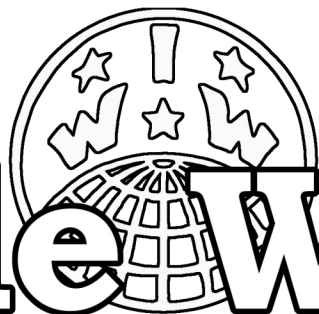


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## LEARN ABOUT LABOR HISTORY



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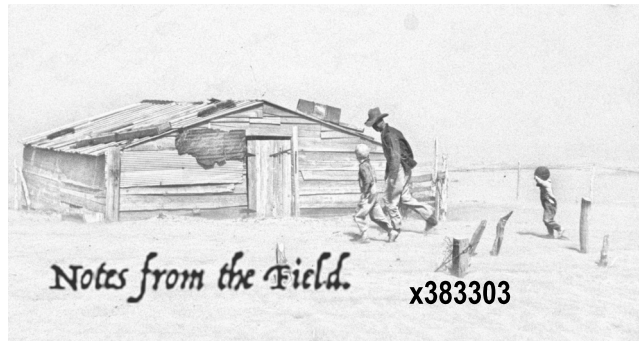
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**Submissions welcome! Email articles, article ideas, news items, editorials, artwork, and photographs to:**

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Cover image by FW Kit Gloor



### **"No Contract, No Matisse"**

was the slogan of the Philadelphia Museum of Art (PMA) workers as they struck recently for union recognition and respect. With preparations for an upcoming showing of French painter Henri Matisse being made, they mounted a 19-day strike which severely cut daily admissions and tarnished the image of the Museum. This put the Museum's marquee show in jeopardy. Not surprisingly, the Museum settled with its 180 members of the AFSCME Local 3.

PMA has a long history of abusing its workers. Starting with the exploitation of unpaid interns, the Museum expects lower seniority workers to live on their passion for art and charity. Top that off with a good dose of harassment and intimidation, and you have an ugly work culture.

One of the techniques the workers utilized to emphasize that they were ALL in the same boat was the creation of a salary-sharing spreadsheet. Most employers intimidate their workers by telling them they can't reveal their pay and benefits to each other — most with threats of firings if they do so. However, the NLRB prohibits the firing of workers for sharing their pay rates. The PMA workers took the pay issue head on and published the wage rates of all the workers. This brought to light inequities between workers. In some cases, workers' pay varied by as much as \$10k per year for the same work.

It took two years, a one-day warning strike, and a full-on 19-day strike to force the Museum to the table, but with persistence and solidarity they won. The new contract provides workers with a 14% increase in pay over 3 years, a yearly bonus, and employer contributions to health care — including for the first time four weeks of paid parental leave. Another great union win!

The Philadelphia Museum of Art workers can be followed at:

[https://www.philadelphiuseumofartunion.com/](https://www.philadelphimuseumofartunion.com/)

***continued on page 10***

# Should We Support Imprisoned Workers?

by x386868

Many people are not aware that, by constitution, slavery is allowed to continue in America. The 13th Amendment to the United States Constitution states “Neither slavery nor involuntary servitude, except as punishment for crime whereof the party shall have been duly convicted...” Washington State Constitution Article II #29 has a similar provision: “... the legislature shall by law provide for the working of inmates for the benefit of the state, including the working of inmates in state-run inmate labor programs...”

In 1877, prior to Washington becoming a state, then Thurston County Sheriff William Billings and former Pierce County Sheriff Jerry Smith submitted a proposal to the territorial legislature to build a prison and take custody of prisoners that, at the time, were housed in local jails. In return, the territory would provide a subsistence allowance of 70 cents per day per prisoner, \$500 for transportation costs, and retain all proceeds from prisoner labor.

Billings, Smith, and land owner Oliver Shead built the Seatco Prison located in the town of Bucoda in Thurston County. Billings and his partners formed the Seatco Manufacturing Company, manned completely with prisoner labor. The prisoners were forced to work, by threat of or actual torture, at the factory under extraordinarily hazardous conditions. Seatco Manufacturing Company became one of the largest sash and door factories on the coast at the time. [1]

Today, prisoners are forced to work in state-owned business called Correctional Industries (CI) making furniture, clothing, containers, food preparation or other prison jobs doing janitorial, maintenance, landscaping for a gratuity. The gratuity is between 65c to \$1.70 per hour but capped at \$55.00 per month regardless of the number of hours worked. [2]

Out of the gratuity prisoners are taxed 5% for a crime victim compensation account that does not go directly to the crime victim, 10% to individual prisoners savings account that are

taken for any debt owned at the end of their sentence, 20% for legal financial obligations, 20% for civil judgements, 15% for child support, and 20% for the costs of their incarceration. [3]

In addition to those taxes, prisoners are required to purchase their own hygiene,

medication, and nutritional supplements at a markup from retail prices. Pay a \$4.00 co-pay just to speak to medical or dental with additional co-pays for additional communications. Prisoners are also required to pay for their own medical and dental care at the same rate as non incarcerated without the benefit of company provided health care. [4]

During the height of the pandemic prisoners were forced to work in COVID-19 infected areas without proper training and

**Prisoners of this state desire to work. . . But they desire to have a say in the type, conditions, and benefit for their labor.**



personal protection equipment. Those who refused received various punishments including extended sentences. [5]

Prisoners of this state desire to work. Work provides the of feeling of self worth, pride, and being a contributing member of society. But they desire to have a say in the type, conditions, and benefit for their labor. While it is against prison rules to

refuse any job, it is also against prison rules to peacefully

**"The right of petition and the people peaceably to assemble for the common good shall never be abridged."**

protest their conditions through work stoppages, hunger strikes, or sit ins. [6]

Jailhouse Lawyers Speak NW, a collective of legally minded prisoners, are preparing to challenge the prison rules prohibiting peaceful protests as contrary to Washington State Constitution article I #4: "The right of petition and the people peaceably to assemble for the common good shall never be abridged."

JLSNW has developed a proposed list of demands for prisoners of this state to vote on. Once the votes and responses have been gathered JLSNW will post the list of demands representing the collective demands for the prisoners. See

<https://www.jailhouselawyerspeaknw.org>. These will be the demands of the prisoners once they gain the right to peacefully protest or their peaceful protest if the legal challenge is unsuccessful.

We are calling on IWW of this state to demonstrate in front of your local court houses and/or prisons on specific dates (filing of suit, service, relevant court hearings) in solidarity and support of the demands and right to protest. In return the prisoners exiting prison will be more rehabilitated and civilly minded reducing recidivism and crime rates and adding union support to IWW as a whole.

[1] [www.correctionaloversightgroup.org](http://www.correctionaloversightgroup.org) Summer 2020 newsletter.

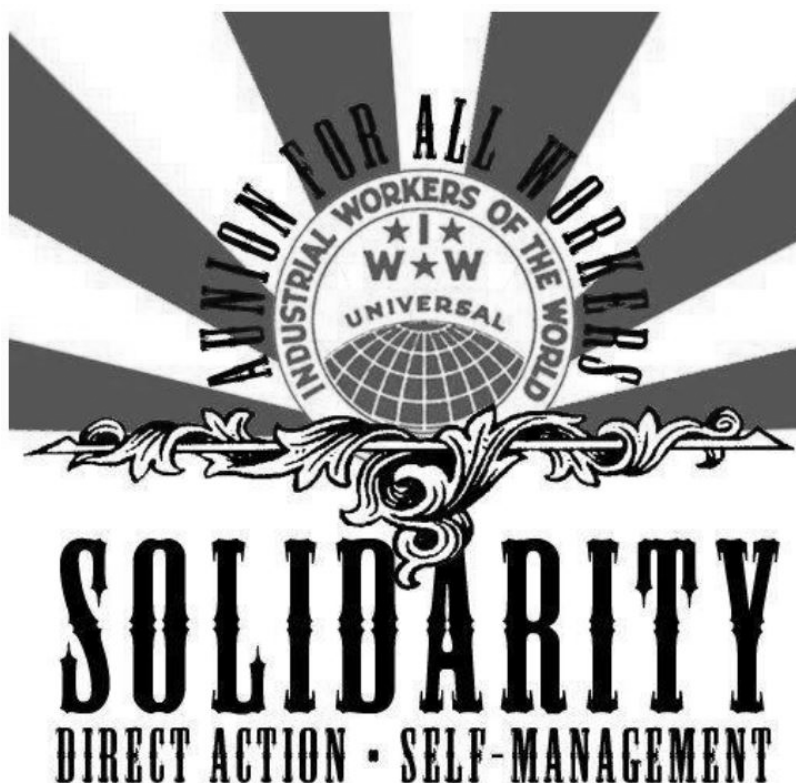
[2] RCW 72.09.100; RCW 72.09.460(2); Department Policy 700.100, 700.400 available at [www.doc.wa.gov/policies](http://www.doc.wa.gov/policies)

[3]. RCW 72.09.111, policy 200.00(VII)(A)

[4] RCW 72.10.020(2)(b)(c), WAC 137-91-010, Policy 600.020, 700.100(IV)(A)

[5] WAC 137-25-030(1) (557), 4/28/21 557 Covid Infraction Report [www.oco.wa.gov](http://www.oco.wa.gov)

[6] WAC 137-25-030(1) (746, 708, 652) [7]



# Direct Action Gets the (Baked) Goods

by FW Noah

Many in the IWW are familiar with the phrase “direct action gets the goods”. In our union’s century-long history, direct action has been one of the most powerful methods that workers have used to gain control and organize their shops. Whether working to rule, marching on the boss, or going on strike, workers have a variety of tools at their disposal to wield their collective power in their best interests and stand up against the often unquestioned authority of the boss.

Here in the Pacific Northwest, Doughnut Workers United has been one of our local examples of how direct action can yield a better life for workers organizing their workplaces. The Doughnut Workers United union was formed on March 20th, 2020, and focused its collective strength to organize the workers of Voodoo Doughnut’s Old Town location, a famous baked goods establishment in Portland OR. The workers’ main concerns were unsafe working conditions, expensive health care benefits only offered to full time employees, wages that started only slightly above the legal minimum, and a lack of severance or PTO given to those laid off due to the COVID-19 pandemic.

During the wildfires of late summer 2020, workers with the union took the initiative to protect each other due to the lack of adequate ventilation or air conditioning in the shop. They decided to supply KN95 masks to relieve the workers from smoke inhalation while on the job.

When management found out about this, they ordered the masks to be disposed of. Regardless, many workers continued to build solidarity in the face of management’s blatant union busting, by distributing leaflets to customers waiting in line outside the shop, holding public demonstrations and agitating on the job. Eventually the workers found that a sizable portion of the workplace would support a union, and in February of 2021, workers demanded that the company voluntarily recognize the union. Management predictably refused, so the workers filed for an NLRB election.

While the votes were being collected and counted in June of that year, another record-breaking heat wave took place, which strained the workers harder than the previous summer and exposed them to temperature levels that lead to symptoms of heat stress. Management had continued to delay improvements to air conditioning, with the one unit installed that year being unable to adequately cool the air to safer temperatures in the shop, so the workers decided to escalate by walking off of the job in protest during the two peak days of the heat wave. Their impromptu strike rallied both workers in the shop and the community around them to focus on the workers grievances, and greater demands for the management to better protect and provide for their workers grew.

Management did not take the walkoff lying down. They immediately fired nine workers who walked off of the job with no reason besides the obvious — that they stood up for themselves to demand safer working conditions.

Doughnut Workers United was quick to file grievances with the National Labor Relations Board (NLRB) because it was a blatant attempt to dissuade workers from aligning with the union. Despite their first NLRB election resulting in a tie vote, and therefore no official recognition, the NLRB would later recognize that the workers were fired illegally, as it was potentially interfering with the ongoing union election and prohibiting legal collective action.

Voodoo Doughnut was ordered in December to rehire seven of them as well as provide back pay for the two-day strike. Despite this setback, management continued the typical union busting strategies of closed door meetings with individual workers by the bosses, workplace surveillance by management, and continuing to fire workers — sometimes publicly — to intimidate would-be unionists.

Following this action and settlement, the DWU continued to organize in the following year and filed for another election in August of 2022, and achieved official NLRB recognition in a vote tallying 16 in favor and 6 against in September.



NLRB elections are not the primary method of organizing proposed by the philosophy of the IWW, which teaches solidarity unionism through worker-led organizing and direct actions to build solidarity and visibility. Such NLRB elections are often rigged by employers (through shop floor gerrymandering), time consuming and place the future of a union in the hands of an election process outside of the workers hands. How the DWU was able to achieve their electoral victory was not by the false sense of security in the election process itself, but by the consistent organizing efforts of fellow workers and the continuation of direct actions, utilizing a myriad of methods, in order to win over workers.

While the process of contract negotiation has only just begun, and workers are still being surveyed as to what they wish to see immediately changed in the shop, their dedication and sacrifice in the face of unfair labor violations, unlawful firings, closed door meetings with individual workers by the bosses, and surveillance by management should be an example to all workers that the threat of retaliation by the bosses is hollow.

Continuous agitation, education, and collective actions are the true backbone of any union campaign, and do the heavy lifting of bringing workers together to solve common problems on their own terms. For the DWU, direct action got them the best goods a worker can get: a union by the rank-and-file efforts of those who wish to see a better arrangement of labor in the here and now.

### **SPEEDUPS CAUSE BREAKDOWNS**



### **SUPPORT THE BREAKDOWN OF YOUR CHOICE**

*Leslie Fish (Industrial Worker, August 1975)*

## **LEARN THE BASICS OF WORKPLACE ORGANIZING**

### **IWW Organizing Training 101**

**In Bellingham, WA**

**February 4-5**

**All day, both days**

**In-person**

This course teaches the basic steps of forming a workplace organizing committee. The course is taught by certified IWW organizing trainers. It is free and open to IWW members and other workers who want to learn the basic skills. Strict Covid protocols will be enforced. Registration is limited.

For further information and registration, please write [bellingham@iww.org](mailto:bellingham@iww.org), subject line 'OT 101 info'. Registration deadline is January 25.

# Beware the Hot Shop

by FW M, Bellingham

This summer, a member of the IWW branch in Bellingham, Fellow Worker A., got a job at West Marine, a retail store selling boating equipment. After a few months of casually talking about unionism and the IWW with their coworkers and receiving positive responses, 3 of the 4 other workers in the shop wanted to meet with an IWW delegate to talk about organizing their workplace and potentially joining the IWW. That's where I came in. FW A. set up a meeting between the West Marine crew and me for the following week, making me what IWW calls an external organizer — an IWW member outside the workplace the workers consult with and learn from.

In this first meeting, I went over some general philosophy and tactics of our union and how we might be able to help them. I asked about the layout and structure of the shop as well as any grievances or possible demands that they would like to focus on first. Everything went pretty well and by the end of the meeting everyone in the room was the proud owner of a red IWW card! This made West Marine the very first retail store to organize with the Whatcom-Skagit IWW branch. We ended the first meeting by delegating tasks for each worker so they could start laying the groundwork for their union, and scheduled a second meeting a month out.

While we were making a plan for laying that groundwork, something came up in the shop the next day — Inventory was going to start. Since everyone was going to be in the shop at the same time this appeared to be a sudden, unexpected opportunity to inform the boss of the new union in the store. An emergency meeting of the West Marine union was called and they voted to march on the boss and give her the news. Not 48 hours after the 3 other workers had joined the IWW, the boss was informed. Not surprisingly, the boss did not immediately recognize the union. (See the article in the Nov-Dec Seattle Worker.)

All of this seemed too good to be true. I would soon learn why it was. This was a “hot shop.” A hot shop is a workplace that, while being pro union, does not have the proper groundwork laid, follow through, or know-how for a truly successful organizing campaign. Hot shops often revolve around a single issue, or one or two go-getters in the workplace.

But today there is no union presence at West Marine. That's

not due to union busting, but rather a culmination of mistakes made along the way, as well as the lack of a foundation and motivation getting lost soon after the formation of this union.

The young workers in the shop didn't fully understand that making a union takes group effort and commitment. Within a month or so, after not hearing much about organizing progress, two of the workers informed us that they had quit for better opportunities. While understandable, that made the remaining two new Fellow Workers unequipped and uninterested in maintaining the union that was now cut in half. FW A. is the only worker that still maintains IWW membership and they no longer work at West Marine. In a hot shop a lot of motivation in the workers typically dies quickly. But I want to stress that this is not entirely these Fellow Workers' fault. I also take responsibility for the failure of this effort. I learned a lot from this experience. It was my first time as an external organizer.

I should have had the foresight to see the cracks that were developing in this union effort. First, I got swept up in the excitement right along with them and made some impulsive decisions that I now know should have been made differently. Second, I learned the importance of a strong foundation. While it's true that 80%

of the employees at the store held IWW union cards, only one of them had

been a part of the union for more than a few days before they marched on the boss. This is not enough time for beginning their very first experience with a union, or to fully understand the effort required to organize their workplace and gain a realistic perspective of what that looks like. They never had the chance to be in a meeting with our branch, take our Organizer Training 101 workshop, or even really meet any of the other Wobblies in town. It all happened so fast, the rest of the branch didn't have a chance to get involved at all.

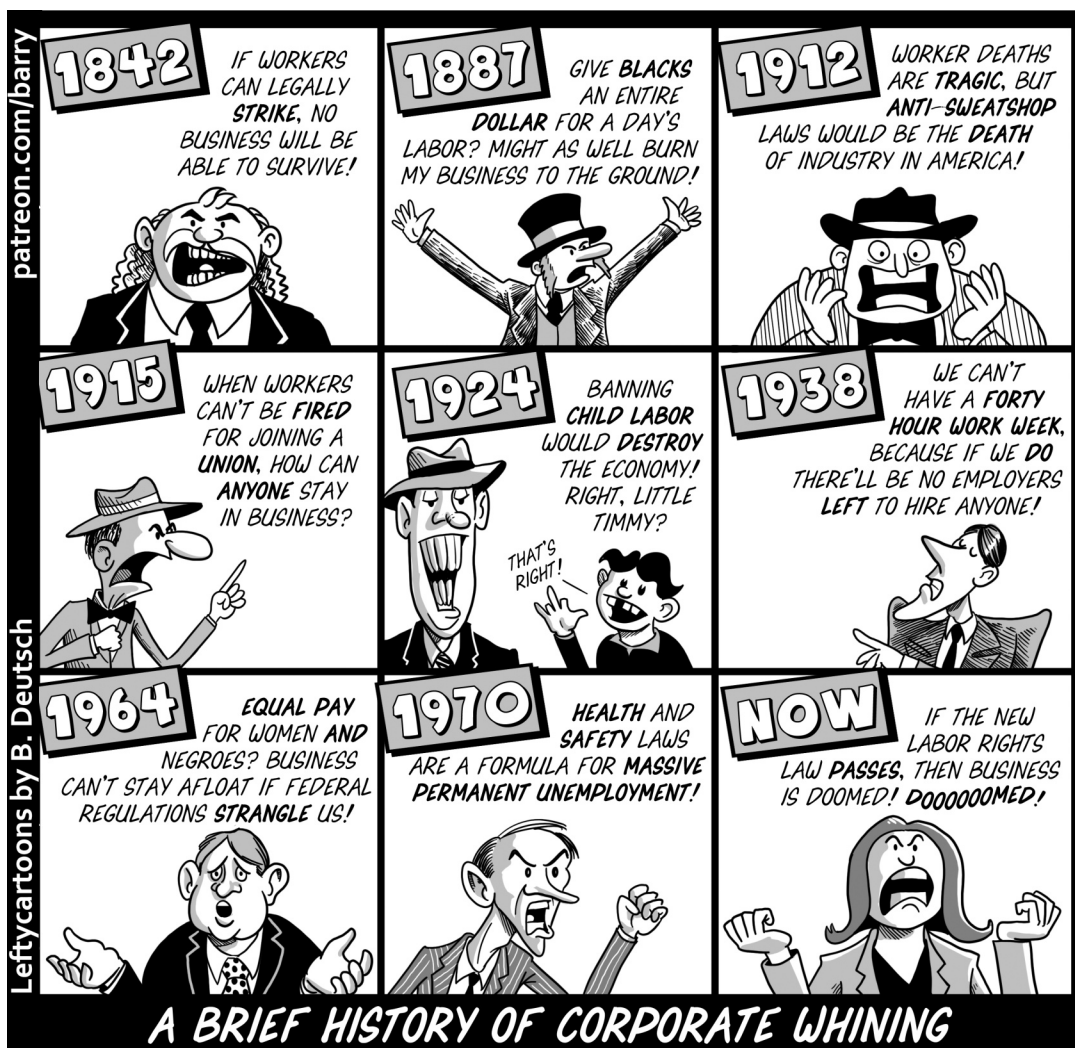
This entire campaign was built on impulsivity. Sure, there was an innate desire for change. They were all so hyped up from getting their first union card! Groundwork be damned! We want our union now! It's easy to understand this feeling, but this honeymoon period in organizing is not the best time to make

**A hot shop is a workplace that, while being pro union, does not have the proper groundwork laid**

big decisions regarding your organizing. I should have nudged them away from impulsivity and stressed the importance of having a solid framework for the rest of their efforts to build on. The third lesson I learned was I didn't make sure that everyone involved was on the same page as far as what they want from their workplace. Like many jobs, this was not a job that a lot of the workers felt all that strongly about keeping. While their efforts, if carried through, could have helped new hires have a more dignified workplace, after one of them left I was never quite sure that any of them really wanted to stay — either in the shop or in the union. During a campaign it is vital that morale is high enough to keep the workers, especially the union

members, on the job. A union won't do any good if no one works there. Now none of this is to say that if you are working on a campaign and people are new, or seem excited to get things done, or might be thinking of quitting, that you should avoid the attempt to help them organize. Just take as much time as you can when it comes to organizing. Look for warning signs. Avoid that impulsivity. Make sure that groundwork is in place. If someone is thinking of quitting, see if they are willing to stay and see things through. And if they're not, know that it's very likely that morale will take a hit.

But above all: beware the hot shop!





# Solidarity with the People's Institute Northwest

by FW Sean

Over the weekend of October 21, Bremerton IWWs attended an anti-racist getaway hosted by the People's Institute Northwest in Tukwila. The three day program focused on cultural competence to educate organizers on fully utilizing our organizing potential through diversity.

What this meant was that I got to spend a transformative weekend in Tukwila listening to BIPOC folks agitate about racism. It was lovely and it changed me. I recently caught up with one of the organizers I met at the training and we're both looking forward to the next training because we both have now come to realize the healing that can occur when we gather in groups to talk about racist trauma. We want to do that more together.

I recommend the PINW anti-racist training because it's an opportunity to build solidarity with minorities which is the best way to combat racism. I enjoyed sitting and listening to African Americans share their pain and they had a lot to share. The training has a lot in common with the IWW because it embraces fellow workers as free-thinking agents uniquely shaped by their experiences in the status quo, which aligns with the IWW's practices of creating a culture of care, education, and listening. Take the training if you want to build some solidarity with people from different cultures.

I also learned about a different approach to solidarity with BIPOC fellow workers: cultural competence. The central idea of the cultural competence training is that culture is shaped by a multi-generational response to the basic human need to survive and thrive on a planet with limited and varying material conditions and that political movements are best when they are diverse. A lot of our discussions focused on cultural competence, which is the just notion that we should respect and embrace different cultures to build our movements.

We had extensive discussions on cultural competence in the education system. One of the sessions lasted about three hours and involved us all sitting in a circle sharing pain from the education system, or what it is like being a black student in America. What I got from it was this: the US education system is biased towards white people and western ways of knowing and thinking. This can cause students from African cultures centered in ways of knowing and learning, to "earn" lower grades and be sent to "special needs" classes.

I chatted with a fellow worker in the Black Prisoner Caucus who mentioned feeling inferior at school and being held back for poor grades because his way of knowing and learning was different from the European one being imposed on him. As it was explained, he was a holistic thinker forced to adapt to white linear thinking, and therefore the system labeled him as a "failure." This feeling of being a "failure" caused emotional issues that also landed this fellow worker in prison. Other fellow workers from African cultures expressed similar feelings, shared stories of being held back in school, and other day-to-day interactions where they felt lesser because they didn't fit into the status quo of the US education system.

But a weekend retreat with the PINW helped him understand his emotions in the context of a racist system so that he could heal and find community. The slogan often repeated was "I am, because we are." An acknowledgement that we are one. In many ways our country is oppressive and difficult for us to live in as workers. While this fellow worker was in prison I was being exploited in the workplace. Our traumas and oppressions are different, but we're both workers unhappy with how we've been abused.

The weekend caused me to critically examine myself and our union. A culturally competent union embraces workers from all cultures in part by recruiting regardless of culture. Our safer spaces policy is a good example of cultural competence that I regularly share with left groups. However, an area of concern for me is our lack of non-English speaking Wobs and our organizational lack of recruiting materials in non-english languages.

During the Lawrence strike, sixteen different languages were spoken by IWWs. An assessment of today's IWW shows that we are not ready to undertake a similar effort. For instance, how would a fellow worker speaking only Tagalog join the Seattle IWW branch today? In my opinion this is a sign of organizational incompetence. We should set a goal to remedy this weakness by making our One Big Union, our core principles and values, available in every language spoken across the six industrial departments just to show all of our fellow workers that they are welcome in our One Big Union. If we are the Industrial Workers of the World, we must work toward offering our core materials in all languages spoken in US industries.

## Notes from the Field (continued)

**4** Day Week is an organization dedicated to providing a conceptual platform for employers and workers who are interested in supporting the idea of the 4 day week as a part of the future of work. Building on that goal they assist businesses in running 6-month trials of 32 hours, 4-day work weeks with no loss of pay for workers. You can easily see that 4 Day Week is looking to transform how we look at work.

Earlier this year they finished trials in North America and Ireland. The trials encompassed 3300 workers in 70 companies. The results are in!

- 63% of businesses found it easier to attract and retain workers with a 4-day workweek.
- 78% of employees with 4-day workweeks are happier and less stressed.
- 38% average rise in business earnings over the previous year.
- 100% of the business showed NO reduction in productivity.

Juliet Schor, professor of sociology at Boston College and the trial's lead researcher, has affirmed that employees did not report an increase in the intensity of their work.

"This suggests that the work reorganization strategy succeeded and performance was not achieved via [speeding up], which is neither sustainable nor desirable."

One hundred years ago, labor unions fought for and won the 5-day 40-hour workweek fight. Unfortunately, during the last half century, workers have lost much of what was gained. Many workers work more hours, under harsher conditions than our parents' generation. In many cases overtime is mandatory. For others earning a salary, their workload has grown to 50 hours a week, not including work done off-clock and at home.

A white paper issued by 4 Day Week, "Guidelines For An Outcome-based Trial - Raising Productivity and Engagement" is a fascinating read.

4 Day Week can be followed at: <https://www.4dayweek.com/>



by FW Sean

**R**ecently IWWs from around the Puget Sound area gathered at the Charleston theater in Bremerton for a benefit show and zine fair for Food Not Bombs/Pacific Harm Reduction Alliance. The show was kicked off with a land acknowledgment calling for an end to capitalism. The IWW, Left Bank Books, Detritus Books, and Historical Seditions tabled, while local bands like Awake Amongst the Dead, John the Reveler, Worth Nothing, and Baptation played. The IWW tabled next to the mosh pit and gave away about 60 copies of the "Seattle Worker," "One Big Union," and "Think it Over." FNB and PHRA raised over \$1,750 in cash and donations.

The Bremerton Food not Bombs chapter recovers food from vendors around the Bremerton area for a dinner with fellow workers in the reserve army two days a week. FNB is a global mutual aid collective seeking to protest war, poverty, and environmental destruction by feeding people. PHRA helps fellow workers with drug abuse problems by giving them the space for harm reduction. Bremerton Wobs volunteer for a dinner about once a week by setting up meals, by prepping meals, and by sourcing food and clothing donations from the community.

Bremerton Wobs donate time and resources to these groups because it is the aim of the IWW to build world wide working class solidarity and sharing a meal with the houseless builds solidarity. Because of the solidarity we've been building in Bremerton we've been able to get FWs to line up for red cards, and we've begun to form committees to plan cooperatives to address food and housing insecurity. We will only build a new society from the shell of the old, if we organize in the most forgotten and neglected communities.

# What Is Direct Action, Anyway?

(excerpted from *How to Fire Your Boss: A Workers Guide to Direct Action*, forthcoming in 2023)

**D**irect action is a form of worker activity that is aimed at getting improvements on the job. Direct action is workers themselves using their collective workplace power to win their demands, without relying on external support mechanisms, such as social media campaigns or government intervention. It is workers reclaiming their innate workplace power. It is this direct agency that gives workers their power, and what makes it so difficult for the boss to defeat. Direct action, by definition, means those tactics workers can undertake themselves, without the help of government agencies, union bureaucrats, or high-priced lawyers. Appealing to the Labor Relations Board for assistance may be a helpful form of supplementary indirect action, but it is not a form of direct action.

The best-known form of direct action is the strike, in which workers simply walk off their jobs and refuse to produce profits for the boss until they get what they want. It may come as a surprise that this is one of the least effective ways of confronting the boss. The bosses, with their large financial reserves, are better able to withstand a long drawn-out strike than the workers. In many cases, court injunctions freeze or confiscate the union's strike funds. And worst of all, a long walk-out only gives the boss the chance to replace striking workers with a scab (replacement) workforce or to move the company out of town.

Often it is far more effective to take direct action while still on the job. By deliberately reducing the boss' profits while continuing to collect wages, you can hurt the boss without giving some scab the opportunity to take your job. If you make it more expensive for the boss to continue to say "no" to your demands than to give in, it becomes a matter of good business sense for them to say "yes" instead.

Here, then, are some forms of direct action.

## Work to Rule

Almost every job has a maze of rules, regulations, and standing orders — many of them completely unworkable and generally ignored. Simply to meet the goals of the company, workers often violate orders, resort to their own techniques of doing things, and disregard lines of authority. There is often a tacit understanding, even by the managers whose job it is to enforce the rules, that these shortcuts must be taken in order to meet production quotas on time.

But what would happen if each of these rules and regulations were followed to the letter?

Workers at an understaffed Starbucks store in New York City agreed to "work to rule" to protest understaffing and a do-nothing abusive manager. They followed every picky rule about how to brew coffee to order, how long to heat each pastry, and how thoroughly and how often to wipe down tables and the counter. They watched as every 5th customer walked out in frustration. The regional management investigated the store when the workers' actions had cost \$10,000 in lost revenue in one week. The result after only one week was more workers to cover shifts, and the boss knew he couldn't abuse his workers any more.

## Demand Letters and the "March on the Boss"

Workers with an issue can send a 'demand letter' to the boss, perhaps anonymously. This is a relatively safe tactic, but is easily ignored. It is more powerful to deliver a demand through a "march on the boss." This tactic is far more confrontational and requires planning, rehearsal, and bravery. An organized group of workers confronts a boss directly by cornering them in their office or the shop floor. This is an outright intimidation tactic demonstrating that the workers are organized and united on this issue, and they want it dealt with.

## Sick-In

The sick-in is a good way to strike without striking. The idea is to slow down the workplace by coordinating workers to call in sick on the same day or days. Unlike a formal walkout, calling in sick is often something workers are allowed to do. It is the traditional method of direct action for public employee unions, which may be legally prevented from striking.

At a New England psychiatric hospital, just the thought of a sick-in got results. A shop steward, talking to a supervisor about a fired union member, casually mentioned that there was a lot of flu going around, and there might not be enough healthy people to staff the wards. At the same time — completely by coincidence, of course — dozens of people were calling the personnel office to see how much sick time they had left. The supervisor got the message, and the union member was rehired.

## About the Seattle IWW

Founded in Chicago in 1905, the IWW is open to all workers. Don't let the "industrial" part fool you: our members include teachers, social workers, retail workers, construction workers, bartenders and computer programmers. Only bosses and cops are not allowed to join. If you are currently unemployed, you can still join. We are a volunteer-driven union, and this means we run the union. Membership dues are used to maintain the union and assist organizing campaigns. As a result, monthly dues are low. To join, visit:

<https://iww.org/membership/>

### Take the Organizer Training!

The Organizer Training 101 (OT101) is an intensive, four-day training that teaches you all the basic skills and tools they need to build an organizing committee at your workplace—from the ground up. You will learn what constitutes a union, how to have one-on-one conversations with coworkers, the basics of labor law, and how to organize and carry out a direct action.

The Seattle General Membership Branch holds regular trainings—free during the pandemic. If you'd like to be notified of the time and date, visit:

<https://forms.gle/q9edxoGrEVXhMVd89>

### Organize Your Workplace!

The Industrial Workers of the World want to help you improve the conditions of your workplace. If you have questions, or would like to begin organizing your workplace, visit:

<https://seattleiww.org/organize-your-workplace/>

## Preamble to the IWW Constitution

The working class and the employing class have nothing in common. There can be no peace so long as hunger and want are found among millions of the working people and the few, who make up the employing class, have all the good things of life.

Between these two classes a struggle must go on until the workers of the world organize as a class, take possession of the means of production, abolish the wage system, and live in harmony with the Earth.

We find that the centering of the management of industries into fewer and fewer hands makes the trade unions unable to cope with the ever growing power of the employing class. The trade unions foster a state of affairs which allows one set of workers to be pitted against another set of workers in the same industry, thereby helping defeat one another in wage wars. Moreover, the trade unions aid the employing class to mislead the workers into the belief that the working class have interests in common with their employers.

These conditions can be changed and the interest of the working class upheld only by an organization formed in such a way that all its members in any one industry, or in all industries if necessary, cease work whenever a strike or lockout is on in any department thereof, thus making an injury to one an injury to all.

Instead of the conservative motto, "A fair day's wage for a fair day's work," we must inscribe on our banner the revolutionary watchword, "Abolition of the wage system."

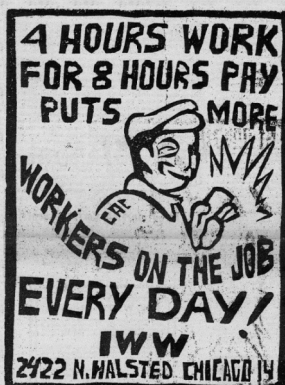
It is the historic mission of the working class to do away with capitalism. The army of production must be organized, not only for everyday struggle with capitalists, but also to carry on production when capitalism shall have been overthrown. By organizing industrially we are forming the structure of the new society within the shell of the old.

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