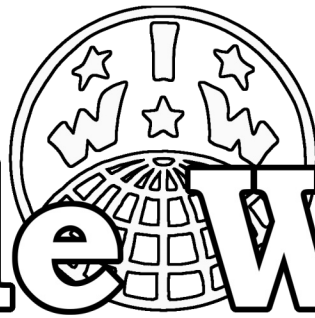


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Cover image by Fellow Worker X39.



Worker's Encyclopedia

Slowdown: aka Work-to-rule. A job action in which workers follow the employers work and safety rules so exactly, that the ending result is a decrease in worker productivity. In contrast to workers going on strike and ceasing production, the workers are less susceptible to disciplinary action and continue to receive pay as they stay on the job.

Slowdowns are construed by employers as malicious actions. Workers are subject to reprimands, negative performance reviews, and firings. Slowdowns are illegal in the USA for the very reason that workers resort to them: they give the worker a decided advantage by making it impossible for the employers to plan production efficiently. It is also difficult to prove workers are engaging in the slowdown as it is a variable action that can be modified from moment-to-moment and situation-to-situation. This type of direct action is also one of the oldest as it can be done individually or as a group.

At the turn of the century, a gang of section men working on a railroad in Indiana were notified of a cut in their wages. The workers immediately took their shovels to the blacksmith shop and cut two inches from the scoops. Returning to work, they told the boss "short pay, short shovels."

Examples: teachers refusing to work for free, nurses refusing to answer phones, workers refusing to work overtime, and workers following all safety rules without exception.

See also: soldiering, slacking off, rule-book slowdown, go-slow, stand and stretch actions, shirking, industrial actions, gold-bricking, direct action, and as usual, sabotage. Also the scene from "I Love Lucy" with Lucy and Betty working on a candy factory packing line is a hoot.

Much of this piece was liberally taken from the IWW archive:

<https://archive.iww.org/about/solidarityunionism/directaction/1/>



From the Secretary's Desk

As a member of the Tacoma branch for the past three and a half years, it's been a journey generating our branch from a small group of volunteers to a larger, well organized group of fellow workers who keep each other on task to improve our efficiency, engage with the broader community, and improve our branch to be more productive and more focused

Initially, when I joined back in 2021, our branch was made up of a smaller group of fellow workers who were able to regularly attend meetings and committees, and many of our branch meetings often focused on mutual aid work, and the occasional, but intermittent, organizing lead. While the branch was able to accomplish some smaller tasks or maintain current projects like Wob Radio, we often faced the difficulty of engaging better with fellow workers in our branch, having better working relationships with other like-minded organizations in the community, and a lack of direction in regards to the more union-centric aspects of our organization. The few organizing leads we were able to acquire would often fizzle out - a trait that is common even in the larger trade unions. More frustrating still, it was commonplace at many of our branch meetings to focus on work that was often tangential to the purpose of our union, even if it did result in positive outcomes such as successful mutual aid drives and broader activism.

Very soon after I joined the union, I was eager to get as involved as possible within my branch, quickly becoming a co-host and later a producer for Wob Radio. I was willing to take on a lot of the menial work that other fellow workers found difficult or harder to follow through on, such as acting as external organizer with our previous secretary and doing outreach to the local organizations we supported. Over time, we began to look at the areas where our branch had some deficiencies, such as appointing a social media officer, creating monthly task lists from our branch meetings, and forming better relationships with local IWW branches.

Within the past year, our branch has undergone a period of many changes, spurred on by an increase in membership and the renewed involvement of fellow workers who were previously disengaged from the union. Some of the more substantial changes include the formation of a strategy committee, a committee within our branch that acts "as a place to investigate and discuss leads and ideas relevant to the

Tacoma Branch of the IWW", identifying key problems or projects that can expand the influence and productivity of our branch. Another key change was the formation of a welcoming committee, with the goal of offering introductory social engagements to new members of our branch, as well as conducting one-on-one interviews with current members to gauge their motivation, morale, and concerns within the union.

In March of this year, three years since I joined the IWW, I was elected the branch secretary of the Tacoma GMB. This new era of my time in the IWW hasn't come without its challenges. Being a branch officer, let alone a secretary, can often be tiring with handling so many new responsibilities, all on top of the mission to ensure the security and well being of an entire branch. Having to handle the social, financial and organizational labors of a union can easily generate burnout even in the most motivated fellow worker.

Regardless, since being elected our branch has been focused on getting fellow workers in our branch more motivated to volunteer for union related work, providing assistance to other unions and like-minded organizations, as well as a reinvigorated drive for unionization campaigns in Pierce County. We have also given more opportunities for fellow workers to get involved, from democratizing the workload of what we want to accomplish to creating new roles and officers positions. We are looking forward to a new generation of unionists in our branch who are eager and motivated to advance the Tacoma GMB into the best possible version of itself, one fellow worker at a time.



Pride at Walla Walla Penitentiary

As an inmate in Washington State Penitentiary, I've been able to do many great things that have gone unrecognized/not recorded from saving the life of a fellow hoodlum Rink who was overdosing, with the help of C/O Cinnamon, to later help stop the assault of C/O Bravo from an inmate with severe M/H issues and a history of staff assaults. I received one "thank you". But what makes a man is his actions when none are watching.

This year on June 27th, Washington State Penitentiary held the VERY FIRST EVER men's pride event. I may not be a part of the community but I support my fellow imprisoned citizens, humans, and the progression of man. So, I don't care what your thoughts, opinions, or feelings are on LGBTQ+ related subjects, what matters is the gravity of the event itself. As far as I know it's the first ever nationally held in a prison, but I know for a fact it's the first ever held in a men's prison in Washington.

Think about that.... IN A MEN'S PRISON!!!! Y'all, this is awesome! We are working on progression and humanizing in the most disgusting and deplorable setting within our nation.... prison. And I got to help raise big funds for this, helped organize, set up, and got to be a part of this history.

I'm currently:

- Co-Founding member of jailhouseworkerspeak.org
- Spokesperson for the NW Region of Prison Lives Matter
- Peer Support Representative for my Unit, 1 of 3 and first of this newly implemented in my entire facility
- Investigative Journalist
- Contributing Writer and Co-Editor to Washing State's Penitentiary's
- BAR Unit's Top Of The Mountain (TOTM) Newsletter
- Soon be instructor of a Trauma/PTSD class that I helped co-create from scratch

All these are firsts, but none as amazing as the pride event. Our light is stifled, our voices strangled, our rights beat out of us, and our hope leeched. Yet this amazingly progressive thing that should've never happened..... did. I was allowed and supported to work 30+ hours with supplies provided to work on this banner with the same young man of whom I'm working and co-facilitating with on our trauma/PTSD class with for a never been done before event. I know for both of us it was an honor and a big middle finger to our oppressors.

We will not be stifled, we will not be silenced, we will unite and continue to choose to be better for it. So, as we continue to change and grow as men, we will continuously show that we aren't just criminals. Though society has thrown us away, we continue to have groundbreaking events that change the course of history, we will show that we are united and worthy.

Solidarity,

Talon Cutler-Flinn

Washington State Penitentiary

Walla Walla, Washington

Establishing a New IWW Branch in Kitsap County: A Journey of Solidarity and Empowerment

By FW Schatzi

In the heart of Kitsap County, a new chapter in the history of labor solidarity is being written with the establishment of the first-ever Kitsap GMB of the Industrial Workers of the World. This significant milestone in workers' rights and collective empowerment adds a new element to the local community. The Kitsap IWW proto-branch has already begun to make waves, embodying the spirit of mutual aid and direct action that the IWW union is known for. Historically, Kitsap labor movements have seen trade unions often exclude black workers, and military leaders feared the influence of radical unionists. This Kitsap IWW aims to address and rectify past injustices, fostering a more inclusive and equitable labor movement.

The journey to establishing the Kitsap IWW proto-branch began with a small (20) but dedicated group of workers who shared a common vision: to create a supportive and empowering environment for all workers in the region. These founding members came from diverse backgrounds and industries, united by the belief that collective action could bring about meaningful change in their workplaces and communities.

The path to becoming an official IWW branch was not without its challenges. Organizing in a predominantly rural area presented unique obstacles, including geographical dispersion and a lack of existing labor infrastructure. Alongside lack of support of how to actually establish and lead a branch, administrative tasks were also a challenge. However, these obstacles also fueled the determination of the organizers. Through consistent outreach efforts, they were able to connect with like-minded individuals who shared their commitment to workers' rights.

The Seattle Branch was generous to offer their support, leadership, and solidarity by welcoming the Kitsap IWW as a committee. Working alongside one another to ensure the future success of a standing Kitsap IWW branch has been a true testament and display of what IWW solidarity unionism stands for. The Seattle IWW's leadership has been instrumental in providing us with the necessary tools and knowledge to navigate the complexities of establishing a new branch. Their seasoned members shared invaluable insights and best practices, which have been critical in laying a strong foundation for our operations. This hands-on support has been crucial in building our confidence and capability as a burgeoning branch.

Their commitment to our success has been invaluable, and we are deeply grateful for their role in our journey.

From the outset, the Kitsap IWW proto-branch has prioritized creating a strong sense of community among its members. Regular meetings, workshops, and social events have fostered a culture of mutual support and camaraderie. This sense of belonging has been crucial in sustaining momentum and ensuring that all members feel valued and heard.

We've also been active in building relationships with other local organizations and movements. Collaborations with community groups, environmental activists, and other unions have strengthened the branch's presence and impact. By working together on common causes, the Kitsap IWW has demonstrated the power of solidarity beyond the workplace.

As the Kitsap IWW proto-branch continues to grow, its members are looking forward to tackling new challenges and seizing new opportunities. Plans for the future include expanding outreach efforts to underserved communities, launching campaigns for workers' rights, and continuing to build strong coalitions with other progressive movements.

Reflecting on the journey thus far, the founding members of the Kitsap IWW proto-branch are filled with a deep sense of pride and optimism. The branch's establishment is not just a victory for its members but a beacon of hope for all workers in Kitsap County. It serves as a testament to the enduring power of workers coming together to fight for their rights, marked by challenges, triumphs, and a steadfast commitment to solidarity. As the branch continues to grow and evolve, it stands as a shining example of what can be achieved when workers unite with a common purpose to create a more just and equitable world.



Solidarity, June 30, 1917. The Hand That Will Rule the World—One Big Union.

Cartoon published in the Industrial Workers of the World (IWW) journal
"Solidarity" on June 30, 1917 Art by Bingo

Rampant Greedflation and Trappings of Capitalism

FW Cedar

In the last few years, I have come to discover that our wealthy overlords will never be satisfied. During the Covid-19 Pandemic (which is still going on), corporations, instead of using this as an opportunity to help people, used this to exploit. They used the pandemic as a convenient cover to drive inflation through the roof. This has led to mass exploitation of workers, who stay at dead-end jobs out of fear. Homelessness has been on the rise, as corporations such as Blackstone have been buying up more and more housing, at the same time that being homeless has been made illegal by our Supreme Court.

Workers are getting sick and tired of working their hides off and not being able to make ends meet. As someone who is disabled and developed lung issues from working for a toxic industry, if my family did not have a house my grandfather bought, then I would be homeless. In the past few years, I have been working on expanding farming outposts, so that people can afford to live, and working with Food Not Bombs, so that people can eat. As a side note, stadiums are good sources of food for those in need. Opening another outlet for food can further help those in need survive.

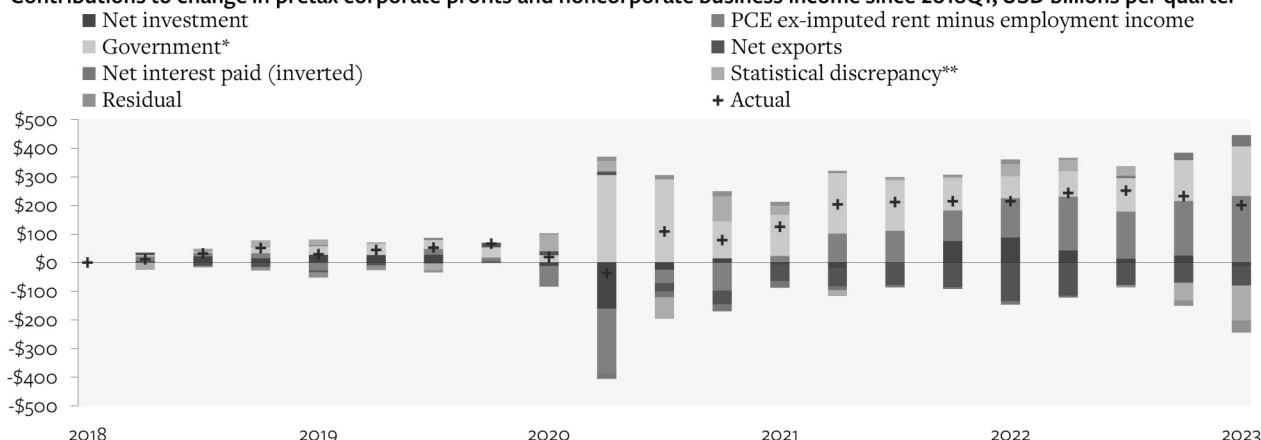
Another trapping of 'greedflation' and capitalism is climate change, causing extreme weather that is killing massive amounts of people. I recommend watching Secular Talk's Video on Climate Change about us continually breaking heat records, and having more and more natural disasters, due to greed from oil corporations. These disasters will affect those without means to protect or relocate themselves, as are the other countless crises (mental health, homelessness, corporate health care, and poor wages). Second Thought has a video on the US being a Police State as well.

How do we fix this? How do we enact change? Are you not pissed?! Are you not tired of being worked like a dog by corporations that claim you to be 'essential,' then treat you as disposable? We strike as one, we hold these people's feet to the fire and unite! As a former capitalist, I have since realized that this is the only way that our species survives. We must adapt or die, and I would prefer to go out swinging.

Profit Attribution

Profits surged between 2019Q4 and 2021Q2, and have remained elevated in nominal terms. Net investment has been stagnant while the trade balance has been a drag on profits, but elevated government and consumer spending relative to worker pay have offset this.

Contributions to change in pretax corporate profits and noncorporate business income since 2018Q1, USD billions per quarter



*Spending excluding investment, social benefits to persons, public sector payrolls, and foreign aid minus receipts excluding income taxes, payroll taxes, residential property taxes, and dividends **The official estimate of the difference between GDP and GDI

Source: Bureau of Economic Analysis, Matthew Klein's calculations

From <https://theovershoot.co/p/greedflation-and-the-profits-equation>



A Bitter Harvest Looms

FW Sean

The other day I watched a sole bumble bee buzz from depleted clover to depleted clover under a blazing hot sun, as NATO leaders met in D.C. to plan war. Thirty or so springs ago I remember losing count of the bees in the clover. I feel for the bee, making honey and cultivating flowers, while the masters of war plan to kill.

Collectively, the American people and NATO societies, weekly edge the world closer to armed conflict with Russia and China because NATOs' capitalists need more markets. Since Americans only know war, it's inevitable that war will come. Isn't this to be expected from a society of people living on stolen land carrying around pictures of genocidal slave masters?

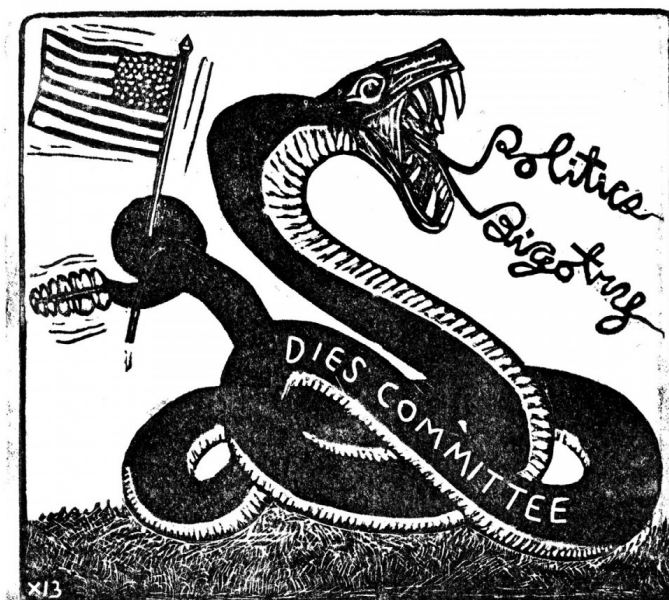
What a society chooses to produce affects how the society behaves. American society spends more on war than the rest of the world and makes more guns than anyone else. Americans spend on war, violence and prisons, not schools and honey. So America's leaders behave like gaslighting abusers, as people die in the streets from hunger, while gun violence casualties exceed 17,000 (this year). An American harvest is here and it's not looking like milk and honey because violence is all that America produces.

This can all change if we collectively begin to plan for the bees instead of for war. The path is clear: stop the capitalists with organized nonviolent resistance. The coordinated withdrawal of cooperation with the system is the answer to all of our problems.

This system imposes material and mental limitations on us all. We are all over worked, we're all subjected to oppression because our society and our leaders are steeped in misogyny and abuse. This requires each of us to make a choice as to how we will spend our limited time. This is a difficult choice given the constraints placed upon us by employers and society.

We have to choose to overcome and heal from the intergenerational trauma, start cleaning up, and live in harmony with the planet. A better world is possible if we landless workers start planning for peace and harmony now, by caring for each other and refusing to cooperate with the murder of children. Since we all have agency, we can choose to resist.

Peace and harmony takes effort. We each, individually, must work to look at our neighbor for the content of their character, instead of with fear and misogyny. We each must individually become fed up with the murder of indigenous peoples and act to stop the murder. We must choose to organize cooperatively. Sadly, given the direction we're going, not enough people are choosing peace and cooperation. For those who don't get fed up and revolt, we'll make sure your ears are cleaned out for the afterlife. All we need now is guts.



Cartoon published in the Industrial Workers of the World (IWW) journal "Dies Committee", Date Unknown Art by X13

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. The next training will be September 28-29th, 2024 in Kitsap County, Washington! If you'd like to be notified of further details or future trainings follow the link below:

<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.

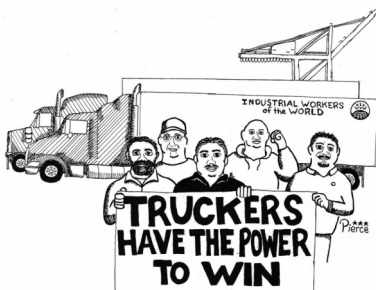
Instead of the conservative motto, "A fair day's wage for a fair day's work," we must inscribe on our banner the revolutionary watchword, "Abolition of the wage system."

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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