

Q&A

Questions and Answers

As part of a sophisticated public relations campaign, management released a series of bulletins which purported to answer its employees' questions and "concerns." Samples from Bulletins 7 and 8 are reprinted below.

On the facing page is a Bulletin 9 of unknown origin. It followed a similar format as the company's previous bulletins. But, as you'll see, its answers have a different character and point of view. Bulletin 9 was distributed through regular company channels until it was discovered that it did not accurately reflect management's views. After that, rank-and-file Machinists made sure that their brothers and sisters had a copy of N^o 9.

The IAM has issued bulletins saying it will fine IAM members who cross the picket line. Can the IAM do this?

Yes, but you may avoid a fine if you resign from the union prior to crossing the picket line.

If I resign from the IAM, will I lose my job under the Union Shop Agreement?

No. Not if you agree to pay dues even though you are no longer a member. . . .

If I remain a member, may the union fine me if I cross the picket line?

Yes, but normally the court will only enforce a fine of \$100, or on some occasions \$500. The Court (usually a small claims court where no attorney is needed) has the right to reduce any fine to a "reasonable amount."

Can the Company contract out IAM-covered work during the strike?

Yes.

Will striking employees automatically return to work at the end of the strike?

No. Employees will be recalled as needed. After a strike, full operations usually are not resumed for some time.

Bulletin No 9

If I cross the picket line and the Union fines me, will the company pay my fine?

Are you crazy? Our only interest in you as a scab will cease upon the settlement of a contract. You must pay your own fines.

What happens to me after the strike, if I cross the picket line to work for the company?

At this point we can only guess what your outcome will be. You probably will hate to come to work some days because of the treatment that you will receive from your former Union brothers and sisters. However, we must caution you that your absenteeism will not be tolerated. You will be placed in Zone 3; if your attendance does not improve, you will be disciplined, up to and including discharge.

If I cross the picket line, should I accept the raises and benefits of the new contract?

Sure, why not? Management, our secretaries and all non-contract personnel will receive similar benefits.

If I cross the picket line, will I be called a scab?

Yes, on occasions. Mostly by your former Union brothers and sisters. Also, on rare occasions by members of management in order to keep you in line. By the way, the Supreme Court has ruled that it is legal to call a scab a scab.

If I scab, will this increase my chances to enter management?

Not necessarily. We have an abundance of scabs in management now from the last strike. However, as they retire we will consider you as their replacement. Because our past policy has been to replace a scab with another scab.

Last Question: What is a scab?

A scab is a two-legged animal with a cork screw soul, a water logged brain, a combination backbone made of jelly and glue. Where others have hearts he carries a tumor of rotten principles.