

An Anarcho-Syndicalist Paper
P.O. Box 214 Broadway 2007.

_____ AN INJURY TO ONE
_____ IS AN INJURY TO ALL



UNITY

VOICE OF CONCERNED POSTAL WORKERS

Special Edition

EDITORIAL

Welcome to the latest edition of UNITY. We want to start the year with an invitation to all readers to send in ideas for the sort of union and the sort of industry that you would like to work in.

From issues like smoking/non-smoking; child care facilities and improved amenities, to issues such as workers control of the industry, membership control of the union and industrial unionism. If we get enough ideas we could even make them the basis for another readers meeting later in the year.

To kick it off, in this issue you will find a supplement exploring ideas of self-management of workers as it actually happened

in France in May-June 1968. The May-June Paris insurrection of students and workers may be a more fitting event to commemorate than the white invasion of this continent by the British.

Certainly workers' attempts to institute a self-management system is a vastly healthier model than the genocide of British imperialism as practiced on the aboriginal peoples who first inhabited this land.

We spend at least a third of our lives at work, let's try and construct some alternative ideas about what we want. Space will be kept for these topics over the next few issues of UNITY.



OVERVIEW OF THE YEAR 1987

This year has seen a series of major setbacks for the union movement. The institution of the two-tier wage system has proved to be exactly what UNITY (among others) said it would be - a big con. The system was developed as part of the ALP strategy to reallocate wealth from the workers to the bosses. No wonder that the bosses' magazines (Business Week, Rydges, etc...) now boast of the new class of billionaire in Australia.

It's also no wonder how these guys get to stuff their pockets with ever increasing wads of dollars. The ALP is reducing the amount of money going to workers as wages and the community in general as pensions, benefits and other aspects of the "social wage". At the same time with the deregulation of the money markets, financial institutions and overseas

investments, the Alan Bonds, Holmes A'Courts etc, are making it hand over fist.

In our industry, the year has seen the 4% wage deal, where we get a 4% wage rise and AP gets about a 20% productivity increase and savings in monetary benefits (over the next few years). The average Sydney mail centre has increased its productivity, already, by about 10%. Yet we see lots of conditions being sold out for just another couple of dollars.

That useless Federal Executive could not even (via the ACTU) get the full 3% Superannuation claim in. We only get 1.5% as of 1/1/88 and another 1.5% sometime in the future - if ever!!! This is the 3% that was discounted off a wage rise in 1986!!

The Labor Party is a con - nothing more.

Our Great Mates, Bob, Alan, Rupert & Kerry

It is good to see that our Prime Minister is so Friendly with the leaders of the business world that he refers to them by their first names. When he was President of the ACTU he was just as friendly with working people's representatives, but now that he has assumed the status of a statesman associating with international leaders, the people who put him on the road to fame and fortune don't apparently cause him much concern now. He is now more interested in his new pals, Alan, Robert, Rupert, Kerry and company



see page 4

OUR GREAT MATES, BOB, ALAN,
RUPERT AND KERRY

cont. from page 3

and promoting their interests.

One recalls that a few years ago when he was President of the ACTU, a very well known American entertainer arrived in Sydney and made an unwarranted and insulting reference to female journalists as being cheap prostitutes and Mr Hawke was asked to extract an apology from him. He was granted an audience with him at Sydney's Boulevard Hotel, but was rebuked by the singer's staff when he addressed him as Frank. He was told that his name

was MISTER Sinatra. He failed to obtain the apology.

It is conceivable that when the Next Federal elections are due that the puppeteers who tell politicians what to do and control public opinion, will decide that they cannot get any more favours from the present Government and that we need a change. It will be interesting to see if Mr. Hawke still regards Rupert, Robert, Alan and Kerry as being his pals.

By L.Waff

POSTAL LEVELS STRUCTURE

The P.L.S. is now being imposed on us. What say did we have in it - none! The Federal Executive is saying that its the greatest thing in the industry since the thirty six and three quarter hour week.

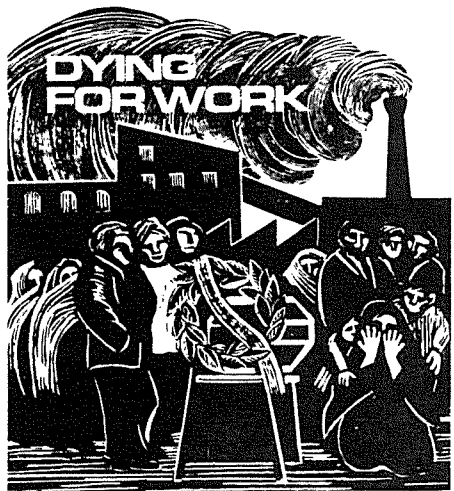
Of course, that's just F.E. propaganda trying to cover up another sellout. All the razzamataz from both AP and the FE say that, now, even the most humble, most lowly paid worker in the AP hierarchy will have the chance to become a manager - who knows, maybe State Manager! What a lot of bullshit!

The P.L.S. is designed to do two things:

Firstly for AP, its designed to save money and secondly, for the union executive its designed to give the appearance of gains. For the bulk of the postal membership its just not good enough, although some gains (in terms

of \$'s) have been made for some Post Office staff.

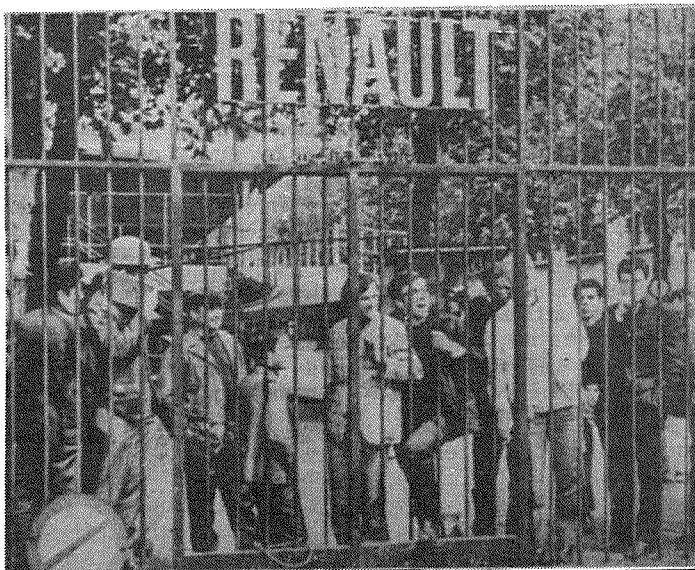
The story is that our career structure has been improved and that there have been more bosses jobs created for, eg, mail officers



SPECIAL
SUPPLEMENT

UNITY

France May 1968



Many lessons can be learned from history, because it is our ancestors' - or our own - actual real experiences. Real people made our history, people like you and me. The May-June events of France in 1968 are like that.

What ended up as a massive insurrectionary general strike of millions of workers began when a few hundred students began demonstrating in Paris. One thing led to another and many people's lives were forever changed.

The movement was defeated, in essence because they didn't have an ongoing organisation to

maintain their gains over time and to expand and extend on these gains. The State and business unions moved in and picked off the centres of unrest one by one until general defeat was inevitable.

Still, the lessons are there for us. Day after day and night after night the barricades went up all over Paris. New networks developed among the people - among uni students, communities, factory workers, high school students.

The following comes from a book called: Obsolete Communism: The Left Wing Alternative by D. and G. Cohen-Bendit.

The students were deeply disappointed when, on the morning after the "night of the barricades", the workers did not take to the streets, but limited their sympathy to going on a twenty-four-hour general strike, which had been called by the trade unions and was political only in its choice of date: 13 May - the day on which de Gaulle had assumed power in 1958. Then, on Tuesday, 14th, late in the evening, the students holding the Sorbonne learned that some workers had gone much further than their trade union bosses intended: they occupied the Sud-Aviation works in Nantes. This movement spread rapidly and spontaneously - from 14 to 17 May, a host of other factories fell to the workers.

In this wave of strikes, which were illegal because no advance notice was given, it was the young workers, most of whom were not members of the trade unions, who proved the most militant and tenacious. These strikes, unlike the official ones, were not for any precise wage claims, but simply, as several strikers put it, because "we've had a bellyful". A bellyful of low wages, true, but beyond that, a bellyful of futility and the boredom of the daily round, of a life that stamped them, like everyone else, a hollow replica of their fathers and grandfathers, perhaps more comfortable, but no less vacuous. What they felt was something they had not learned from any books, something so primitive and deep that it did not give way before the power of the state or the threats of the bosses, or even before the cajoling of the unions.

THE CASE OF THE AGF

The AGF (Assurance Generale de France) is the second largest French insurance company, a nationalized industry and one which in four years has twice been amalgamated, first with six other companies into a new combine, and then with three more. This "take-over" went hand in hand with the introduction of a high degree of automation and centralisation. The trade unions never even raised the question of workers' participation in this "great" State enterprise, and confined themselves to denouncing the arbitrary way in which the management (whom they accused of being a Gaullist clique) ignored the unions.

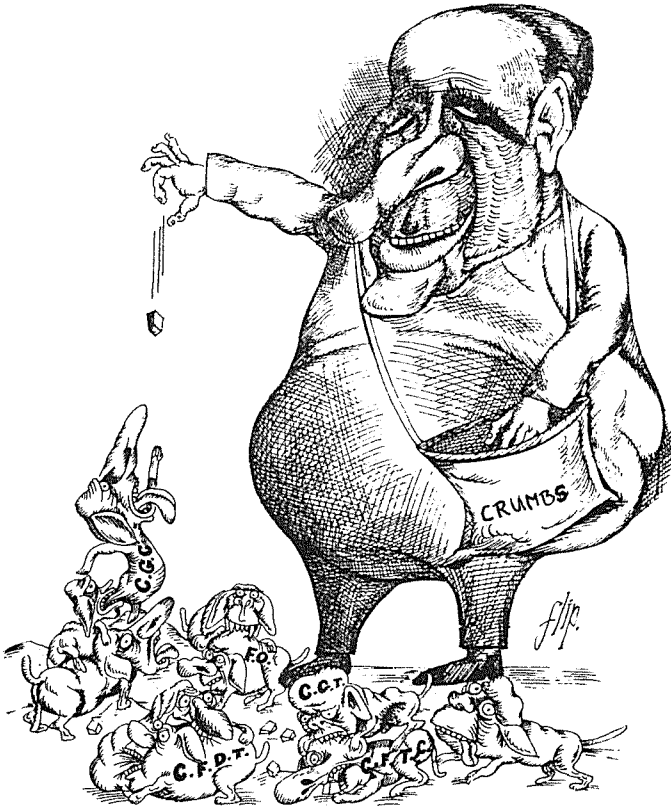
On Friday, 17 May, a small group of employees raised the question of management, bluntly and clearly, in a pamphlet by students of the 22 March Movement:

"Following the example of the students, we herewith submit a number of proposals to be debated in the general staff assembly of the AGF.

'(1) The AGF should be run by all those working in it.

'(2) The present management should be relieved of their posts. Every branch should appoint a delegate, chosen solely for his personal qualities and merits.

'(3) Those responsible for a particular branch will have a double function - to co-ordinate the running of the branch under the control of the employees, and to organise, with the delegates from other branches, a council which, again under the control of the employees, will run the enterprise as a whole.



'(4) Those responsible for their branch will at all times be accountable for their actions to the entire staff and can be dismissed at any moment by those who have appointed them.

'(5) The internal hierarchy is to be abolished. Every employee, no matter what his job, will receive the same pay, based provisionally on the mean wage bill for May (ie the sum of all wages divided by the number of workers).

'(6) The personal files of employees will be returned to them so that they can remove any item that is not of purely administrative interest.

'(7) All property and stock of the AGF will become the property of all, managed by all, and safeguarded by all at all times.

'(8) In the case of any outside threat, a voluntary guard under the control of the council will provide protection for the enterprise day and night.'

On Monday, 20 May, a new pamphlet was distributed making the following points:

'As the fruits of social progress are in danger of being snatched back, we must:

- Beware of false friends and have confidence only in ourselves.
- Elect strike committees.

- Take over control on the lines of the earlier pamphlet.

'The strike has been won. Now we must start things up again by ourselves and for ourselves, without any authority other than the council we have elected. Who will then be the forces of disorder? Only those who seek to defend private property, their privilege and jobs as managers, and who stand for oppression, violence, misery and war...Where you work is where the action is. There, with all the workers, you can choose to rebuild a new world, a world that will belong to all'.

At the beginning, only a relatively small proportion of the employees (500 out of 3,000) participated in the occupation of the AGT Head Office, mainly because of the transport strike. The stay-in was started by a number of young workers, many of whom were not trade union members. Later, the trade unions took over, or rather tried to slow things down. The staff, however, was fully determined not to lose what had already been won. The list of original demands was impressive, and included four conditions, chief among them full strike pay, the right of the strike committee to introduce structural reforms, and worker participation in the decision making machinery. When the administrative staff joined the strike on 22 May (130 voting in favour, 120 against, with 250 absent) the nature of the strike changed radically. The young technocrats and administrators and



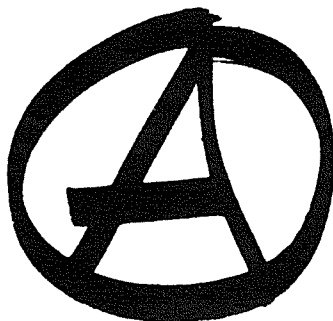
the trade union leaders were now in a dominant position on the strike committee. This "take-over" did not pass unchallenged: among other incidents there was a violent row over the function of trade union officials, which led to the break-up of the so-called structural commission, charged with handling the question of workers' management. Some of the young technocrats on this commission, mostly members of the CGC (Confederation of Administrative Staff) had tried to use their vote to force their own conception of management on the workers, to wit the modernization, and not the destruction, of the existing hierarchical structure. Other members of the commission, by contrast, put forward the principle of workers' direct participation in management, on Yugoslav lines.



The interest of these proposals is that they forced the workers to take a very hard look at the possible forms of direct participation in industry. Quite a few of them realised that the so-called co-management proposal of the technocrats was merely a blind that allowed them to strengthen their grip over the rest. In particular, by retaining the system of "points" and promotion, confidential information, and by making profitability the chief criterion, "co-management" must rapidly degenerate into the old system. By contrast, real workers' participation at the decision-making level, is bound to weaken the power of the trade union bureaucrats and technical experts. No wonder then, that the trade unions were do hostile to the following proposals submitted by the more radical members of the structural commission:

(1) Every decision, without exception, must be taken jointly by a rank and file committee consisting of twelve workers and the departmental chief.

(2) If they agree, the decision will be put into force immediately. If there is disagreement, the matter is brought before a works council, on which workers and management have equal representation. The workers' representatives are not permanent, but are appointed for a particular council meeting, and can be recalled at any time. The works council has no power to make decisions, its job is to re-examine the problem, suggest



solutions, and refer them back for decision to the particular rank and file committee in which the conflict originated.

(3) If the conflict continues, the whole matter will be brought before a standing committee dealing with departmental affairs in general. This committee too has equal worker-management representation and is elected for a maximum of one year, while subject to immediate dismissal. It decides the issue by a majority, with the head of the department having the casting vote. The decision is then enforced without right of appeal.

Two things are clear: that the experts are reduced to a technical rather than managerial function and that the trade union delegates have no say in departmental affairs. This explains the position of the management and trade



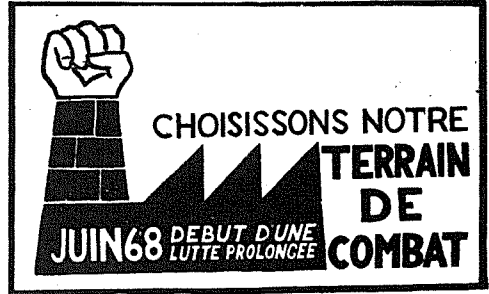
unions quoted in Le Monde on 2/3 June, 1968: "We must know exactly what, in practical terms, this involves for us. We are not yet ready for action, but are keeping an open mind."

In fact, the trade unions and technical staff made no attempt at all to apply these principles, but simply promised to enter into negotiation with the management once the strike was over. The habit of leaving decisions to the management dies hard! The principle of co-management was not even mentioned directly, only the creation of a commission to inquire into new methods of organisation. It is evident that, at best there would have emerged a consultative body, an unholy alliance between the trade unions, administrators, and bosses, who would share out the jobs between them, and agree to preserve the status quo.

This whole situation utterly disgusted the young workers who had thought all along that the strike was for greater things than that. They now had to listen to interminable discussions, to flatulent and hackneyed phrases instead of concrete proposals. And so the strike degenerated and the strike committee, whose 150 members had planned to work without a permanent secretariat, and to allocate their different tasks to a number of autonomous sub-committees, was suborned by the bureaucrats. The lesson is clear: once the workers stop fighting their own battles, they have lost the war.

THE TSF WORKS AT BREST

Another attempt to achieve workers' control was made during



the general strike at the TSF (Wireless Telegraphy) works in Brest (Brittany).

Some years ago, the TSF opened a factory there as part of the State plan to develop the depressed areas. Technical and administrative experts were brought in from Paris and eleven hundred workers were recruited on the spot, mostly unskilled. The central board, no doubt in order to receive further State subsidies for the Brest factory, only gave it the most unprofitable contracts. As a result, they were able to oppose all wage claims on the grounds that the factory was running at a loss. This caused a great deal of anxiety, particularly among the technical staff who were afraid that the factory might close down and that they would be thrown out of work.

On 20 May, groups representing various branches of the factory (workshops, offices, laboratories) elected a strike committee and then set up "workers' tribunals" which concluded that the administrative staff was incompetent, and insolent in its dealings with subordinates.

A report to that effect was sent out to the management board, and a pamphlet calling for the democratisation of the factory was printed and widely distributed.

It called for workers' control over training courses, a guaranteed promotions scheme, definition of jobs and responsibilities, and control over the finances of the factory.

On 18 June, after six days of fruitless discussion on various topics, including the setting up of worker-management councils, the workers decided to down tools by 607 to 357 against. The management continued in its refusal to admit workers' delegates to the board, and even the official CFTC representatives were unable to make them change their minds.

Work was restarted on Friday, 21 June (551 for and 152 against), after discussions between local trade union representatives and the Paris Board had led to the creation of a "works council" consisting of five members appointed by the staff. This was charged with studying "changes in structure" and improvement of working conditions. The works council had no more than an advisory capacity and was expected to submit its suggestions toward the end of the year.

This progressive nibbling away of the claims was very significant! At the beginning, the call was for direct workers' participation in management, then it was worker' councils and finally these became a mere study commission. Once again a real attempt to achieve a workers' democracy had been smartly outwitted.

THE ATOMIC ENERGY CENTRE AT SACLAY

Let us now look at what happened at CEA (Atomic Energy Centre).

Of the 6 to 7,000 employees

at the CEA (Saclay), some 4,500 including 25 percent of the engineering staff, were covered by collective agreements. The rest were not members of the industry proper; they included charwomen, secretaries, draughtsmen, technicians and maintenance men brought in from outside. There were also a number of French and foreign students studying at the CEA.

During the strike, the CEA works were occupied: 83 percent of the staff stayed in during the entire strike - and even over the Ascension and Whitsun weekends at least 500 people remained in the Centre. During this time, long discussions were held on the subject of works reorganisation and allied topics. The strike itself had been started by a small nucleus of research workers (practical and theoretical physicists) most of whom were extremely well paid. Not directly concerned with production, young, and in touch with the universities, these men acted in disregard, and often against the wishes, of the trade unions.



The strike lasted no more than fifteen days, and stopped when the administration promised to introduce a number of structural reforms and to make good all wages and salaries lost during the strike.

As a result of these reforms, a veritable pyramid of works councils was set up, with a consultative council, presided over by a chairman, right on top. In the constitution of the works councils, the trade union machinery was completely by-passed, groups of the workers electing one delegate each. All the delegates were subject to immediate dismissal and, at first, there was a demand that the chairman himself should be answerable to the whole staff. Needless to say, this demand was never met.

It is therefore true to say that, as far as giving the workers a say in management, the famous "pyramid of committees" was completely irrelevant; its only usefulness was to keep the staff informed of what was happening at the top, but even here its work was severely restricted. The old strike committee, which had been formed spontaneously, was re-elected almost to a man, but it was now reduced to a kind of inferior intelligence service; and, moreover, was impeded at every point by the various committee chairmen.

THE RHONE-POULENC WORKS

It might also be interesting to examine the case of the Workers' Committees in the Rhone-Poulenc works in Vitry.

For years before the strike, the workers here had taken little interest in politics or in trade



union activities. But once the student movement started, the young workers in particular suddenly turned militant, so much so that some of them even helped to man the barricades.

The big twenty-four hour strike of 13 May, with its "parliamentary" aims, was joined by about 50 per cent of the workers. The staff grades did not take part and the foremen did so reluctantly. From 13 to 20 May, the factory kept running, but there was a growing sense of unrest among the workers.

On Friday, 17 May, the management decided to stop all assembly lines, probably with the intention of staging a lock-out. On that evening, the trade union liaison committee called a general meeting (from 50 to 60 per cent attended). The majority of those present (60 per cent) voted for an immediate stay-in, but since the trade unions insisted on a clear two-thirds majority, the factory was not occupied that week-end.

On Saturday, the 18th, the trade union liaison committee decided to stage a stay-in strike on Monday, 20th. The CGT (Communist Party controlled union) then proposed the formation of Shop Floor Committees, and this was accepted for various by the CFDT and the

FO (rival reformist union confederations).

This extraordinary proposal was probably a manoeuvre by the CGT to outwit the other two trade unions.

The stay-in strike began and, from the start, about 2,000 workers occupied the factory. At the end of the week, some fifteen staff-grades also decided to join the strike, after many votes and despite the opposition of their own trade union (the CTC).

THE SHOP FLOOR COMMITTEES

The Shop Floor Committees, as we saw, were formed at the suggestion of the trade unions, but were quickly swamped by non-union members.

There were thirty-nine Shop Floor Committees in all. They elected four delegates each to a central committee whose 156 members were subject to immediate recall. Meetings of the central committee were public and could be reported. Shop Floor Committees were organised in each building, so that while some combined various categories of workers - from unskilled to staff grades, others, for instance in the research buildings, were made up entirely of technicians.

On Sunday, 19 May, the CGT proposed the creation of an executive committee at a general meeting of all trade unionists, in which it held a majority. No member of this executive committee was allowed to serve on the central committee:

There were two ostensible reasons for forming a separate executive committee:

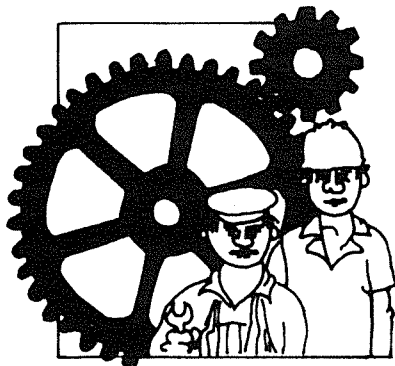
(1) The management was only

prepared to discuss matters with trade union members;

(2) Trade union members were the only ones who were legally entitled to go on strike.

After a week of argument, the Shop Floor Committees finally succeeded in getting a non-trade union member into the executive committee.

During the fortnight preceding the Whitsun week-end, the Shop Floor Committees reached the highest peak of their activities. At the time, the workers all thought this was the obvious way to organise: all propositions were listened to and discussed while the better ones were put to the vote, for instance the entry of non-trade union members into the executive committee. During the entire period, the trade union members collaborated with the Shop Floor Committees without any trouble - all of them were simply comrades on strike. The executive limited itself to carrying out the decisions of the central committee.





The subject uppermost in all these discussions was direct control of the factory. At the same time, smaller committees of a dozen or so workers discussed such political subjects as the present strategy of the Communist Party, workers' rights, and the role of the trade unions.

By the beginning of the month, all the subjects had been talked out and a certain lassitude set in, although de Gaulle's speech on 30th gave the discussions a shot in the arm. Even so, on 1 June, there was a noisy meeting of the central committee devoted

exclusively to the subject of allocating petrol for the Whitsun weekend!

When the factory was re-occupied after Whitsun, the spirit was no longer the same. Serious discussions gave way to card-playing, bowling and volley ball. The trade unions began to peddle their wares again, sapping the strength of the movement.

It was during this second period that the trade unions started negotiations with the management, and needless to say, their first claims concerned the status of the trade unions in the works.



- I FIND YOU "SINGULARLY PERMISSIVE"
WITH THESE TROUBLEMAKERS AND
PROVOCATEURS! 2

After the Grenelle agreement, the CGT did not lose any time calling on everybody to go back to work ('the elections...', 'we can obtain no more..'), and despite very strong resistance from those occupying the factory, pulled out its own militants on Monday, 10th.

After this, a number of CGT membership cards were torn up, which did not stop the CFDT from associating itself with the CGT call for a general return to work on 12 May, nor did the fact that the vote for a continued stay-in was 580 against 470.

The Shop Floor Committees at Rhone-Poulenc-Vitry were set up, as we have seen, on a rather unusual work-unit basis, which, in some cases tended to separate technicians and workers into separate committees. One fact sticks out: although there was some co-operation between the workers and technicians, there was no

real fusion between the different committees. Clearly, the division of labour introduced by the capitalists is hard to kill.

Contact with outside strikers was maintained by a small group of radicals, whose example helped to start Workers' Committees in other factories such as Hispano-Suiza, Thomson-Bagneux, etc. Most workers, however, tried to run their own private little semi-detached strike, just as they tried to lead their own private little semi-detached lives.

What happened at Rhone-Poulenc-Vitry shows clearly why workers as a whole are so apathetic and apolitical: when they took responsibility, they came alive and took an active part in making important decisions, when matters were taken out of their hands and delegated to the unions, they lost interest and went back to playing solo.

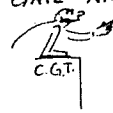


COMRADES, IT SEEMS THAT YOU HAVE STOPPED WORK.



YEA YEA YEA
P P P P P P P P P P

IF YOU'VE GONE ON STRIKE IT MEANS THAT YOU WANT TO MAKE SOME DEMANDS. I'M YOUR DELEGATE AND YOU SHOULD HIDE NOTHING FROM ME!



P P P P P P P P P P

ITS YOUR WAGES RIGHT COMRADES? YOU WANT A RAISE, RIGHT?



THAT'S WHAT IT IS, RIGHT?

P P P P P P P P P P

OR ELSE ITS JOB SECURITY? OR VACATIONS? I'LL HAVE TO GET THE GOVERNMENT AND THE OWNERS TO FACE THEIR RESPONSIBILITIES!



SPEAK TO YOUR DELEGATE, WHO LOVES YOU.

GO AHEAD, SPEAK

P P P P P P P P P P

YOU DUMB BASTARDS! ARE YOU GOING TO TELL ME WHY YOU ARE ON STRIKE?



YES OR SHIT!

WE WANT REVOLUTION.

P P P P P P P P P P

REVOLUTION! YOU'RE CRAZY! THE GOVERNMENT AND THE OWNERS WOULD NEVER ALLOW IT.



P P P P P P P P P P

to aspire to. Well, the plain fact is that in a hierarchical bureaucracy (that is, a few bosses on top and us, the vast majority, down the bottom) there will always be only a few with the better paid jobs, the rest of us without.

They are hoping to make each of us like the cat which is chasing its tail - so preoccupied in the chase that the important things are ignored. Even if we do manage to catch our "tail" (that is, get a boss' job) - what's the point!

The FE seems to think that making little capitalists out of us will make us happy. Well the issue should be how to share the responsibility among the workers fully, not how to make it easier for more of us to strive for a few paltry extra dollars and a name tag on a tie.

P.S. the Telecom restructuring deal, from second hand reports, is much worse than the one on the postal side. Anyone out there know any details?

RED HOT ISSUE: NON SMOKING

At Rushcutters Bay Mail Centre in NSW and Blackburn M.C. in Victoria, at trial scheme of non-smoking was imposed by AP and the Federal Executive. Yet again, union policy was developed and implemented (imposed) from on high.

This writer (non-smoker) thinks the issue is a reasonable one to discuss, but the way the union is going about it stinks more than a tray of old cigarettes and ash.

Discussion on the workfloor should be the basis of all union policy, but especially one so important and divisive as this one. Telling people not to smoke will get you nowhere. Anyway, its a personal matter if you smoke or not. The issue of public concern is that a smoker has no right to make someone else smoke (via sidestream and passive smoking) who does not want to.

The union policy should be to have separately ventilated smokers' rooms. After all, locker rooms (in newer buildings) and toilets



are separately ventilated. Adding a bit of ducting wouldn't cost much.

Lots of people will take the opportunity to give up the addiction because of either health or financial considerations - that's up to them. To fulfil their (AP's) obligations to provide a healthy work environment, then they should be prepared to not take the easier (for them!) and cheaper way out (as usual!).

Its a stressful enough job now with bosses on our backs all the time and a union executive which agrees to speed up's and to removing conditions from us, the 4% wage deal was a sellout, this issue is another.

ARNDT PLAYS GAMES - WE LOSE

Arndt, Federal Secretary, thinks he has us coming and going. More specifically, his departure (none too soon) from the union has been on and off for months and months.

His announcement last August that the APTU was not good or grateful enough for his sterling abilities (see UNITY No.4) was welcome news to thousands of members across Australia. The September Federal elections saw him win by a slim margin over an opponent who was a rank outsider.

Anyway, the rumour is now going about that Arndt has a job in the ACTU. So he walks away from the APTU with something like \$300,000 into a cushy job which gives him at least \$60,000 p.a.

His going will be no loss to the union, to the ordinary worker like you and me. The question remains - who will get his job - Watson (NSW) or Bowler (Vic.). The power play goes on, and for us the grind goes on.

Whoever gets in, even with the

best of intentions, that position of power over us will corrupt more and more. The longer someone stays away from the work floor in a well paid, easy job with virtually no accountability and all the decision making power, then the more useless to the work force, they become.

UNITY advocates that no full-time paid executive (decision making) positions should exist. Instead, we the members should make the decisions and only elect people to carry out those decisions. The decision making power and the responsibility must stay with the workers - AT ALL TIMES.

P.S. I suppose its only a coincidence that our very own "Grim-Reaper" - Geoff Grimshaw of the C. and A. - is retiring from that august body just as Arndt leaves the Fed. Executive. Maybe he'll get Grimshaw's job, after all Grimshaw got the plum C. and A. job after 20 years of loyal right-wing Labor Party service on the Federal Executive of the Transport Workers Union.



ANARCHO-SYNDICALISM

ANARCHO-SYNDICALISM means anarchist unionism. This is as opposed to trade unionism. We advocate all workers in one industry to be in one union so as to remove artificial divisions amongst workers. Such a union must be fully organised and controlled by the membership.

To achieve this we want a union organised along the following lines:-

1. That not person employed by the union earn more than the average income of the membership;
2. That spokespeople have no executive power - all decisions are made by the membership affected;
3. Spokespeople are only to act as delegates elected by the membership to carry out decisions made by the membership;
4. That a mechanism be instituted for the instant recall of spokespeople/delegates who break the

above rules;

5. That all positions within the union be held as a limited tenure, i.e., two years (unless no one else stands).

6. There is to be no body of full time paid officials. All loss of earnings are to be paid by the union to the extent of the lost wages.

7. That a programme of decentralised decision making be implemented within the union structure, so that we won't need full time paid positions.

Only in this way can we see a democratic, united, fighting organisation created which will stand up for the rights of workers and their families against all governments, political parties and all bosses.

Any questions please ask.

Sydney's Anarchist Bookshop

**JUR A
BOOKS**

417 KING ST, NEWTOWN
SYDNEY 2042, AUSTRALIA

Rebel Worker

REBEL WORKER is the monthly paper of the A.S.F.-I.W.A. for the propagation of anarcho-syndicalism in Australia.

ADDRESS: REBEL WORKER
P.O. Box 92
Broadway 2007,
Sydney, Australia.

SUBSCRIPTION: \$6.00 - a year
Free to prisoners.

Αναρχο-Συνδικαλισμός Η ΘΕΣΗ ΜΑΣ

1. Ο στόχος μας είναι να δημιουργήσουμε και να υπερασπίσουμε μία ελεύθερη και ισότιμη κοινωνία.

2. Είμαστε ένα επαναστατικό εργατικό κίνημα που χρησιμοποιεί σαν το μόνο μέσο αγώνα την «άμεση δράση» σε όλες τις μορφές της: απεργίες, αποκλεισμό, σαμποτάζ, γενική απεργία, κ.τ.λ. Είμαστε ανεξάρτητοι από όλα τα ιεραρχικά συνδικάτα και πολιτικά κόμματα και ενεργούμε σκληρά για να δημιουργήσουμε κάτι διαφορετικό από εκείνα μέσα στη σύγχρονη κοινωνία. Ο σκοπός μας δεν είναι να αποκτήσουμε πολιτική κυριαρχία, αλλά να την δούμε μοιρασμένη μεταξύ όλων μας.

3. Είμαστε μία ομοσπονδία αυτόνομων αναρχο-συνδικαλιστικών ομάδων και ασκούμε συνεργασία και αμοιβαία βοήθεια. Δεν έχουμε ηγέτες. Όλα τα μέλη παίρνουν ισότιμη θέση στην εφαρμογή των αποφάσεων. Οι αποφάσεις της ομοσπονδίας εξαρτώνται από την συμφωνία όλων των αυτόνομων ομάδων.



4. Αγωνιζόμαστε στους τόπους εργασίας και ζωής, να δημιουργήσουμε την αυτο-διάθεση στην παραγωγή, να την εξαπλώσουμε ώστε να προσφέρει τις υπηρεσίες της σε όλες τις κοινωνίες του κόσμου, για να καλύψουμε τις ανθρώπινες ανάγκες, αντί να εξυπηρετούμε το κέρδος. Δείχνουμε αλληλεγγύη σε όλους όσους ασχολούνται με τον ίδιο σκοπό.

5. Αγωνιζόμαστε να ριξουμε όλα τα διοικητικά ιδρύματα, όπως είναι το σύγχρονο κράτος, για την κατάργηση του καπιταλισμού, της πατριαρχίας και όλες τις ιεραρχικές και καταπιεστικές διαχωρίσεις μεταξύ ανθρώπων.

6. Δεν έχουμε πατριδα και είμαστε οργανωμένοι σε διεθνή βάση, ενάντια στην καταπίεση παντού.

WANTED

ARTICLES, CARTOONS, STORIES, POEMS, SEND-UPS - ANTHING RELATED TO OUR WORKING SITUATION, ABOUT THE UNION OR ABOUT THE BOSS. YOU SHOULD HAVE YOUR COPY IN BY THE 25TH OF THE MONTH BEFORE THE ISSUE IS DUE OUT E.G. BY THE 25/12/87; 25/2/88; 25/4/88; 25/6/88. BESIDES THE REGULAR BI-MONTHLY RUN THERE MAYBE THE OCCASIONAL SPECIAL EDITION (AS IN AUGUST).

IF YOU LIKE THIS PAPER AND WOULD LIKE TO GET EACH ISSUE REGULARLY THEN YOU CAN SEND IN A COUPLE OF DOLLARS TO PAY FOR POSTAGE AND WE WILL MAKE SURE AND SEND YOU EACH ISSUE.