

Introducing the Issue

The breweries Carlsberg and Tuborg have been in the public light lately, due to a series of workers' actions, which have deprived the heat-ridden Danes of their beers. Two brewery-workers reviews the conflict as it is seen from Gl Tap, a section of Carlsberg. The article is followed by three elder articles from Arbejdspladsen which describes former conflicts.

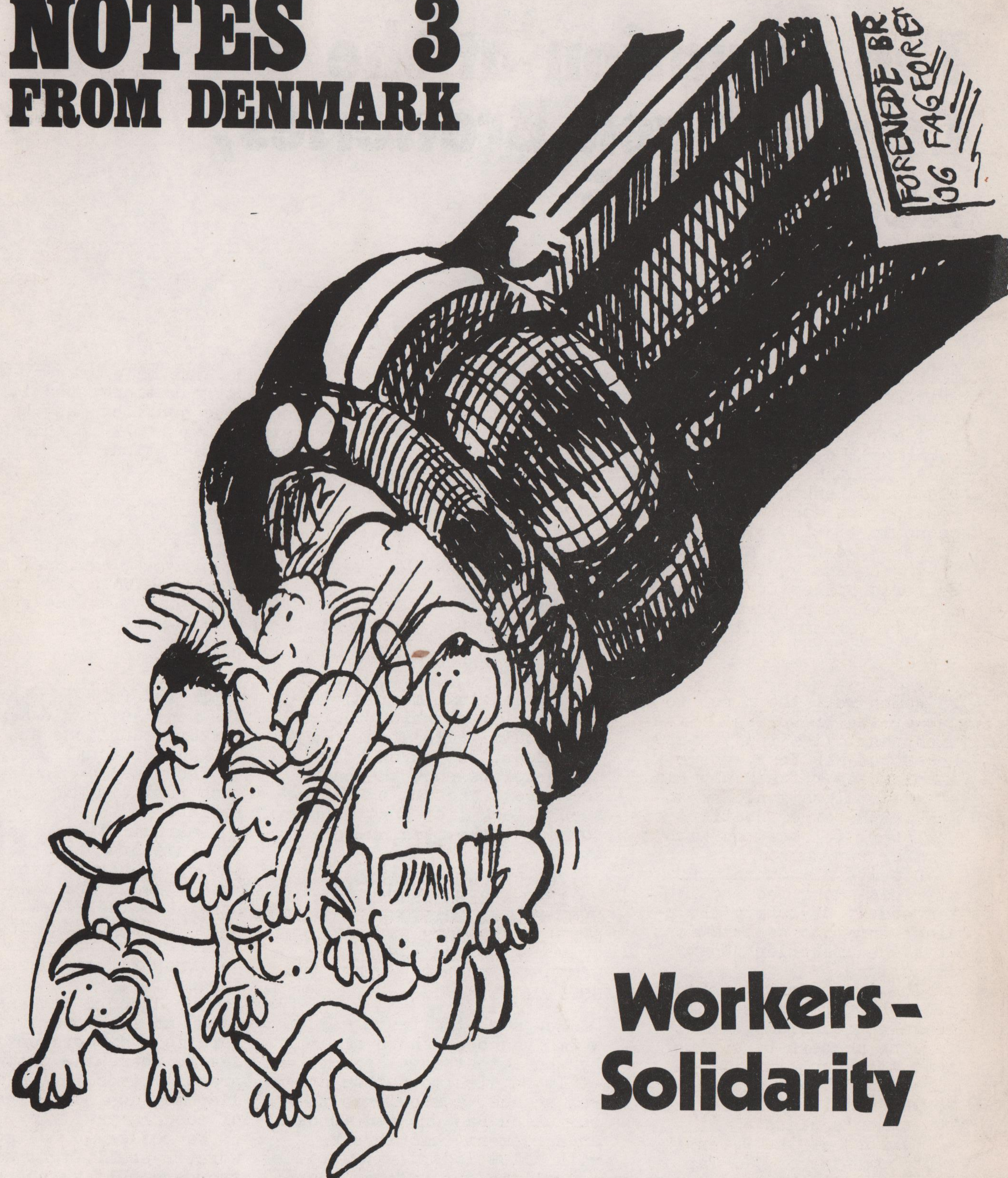
This morning (14th of August, where the issue is printed) the newspapers reported that the conflict had been solved. But it is impossible to make out what the result of the negotiations between the union representatives and the direction is, as both parts refuses to publish details from the agreement. Politiken - a centre/right-

wing paper - claims that the representatives have accepted reductions in exchange for the wageincreases, which should level them with the women. Minavisen - published by the Socialist Peoples Party - says that it is uncertain whether reductions is a part of the deal. Land og Folk - the CP's paper - cries about a great victory. According to them, the equal pay have been gained in exchange for certain savings in the production which does not include reductions. Aktuelt - of the Social Democrats - claims that the union representatives have accepted 'automation-processes and reduction of some work-processes'. When the union ends their secrecy wish-wash, we shall return with the details.

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NOTES 3 FROM DENMARK



**Workers -
Solidarity**

Men Strike for Equal Pay

The Situation at the Copenhagen Breweries, August 1975

The "Arbejdspladsen" has in previous numbers written about the conditions on the Carlsberg and Tuborg breweries. This was in no. 8 1974 and no. 1 & 4, 1975.

Since the great sackings/homesendings last fall there has been labour troubles on the two Copenhagen breweries, where the direction has used the great unemployment and economic crisis for an attack on the brewery workers' working- and living-conditions.

The offensive culminated by the early summer's collective bargaining, in which the direction in cooperation with the female brewery workers' union has pressed a workers

reduction through. The male brewery-workers refused to accept reductions, and it is on this background the conflict must be seen.

Two brewery workers tell in this article about the current situation.

THE WOMENS AGREEMENT

The following comments of 98 women from Gl. Tap/Carlsberg give a good impression of how the collective agreements were pressed through. It was spread out in the breweries during the mens' actions.

We women were the first to answer the breweries' reduction plans. It already happened round New Year, where we unanimously refused any kind of rationalization. The women in the other sections of Carlsberg followed on with similar refusals.

Despite this unanimous attitude among the female members at Carlsberg the union went into negotiations with the breweries about reductions.

The Trade Union wished to keep the first phases of these negotiations secret for the members by saying that the counter-part: The direction of the United Breweries shouldn't learn about the union's plans.

Members of the womens' club-committee on Gl. Tap went against this secretiveness and informed through the clubpaper about the unions intensions. The union took this in bad part, and a smear campaign was made against them. When the union confronted them with the threat of expulsion they resigned their seats.

On the final meeting in late April, on which the women should write about the agreement, the union boss succeeded to show the case as a great victory by making such a long list that nobody could get the meaning out of it.

THE UNION BOSS ALSO TOLD US THAT A REPRESENTATIVE FROM THE FEDERATION AND THE MENS' UNION BOSS HAD TOLD HER THAT THE WOMENS AGREEMENTS WOULD NOT HURT THE MENS' NEGOTIATIONS.

How much the truth was worth has been shown clearly by the latest development!

It is with more than sorrow we must acknowledge that our union has pressed through an agreement which breaks with all solidarity principles as well to our male colleagues as to our unemployed colleagues outside the gate.

The agreement meant shut downs of jobs in exchange for better pauses some places and higher wages, and the result of this policy will show by Fall, when the high summer activity is over.

Therefore we agree with the mens' struggle against worker reductions and their demand for equal pay.

The mens' action has had much publicity in the mass-medies.

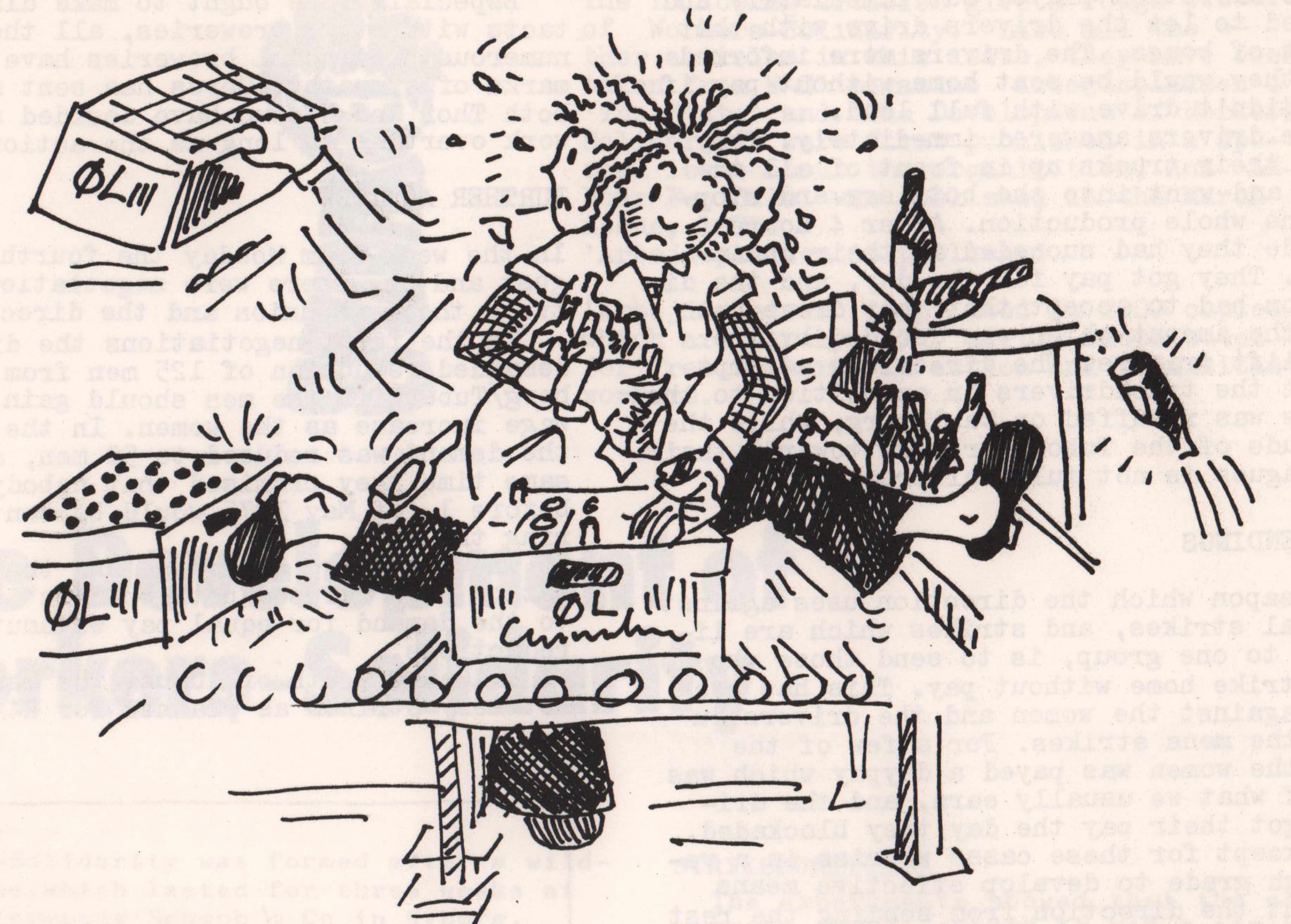
Journalists and radio-commentators have smelled the fragrance of discord between female and male workers, and the "free" press and the "leftwing" radio are willingly helping the United Breweries to deepen this discord.

The discord between the male and female breweryworkers is a discord on top-level, where the chosen representatives in the unions dispute each other instead of cooperating.

We refuse to believe that workers shall fight each other and cultivate special interests, just because they are men and women.

First of all we are all workers!

Signed by 98 women at Gl. Tap.



THE MENS NEGOTIATIONS

The men refused at the negotiations to accept reductions. The United Breweries refused to give higher wages to the men if they wouldn't sell people in advantage. The direction were in a good position with background in the results they had achieved from the women.

The men brought the part to arbitration. With a showing at a equal paying entry, which was signed at the collective agreements in 1973, they demanded same pay as the women.

Friday the 18. July the men struck for the first time. They demanded the arbitration's decision published. Monday the 21. July the decision was published and as awaited it was against the men. They struck again, on Carlsberg the whole week, while on Tuborg the striking was more causal. Monday the 28. July the work was resumed in the bottlery, and the following Friday they struck for 24 hours. It was obvious that the men awaited the general assembly of their union which was to be held Saturday, where they hoped to agree on the line for the continued struggle.

This assembly ment a victory for the line of the shop-stewards, and it was decided to make actions the last 24 hours each week.

THE FORK-LIFT DRIVERS' ACTION

The effectivity of the mens' actions depend on how much one can ruin the Breweries selling. When the work was resumed on Monday the 28th and the following days, the fork-lift drivers decided to reduce the selling.

It happened mainly because some of the drivers drove so much beer out to the customers that it ruined the result of the strike in the bottleries. From the moment that the strikes were limited to 24 hours a week it wouldn't hurt the breweries at all, if the drivers the other four days drove out more than usual.

The fork-lift drivers decided that each truck on Carlsberg was only allowed to bring 270 boxes out a day, and on Tuborg 225 boxes. As it is them who fill the trucks, they are highly competent to control it.

THE TRUCKDRIVERS

The fork-lift drivers' decision has created friction in relation to the truck-drivers. The drivers are breweryworkers and members of the same union as the men in the production, but like the men working with the brewing of the beer they have another contract than in the bottlery. Therefore they are not involved directly in the equal pay action.

During the week where there was striked every day the drivers were sent home without pay, and also the fork-lift drivers' sharpening of the conflict hit their income, because their piece-work pay is put at how many boxes they deliver a day.

Wednesday the 23. July the driver-group on Carlsberg had a meeting and decided to respect the fork-lift drivers decision about the number of boxes per truck; this way they were solidary to their colleagues in action in the bottleries.

The direction played out immediately and refused to let the drivers drive with that amount of boxes. The drivers were informed that they would be sent home without pay if they didn't drive with full load.

The drivers answered immediately. They drove their trucks up in front of all the gates and went into the bottling and stopped the whole production. After 4 hours blockade they had succeeded in their demands. They got pay for the day, and the direction had to accept that they drove out with the amount which was decided by the fork-lift drivers. The directions attempt to put the truckdrivers in opposition to the others was rebuffed on Carlsberg, while the attitude of the Tuborg drivers towards their colleagues is not fully cleared yet.

HOMESENDINGS

The weapon which the direction uses against partial strikes, and strikes which are limited to one group, is to send those who do not strike home without pay. This has been used against the women and the drivers during the mens strikes. For a few of the days the women was payed a daypay which was 60% of what we usually earn, and the drivers got their pay the day they blockaded. But except for these cases we miss in a very high grade to develop effective means prevent the direction from sending the rest home when one group is striking.

COMMUNICATIONLACK

Another reason why the different forms of action didn't work as effective as intended, is the missing direct communication between the different groups and sections.

The informationchannels go through the shop-stewards, and they only inform what they feel like, and if they disagree with the actions or the form of them, they will not hesitate to twist the facts. The other colleagues therefore often react against the colleagues who action because they themselves get less pay, or get sent home without pay like both the drivers and the women have been.

Only the direct communication can solve this split. There HAS been taken steps in that direction during the last three weeks. When the drivers blockaded they were invited to the womens servants hall meeting at Gl. Tap. Men and women had joint servants hall meetings on Gl. Tab on the Monday where the fourth belt gang actioned, and they went out to the other sections.

But these small beginnings are still unefficient to secure an effective coordination and organization of the actions.

INFORMATION OUTWARDS

The press, the radio and the television have done everything they could to put the struggle in a bad light.

It is a severe lack that there has been done so little from the workers' side to bring information about the situation directly to other works. It is also a mistake not to ask other works for economic support.

Especially one ought to make direct contacts with other breweries, all the more as numerous provincial breweries have sent marks of sympathy: Ceres has sent money, ar both Thor and Neptun have decided not to work overtime as long as the action runs.

FURTHER ACTIONS

In the week from Monday the fourth of August and on, there were negotiations between the mens union and the direction.

In the first negotiations the direction demanded reduction of 125 men from Carlsberg/Tuborg if the men should gain the same wage increase as the women. In the 2. round the demand was reduced to 50 men, and at the same time they promised that nobody hired before 1. of May 1975 would be sent home during the year.

The executive committee and the representation have refused both "offers" and stick to the demand for equal pay without workers reductions.

Friday the 8th of August the men in the bottling striked as planned for 24 hours.



INTERMEZZO

The workersreduction among the women has in numerous places ment that the rest of the belt gang have to do extrawork. Monday the 4th of August both men and women in the 4. belt gang on Gl. Tap Carlsberg refused to do the work of a woman who had been reduced. This stopped the bottlerbelt already on the dayshift, and the direction sent the worker home without pay. The direction claimed it was workrefusal which the people denied.

Also the afternoon shift refused to remove the bottle which stopped the production and were ordered to leave without pay. This made the other belt gangs in the section put down the work in sympathy with the 4th.

Due to the division in two unions, the men and the women always have separate meetings and vote separately at the breweries. But on this afternoonshift they overcame the separation and had a joint meeting. They demanded animatedly that the woman who had been reduced came back to the gang, and that the workers at the 4th belt gang was payed their full wage.

During the evening we went into the two other sections, stopped the production, and informed the colleagues there about the action at Gl. Tap.

After these actions the belt gang was set to manual packing. As the problem with the overturned bottles only arises when the packing is done automatically, the problem is temporarily postponed, but not solved. In that moment the direction set the belt gang to automatic packing and it stops due to an overturned bottle, the management will take the case to the Labour Court.

Appraisal of the Situation

24 HOURS ACTIONS?

One can ask if a 24 hours strike a week is sufficient to bring the breweries' direction to their knees. The atmosphere among the men after the first week's strike was obvious for a total strike, but this was opposed by the chosen representatives. There are two reasons why they still have effect: The warm weather has been a help to the breweryworkers, as it has increased the demand for beer. The fork-lift drivers progressing of the actionforms to include control over and reduction of the sale, secures that the effect of the short actions does not disappear.

Furthermore have the shorter actions, like the drivers' and the one on Gl. Tap together with a rout of meetings in the work-hours lowered the production.

OTHER FORMS OF ACTION

The dividing of the production into different sections give plenty of possibilities for various actionforms - many of them have already been used in the past weeks: partial strikes, blockades, lesser selling, work slowly according to the rules, refusing to work overtime and so on.

But the conscious planning and coordination of these various actions, which will give them the maximum effect, is indeed still missing.

OBJECTS OF THE STRUGGLE

The mens demand is to get the same wageincreases as the women without reductions.

Till now they have insisted on this demand and they have refused all the compromise offers from the direction. It is important that this stands fast no matter what the direction offers. For it is a question of more than the current rationalizations. It is a question of breaking with the principle that the direction can reduce and rationalize in exchange for wageincreases or other goods.

It is a question of refusing any attempt to limit the demands. The development of the situation has on the contrary shown that the demands must be extended:

- They must extend to the fight for noone can be sent home without pay when one group strikes.
- They must extend to the fight for getting the women who were reduced at the womens collective agreements back to the gangs.
- They must extend to fight against different wages for different sections and groups. The demand can not only be equal pay for men and women, but much more simple EQUAL PAY FOR EVERYBODY.
- And they must extend to include rejection of paying that shower of fines which the Labour Court soon will pour over everybody who have participated in the strikes.

FROM ARBEJDSPLADSEN, THE SEPTEMBER ISSUE 1974

Bitter Brew!

The Carlsberg/Tuborg corporation
In 1970 Carlsberg and Tuborg officially merged. Since the turn of the century there has been a close cooperation between the two factories, for instance splitting the profits.

Within the last 5-6 years Carlsberg/Tuborg has made a powerful expansion, both in Denmark and in other countries. They have bould breweries in Malawi, Brazil, Turkey, Cyprus, Malaysia and lately in England.

Nationally they have taken control over Wibroe, Neptun and Urban (smaller breweries), and they are building a new bottleing factory in Fredericia.

From being two Copenhagen factories the corporation turned world-wide. It has scattered the production all over the country and in foreign countries. This is what popularly is called structural rationalization.

The consequences

The brewery workers in Copenhagen have traditionally been strong, fighting for better wages and conditions.

The consequences of spreading production are clear: Their action will be weakened, because the corporation can bottle beer around the country if they strike. This will happen unless the brewery workers in Copenhagen succeed in getting con-

tacts with the workers at the other breweries in the corporation.

This summer Carlsberg/Tuborg started an attack at the brewery workers in Copenhagen. It consists of temporary dismissals, stiffening dicipline, political sacking and terror by blacklisting.

Temporary dismissals

Since the last of july, about 800 have been dismissed from Carlsberg/Tuborg.

The way they do it, is by firing workers temporarily for a month or two, and reemploying them as they need.

When slavery was legal, the masters had to supply food, housing, and clothes to the slaves - even if there werent any work for them.

Today the working class as a whole pay the taxes and unemployment subscription, so the masters (capitalists) can have a free reserve of labour at hand. - That means, When the bosses dont need us, give us the sack, etc.

Blacklists

The remaining workers are terrorized by files of absence-days.

The breweries dont want to employ sick workers, even if they got their illness from working in a cold and drafty place.

2 times absent a month is too much, and you get a warning. 3 warnings means a firing note.

In this way the breweries exploit the feeling of in-

secureity and fear of unemployment by forcing people to work despite of illness.

Stiffening conditions

is a dayly routine:

- the manning at the bottleing machines is cut
- jobs are rationalized away
- usual ways are abolished
- many local-committee members are fired
- active fellow workers are persecuted.

To create even more insecureity the bosses have threatened to close Tuborg for 3 months, if the workers take action against the worsening conditions. They dont try to hide the purpose - they are getting rid of the most active workers.

The intention

All these attacks on the workers looks like they're trying to create 'the proper atmosphere' to force further reductions through at the bargaining in may, than corresponding to the economic difficulties they claim to be in.

The scientific research building projekt is a witness of that, after all.

In stead of organizing the fight against breweries, the two unions plead for law and order. They say straight out, that the members "should realize they are the small ones", and wait for better times.

The main union has allready declared, that the members shall be happy if we get a social contract.

ment. It is prevented, that they loose contact with their fellow workers, and the solidarity in the factory is strengthened, making the basis of a counterattack on the bosses later.

But apportionment is clearly the worst solution to the unemployment problem. It is only a method you can resort to if there are no other ways of actively fighting dismissals in a factory.

When

During the dismissals at the breweries we saw, that the bosses avoided firing the sales drivers and the workers at the brewing section by transferring them to the bottleing sections, getting rid of less qualified workers there.

Most companies dont want to dismiss people with jobs, that need long training, if the sales decrease period seems to be short. Then the bosses will be more interested in apportionment, because it is clearly in the interest of the factory to have these workers at hand.

FROM ARBEJDSPLADSEN, THE APRIL ISSUE 1975

The Agreement Situation

The brewery workers union is not a member of LO (Danish council of trade unions) and dont settle agreements till may.

The two local unions in Copenhagen (men and women are in separate unions) have negotiated their special agreements with Carlsberg/Tuborg since february.

The bosses of Carlsberg/Tuborg have laid a number of claims, that are far in excess of a zero solution (which the government demanded). They want the automatic tariff adjustment abolished, the piece rate decreased, freedom of firing and employing who they please, regardless of seniority. And then they demanded a comprehensive reduction in the manning.

The mens union has refused to accept reductions, and their negotiations broke down and passed to the main union.

But the womens union has accepted bargaining for reductions on the manning.

Among other things this lead to 5 committee members, Gl. Tap Carlsberg, left the committee in protest. Here we print one of the committee members' rewiew of the situation and her reasons for leaving. This article has been printed in the womens shop-paper at Gl. Tap, Carlsberg.

OPEN LETTER TO MY FELLOW WORKERS

The main cause and the point of dipute is the manning quistion, and although everybody are supposed to know, I will make a survey on the situation last christmas:

But at the same time it will be easier for us to refuse job apportionment, and instead of that claim no dismissals at all.

The condition

If the work demands no training, and the factory just can take people from the street, it will benefit more by not accepting an apportionment arrangement - in the other case, we will get more use of it, if we have no other opportunity.

In that case we have to make absolutely sure, that the factory is not getting a greater output than corresponding to the apportionment. It must be a condition, that there is a written guarantee, that the bosses renounce dismissals as long as the agreement runs.

Finally we must claim, that the apportionment is introduced at once. There is going to be dismissals, and if somebody allready have been fired, we shall lay claim that they will be reemployed and enter the apportionment.

FROM ARBEJDSPLADSEN, THE JANUARY ISSUE 1975

Job Apportionment on the Breweries

After the first wawe of dismissals at Carlsberg/Tuborg in july-august, the next followed in oktober-november.

After these dismissals, the brewery workers laid claim at the local general meetings for a job apportionment.

The claims included: 1. a written guarantee against further dismissals, 2. all who had been dismissed till now should be reemployed and enter the apportionment.

Resistance

Under strong pressure from the members the main union accepted to take a referendum, but the resistance of the two unions in Copenhagen resulted in strongly undemocratic voting rules.

Against the union laws, the unemployed were kept out of the referendum, and they demanded a qualified majority, which means at least half of the voting members should vote yes, to pass the claim.

At the mens union general meeting these voting rules were rejected in favour of the legal ones, while at the womens general meeting it was only agreed to demand a common majority.

The resistance, especially from some of the womens shopstewards, was reflected in the results. The women had a majority of approx. 100 votes for apportionment, while the men had 1000.

The cause on the shelf

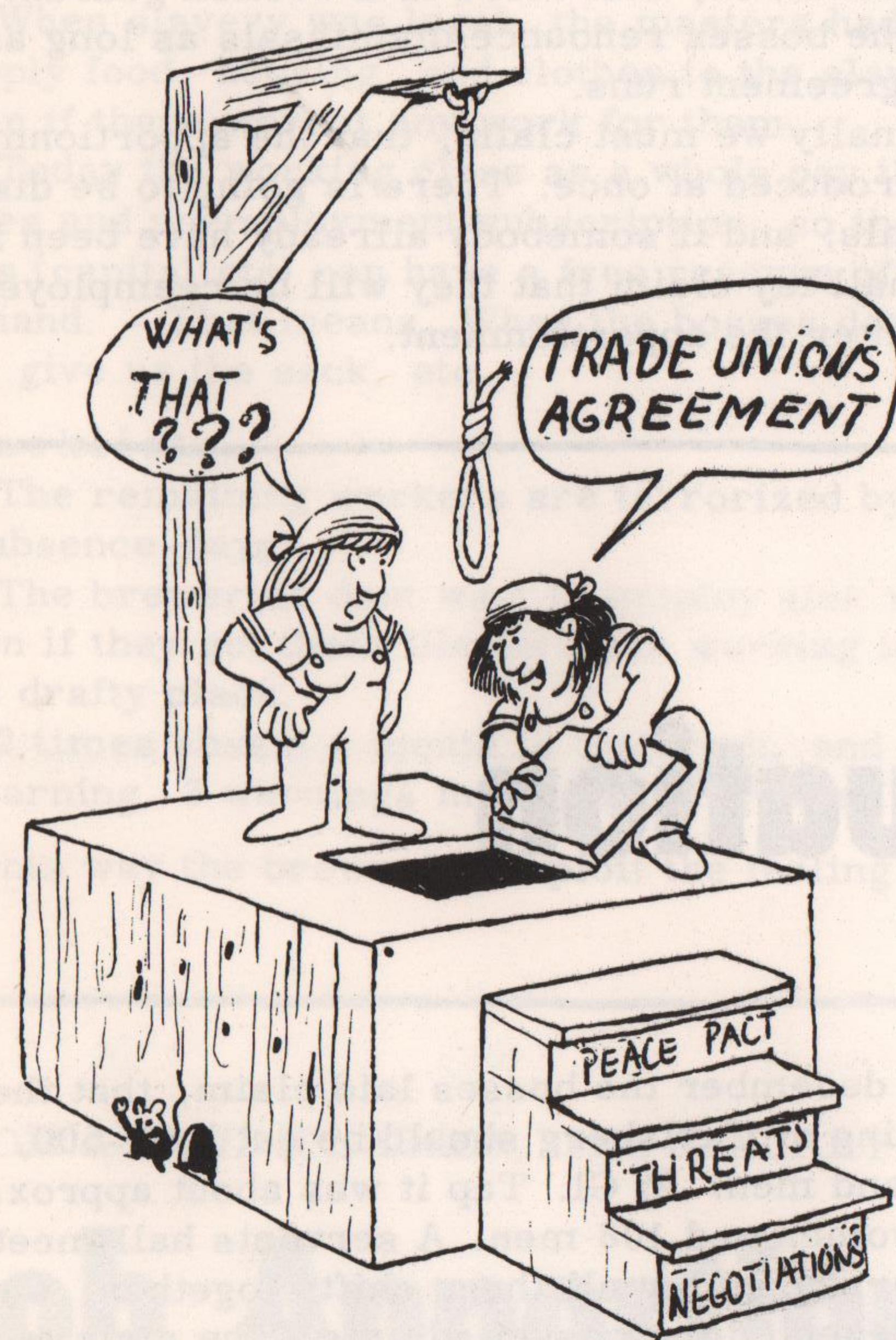
For the time being the breweries have rejected the claim. First of all the bosses want to see how the LO-DA talks were going, and secondly they think that reemploying the dismissed under the apportionment is against the labour exchange laws.

The unions have accepted, that the claim is suspended, till these points are clarified: The whole thing is pigeon holed !!!

Why an apportionment

The better of apportionment is, that it prevents a number of colleges being thrown into unemploy-

Totally 44-52. From the other sections we have not been able to obtain precise figures. When we asked, they told us, that the manning quistion had been settled as a whole, and we could not get concrete information. But anyhow it is definite, that Gl. Tap will be hit the hardest.



Has the union got an approval of the chosen policy

1. The committee at Gl. Tap were told, that the union would bargain about manning, but it was produced as a briefing about what had been already decided by the union board. At the same time the committee members got the strictest orders not to tell the colleges about it, otherwise the unions plan would be spoiled - and we would get the blame.

This was on the 3. feb. On the 24 feb., at the next committee meeting, all the local committee members present dissociated themselves from, and refused a policy that meant, that 40-50 colleges were to be rationalized away. At the same time we said, that we could not accept, that we were not allowed to tell our colleges about it.

2. On the 3. feb. we also were told, that we were the only local committee that was informed before. All the same it was said on a committee meeting in march, that all local committees had

reported back, that they accepted the union policy, although they were not too happy about it.

I dont understand how a thing like that can happen, when they knew nothing about it beforehand. And why nobody protested, I dont understand at all.

3. On the committee meeting it was also said, that the women from Carlsberg in the pavillon(-meeting), and likewise those from Tuborg the following day, accepted and supported the union policy. As far as I have noticed on the pavillion meeting, it was not made quite clear that this policy meant manning reductions. And neather was there any voting.

4. On the day of the pavillion meeting we had a servants hall meeting at Gl. Tap on the afternoon shift, and there was no feeling of selling colleges for any price at all. On the night shift we decided to say no to reductions, and demanded, that Barbara should get out of the talks about manning, if the union would not change its policy.

5. The next week we had another servants hall meeting at Gl. Tap, this time it was all three shifts together. Here too, the atmosphere was absolutely against any reductions, but the voting was made to be about something else. It was brought forward, that our shopsteward Barbara would resign as shopsteward if we said no to the union policy. - For that our colleges voted yes - but for Barbara staying and not the union policy.

I cannot get any other impression than this: It is pretty clever manoevering in the different situations and on the different meetings - I cannot see, that the support and accept they say, has been present in any of these situations. (extract from the local shop paper).

The smear campaign

5 of us resigned from the local committee on an extraordinary general meeting just before easter.

Before then, they tried to throw us out from a committee meeting in the union. The chairman refused to talk about the agreement situation as long as we were present, because some of us had declared, we would pass on the information to our colleges. As we refused to go, they adjourned the meeting. Since then the union has exposed us to public contempt for being disloyal and making harm to all the members interests.

The union and the members

We think we have chosen to work from the members decisions. The union thought they knew better about the members interests than the members, and demanded we had to follow their decisions.

Secret talk behind closed doors. This is what we know about the LO - DA talks (DA: employers association). This is something we critizised, and we thought ourselves lucky, that we brewery workers are not members of LO. We just have to note, that this agreement situation has made it clear to us, that our unions way of bargaining is not different than that of the LO bosses.

And thus they will take the members influence on the agreement situation away from them; at last, when it is all over, we can say yes or no.

But no matter what, it is allways us, - we will have to pay the piper.



The Development of Workers-Solidarity

Workers-Solidarity was formed after a wild-catstrike, which lasted for three weeks at the meatcompany Schaub & Co in Nyborg.

The strike was totally defeated. We saw, how the trade union and the labour-confederation deceived the workers. From the start they both declared the strike unofficial, close the strike funds, and cooperated in getting us sentenced in the Labour Court. We, who were active under the strike, got fired with the approval of the labour-confederation.

We realised that this would have happened not only with our strike but with all unorganized strikes - if we don't support each other in labour-fights regardless to kind of job we are doing and without the trade unions.

This is why we started this organization.

On May the first 1971 the general meating of the organization was arranged. The aims were : To organize collections of money to striking workers and to combat the Labour Court.

THE STRUGGLE AGAINST THE LABOUR COURT.

Some striking comrades had asked us, if we would pay the fine the Labour Court had sentenced them.

Thes discussion that followed inthe organization came to this, that we should concentrate our forces in supporting the strikes as long as they went on.

We took the stand that the purpose should be creating the economical ground to make it possible for camrades to win a strike. The organization neither could nor would collect money and then hand it over to the hands of the capitalists.

The Labour Court is a part of the whole trade union system of laws. Ve have learned that not only the Labour Court but the trade union system of laws is turned against us workers. That's why we have to fight it and not only the Labour Court.

The following articles give a rough picture of Workers-Solidarity. Like all the other articles in this issue, they have been taken from W-S' magazine 'Arbejdspladsen'. 'The State' and 'The Development of Workers-Solidarity' were first published in a special issue about the organization, and 'Labour For Sale' was published in the March issue, 1975.

'Arbejdspladsen is published

'Arbejdspladsen' is printed in 2000 copies which are partly sold, partly distributed for free to works in action and to militant workers.

STRIKECOMITTEES

The experiments showed that the economical support wasn't enough to win a strike. Several of the strikes we supported economical were lost.

The strikes were partly lost because they were not organized well enough, partly because the trade unions and shop-stewards sabotaged the strikes by splitting the solidarity by filling the air with defeat and by theaths about fines in the Labour Court.

Once the shop-stewards even went as far as lying about the negotiation results just to get people back to work.

It became more and more clear for us, that we had to warn striking workers against letting the trade union and shopstewards lead a strike.

With these experiments it became quite clear for us that political support is just as important as economical support.

We then urged string comrades to organize and lead the strike themselves without the shopstewards and the trade union people by selecting strikecommittees containing their own people, who they knew wouldn't betray them.

The strikecommittees' jobs were to put forth the demands the striking comrades had decided to demand from the capitalists, gather informations, collect money, and to look after other activities during the strike for this way to fight the sabotage of the shopstewards and trade union people.

Strikecommitteemembers who don't take care of the duties, wich the string comrades have placed on them, must of course immediately be removed.

PERMANENT GROUPS AT THE JOBS.

The weakness of the strikin gcommittees was that they often were chosen too casual.

And the strikes often ended in a defeat because one went into a strike without

further consideration, without knowing if the time was right, without any knowledge of the company's economical situation and marketing conditions, without knowing enough about the consequence of the trade union system of laws.

This lead us to that conclusion, that it's necessary to form permanent groups at the jobs, who have to analyse the conditions and to show and to discuss the problems with the other workers before, during and after a conflict.

The groups don't have to be identical with the strike committees.

In the organization we are now working for the supporting and building of permanent groups and to arrange contact between them. We mean that it's on the basis of these groups an opposition to the existing trade union system can grow.

From "SÆRNUMMER AF ARBEJDSPLADSEN 1975"

From "ARBEJDSPLADSEN" no. 3 1975.

Labour For Sale

Now the Socialdemocrats are at the steering-wheel again declaring, that they see it as their duty to give back the industries the right grounds for investments. Being a party of the capitalists they know that industrial investments are not caused by abolishing the deficiency of the state - but by creating the grounds for an even greater exploitation of the working class.

The politics of the Left (a conservative party, who like to call themselves liberals), which contain cut back of social grants and wishes about free competition among the capitalists, are so out-dated, that they couldn't even be used to get the crises in the thirties under control.

The cut back of the social grants, the direct state control of the collective bargainings and the "social help" for the capitalists would be clear signs showing the state-function in contrast to what we were told - a neutral instrument, which is functioning in favour of the society as "a whole". But the Socialdemocrat mix the cards and make us feel that they did it.

For the workers the politics of the Socialdemocrats have always favoured the consciousness of the society for the consciousness of the class. As the working-class' party they have also had the monopoly of the working-class' organizations.

THE ATTACK OF THE STATE.

Some people have shouted loud about the benefit of having the Socialdemocrats forming the government because they had to deny to interfere with the independent negotiations of the organizations of the labour-market. The masters for this were the worker-parties left of the Socialdemocrats. But here we are obliged to tell that the industry (the capital) and the legislative power are not two separate things.

Too often we have seen, how the state puts labour-compromises on the Statute Book, how it extends the collective bargainings, and how it forms general economical solutions.

And today we see how a general economical solution is being made long before a labour compromise has been worked out.

Berlinske Tidende (a conservative newspaper) writes in its leading article February the 11th, that the government "must be satisfied by being the obstetric aid for the organizations of the labour-market, then it's able to bring about those negotiations that has to follow a moderate solution of the collective agreements".

While the negotiations of the collective agreements are coming closer and closer to a zero-solution - as the buyers of labour-power demand, the Socialdemocrats are working out a legislative bill, that will diminish our wages we get paid out, and this will end with a minus-solution.

Two legislative bills are laying on the table suggesting that all deduction of interest for assessment purpose in connection with private homes and private debts older than 15 years have to be stopped. Many of us have bought a house or an apartment on that condition that we then could pull on the tax bill. Else we wouldn't be able to pay the enormous high interest on bonds and private mortgage deeds.

In contrast to the Left the Socialdemocrats will not help all capitalists. In first term they want to support the export industries, for example by securing no loss on the alteration of the rate of exchange and by giving cheap loans for long term investments, if the company is healthy. It's particularly the big capitalists in Denmark as the East Asiatic Company, F.L. Smidt and A.P. Møller who get stronger in their attempts to settle in

the Middle East and in the Eastern European countries.

It's these legislations or a part of them which will follow the collective agreements. And we are going to pay for them unless we don't put forth demands that go much further than the collective agreements.

FROM DEFENSIVE TO OFFENSIVE.

If the collective agreements confirm a little more than a zero-solution the buyers of labour and their assistants will call them moderate and the state will through

legislations scoop out the collective agreements and give it all to the big capitalists again.

Our fight has to go much further than put forth demands to each capitalist, for example the comrades at Sabro - Øst marched to the tax-department and demanded their taxes lowered because their pay was reduced.

And when the house rent gets bigger we must deny to pay it, because our wages aren't big enough.

THERE MUST BE LIMITS OF WHAT WE CAN STAND ?!

FROM SPECIAL ISSUE OF ARBEJDER-SOLIDARITET (WORKERS-SOLIDARITY)

The State

We have always been told, that the state is a neutral organ, governing the society from above, independent of classes.

The "labour" parties have contributed to this view, when they made their goal of getting the majority in the parliament or creating a labourer government.

By means of the power of the state, they will reform the capitalist society and create a socialist one.

But the state belongs to the capitalists. The state is not aiding the single capitalist, but the capitalist class as a whole.

-Through the educational and social sectors the state maintain and educate the workers for the capital.

-The state has taken over the expenses of maintaining and building up the infrastructure (roads, bridges, etc.), that would otherwise be on the capital owners.

-Through economic laws and the foreign policy the state forceifies the competitive power of the national capital.

-Through labour market laws, labour tribunal, law of the conciliation officer, etc. the state fights the workers struggle against the capital.

LO and the state

But the resistance against the economical and political struggle of the working class is not only taking place at the level of the law. The workers main organization, LO, has done a great part of the filthy work.

By means of the agreement system, LO guarantees the capital a steady price on labour two years at a time.

Even the politicians don't have the power of ensuring stable prices on raw material, the way LO and DA do it in unity, concerning labour power.

And to maintain "social" peace among exploiters and exploited, the LO has assisted developing a net of rules and laws, that are tying us workers hand and foot.

If this is not sufficient, the state power will be ready to interfere, ban strikes and make social contracts.

The LO has become a part of this state, directed against the working class.

LO: Danish council of trade unions
DA: Employers association

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A SMALL BULLETIN FROM DENMARK

The Socialdemocratic government interfered in the collective bargainings at spring this year, prolonging the collective agreements for two years without any improvements in wages and working time.

All through summer a lot of disputes have taken place in the metal-industries mainly on wage quistions. These disputes continue:

B&W (Ship-yard in Copenhagen): 200 metal-workers went on strike for 16 days in september. The dispute was about wage and manning. During the strike the metal-workers were threatened by the federation of metalworkers union to be expelled from the union if they did not go to work.

Storno (producing radio-telephone equipment). About 150 metal workers went on strike late in september. Their demands are 3kr. more pr. hour. (Their wages are 3 kr. below the average of metal workers in Copenhagen). The strike just stopped, but the dispute is going on.

The common features of the dispute inside metal-industry (also counting for Nilfisk and Sabroe) are:

- 1: The confrontation with the federation of unions, which each time try to force the workers back to work.
- 2: Disputes the last 3/4 of a year are no longer mere walk-outs. More and more often the workers put up picket-lines.
- 3: The workers are organizing strike-committees, and go out to other factories and ask for support. The collection of money for workers on strike is better and better organized.
- 4: Since all the strikes are illegal (un-official) they are put before labour-court and fined. As a further step the labour court can "declare the work free", which means legally to disposess the workers concerned of all their rights as regards employment and the dole. And it has threatened to do it in almost all the strikes during the last 3/4 of a year. The result was that the workers capitulated in most of the cases. Also in this quistion, trade-union leaders made a big effort of blaming what they call "the chinese" ----.
- 6: Since late august, and still continuing as a dispute, there was a strike of social-workers in the kindergardens all over the country against reductions in the manning as ordered by the government. (The mojority of kinder-gardens are community-run, but also the private ones get state support). Also the parents in many cities are organizing against the cutting down of manning and have organized pay-strikes. The newspapers have covered the development of the protests rather close, and for the moment the government is re-discussing the matter.

A dispute between a small paper-firm in Jutland and the local cartonn age and bookbinders union about establishing a collective agreement has been subject for the mass-media. The union demand the workers unionized and negotiations about an exclusive agreement, but the management and the workers employed refuse this. According to labour court rules the picket put up by the union was legal, but nevertheless it was dissolved the 30th of september by the police according to civil legislation.

The whole affair has been used by right wing politicians, propagating "the right to be free not to organize". Another aspect which has been put forward by MP's from the liberal party, is the right to be in the unemployment insurance system without being members of a union. This is a very touchy quistion for the unions in Denmark. According to practice, membership of the union and the unemployment insurance is linked together. But according to rules and legislation you can be in the insurance system without being unionized.

But the unions fear, that if this is pyt into practice it will cause many members going out of the unions, only wanting to be in the insurance system. One of the reasons of the high percentage of unionized workers in Denmark is exactly this linking together of the union and the unemployment insurance system.

continued.

A SMALL SEPTEMBER BULLETIN

Workers-Solidarity arrangements:

In November Arbejder-Solidaritets is arranging a conference together with the Uniprint-workers active group. The topics for the conference are:

- 1) The new development in the practice of the labour court. This covers especially, that the labour court in several of the strikes have threatened to declare the work "free" if the workers didn't stop the strike. Declaring the work free means, that the workers are no longer employed in the factory and the labour exchange office shall send unemployed to take the work. If the unemployed refuse they will lose their unemployment support (unless they can prove, they are seriously threatened, e. g. by pickets).
- 2) The use of police against picket lines.
- 3) The threatening of the federation of unions to expell workers who are striking illegally (as it happened in the B&W dispute).
- 4) Can we get unemployment support when we are laid off while a dispute is taking place.
- 5) Can we get money from the social security while striking illegally?

Arbejder-Solidaritets (Workers-Solidarity)



Thursday morning a new conflict started at Carlsberg. As the fog of secrecy, which the union and the direction had tried to cover the results of the negotiations with, lifted, it was revealed that the shop-stewards and the mens union boss had accepted that 128 male workers are to be fired in a year.

As a reaction against this obvious treachery 48 of the workers in the brewing section went on strike as they met at the day-shift. The strike spread and by noon 250 of the workers were in conflict. It is remarkable, that while the last four weeks conflict has been limited to the bottlery and the distribution, it is now the brewing section who actions. The morningpapers Friday assume that the conflict will be protracted, and as Carlsbergs stocks are nearly empty, the workers are in a stronger position than ever. Although 100 out of 107 union-representatives have accepted the unacceptable price for the equal pay, the rank and file still demand equal pay without reductions.

Few hours after the 48 had laid down their work, the Labour Court passed a verdict against the Carlsberg workers and their union. The union was fined kr. 150.000,- which is the largest sum any union has been fined ever. The workers were fined kr. 8,75 per hour, or kr. 70,- per day they have striked.