

THE HOOK no10

THE FIGHT WE MUST WIN

- 1. £37-50 basic and fall-back**
- 2. An end to piece work**
- 3. No reductions in manning**
- 4. No cut back in over-time rates**

MANCHESTER DOCKWORKERS ARE NOW FACED WITH TWO ALTERNATIVES - EITHER TO WIN A DECENT BASIC WAGE, WITH NO LOSS OF JOB SECURITY OR TO ALLOW THROUGH PRODUCTIVITY DEALS WHICH IN THE LONG RUN MUST MEAN REDUNDANCIES.

For a lot of ports in the country Devlin Phase II has meant the second alternative. If we want to reverse the trend then the four points opposite are ones in which we cannot afford to compromise. If we want security for the future then we will have to fight for it now. If we don't then all we will have to look forward to is a steady eating away of the real value of our pay and the possibility of redundancies.

A decent basic and fall back pay is needed to give us some protection against rising prices and lay offs. Prices will continue to rise even faster than before once the new value added tax arrives and if Britain joins the Common Market then food prices are likely to go up by 15%. Not only price rises but cuts in the social services will send up the cost of living. So far the Tories have increased prescription and dental charges and the cost of school meals. What other plans they have in the pipeline we don't know but they certainly haven't finished yet.

As protection against redundancies we must not allow any reductions in the manning scales. Devlin Phase II means less

jobs for dockers. The National Dock Labour Board gives the dockworker a defence line against sackings which workers in no other industry have. The NDLB is certainly a barrier to the employers' plans to reduce the labour force, but if there were no reductions in manning then there would be need for redundancies.

The demand for an end to piece work is equally important. Piece work isn't a system which works in the dockers' favour. Although it's meant high earnings for a few weeks for some, it also means that earnings are dependent on the type of cargo in the port. More important it divides dockers into those who get the good jobs and those who spend their time on R and D.

This is a fighting programme and to win it will require militant action. The present lightening strikes and work to rule must be maintained and strengthened. We must be prepared to come out on full strike in support of our demands. Above all there must be regular meetings on the croft to report back from the negotiations and decide on action to be taken. This battle can only be won if every dockworker knows what's happening and understands the need for fighting.

IT MAKES SENSE FOR RUNCORN TOO

The principle of a decent basic wage affects Runcorn dockworkers just as it does Manchester. The Runcorn docker has always relied on piece work to earn his keep. But now he has found that piece work is no good without shipping. Until about two months ago there was no shortage of ships, but recently the work has been tailing off, and dockers with cars and houses to pay for are beginning to feel the pinch.

Dockers at Runcorn and Manchester are both working for the same company and any deal which is signed will effect both ports. And any fight for better pay is the fight of dockers from both ports.

LIVERPOOL GETS 100 % CONTROL

Liverpool shows thw way again! On Merseyside, where 800 dockworkers are to be recruited, the shop stewards have gained 100% control of who is hired.

Now that the Liverpool shop stewards have won this control, the question is raised - what should be the yardstick for deciding who gets a job and who doesn't? At the moment it looks as if those who have dockers as fathers and uncles will be first on the list.

We think that this is a bad policy. The press have always tried to make out that dockers see themselves as especially privileged. Whenever there is a dock strike, they've always tried to cut off sympathy by making out that the docker sees himself above other workers.

In fact the docker has no privileges; he only has rights. Rights which should serve as an inspiration to other workers who haven't yet fought for them or haven't yet won them.

These rights were won by militant trade unionism. So we say that the only yardstick for recruitment onto the docks should be whether or not the man who wants to get on is a solid trade unionist.



DEFEND FREE SPEECH!

Recently the T.G.W.U. Branch passed a resolution on 'Ship Canal'. It was moved by Brother Barney McGinn (of the Overall Stores) and carried by ten votes to five. This resolution said that if 'Ship Canal' doesn't withdraw the comments in the last issue on Branch Secretary Harold Gee and Regional Docks Secretary Dennis Mahony then T.G.W.U. head office should hold an inquiry into the paper.

'Ship Canal' exists to serve the interests of the Manchester Docker by airing his grievances, spreading information, and suggesting lines of action to achieve our ends. Therefore we have no hesitation in printing this resolution for the information of all the hundreds of Manchester Dockers who weren't at the meeting which passed it. We dare to think that if more men had been at the Branch meeting it would never have been passed.

This resolution is an attack on free speech and fair comment on the docks.

TELL THE TRUTH!

'Ship Canal' tells the truth - without fear or favour. 'Publish and be Damned' as the saying goes. The facts we printed about Bro. Gee were correct. He did overreach his authority in declaring a militant resolution out of order. To our knowledge no one denies this - for that matter we quoted the opinion of Bro. Farrar that H. Gee had no authority whatsoever to do what he did. The additional remarks in the article come, in our opinion, under the heading of - 'Fair Comment'. As for our remarks about Dennis Mahoney, they certainly express the views of the vast majority of Manchester Dockers: 'If Hull wants him, they can have him.' Whatever the ten men who voted in the Branch may feel about Bro. Mahoney, Ship Canal expresses the views of the hundreds of dockers in the past who have so often refused at mass meetings this old fashioned union bureaucrat even a hearing. That is one reason why Ship Canal is published: to express the feelings of the men. That's why we stand by our right to support the facts fearlessly, to make honest comment, and to put into words the feelings of the dockers about gentlemen like Dennis Mahoney. But we are a democratic paper) unlike the Bosses Press which attacks strikers without giving them the right to reply. We offer Bros. Gee and Mahoney and anyone else attacked in Ship Canal The Right of Reply.

You can still write us a letter, Bros. Gee and Mahoney, if you dare!

AN ENQUIRY

As for an enquiry into our paper, we will welcome an enquiry, provided it is organised by honest dockers and not union bureaucrats or MSC stooges. At the same time we warn the MSC and any union officials who don't serve the interests of the men that we will continue with our enquiries - and publish the results. Without fear or favour! We are confident that Manchester Dockers will defend free speech on the Docks.

SOCIALISM

Ship Canal is not a conspiracy. It is published by Leftwingers (supporters of the political group: the International Socialists) We make no secret of it and have said over and over again just this: We believe that the whole of society must be reorganised along democratic socialist lines. Only the workers will be able to do this. The result we desire is different from the Stalinist dictatorship now existing in Russia. It will also be different from the sham 'democratic socialism' of Harold Wilson and Barbara Castle: theirs is no socialism at all, and is hardly democratic either, unless trying to bring laws against trade unions is democratic. Under socialism as we see it, everything from the factory to the central government will be run democratically by elected workers' committees responsible to their own members. There will be no bosses. This is our long term goal. Meanwhile from day to day we defend the workers' interests against the bosses and any Government - be it 'Labour' or Tory - which helps the bosses against the workers. (And all governments do that under this system)

That's where we stand.

At the same time of course we will print any letter, article or comment by any Docker whether he agrees with us or not.

OUR RECORD

And, unlike certain people, we can afford to stand on our record. 'Ship Canal' began as irregularly-published leaflets. The first of them were published in 1967.

We were the first to warn Manchester Dockers of the trickery of the first stage of Devlin, and help to prepare for the strike struggle which won wage concessions at the end of '67. (There are still a few copies of our 1967 pamphlet 'The Devlin Plan and the Docker' available).

The first issue of Ship Canal warned dockers that the employers were, amongst themselves, openly admitting that in the Manchester Docks 3 out of 4 men would not be needed by December 1972 - that the odds are 3 to 1 against you having a job on the Canal in 1972. Other issues, including this issue, have contained information vital to dockers.

Just these facts alone show the need for a dockers paper. The Employers' Papers like the Daily Mirror don't give us the information we need to defend ourselves. Like a lot of other people they are in the business of kidding the workers. 'Ship Canal' goes to the publications of the Bosses (like the Financial Times) and brings back information useful to the dockers.

In this Ship Canal, small as it is, is not afraid of comparison with the 'other Docks Paper' called 'The Port'. That was started by employers, and supported by certain union officials, to preach peace between men and Bosses and help make dockers content with their lot. IT BOOSTS DEVLIN. What it stands for can be seen in its Editorial Line on the London pay dispute.

There have been a number of offers by the Bosses, each one a little better than the last, but not good enough for the men. What line did 'The Port' take? With each offer it advised the men to accept! If the Port had had its way the very first, and very worst, offer would have been accepted! It's also worried (See current issue) about the petty thieving of the dockers. But not at all worried by the large scale thievery practised by the Bosses on the workers under capitalism. That sort of thievery the 'Port' approves of. "Ship Canal" sees things the other way around.

That's why it has always been a thorn in the side of the M.S.C. and certain union officials.

And that's why the Manchester Dockers must defend free speech and defend our right to publish 'Ship Canal'.

- But don't just defend it:
- Write an article for it.
- Send us some useful information.
- Write us a letter.
- Make suggestions.
- All legitimate criticisms is welcome.

WE REPEAT: The Pages of Ship Canal are open to the views of any Manchester Docker.
Or even union officials if they have anything to say!

ODE TO A MANCHESTER DOCKER

A docker stood at the pearly gate
 His cheeks were worn and old
 He meekly asked the "man of fate"
 For admission to the fold.
 "What have you done", St. Peter said,
 "To gain admission here?"
 "Oh, I've worked on the Ship Canal, Sir,
 For many and many a year".
 The doors were quickly opened,
 St. Peter rang the bell:
 "Come in", he said, "and take a harp-
 You've had your share of Hell."

(Acknowledgments to J.S.)

HOW DO YOU FANCY £300 A WEEK?

The Chairman of the National ports Authority which is being set up to take over the major ports will get £15,000 a year, or £300 a week to start with. By 1971 he should be on about £17,000, or £340 a week. This, of course, in addition to other sources of income which he will continue to enjoy.

Nice pickings? Meanwhile we are on £16 and faced with a strike to fight for £20. And the Liverpool demand for £60 is denounced in the press as 'daft' and 'extremist'.

Strange world!

NO
MORE
REGISTERED
DOCK
WORKERS ?

The dispute about what is dockers' work has given some employers and government stooges the idea that it would be nice to abolish the system of registered dock workers.

Speaking in January, the Chairman of the Docks Modernisation Committee was reported in the Guardian as follows:

"He questioned the idea of having a system of registration for dockers. They used to be registered because they were casual workers. Now with the near introduction of nationalisation, they were not only permanent employees but most of them were about to become permanent employees of the state.

"Thousands of men who regarded themselves as dockers and enjoyed special protection were going to find during the coming decade that no traditional dock work was available to them.....

"He called for the abolition of traditional definitions of dock work, and said the industry's future rested upon the adaptation of the best practices applicable to other modern industries. Registration and the Dock Labour Scheme were examples of protective practices for an "old and much bruised industry". (Guardian 16.1.70.)

This speech was made at Thurrock Technical College, Essex. The Docks Modernisation Committee thought it important enough to publish it.

Maybe just straws in the wind, or kite flying. But we should listen to what these people say. Often they are nearer the truth about what the "other side" plans than the honeyed promises and reassurances we are fed "officially".

NATIONAL
DOCK
STRIKE ?

Progress towards a £20 minimum wage by June 1st for all dockers - or a national docks strike. This was the ultimatum issued on April 26th by the National Docks Delegate Conference (T&GWU) meeting in London.

78 delegates decided unanimously to give 21 days notice of strike action unless progress is made by June 1st.

And a good thing too. This is particularly important in Manchester today with so much stamping. During the tug mens strike the average has been 400-500 daily. Even before the strike it was on average 200.

Why shouldn't men forced to stamp because there is not enough work available have a decent wage? Or no - £20 isn't a decent wage. But it would be a start. And it's better than £16.

THAT
WORD
GAME

A notice in the canteen recently stated that lorrydrivers must not go in during dinnertime! - that is from 12 noon to 1pm. This notice was put up, we believe, on Mr Preston's authority.

Since when have lorry-drivers been second class citizens on the docks? They belong to the same union - the T&GWU - as most dockers. There are times when a driver works as part of the gang - for example, loading pulp ex-ship to quay.

In any case a driver is a worker too, and the docks is often the place he works at, and he needs to eat. There must be no discrimination against any workers in the port. Dockers and lorry drivers must fight for unity of all transport workers. This will be vital in a fight to keep work in inland Container Packing Depots as dockers' work. The drivers will be the link between the inland Container Depots now being planned, and the ports. Such injustices as barring drivers from the canteen will only divide workers. And we all know who benefits when that happens.

If the canteen is too small to hold dockers and drivers then an extension must be built.

The MSC should stop spending many thousands of pounds on propaganda against nationalisation and spend some of it on a better canteen, with a new extension building. Come to think of it - the food could be improved as well!

"AND THEN THERE WERE NONE"

In 1960 there were 2500 Manchester dockers.

In 1970 there are 1200-1400

In 1972 there will be (if the employers have their way) 560

And in 1980?!

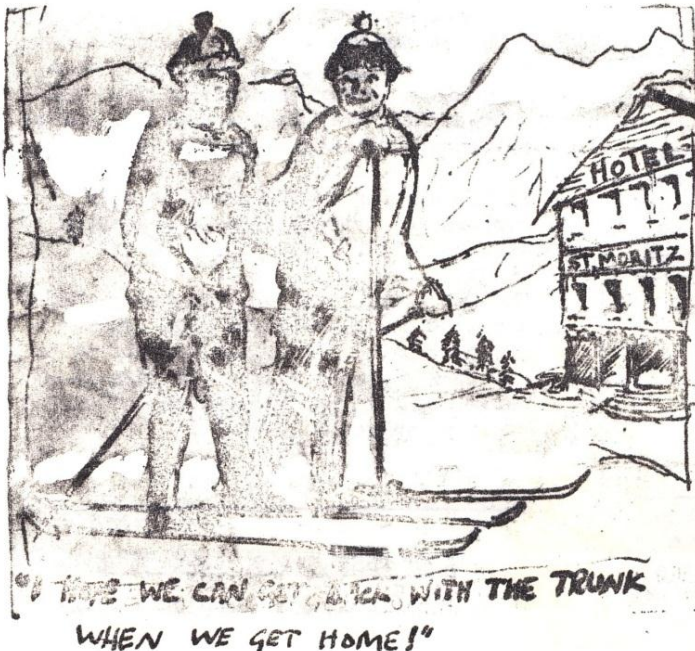
THE BLUE

On another page there is a very encouraging report that a National Shop Stewards Committee for the docks has been set up. The only dark spot in this was the decision not to admit representatives of the NASD (Blue Union) from Liverpool and Manchester. NASD represents a sizeable number of men in Liverpool, and a much smaller proportion in Manchester. But because it is not recognised, or given negotiating rights in these two ports by the employers it cannot elect stewards, and members of 'The Blue' in Liverpool and Manchester are thus deprived of representation on the National Shop Stewards Committee.

How come there are two unions on the docks? What is the history of the NASD? These are questions that many dockers are now asking. In this article, a brief account of NASD and its relationship with the T&GWU is attempted.

With the setting up of the NDLE in 1947 the T&GWU was given 50% of the seats, as against 50% for the employers, with alternating chairmen. At that time there was a closed shop on the docks. In the English ports outside London the T&GWU had a monopoly. In London there had long existed NASD, as a small union, mainly concerned with stevedores. At that time the T&GWU was dominated by hard-line right-wingers like Arthur Deakin, the General Secretary. It was extremely undemocratic, and therefore didn't have to bother too much about how its members felt particularly in the docks where it was impossible to work without a union card. Being in the NDLE meant that the union often took responsibility for disciplining its own members. There was a very large number of strikes on the docks but all were unofficial and usually with the union working side by side with the employers against the men. Since the officials weren't elected by the men, they couldn't kick them out, and the officials could thumb their noses at the men.

In certain areas, like Manchester, mass campaigns were mounted by local rank and file union leaders to make the union more responsive to the needs of the men. Mass meetings were held. Resolutions were passed and sent to union headquarters. All to no avail. At one stage, the militant local committee of the T&GWU in Manchester were told by Deakin that if they didn't "toe the line" he would have them sacked! This situation lasted for years. It was the same in all the northern ports. Dockers bitterly resented the union and its officials.



Then in 1954 a strike broke out in Hull. The union refused, as usual, to recognise it. Nothing new here so far: it was the old, old story. Then suddenly the Hull dockers decided they'd had enough. They walked out of the T&GWU. They sent delegates to Liverpool and Manchester to ask for support. Soon the mass walk-out from the T&G spread to Manchester and Liverpool.

In all, 16,000 dockers in the three ports left the T&GWU. Someone described it as the "greatest prison break in history". Maybe it was.

The 16000 decided they wanted a new dockers' union that would serve rather than hinder them.

They applied for admission to the small, previously London based, NASD. NASD decided to accept them. This was in breach of the Bridlington agreement, whereby trade union leaders pledge themselves not to 'poach' each others members, and immediately got NASD in trouble with the TUC.

Now, with big NASD branches in Hull, Liverpool and Manchester, the big question was this - the right of the union of the mens choice to negotiate for them. On the docks this was vital, because of the enormously varying prices and rates for jobs, according to ever-changing conditions. But the employers didn't want a change in the union situation in the ports. They had been happy with the old situation. They stood firm, refusing to grant NASD negotiating rights. Their aim was to cripple the union from the start.

There followed a long and bitter strike, - the famous "Recognition strike" by NASD members. It lasted six weeks, and was finally defeated. With the right of negotiation taken away NASD began to decline. Men began to drift back to the T&GWU which continued to be the only recognised union with the right to negotiate rates. Many men dropped between the two, and non-unionism appeared on the docks for the first time in decades.

The London leadership of NASD, getting cold feet, decided to get rid of its newly acquired northern branches; and it took a test case in court by a Liverpool docker to establish the right of the northern men to stay in the NASD. Eventually, NASD was expelled from the TUC, in 1959, for poaching members from the T&GWU.

Today NASD has declined drastically. In Liverpool, Hull and Manchester it still has some good militants. But it is only the wreckage of a brave attempt in 1954 and after to establish a better dockers' union than the T&GWU then was.

It would seem to have been a complete failure. Today the T&G is on the up and up in the docks, and even in the traditionally most militant Blue Union stronghold Liverpool - the T&G stewards have produced an extremely militant set of demands. The NASD was defeated - that is the mass of northern dockers were defeated by the combined forces of the bosses and the white union - but in a sense it can be said that it won, and continues to win, a sort of "Victory in Defeat".

The walk-out of the 16000 dockers really shook the T&GWU. When Deakin and his right-wing successor died Cousins took over as General Secretary and the union became slightly more militant. The structure of the union remained undemocratic, but the leaders were badly shaken by the walk-out, became less complacent and more responsive to the men: slightly more responsive, that is.

Today the T&G still is badly in need of a more democratic structure. But the prospects are brighter than they have ever been. The union is more responsive to its members; the docks' stewards organisation is a major step forward. And with a fight within the T&GWU can perhaps be overhauled. Some of the credit for these changes belongs to the NASD.

And the future for NASD? There has been talk in the press recently of a possible get-together by the NASD and the T&GWU. This would perhaps be the best solution: the experience of many of the NASD militants would be very useful in the fight to come, to democratise the T&GWU. But all this is speculation.

What is beyond argument here and now is that the NASD exists in Liverpool and Manchester and is deprived of its rights. Those who value democracy should demand that while NASD has the support of even a handful of dockers these should be given full rights on negotiations and shop stewards. It is particularly important for T&GWU militants to defend the democratic rights of NASD members.

Meanwhile those of us who would have been in NASD in 1954, but because of the changed conditions of today are in the T&G must get on with our own struggle - to wipe out all remnants (and there are more than just remnants) of the conditions inside our union which drove out the NASD men in 1954.

TILBURY

Now that the Tilbury container ban has been lifted, and when the noise of all the propoganda is dying down, it is interesting to recall what the Financial Times said on it last November:

"Whatever the cost of the eventual agreement, it is estimated that £2, 900,000 can be saved in the first year of its operation through a forty per-cent improvement in turnaround. "

SO - who gets the gravy?

GIVE AND TAKE

Economics is the science of Give and Take. There could be no takers without givers. Givers are otherwise known as Workers, Personnel hands, or ordinary housewives. They are large in numbers and usually clamouring for work, and they have few "interests".

Takers are relatively few in number, but they have many "interests" - factories, shops, banks, land, etc. In fact, they own practically everything. Well spoken and neatly dressed, they are frequently referred to as "The Country as a Whole".

Takers make profits. Profits are good (no profit is without honour!). Givers earn wages. Wages increase the cost of production and reduce profits.

If the takers increase their profits this is good for the Country as a Whole. It is in the "National Interest". If the workers ask for more wages this is "holding the country to ransom".

Takers comprise about 5% of the nation and own 90% of the wealth. Givers comprise 95% of the nation and own 10%. This is due to a natural law - "Doing-Nicely-Thank-You" - often heard when Takers get together.

A second law is No-Money-In-The-Kitty or, as it is sometimes referred to, The Management Line in Bargaining. It is usually applied when Givers put it a wage claim.

From this you will readily see that all wage claims must be resisted; in fact they should never be put in the first place. Because, you see, they are no good for the "Country as a Whole". (from SHOP FLOOR a Leeds Rank and File factory paper)

JOIN A UNION !

There is Power, There is Power, In a band of working Men. When they Stand, Hand in Hand, There's a Power that's the Power That must rule in Every Land One Industrial Union Grand!

..... The man who wrote this song was murdered. He was a pioneer of American trade Unionism, and his name was Joe Hill. Like the pioneers of British trade unions a century earlier, early American unionists had a hard time. On the whole, a harder time than our own pioneers. Very many of them were murdered.

Joe Hill was murdered by a judicial frame-up. He was executed by a firing squad in Utah State in 1917. Few today doubt his innocence of the charge laid against him. He was framed because he was a Union organiser. Before he was shot he said to his friends: "Don't mourn - organise".

In Britain today the big job is to clean out the unions, rather than to organise them. To make them serve the men and not the officials. To make them really democratic.

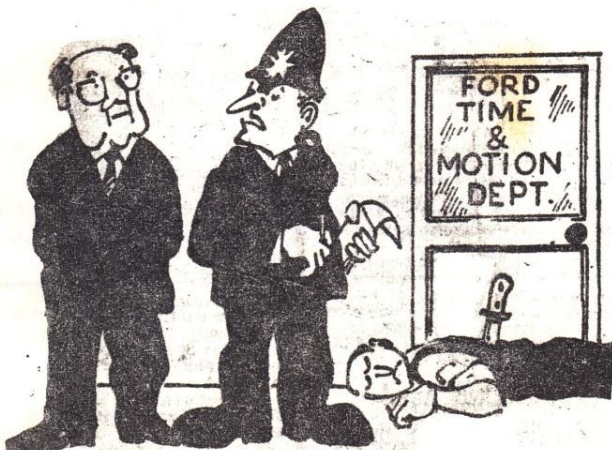
But only members of unions can fight to make them better agents of the men. And the unions have

cost the working class too much, here, in America and everywhere else, to be just abandoned.

There is still a lot of non-unionism on the Manchester docks. This can only weaken us in the fights to come over wages and against redundancies.

Every docker should be in a union; whether Blu or White should be a matter of his choice. But both Blue and White should unite to stamp out non-unionism on the docks. We can't afford it!

Joe Hill's song still makes sense. Since Joe's time it's been shown that the workers need more than just one big union to rule in any land. But a good union is a good start. And it's something we can see to - immediately.



'Did the dead man have any enemies?'

STEWARDS meet

The three recent National Conferences of Docks Shop Stewards, in Manchester, London and Liverpool, mark a great step forward for rank and file organisation. They are the biggest unofficially organised gatherings of docks militants in recent docks history.

They are far bigger than the two attempts to organise National meetings in 1967 to prepare the fight against Devlin - and far more representative. Delegates attended from Goole, Grimsby, Immingham, Hull, Boston, Preston, Ellesmere Port, Southampton, Liverpool, London and Manchester.

The first meeting was convened by Harold Youd and took place on April 18th at the Worsley Hotel, Salford. 60 people attended, three quarters of them shop stewards. The chairman was Chris Walsh, chairman of the Manchester Stewards Committee (T&GWU).

Unfortunately the first meeting was mainly taken up with a dispute about who should attend, and who should not. The issue was: should it be a meeting of recognised shop stewards only, or should it be a meeting of such stewards plus unrecognised representatives of the rank and file from small ports without stewards, and from the Blue Union in those ports (Liverpool and Manchester) where it is not recognised.

The convenor of the meeting had taken it for granted that, while being mainly composed of recognised shop stewards, the meeting would also want to admit others, particularly representatives of the Blue from Liverpool where they have been consistently militant in the port for 15 years, and from Manchester. But some people didn't see it that way.

Hull, where it appears there are recognised Blue Union shop stewards, and where there is unity in a joint Blue/White committee, raised the issue.

The Liverpool stewards (see back page for their militant programme of demands), all of them T&GWU, opposed allowing non-steward rank and file leaders to attend. Strangely enough they received the support of a Blue Union steward from one of the ports where it is recognised - Bernie Steers from London!

Brother Steers moved a resolution that for the Salford meeting all present (including one Blue rep. from Liverpool and two from Manchester) should take part, but that no decision should be taken at that meeting. He proposed that he should organise another conference in London the following week (April 25th) at which admission would be on the basis of a shop steward's card (Blue

or White) only. This was carried.

Thereafter the meeting discussed the nationalisation of the ports, before adjourning.

In London the following week a National Shop Stewards Committee was set up with Bro. Steers as Secretary. Representatives of 20,000 dockers attended, and the following resolution was passed:

"We demand at least 50% of the say in the running of the industry as a right and not as a concession. We demand that our rights be written into the Bill."

The third meeting, in Liverpool on May 16th, decided to prepare a national Dockers' Charter to challenge the Government and employers. A further meeting will be held in Southampton on June 6th.

This tremendous step forward - the creation of a nationwide stewards' committee - will allow dockers to fight all the better for the workers' control demanded above. We should be under no illusions that any sort of real workers' representation, not to mention control, will be given to us on a plate: all we can expect, at best, unless we are prepared to put up a real fight for grass-roots control by workers' committees in each port, is the sort of trade union participation we have in the NDLB - with 50% being Union reps, who have never been anything but employers' stooges and have often been turned against the workers.

The big flaw in this encouraging development of the stewards' movement is the failure to achieve unity on the question of the Blue Union. Blue Union reps from Manchester and Liverpool should have been allowed to attend. The fact that they are not recognised by the employers of Manchester and Liverpool, and therefore can't be stewards, should have had no weight in the considerations of a workers' gathering.

It is a matter of democracy. Any worker should be allowed to join the union of his choice - white or Blue. The employers should have no choice but to recognise any organisation with the support of a section of the men. The Blue union workers in Liverpool and Manchester should not be deprived of a voice in the national gathering of rank and file representatives. Unity of all dockers must be the first consideration. T&GWU members in Manchester should support the right of their Blue Union brothers to elect their own stewards.

LIVERPOOL LEAD

£60 Basic - 20-Hour Week - 6 Weeks Holidays - Retirement at 60 with 10 Years' Pay

Liverpool's stewards (T&GWU) have produced a policy to fight redundancy and get a better cut of the profits of port mechanisation. It deserves close study by all dockers.

They demand £60 basic for a 20 hour week on day work, and 6 weeks holiday on basic pay plus 13 additional holidays every year.

They demand that retirement should be at 60 - followed by 10 years on full basic pay. And that fall-back pay must also be the same as the new basic rate.

They call for immediate nationalisation of all ports. And they "call upon the Union to organise a Shop Stewards National Committee."

On the burning issues of so-called 'productivity deals' - the bosses' new weapon - the stewards say they are "prepared to accept the principle of productivity bargaining, but we are not prepared to accept productivity bargaining if it leads to redundancy." They "Reject measured day work and work study."

This is a programme worth fighting for. Unless dockers in Liverpool, Manchester and every other port fight for it - and get it - there will soon be few dockers left.

Manchester dockers should support the lead of Liverpool and adopt the main points of this programme in their fight. It can be added to where necessary as we hammer out a National Dockers' Charter.

SUNDAY MAY 31st

A ONE-DAY
CONFERENCE FOR
TRADE UNIONISTS

ON PRODUCTIVITY
DEALS. Discussion
introduced by
Tony Cliff
(author of "The
Employers' Offense")

at the SWAN WITH
TWO NECKS, Shude
Hill, Manchester.

11.00 - 5.00, in
two sessions.

ALL

WELCOME !

The Employers' Offensive- productivity deals and how to fight them by TONY CLIFF

4s

The Employers' Offensive - productivity deals and how to fight them by Tony Cliff is the first major analysis by a writer committed to the workers' cause, of the spate of dangerous productivity agreements which now involve nearly 30 per cent of Britain's work force.

The author describes more than 100 of these agreements and pins them firmly to an overall picture of big business and the Labour government combining to produce a strategy designed to modernise industry at the workers' expense.

Tony Cliff shows, with extensive factual evidence from the agreements themselves, that time after time productivity deals have led to stagnating wages, worsening conditions, increased work loads and a smaller work force.

And by quoting the employers themselves, he proves that the central feature of these agreements is the need to smash the militant shop floor workers' organisations which spearhead the battle for better wages and conditions.

The drive to impose productivity agreements on the workers spotlights the gulf between capital and labour - our present system geared to maximise the profits of the few at the expense of the many, compared to the possibilities of a planned, humane society controlled by the workers themselves, producing for the needs of the whole community.

The final section of the book contains an important strategy for opposing the introduction of productivity deals and fighting against them in factories where they have been accepted.

This handbook for militants has created tremendous interest prior to publication and advance orders have accounted for almost the entire first printing.

Read

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