

DETROIT REVOLUTIONARY MOVEMENT RECORDS

BOX 9 OF 16

FOLDER 8

MCLL MISC COMMITTEE
REPORTS 1973

Metro Work Committee Report

I History (see work paper 3-10-73 and one on neg)

a Errors: involved understanding

- 1) of economism. Corrected - Economism is essentially the struggle wage by the workers against their employers
- 2) allowed negotiations to go to pt. of state intervention. Next time we strike vote and go. No state "commissions" etc.
- 3) never got rid of Mabel Halleran

II Present

A. Working bodies: a caucus that carries

- (1) on tactical and strategic discussions as well as explicit discussions of "Marxism"; first deal. Mater, Socialism, Communism and rev.
- (2) P.S./R.V. do leaflets - mostly P.S.
- (3) weekend comm: goal to get everybody weekend off for workers. ~~with~~ Original intent was to use it as a mechanism for

class unity since Drs and Nurses were involved. That failed when Nurses stopped struggling and Drs. acted like petit bourgeois interest. Real Result: succeeded in organizing rallying clinics as never before. Understood never to have a "union" established by negotiations in an untenable strike situation (no issue not really strikeable). Further exposure

- 4) educational committee: success!! do/give general radical unionist tools re grievance procedure/ man. exposures etc. Use as mechanism to break down parochialism (Have sent letter to leaders in support of strike / analyzed the UAW and wildcat / and some women's husbands are non-union / regular) use to introduce socialist and Marxist concepts. Have done natural materialist analysis of this / endochina / watergate. Place democracy to get and sustain ed Comm. - Clearly, am. bureaucratically linked to membership

III Future Propositions

A. Overview = Introduce explicit Marxist and socialist concepts and demands. Show proletarian democracy introduce concept of dictatorship of proletariat and Leninist organization. (Create a multiracial party) Fight unionism, democracy and parochialism.

B. Short Range goals

1. Organize a working body as the executive bd. that will fight Management as a unit.

2. Build education committee

a. meet of hospital 1x a mo. to bring in films, other workers and revolutionaries

b. newsletter

c. labaret

d. file ^{grievance} and ed. workers limits

e. trade unions and contract. replace our part contract.

f. use ed. comm to lay out overall goals of new leadership it - do anything to build for a strike in '75.

3. Difference btw. Class struggle unions and trade unions. (ran it in ed. comm one)

4 Unit-Local Relationship

- a. get rid of Mabel - replace w PS
- b. get people to local when necessary
- c. do research on peerlessness
- d. via ed comm. have people from other units in local to come to our meetings. Build Rank-file w in local.

5. Patient Rights Comm - 2 mo.

- a. cadre / non-cadre mhp members
- b. understanding of key role of workers in metr. vis a vis health care. Rel. btw work conditions and pt. care
- c. introduce patient rights demands to our contract
- d. provide community support for our struggle

6. Cadre Recruitment - Multipational

C. Long Range Goals

1. Mass consciousness create
2. retain and build new leadership
3. strike in '75 (encourage any prior illegal work stoppages). No state mechanism for that strike. we will strike - then go!

develop transitional demands

for a strike

4. introduce Marxist Leninist literature in Education Comm.
5. increase cultural events
6. Smash parasitism
 - a. support X-Ray techs union effort
 - b. savants c. dev. Strategy for legal stuff.
 - etc.
7. Our slogan: Fight Again, Fight Again, Fight Again, Fight Again, Fight on to Final Victory!

R.V. for Metro
Work Comm.

7. WHAT WE HAVE LEARNED AROUND CONTRACTS AND TRADE UNIONS

II. THE GOALS OF THE STRUGGLE

- A. THE ECONOMICS
- B. THE POLITICS
- C. THE ORGANIZATION

III. TACTICS SO FAR - ...

(THE ACTIVITIES TO ...)

I. What Has Been Learned

A. Contracts/Unions

- 1. Union works with guidelines of management issues
 - a. economics - total package
 - b. political struggle i.e., managements' rights & speed-up
- 2. Union takes longest most bureaucratic procedure
 - a. back and forth on issues compromising when it is already decided
 - b. procedurally splits up around political issues where there are essential needs i.e.,
 - 1) the question of productivity becomes a transitional demand, and not an economic demand, when workers stop talking about job conditions; the amount of staff and the quality of patient care
 - 2) ... the recognition of management's priorities

mediation
 (see also
 the state as
 mediator of
 class struggle)

- c. accepts world's bureaucratic procedures that are fundamentally opposed to ...
 - 1) ... that whole procedure
- 3. class collaboration
 - a. conversations to ...
 - b. work to manage or suppress political initiative
 - c. unions are undemocratic/authoritarian (only struggle to maintain their power)
 - 1) ... struggle to ...
 - 2) ...

4). implement parliamentary procedure only when it is in their interest

d. unions encourage individualism and class division

- 1). secrecy and patronizing perspective in grievance -- entire grievance procedure is individualistic
- 2). look only to "breach of rule" by worker and not underlying causes
- 3). accept bourgeois metaphysical definitions of human being i.e., people are innately competitive
- 4). promote cynicism around class unity and view self-interest as selfish rather than pointing to class, and common struggles i.e., nurses
- 5). protective only of union members and not and not workers as a whole
 - a). screw probationary and part-time employees
 - b). technical and professional workers will abandon you
- 6). accept capitalist that some workers have more essential importance over others in terms of providing equitable economic gains
- 7). use bourgeois examples (i.e., trips to Rome) for reasons for extended vacation or wage increases
- 8). do not openly or seriously attack caucuses (underground groupings) because they serve to build suspicion and break down the building of collective understanding, analysis, leadership, confidence, support, etc.

4. Summary of Strategy (to divide and conquer work force)

- present facade of struggle; i.e., strike over petty and few issues by eliminating as much off the table as possible
- work within management guidelines and essentially play a game with peoples' lives; cause to great demoralization and defeat
- protect their own power, position, opposition and collaborate with management to nail opposition

*** DEMOCRACY - or more importantly, lack of democracy is key.

a. Union is undemocratic through

- 1). secrecy --i.e., bargaining committee and caucuses
- 2). process --i.e., go to membership last with little
- 3). make deals to management that define inter-union politics -- i.e., contract definition of grievance committee

b. Democracy is essential in uniting the class

- intimate to the essential view and understanding of dialectical, responsible relationship of leadership to workers and vice versa
- a new form must view this as key in building collective power that speaks to workers' needs

II. Goals of the Struggle

A. a new form of struggle that deals collectively i.e., power moves and challenging management prerogatives

- 1. speed-up
- 2. daycare - i.e., designation of resources, budget and priorities
- 3. patient care
- 4. collective grievances that mobilize people rather than let them down, talk, and pull them through a long process
 - a. sexism
 - b. racism
 - c. professionalism

clarification necessary

7
②

5. determination of supervisors (if they are even necessary) 7 technology; how it affects workers, patients and their relationship managements rights -- acceptance of ~~the~~ has to be struggled against to build collective power i.e., "unauthorized literature"

B. Class unity in a hospital

document

- view all workers as essential and demand for egalitarian material gains
- above all, see workers as producers and part of a whole rather than isolated wage earners

C. worker patient relationship -- working conditions relate to patient care

D. propaganda massive - in terms of above and in relationship to other hospitals and contacts

concretely - - - - -

A). The Economics

1). struggle for economic gains within system is economistic because it does not challenge the relationship between owner and worker; it merely asks the owner to give more to the worker of what is really *his* in the first place

a). workers do understand that they are being ripped-off, but that is a far cry from understanding that the owner should not be making a substantial profit for the risk he is taking

b). In the service industry, the biggest myth to be shattered is that of non-ownership and non-profit

2). The struggle for economic gains can become more transitional in demand by agitation around the usage of the budget and budget priorities -- this beginning to imply

- a). workers as producers
- b). workers having some policy rights
- c). workers challenging 5 1/2% , much more a & p needed around and also in context of imperialism
- d). In wage demands there is room for socialist egalitarian perspective again because of 5 1/2% -- for struggle around who gets how much and on what bases unions attempt to divide with bourgeois ideology -- we must counter!!!

B). Politics

Agitation?

1). economic demands are not innately economist demands when they challenge worker /management relations and deal with budget priorities i.e., speed-up deals with working conditions

2). class unity -- through workers as producers instead of wage earners

- a). illuminate deviousness of professionalism
- b). build analysis of pure economic demands which serve to strengthen capitalism through reformist changes and no basic threat or challenge i.e., wage inequities

- 6
- c). deals with pt. /worker relations and how the product is produced; how the service is delivered
 - d). build workers doing for themselves rather than having all essentials done for them i.e., union reps.; ~~m&n~~, etc.
 - this builds collective work
 - 3). ^{(2) dues} worker/patient relations -- build as legitimate concern and then power around dealing with it
 - a). class base between pt. and worker
 - b). relationship between work conditions and pt. care
 - 4). relations with other hospitals and other forms
 - a). Metro is not an isolated incident
 - b). expand peoples politics beyond own concerns
 - c). deal with the health system in U.S. i.e., MMAC' and other hospitals
 - d). examine Stethotruth and the role of unions
 - 5. build collective power through other forms
 - a). keep union as protection for other form
 - (1). legal protection because only legally recognized body to represent workers (question of Stethotruth has to be dealt with -- they organize to put unions in workplaces, but from what perspective and when do they see that perspective needing to be changed?)
 - (2). what does this mean about strategy?
 - power relation
 - elections
 - process

B).. BUILD FORM THAT ORGANIZES AND REPRESENTS WORKERS

S

C). Organization -- i. e., future goal; "Workers' Council"

1). set-up committee not fixed in the union bureaucracy but supported and protected by the union

a). union is functionally legal protection, but for the union to protect, the committee has to have strong support from the workers

-- it is essential for people to understand the limits of the union and understand its possible role a legal protection, otherwise workers will not support committee (and some of their transitional demands) and union positions will try to manipulate and divide people

b). *level of unit autonomy* not fixed into the union so that it can expand and respond to the workers needs creatively *and quickly*

c). bring together and build and expand leadership of membership, not necessarily those who hold union positions

d). committee must be formed and function above ground from the git!

- (1). if underground, it is a caucus
- (2). members will be more willing to support and understand and struggle with how the committee fits "into" the union -- and will more likely struggle to keep it when things come down
- (3). people will not begin with basic distrust as a force dealing for power versus the union
- (4). can expand more easily if more people are involved with its open and above the board history

e). members of committee must be elected by the membership

discussion
purely dept.
contract

- (1). *council* committee member must have a constituency which clearly relates to them (possibly through the signing of a petition to be able to run for election)
- (2). must breakdown an election for popularity or because no one else will do it (do not create districts for which someone has to represent it)
- (3). committee members should represent department perspectives

- (a). this is somewhat a given because the people in the the dept. are most likely where they draw most of their constituency
- (b). cannot set-up to functionally pit dept. against dept.
- (c). cannot be set-up rigid so that it bars workers' ability to draw connections between depts. and eventually how all workers (and depts.) are essential and yet pitted against each other through system
- (d). must be set-up to make it possible for more than one person (if exist) in a dept. to be elected

DEMOCRACY -- essential to
giving leadership responsible to
workers, but implementation needs
much more discussion

-- building an understanding of goals is a slow process
taken in stages

i. e., peopled may feel screwed, but have been socialized
to accept management's relation to worker

(--the union deals with this contradiction effectively
through reformist demands that give the facade of
dealing with how the worker is being screwed, but
this does not make the worker challenge this
socialization)

-- build strength of new form through tactic of political prisoners
in S. Vietnam, where they demonstrated within jails
which didn't materially change their conditions other
than more repression for themselves.

a. build spirit! unity! and a collective process of
of building and supporting leadership

b. expose bourgeois/capitalist concept that gains
are won materially, isolated and immediately
-- this is important in building workers' understanding
of the base they are building and the need for stages

c. management, at a level, will not understand why
frustration from the bourgeois view of the struggle
are not breaking down the ability to organize people
(esp. because they will have exacerbated those
bourgeois concepts)

-- managements reaction, in what ever form, will
serve to unite workers

P.S. must do two immediate leaflets

- a. limits of trade unions as concretely relates to contract negotiations
- b. leaflet for non-union workers (must develop strategy for allies)

**** bonus question - - how do we unite with Joann C. and Helen J. and why?

- (e). possibly have members run at-large and from depts. --
this gives choice to leaders in how they want to build
their constituency and breaks down departmentalism

(4). committee would get its support and leadership from the ^{workers} ~~members~~

- (a). understand and respond to their needs
-- often spontaneous with the analysis of building spirit and
leadership and not with an idealistic view of immediate
gains, i.e. Richard's dept. walkout at Dodge Truck
i.e. ^{key} / political prisoners in S. Vietnam and their
demonstration in the jail
- (b). organize around the political goals in stages, putting things
out there and continually learning from the class

protracted struggle

III: Tactics & Strategy

A. Contract, Negotiations & Agitation around it

1. learning, organizing and developing experience

- a. learned bureaucracy and tactics, strategy and limits
of trade unionism (and better understanding of how
that could be used)
- b. gather more information and therefore understanding of union
from management information
- c. understand the sector of the class in wider context
and perspective
- d. understand how contract has negative aspect to non-union
workers and have begun to build some bases for drawing
union and non-union workers together i.e., nurses
and techs through understanding of budget through
contract negotiations and bargaining bulletins

2. series of bargaining bulletins

- a. experience in A&P
- b. broke through some barriers of secret negotiations
- c. educates on contradictions, weaknesses of union and possibly
can begin to build towards at least the understanding
some of the goals

1). weakness of union, i.e. it does not contend for power
because it accepts managements' limits and stays in
capitalist system

2). weakness of union, i.e. does not deal with worker
frustration; channels demands into economist demands
which do not deal with basic contradictions *basic process*

3). goals that can begin to be touched; patient care
and how it is delivered, workers as producers, and the
relationship between worker and employer, how that is
accepted and not challenged

Low Strike Losses Reflect Trend in Labor--Brennan

CHICAGO — (UPI) — Lost time from labor strikes is the lowest in nine years, reflecting a trend toward innovative approaches in labor-management negotiations, according to U.S. Secretary of Labor Peter J. Brennan.

Brennan said that for the first half of this year, there was a loss of only 1.1 working days per 1,000 workers. He said there has been a drop in the number of major strikes. But even those that have occurred have been short, he said.

In the speech before the Executives' Club of Chicago, Brennan attributed the "industrial peace" to new and better methods at the bargaining table; to labor and management viewing their particular problems in a broader context; the improved economic status of American workers; the dim view stockholders take of strikes and to what he called the "more" factor.

"NOW THE 'MORE' FACTOR increasingly means so-called non-monetary demands, such as better and safer work environment, job-enrichment, or a modification of compulsory overtime," he said.

"Well, until recently, that 'more' could always be expressed in so much extra per hour."

Brennan said the emerging trend was based on recognition that a strike should be considered only as the final move in labor-management negotiations and should not be used as a substitute for hard bargaining.

"It is a trend toward innovative approaches, within the framework of collective bargaining, including voluntary, third party arbitration.

"Perhaps most important of all," he said, "this is a trend based on mutual respect, responsibility and restraint."

S & P 11/4/73 3:00 p.m.
at Worcester

Proposed Agenda

1) Metro Hospital - 45 mins.

- Items
- a) Factual Up-Date
 - b) Discussion of J.L. questions from last meeting
 - c) Discussion and prep. of report to org.

$$\begin{array}{r} 165 \\ 95 \\ \hline 210 \end{array}$$

2) Party Building Paper - 30 mins

Discussion of J.L. draft. Continue process for submission of paper to org.

3) I. W. C. - 40 mins

- a) BB - GLOC organizing document - 20 mins
- b) M.S. - Lynch leaflet - 10 mins
- Paper "on strikes" - 10 mins

4) WEU - 20 mins -

Up-date; possible strike.

5) Leading Forces - RU - 20 mins

6) I. P. C. - JT/RG - 15 mins.

Information & beginning of strategy discussion re: I.P.C. & M.C.L.C.

7) S & P Week End - 10 mins

8) Discussion of 10/28/73 Educational - 30 mins

Comrades, if we start on time & stay in the time limits, we will finish at 6:30 p.m. Please think about what you're going to say before you arrive at the meeting. Comrades, discipline!!!

J.T.

October 11, 1973

Comrades,

All will surely agree that S & P practice and politics ~~now~~ should be put in front of the organization concretely and aggressively in the pre-convention period. The purpose is to insure that the substance and "tone" of the political struggles that occur will be strongly influenced by our jCommission and the sector of the class we belong to--the sector that is the leading and most progressive force in the working class of people in this period.

During the period immediately prior to the December, 1972 Convention TUG practice and politics dominated; at every Membership meeting in the fall of 1972 various members of TUG concretely described their organizing activities to the entire membership. The result was the substantial strengthening of the power and influence of TUG in the organization.

S&P must become more visible in the MCLL in this period. I propose as tactics toward that goal the following internal notebook contributions and organizational activities.

I) Internal Notebook

- a) Lynch Assembly leaflet --BB,MS
 - 1) copies of leaflet for the org. along with BRIEF description of the process and something on a&p in the workplace
 - b) Metro Hospital report -- RV,LE
 - c) Social Services/WEU report == JL,JB
 - d) Industrial Work Committee
 - 1) article On Strikes in the current period
 - a) Statistics (attached)
 - b) Free Press article re: Chrysler stock (attached) cd from "Strikes" and "On Trade Unions" - Lenin
 - d) Bert Cochrane article on cycles of worker militancy, "American Labor in Mid-Passage"
- } One page outlines
} of the struggles
} at these places

II) Organizational Activities

- a) Lynch Complex leaflet
 - 1) leaflet for the entire Lynch complex describing all the various struggles around the various local contracts at the plants in the complex. Cf. the LRBW concept of CHRYRUM.

LAST WEEK'S WINNERS AND LOSERS

Pessimistic Prospectus Drives Down Chrysler Stock

BY DAN MILLER

(C) 1973 Chicago Daily News

Earlier this fall, Chrysler Corp. President John J. Riccardo was musing about the fickle stock market and the paltry value investors had assigned to the stock of the nation's third-largest auto maker.

Chrysler had just completed showing off its lineup of 1974-model cars and trucks for the automotive press amid predictions of increased sales and improved profitability. The future was rosy, but Chrysler stock seemed nailed to the floor, trading around \$23 a share, or a mere three times current earnings.

DESPITE MEETING with market analysts on several occasions, Chrysler Corp. had failed to rally analysts' support in recommending Chrysler stock for purchase by big institutional investors, the investors whose big money is necessary for a sustained price advance.

"All you can do," Riccardo said with stoic resignation, "is keep making a profit and hope somebody begins to notice."

Evidently a few people did, because Chrysler stock inched steadily higher over the succeeding weeks to around \$28 a share.

Then Thursday the brakes were thrown on Chrysler.

In a prospectus outlining an upcoming debenture offering, the company said it could report a loss of as much as \$26 million in the third quarter. The company blamed the red ink on a nine-day United Auto Workers strike, other unauthorized work stoppage during the summer and a parts shortages.

The result: Chrysler expects to fall 25 percent — or 135,000 units — below targeted shipments of North American cars and trucks.

Investors responded by selling off Chrysler stock this week, bringing the price down \$2.25 a share, or eight percent, to \$25.87½.

That puts Chrysler stock at four times current earnings, compared with about 10 times earnings for the Dow Jones industrial average, of which Chrysler is a component.

Other auto stocks also are selling well below the Dow's average. American Motors and Ford are at five times current earnings, and General Motors, the biggest industrial concern in the world, is selling at seven times earnings.

AUTO EXECUTIVES are at a loss to explain it, especially in light of current dividend policies. GM is yielding a whopping 6.8 percent, Chrysler 5.4 percent and Ford 5.2 percent. American Motors hasn't paid a dividend since 1965, but its current profit picture appears strong.

Henry Ford II claims that his company's stock is ignored because GM attracts blue-chip investors, and risk-oriented investors prefer Chrysler or AMC. Ford is half-way between,

and there's no money left for its stock, Ford claims.

AMC's President William Luneberg complains, "If I knew what the hell went on in the stock market, I wouldn't be working for a living."

And Roy Chapin, chairman of AMC, writes off the whole bunch: "Analysts are like sheep. They get on one track and follow each other around. But it's a cycle and it changes. I just hope to hell it changes soon."

National Semiconductor and Avon Products apparently haven't been able to shake the effects of news developments that triggered stock activity two weeks ago.

More than a week ago, National Semiconductor told shareholders that September-quarter sales more than doubled, and that "a strong increase" in profits is expected. Last week the stock added \$22.50 a share, or 32.8 percent, closing at \$91.

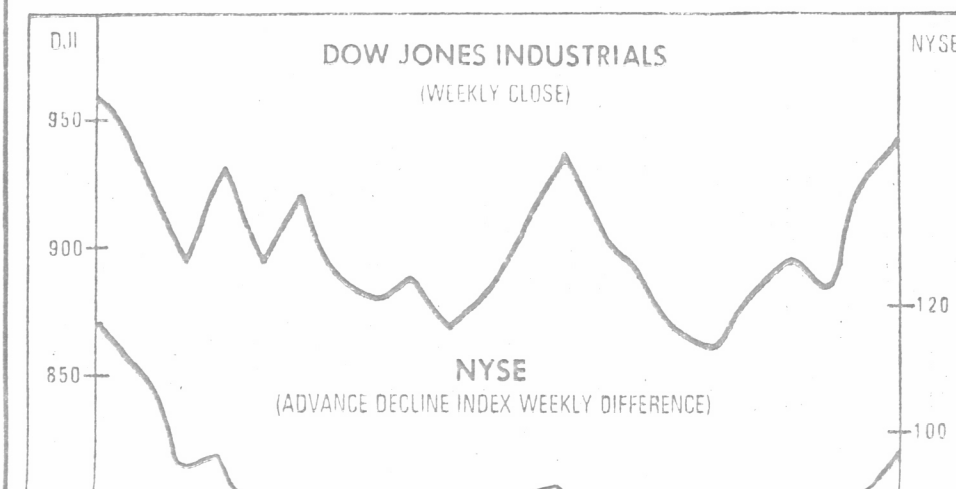
BUT INVESTORS trimmed another \$7.25 a share, or 7.3 percent, from Avon Stock, following a \$9.50 plunge the previous week. It was more than a week ago that Avon said third-quarter profits would be flat.

Investors have been whittling away at several high-price stocks like Avon, and many analysts are predicting an end to the two-tier stock market, in which a relative handful of high multiple stocks attract most of the buying support.

Among the high-priced losers this week: Simplicity Pattern Co., down 13 percent to \$49.37½, International Flavors & Fragrances, down 8.2 percent to \$89, and Chesborough Ponds, down 7.6 percent to \$70.

Detroit Free Press

Ideas for Investors



Market: Time For a Breather

Right behind the adages of death and taxes comes one from Wall Street — the market never goes straight up, or, for that matter, down.

In the past seven weeks, we have witnessed a straight-up ascent by the Dow Jones Industrial Average aggregating more than 110 points, or a percentage gain of almost 15 percent.

Tracking the Trends

Our studies, however, indicate that we have probably seen the bottom of this seven month decline and any further setbacks should meet with strong bullish support by investors currently on the sidelines who missed the bottom in late August.

One convincing indication of this burgeoning market is broad market strength that is continuing to be evidenced by the advance-

WORK STOPPAGES RESULTING FROM LABOR-MANAGEMENT DISPUTES¹

Period	Number of stoppages		Workers involved in stoppages		Man-days idle during period	
	Beginning in period	In effect during period	Beginning in period	In effect during period	Number	Percent of estimated working time
1961.....	3,367	----	1,450,000	----	16,300,000	0.11
1962.....	3,614	----	1,230,000	----	18,600,000	0.13
1963.....	3,362	----	940,000	----	16,100,000	0.11
1964.....	3,655	----	1,640,000	----	22,900,000	0.15
1965.....	3,963	----	1,550,000	----	23,300,000	0.15
1966.....	4,405	----	1,960,000	----	25,400,000	0.15
1967.....	4,595	----	2,870,000	----	42,100,000	0.25
1968.....	5,045	----	2,650,000	----	49,000,000	0.28
1969.....	5,700	----	2,480,000	----	42,900,000	0.24
1970.....	5,716	----	3,300,000	----	66,400,000	0.37
1971 ²	4,900	----	3,200,000	----	45,000,000	0.25

¹The data include all known strikes or lock-outs involving six workers or more and lasting a full day or shift or longer. Figures on workers involved and man-days idle cover all workers made idle for as long as one shift in establishments directly involved in a stoppage. They

do not measure the indirect or secondary effect on other establishments or industries whose employees are made idle as a result of material or service shortages.

²Preliminary estimates.

Source: Bureau of Labor Statistics.

WORK STOPPAGES—MAJOR ISSUES AND DURATION: 1968-1970

Issues data based on stoppages beginning in year; duration data on stoppages ending in year

MAJOR ISSUES AND DURATION	WORK STOPPAGES			WORKERS INVOLVED ¹ (1,000)			MAN-DAYS IDLE DURING YEAR (1,000)		
	1968	1969	1970	1968	1969	1970	1968	1969	1970
MAJOR ISSUES									
All issues.....	5,045	5,700	5,717	2,649	2,481	3,305	49,018	42,859	66,414
General wage changes.....	2,544	2,829	2,848	1,550	1,264	1,843	35,852	27,473	36,159
Supplementary benefits.....	93	71	56	40	16	63	487	320	475
Wage adjustments.....	245	292	222	86	144	240	513	1,256	1,134
Hours of work.....	6	7	7	1	1	1	6	16	26
Other contractual matters.....	89	88	107	48	15	380	760	259	18,347
Union organization and security.....	513	593	587	112	250	195	4,151	7,466	6,107
Job security.....	180	190	170	143	76	51	1,570	2,273	376
Plant administration.....	725	882	921	461	513	401	4,508	2,848	1,714
Other working conditions.....	142	225	175	68	99	59	461	443	418
Interunion or intraunion matters.....	475	500	566	136	101	149	697	499	1,577
Not reported.....	29	22	58	4	1	12	14	16	81
DURATION									
All stoppages.....	5,045	5,690	5,664	2,657	2,362	3,072	53,575	37,312	51,717
1 day.....	540	725	744	202	237	686	202	237	686
2-3 days.....	685	807	692	251	301	261	511	596	549
4-6 days.....	692	756	738	284	324	376	946	1,038	1,265
7-14 days.....	1,047	1,111	1,024	511	416	445	3,486	2,652	2,564
15-29 days.....	847	952	967	286	384	391	4,151	5,196	5,439
30-59 days.....	690	792	807	754	372	418	17,012	10,154	10,297
60-89 days.....	283	272	359	179	140	173	8,148	6,236	8,128
90 days and over.....	261	274	333	190	188	322	10,121	11,203	22,790

¹ Workers counted more than once if involved in more than 1 stoppage during year.

Source: Dept. of Labor, Bureau of Labor Statistics; June or July issues of *Monthly Labor Review*, and annual bulletin, *Analysis of Work Stoppages*.

SELECTED MAJOR EXPIRATIONS IN 1972¹

Month	Employer	Union (s)	Workers covered
January...	McDonnell Douglas Corporation, Douglas Aircraft Company and McDonnell Douglas Astronautics Company, Eastern Division	Machinists	16,500
	Philadelphia Apparel Producers Association	Ladies' Garment Workers	10,000
	Sugar Companies Negotiating Committee (Hawaii)	Longshoremen and Warehousemen (Ind.)	10,000
February..	General Telephone Company of California	Communications Workers	15,700
March....	Food Employers Council and Independent Retail Operators (California)	Retail Clerks	40,000
June.....	Allied Underwear Association, Inc.; Manufacturers Association of New York City, and Negligee Manufacturers Association of New York City, Inc. (3 Agreements)	Ladies' Garment Workers	36,000
	Atlantic and Gulf Coast Dry Cargo Vessels, Companies and Agents; and Tanker Companies (2 Agreements)	National Maritime Union	13,000
	League of Voluntary Hospitals and Homes of New York	Retail, Wholesale, and Department Store Union	20,000
	Pacific Maritime Association - Zenith Radio Corporation	Seafarers Independent Radionic Workers (Ind.)	13,700 10,000
July.....	Brown Shoe Company (2 Agreements)	United Shoe Workers; and Boot and Shoe Workers	11,050
	Newport News Shipbuilding and Drydock Company	Peninsula Shipbuilders Association (Ind.)	15,000
August...	General Dynamics Corporation, Fort Worth (Tex.) Division	Machinists	15,500
September.	Prudential Insurance Company of America	Insurance Workers	17,700
October...	Olin Corporation, Energy Systems Division (Charleston, Ind.)	Firemen & Oilers; and Chemical Workers	14,550
November.	Television Commercials Contract	Screen Actors Guild	22,000
	Commercial Radio Broadcasting; Network Television Broadcasting; Television Recorded Commercials; Transcriptions (4 Agreements)	Television and Radio Artists	23,000
	Master Contract, Laundry Industry (New York and New Jersey)	Clothing Workers	15,000

¹ Unless designated as independent (Ind.), unions are affiliated with the AFL-CIO. Worker coverage data are estimates by the parties when forwarding the contract to the Bureau and

do not necessarily reflect current employment totals.

Source: Bureau of Labor Statistics.