of the lengthened probationary period in the 1974 contract, management is able to let many of them go. (see accompanying article)

If fired, the only basis on which a probationary employee can file a grievance is discrimination. If there is any reason to believe that a firing was due to discrimination, the grievance man or union civil rights committee should be contacted. The employee must take the initiative because the company does not notify the union representative if a probationary employee is discharged.

**EXAMPLE OF COMPANY FAIRNESS**

One example of a woman who was fired unfairly was Laverne Smith, a probationary employee in the BOF. One Sunday night she called off sick. (only her second day missed) On Monday night when she came in, general foreman Marshall told her not to call off again on his turn or else she would be fired. If she didn't like that she could quit.

She was breaking in as conveyor operator on the bin floor on the Midnite-8:00 AM turn. At 6:00 that morning (Tues.), the operator shut down the conveyor and left the floor. Marshall told her to stay on the floor till 8:00 AM and do labor work. She thought Marshall was only going to pay her labor wages for the whole day so she went to see Ross Zucco (who was still committeeman at the time).

While she was talking to Zucco, Marshall went back up to the bin floor. When he didn't see her, he wrote her up for leaving the job early. Meanwhile, Laverne went back to the job. She didn't punch out till 8:30.

Wed morning, foreman B. Naulty saw her in her work clothes in the elevator at 7:40 AM (20 minutes before quitting time). So when Laverne came in Wed nite, she was told she was fired.

To those who are not familiar with the BOF, nobody stays up on the bin floor 8 hours. Too much lime dust and graphite. The conveyor operator was not disciplined, but Laverne was fired, how come?

*Furthermore, and this is also important, anyone having knowledge of actions that show discrimination on the part of management should contact their local union civil rights committee (or else contact RAFT). If there is solid evidence of discrimination against women, (such as telling men not to help women) --then it may not be necessary to prove discrimination in each and every case separately.*

Remember, a union is only strong when it stands up for all its members. The company may set certain policies in regard to women, and gradually extend them to the rest of us.

(For convenience, we are including the phone numbers for the civil rights committee of Local #1157, which covers the largest number of women and also because its numbers are not posted:

Andrew Toth -phone USWA office  
during business hours, 226-0800  
Al Richardson, home, 421-5233)

RIGGERS:

ANOTHER EXAMPLE OF COMPANY FAIRNESS

Blacks make up a sizable per cent of Republic Steel's work force, but the Company has long resisted giving them equal jobs. Only slowly is this policy giving way.

One example of a department that is still resisting is the steel plant rigger gang. The only black is Ace Younger. He got the job about 9 years ago, but only after he made a big stink and filed a complaint with the federal Equal Employment Opportunity Commission.

Ace has been given different treatment from the others. For example, they wanted to give him a test that none of the others had taken. But he was able to insist, in this case, that he did not have to take it.

Recently, the company put up a bid for 2 riggers. Two blacks who signed the bid were interviewed and given a test. One was told he was on the borderline; the other was failed because he did not know things like how to tie certain type of knots etc.

A complaint has been filed about this, because of a violation of the Consent Decree (p. 44) which says, "minority and female applicants shall not be required by the companies to possess qualifications which exceed the minimum criteria applied to white male applicants who . . . are successfully performing the requirements of that job as it exists in such plant."



FREE GARY TYLER



I am sure you remember the story in the last RAFT Reports of the young man who is still on death row. The Cleveland Committee to Free Gary Tyler is presenting a Benefit Party

Saturday, July 10, 8:00 PM

Location: Unitarian Society, 2728 Lancashire, Cleveland Hts. (off Coventry, south of Mayfield)

There will be live music, disco entertainment. Donation, \$3.00 in advance, \$3.50 at the door.

For information, call 321-2065 or see Hawk.

I would like to invite all steelworkers black, white, brown, green, or if you are from Mars, to come out and party with people who are concerned about Justice. I urge you' to support this young man's struggle for his life.

--Hawk

KNOW YOUR RIGHTS

Union members have the right to participate in union activities without fear of harassment from or interference by management. This includes both ordinary union activities as well as on internal union matters whether for or against the official union leadership.

And since the workplace is the one place where members of the union gather, you may exercise your right on company property (as long as you are on your own time and away from work area).

Steel companies have attempted to prevent their employees from exercising their rights in the past. But a series of decisions from the National Labor Relations Board makes it clear that a union member is perfectly within his or her rights to engage in union or union-related activities on company property.

Despite these rulings, twice the company prevented me from distributing my literature when I was running for office last April. I file a complaint with the National Labor Relations Board.

In response to my complaint, a copy of the following letter was sent to the NLRB, which passed a copy along to me. While the letter is a little bit vague, the thrust is clear. The company cannot stop you from engaging in union related activities on company property regardless of their opinion of such activity (again, as long as it is on your own time and away from production).

-- Bob Parker

Republicsteel

Cleveland  
Plant: Overlander  
Interoffice Correspondence  
Industrial Relations

June 7, 1976

T.B. Owen Jr.  
Superintendent  
Security

This will confirm our conversations regarding our position about employees passing out material on Company property.

It is our position that the Company will not prevent any employee from distributing material permissible by law in non-working areas on non-working time, to employees who are also in non-working areas on non-working time.

The above position does not mean that we must allow a litter problem to develop at our plant, and our plant keeping practices in this regard remain unchanged.

C. E. Corvuka  
Superintendent  
Industrial Relations

crc/bak

NOTICE! If you have a story, a report, or a letter, send it to RAFT Reports, Box 99004, Cleve, 44199, or contact person distributing this paper, or call 391-2286.

# 1157 TRUSTEESHIP & B.O.F. BULLSHIT

by Kevin Willingham

As you know, Local 1157 officers have been relieved of their duties because of alleged illegal spending of union funds. Every man on Al Forney's slate was put under investigation.

Now, before my ass was wiped for the first time, money had been taken from these funds. (Let me get this straight. I am not saying Al Forney and slate are stealing. Because, I don't know.) But why wait to bring this up now, right after the election?

We have real problems that must be dealt with now. We need our union.

To give you an idea of what I mean, one problem relates very much to money, the kind of money the Republic Steel is involved with. By the time steel is produced by the BOF, the company is probably turning over something on the order of \$1 million a DAY. This is the work of the members of our local (docks, coke plant, blast furnace, BOF, maintenance). With the company making this kind of money, we should have much ~~more equipment than we are using.~~

For example, Dave the motor inspector that was killed in the open hearth. I worked 3-11 on the open hearth platform the night Dave was killed. The crane man who was pouring the heat was complaining about the siren not working, and that it needed a light.

The day after Dave was killed, the open hearth was clean spick-and-span. And I know you electrical people had your share of safety meetings the week after he was killed.

And there are the nozzle setter, whose "dog house" which they use to make up the ladles are shot, and the stock truck driver, whose truck is also shot. But most of all, are the ladles, which I can speak on are in very bad shape. Not to say anything about the whole mill!

Republic Steel, you are a hazard to yourself. You make the air polluted around you. You destroy all plant life around you.

You disrespect your employees. You fill their bodies with chemicals and their minds with foolish lies.

**THE WORKERS WILL MAKE YOU RESPECT THEM.** You run them, day in and day out. But without your employees, your riches would be NONE!

To all white and black and all brothers and sisters of Local 1157, and the other locals at Republic Steel, join together as one. Those of you who might know, I mean who have 15 years or better, you have been tricked all your life. Wake up everybody! No more fooling yourself. Republic Steel is not the place it used to be. You are human. Act like it. Quit letting the Company control you.

Aug. 1, 1977. This date is when the no strike clause expires. Let's keep it out. Because the young workers today demand respect, and will not live without it.

We need the right to strike!

## REPORT ON KANGAROO COURT

On June 2, a "hearing" (KANGAROO COURT would be a better term) was held at the USWA district office. Presenting the case against Local 1157 was Detroit Joe, the District Director. Commissioners in the case were two of his employees, staffers out of the District office. (The Chairman was staffer George Banks, former pres. of Local 1157) If you were charged with some sort of crime, how would you like the judge to be an employee of the person charging you!?!

About 50-60 members of Local 1157 attended the hearing (many losing a day's pay) to show the International that they didn't like the way it was interfering in our affairs.

Al Forney requested that the reporters who had shown up be allowed to attend so that people could get the full story. But Banks refused to allow it.

During the morning, Kender presented a list of charges against various local officials, mainly for collecting lost time money from the union when they weren't supposed to. Instead of presenting each person with a xerox copy of the charges against them, Kender took up much of the valuable time of the hearing reading lists of numbers. Many of the local officers were listed with having collected several hundred or even over a thousand dollars.

(cont'd on next page)

# Report on Kangaroo Court

(cont'd from p. 4)

During the course of the morning, Kender refused to answer on who submitted the charges except to say, "I was instructed by the Secretary-Treasurer (Walter Burke) to investigate the matter, and I did." The hearing then took an 80 minute recess for lunch. (The majority of people attending did not want such a long break. How about getting US a paid 80-minute lunch hour??)

After lunch, much of the time was taken up by Al Forney giving his side. However, Kender didn't seem to care what Forney had to say, because he was absent. So were the auditors, who Kender had excused.

## DEFENSE

Most of Forney's time was not spent answering specific charges, because it was difficult on that one day to prove yourself innocent on a whole list of dates when you did not have immediate access to the records. However, a number of persons pointed out that the Company records were notoriously unreliable. Kender should have done more than to assume that Company records were accurate enough to prove that union brothers were stealing.

Also company records don't always show such things as when a person is ~~called in for an extra day~~, and has to turn it down because of union business.

A second example is that Kender used as a part of his basis for taking over the local, the \$1 an hour that people have been paid on their off day when they have union business. This has been a practice in the local for over 20 years, but only now is it brought up for question.

Forney defended the practice of union members occasionally collecting their full wages on their day off when doing union business, on the grounds that the by-laws allows wages be paid for all "lost time", not merely "lost scheduled time". We could argue whether this is the proper thing to do. But since we are dealing in legalities, Forney is correct. And it should also be pointed out that this practice is not overly abused because many of these same members have also lost days of work for union business that they have not been paid for (This is primarily because Local 1157 by-laws do not allow lost time payments for grievance meetings

other than at the level of arbitration). In any case, this practice would not be a reason for Kender taking over the local with no prior notice.

In point of fact, most of Forney's defense consisted of showing that the local officers were able to take care of the local. Despite all this alleged stealing, the local treasury has been growing. Also, he was able to point to a number of accomplishments, such as a good arbitration record, winning of unemployment benefits in the coal strike, etc.

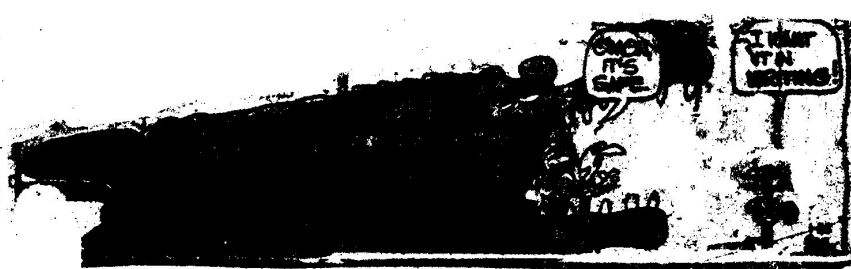
Forney also stated that the local had received very little co-operation from the International. Some of the hostile letters from Kender were read at the hearing. When Forney had written directly to Abel, he never received an answer. As another example, Forney explained how Kender would not allow the local union to get a union hall.

## JOHNNY - COME - LATELY

An important part of the hearing was that so many local 1157 members who attended spoke up throughout the meeting, and asked a lot of specific questions that the International Reps could not satisfactorily handle.

The attitude of the commissioners toward the membership of Local 1157 was expressed in the following incident. Kim Yonkers started to ask a question by stating that he had worked at Republic for about 3 years. George Banks interrupted him to say, "As far as I'm concerned, you're just a Johnny-come-lately." (He's not a Johnny-come-lately when it comes to accepting his union dues, though)

A detailed report of the hearing could go on and on, but the essential point was clear: The alleged irregularities could have been brought to the attention of the local union to allow them to find any guilty individuals (In fact, this procedure is happening at the Lordstown local of the UAW). Instead, there is a lot of political maneuvering going on behind the scenes that has not yet been brought out into the open. It was clear at the Kangaroo Court hearing that the International was not interested in dealing in the facts.



## THE LAW ?

Al Forney has responded by filing a complaint with the Labor Dep't. He claims that the International acted illegally in putting Local 1157 under administratorship because they did not follow procedure. The procedure calls for notifying the Labor Dep't within 30 days of the reasons for the trusteeship. The International has not yet done this.

## INVESTIGATIONS, INVESTIGATIONS

Since District Director Joe Kender seems to have so much time to investigate scandals, we could ask him what he, as a member of the International Executive Board of the Union, did to investigate the following scandal.

In the Western edition of the October, 1974 issue of *Steel Labor* was a picture of Kathy Hosa, confidential secretary to District 38 (Los Angeles) Director Frank McKee. She obtained a credential as a delegate from tiny Local 8133 in Lebanon, Oregon to the 1974 USWA Convention.

According to a letter sent to all members of the International Executive Board by George Edwards and others of the National Steelworkers Rank and File Committee, "As a confidential secretary, Hosa could not belong to a USWA local. No local union has ever been given jurisdiction over confidential secretaries. The contract with Local Union 3657 USWA excludes confidential secretaries."

Furthermore, the 1000 miles between Los Angeles, where Hosa works, and the Oregon local she supposedly represented violates a provision of the International Constitution (Article VI, Sec. 4) where small locals "within a reasonable radius of one another" may combine to elect delegates.

If a non-member of the USWA illegally represented a local union 1000 miles from her, and received travel, hotel, and meal expenses from our dues, then this is a fraud that ought to be investigated!

Instead, the only real answer that Edwards ever received was that this should have been brought up right at the convention. Afterwards it was too late. (Why don't they apply this same logic to the investigation of local 1157?)

Can anyone explain why Joe Kender is more interested in investigating Local 1157 on the basis of an anonymous letter, than he is in investigating a fellow member of the International Executive Board where a signed letter had specified charges?

## Did You Miss This?

In case you missed it, the *Cleveland Press* (June 22) ran an article on political favoritism and the hiring of relatives for summer jobs in the Cleveland Metroparks System. None other than Joe Kender's name appeared along with a mayor, some judges and other political figures.

Now, don't get it wrong, we didn't mean to imply guilt. Like the officers of Local #1157, he has not yet been found guilty of anything.

### SIGN THE PETITION

There is a petition circulating in the plant which reads, "We the undersigned, members of the Steelworkers Union, insist that the International hand Local Union #1157 back to the members and end the trusteeship immediately." We urge everyone to sign. While it primarily affects Local 1157, members of all locals are welcome to sign -- because what hurts one local can hurt us all.

If you haven't seen the petition, ask the person distributing this paper or contact RAFT.

### LOCAL 1157 TRUSTEESHIP:

#### SOME THINGS TO THINK ABOUT

The commissioners have yet to make their recommendation. But there is no reason to believe that the administratorship will be lifted. Kender has thrown a cloud over Local 1157 (and Local 2981) which he cannot afford to lift before next February when his re-election comes up. Kender is smart enough to realize that a lot of steelworkers will automatically assume that there must be something to the charges, and therefore cast a suspicion of doubt on Al Forney and on the whole local.

Kender's charges are like the clothes of the emperor in the old fairy tale. Everyone thought they were beautiful until people realized it was the emperor who stood exposed. For this reason, Kender has staked a lot on this trusteeship, and has nothing to gain by turning the local back to the membership, which would expose the truth about his charges -- there is almost nothing to them!

In fact the "charges" are not official charges yet. As George Banks stated at the hearing, nobody was being charged with anything there. And there has been no official listing of the charges. This makes it all the more

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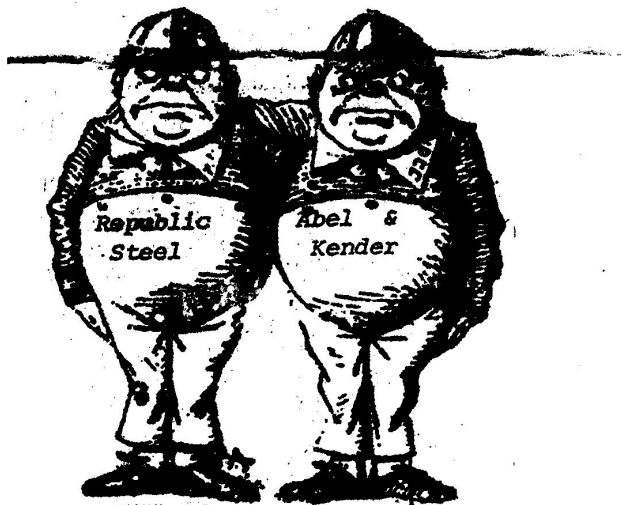
## THINGS TO THINK ABOUT

(cont'd from p. 6)

Don't defend yourself, when you don't even know what to prove yourself innocent of.

Right now, Kender seems to be playing a waiting game. A decision of the commissioners can be appealed first to the International Executive Board, and then to the USWA Convention. However, Kender is delaying everything (statement of charges, decision of commissioners, etc) to avoid even the possibility that the trusteeship might be overturned at the Convention. The longer nothing happens, the more things play entirely into Kender's hands.

In the meantime, the company has been taking advantage of the union situation. Harassment has been increasing. In the BOF, for an example, management meetings that had been "safety and health" meetings, are now "quality and production" meetings. A suspended union officer, Chuck Kronik, was given a 3-day suspension for lateness by the company the day after he met with federal OSHA (Occupational Safety and Health) investigators. Kronik had told OSHA in no uncertain terms that the company was fully responsible for the death of motor inspector Dave McCrosky.



Finally, we must repeat what we said in the last issue: that Kender is using racism to try to divide the union members, and this is hurting all of us. Kender does not appreciate anyone who is against him, but as shown by locals 2981 and 1157, he seems to have special problems when blacks stand up to him.

Long ago it was learned that a union could never get anywhere as long as black and white were divided, and this old story is still very, very true.

### anonymous letter

Dear RAFT,

Your readers might be interested to know that there are certain benefits to being an employee of the International. For example, in 1973

it was on the record that Joe Kender was paying back \$40 a month on an interest-FREE loan of \$800 from them.

Here's another thing. The USWA District 28 people are still checking at Republic to make their case against Local 1157. So far the audit and the investigation of 1157 has already cost the International over \$60,000.

A Brother

Dear RAFT,

Scheduling is a big thing in the 84 inch Cold Mill (Strip Mill). Specifically on the slitter and for crane-men, it all depends on how schedule clerk Dan Thiery feels. Or, shall I say, if he likes the crew, he'll give them preference on days off. Those that he hates do not get weekends off.

Finally they got word to Industrial Relations about Mr. Thiery and the way he plays games with the schedules. He has no pattern from week to week. The schedule is always different.

Member, Local 2265

## EVER HAPPEN TO YOU?

Recently, R. Frye, a motor inspector in the BOF was shorted 12 hours on his paycheck. This was no fault of his own, but due solely to company error.

Frye checked with BOF Elec. Schedule clerk Nelson. Nelson checked with Mayland who agreed: Frye was owed the 12 hours. But there was NO WAY he could get his money before the next pay.

Frye then checked with several electrical dep't supervisors, including Naugle, Pisach, Ass't Sup. Zamborski, and Fink. But they all agreed: there was NO WAY he could get it before the next paycheck.

The only thing he could do would be to fill out a special request for an advance. In other words, maybe the company would do him the favor of "advancing" him what he had already earned.

"It was their fault, but they didn't even apologize," Frye said. "I just don't like their whole attitude. If you make a mistake, you get written up, time off, or hurt. If the company makes a mistake, it's tough!"

### 98" MILL -- SHORTS

\*\*The foundation under the furnace of the Coil Anneal is breaking apart, causing an unsafe condition for workers in the basement. This was reported to the president of Local #2265 over 2 years ago. Yet nothing has been done.

\*\*N-building, where they oil the coils, presents quite a walking hazard inasmuch as the tractor which carries the coils away leaves quite a mess. This "sliding board" condition must be remedied. (The company does want to work safe, or do they?)

# ANNOUNCING CANDIDATES FOR DELEGATE TO USWA CONVENTION

The Steelworkers Union is holding its International Convention in Las Vegas the last week of August. Each local union elects delegates to the convention which makes policy for the union.

While in theory, it is supposed to be democratic, in practice the convention doesn't work out that way. Abel, Kender, and the other International officers can usually count on the 800 staffman to be the basis of their machine at the convention. (The staffmen can usually pick up delegate credentials of small locals who cannot afford to pay for their own delegates by "volunteering" to "represent" them.)



In addition, the officers can control the agenda, call speakers out of order, close debate, etc. Moreover, the chairman of the session determines if a vote passes or fails (the only exception would be a roll call vote. But this has never happened because the officers have never made provision to hold a roll call efficiently, and thus can warn delegates that it will take hours.)

Another point to consider is that for the past few years the USWA conventions have been held in resort cities of Las Vegas or Atlantic City. These are far from steel centers. The conventions are often seen as "vacations" or rewards for loyal service.

Two members of Local 1157—Robert Greene (Blast Furnace) and Bob Parker (B.O.F.) are running for delegate on an entirely different basis. They want to raise the issues that will make the steelworkers a fighting, democratic union.



The two main issues they will concentrate on are:

- 1) RIGHT TO RATIFY—allowing members to vote on their own contracts.
- 2) RIGHT TO STRIKE—no extension for E.N.A. (Experimental Negotiating Agreement).

They plan to raise other issues like: shortening of probationary period; no forced overtime; and no lame-duck negotiation of next contract. (If a new president of USWA is elected next Feb., we don't want Abel still negotiating the 1977 contract in the spring.) Greene and Parker feel they must concentrate on just a couple of issues—RIGHT TO RATIFY and the RIGHT TO STRIKE—because of the difficulty of getting motions on the floor of the convention.

Greene and Parker feel it is not enough just to go to the convention and cast votes. If anything is to be accomplished, it will involve meeting with other rank and file delegates to plan strategy. This is the only way to beat the Abel machine.

At this year's convention, there will be many locals besides #1157 who are sending delegates who will fight for the rank and file. Greene and Parker are asking for your support to be able to join them.



Members of Local 1157:  
vote for  
**ROBERT GREENE &  
BOB PARKER**  
for delegate at Local #1157  
meeting, Tuesday July 13,  
7:30 PM  
(VFW Hall, 42nd & Harvard)

## RAFT

RANK AND FILE TEAM  
Box 99004, Cleve  
phone, 391-2286

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