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EDITORIAL

Have the Russians Landed?

By JOHN F. HENNING
Executive Secretary-Treasurer
California Labor Federation, AFL-CIO

Smiley and his people are having their ordeals these late Autumn days. Unemployment has been the highest since the Great Depression. The elections have ended the Boll Weevil grip on the House. The reaction to taxing unemployment insurance payments has sent Meese and Company running back to their holes.

However, the great travesty of November was the President citing Readers' Digest as an intelligence source for his claim that Soviet agents were directing agitation for a U.S. nuclear weapons freeze.

If the President and the Digest are privy to hidden truth, the Russians have indeed landed. Nearly 11 million Americans voted for the freeze in the elections as it carried in eight of nine states and in 36 of 39 significant cities and counties around the country.

The absurdity of the President's slur is most apparent in freeze sponsorship by the major religions: Protestant, Catholic, Jewish. The news here is the anti-nuclear voice of the traditionalist U.S. Catholic Bishops speaking to more than 50 million of the faithful.

It is well argued that freezing an imbalance could be destructive of the national interest, or that the freeze must be part of a U.S.-Soviet arms treaty that would include proportionate nuclear reduction. Actually, a hostile imbalance would be accepted by neither the U.S. nor the Soviets. The treaty idea makes sense if we could live that long.

As to the President, his resort to McCarthyism stirred the worst of our national memories. He is quite aware that Communism suffers total rejection by the American people. In a nation of 227 million there are no Communists holding elective office in city, county, state or federal bodies.

The President is also aware that the Soviet Union is without measurable influence in the trade union movement, the racial minorities or the intellectual community. Disenchantment came to the innocents long, long ago.

But the President appreciates that Soviet identity is still the mark of political death and so the exploitation of patriot feeling. Either that, or he's been reading too much.

The anti-nuclear votes of November were plainly expressions of national sentiment against the ultimate holocaust. While the American people want nothing of any unilateral freeze that would assure Soviet superiority neither do they yearn for a global cemetery.

If, in truth, the power of the printed word unsettles the President, the White House librarian, if there be such, might slip him milder works than the Readers' Digest. Say Better Homes and Gardens. Or Popular Mechanics.

12 MILLION JOBLESS

Kirkland Warns of Riots If U.S. Fails to Create Jobs

Warning that he would "regret it" if it takes "riots in the streets" to bring about a movement by Congress and the Reagan administration to halt the nation's hemorrhaging unemployment problem, AFL-CIO President Lane Kirkland today called on "Congress and the White House to spend money immediately to create one million jobs."

Speaking at a news conference in Washington just after the Labor Department announced a loss of 440,000 more jobs over the past month which pushed U.S. unemployment to more than 12,000 000, an angry Kirkland declared:

"We have a democratic society that is supposed to be responsive."

Referring to union members and other workers, Kirkland said:

"They still have faith that their elected representatives will respond to the needs of the people of this country and to their problems."

But, Kirkland observed:

"How long they'll maintain that faith depends upon the response of the politicians and the elected officials of this country and that's what we're addressing."

In California, John F. Henning, executive secretary-treasurer of the California AFL-CIO, said Kirkland was "absolutely right" in his efforts to "jar some immediate action out Washington to cope with the tragedies facing millions of U.S. workers.

Noting that California's jobless rate jumped from 10.7 to 11.2 percent last month and the state's

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Court Upholds DOSH Rules For United Airline Workers

In a unanimous decision the State Supreme Court ruled this week that the state Division of Occupational Safety and Health, not the Federal Aviation Administration, has jurisdiction over the safety of United Airlines ground personnel.

John F. Henning, executive secretary-treasurer of the California Labor Federation, AFL-CIO, which had filed a friend of the court brief in the case, hailed the decision as a "milestone in the ongoing battle to assure that all California workers are protected on the job by effective job safety standards that are properly and adequately enforced."

"The decision has national significance," Henning said, "because it notes that the FAA's safety regulations 'are primarily directed at inflight safety' and includes statements by FAA officials acknowledging that the FAA has only 'limited safety and health jurisdiction . . . in the (United) maintenance facility' and conceding that the FAA did not have jurisdiction in the case.

"At a time when the Reagan administration is slashing federal OSHA enforcement staffs and seeking to weaken or wipe out many of the job safety regulations developed over the past 50 years, the California Supreme Court's decision paves the way for state OSHA programs across the nation to assert jurisdiction over their airline ground crews," Henning pointed out.

The case arose six years ago when a DOSH engineer cited and fined United Airlines for failing to provide a guardrail on an unenclosed elevated work platform that was being used by an employee working on a plane at the San Francisco International Airport.

United Airlines appealed the case, claiming that the FAA had actively exercised jurisdiction over ground maintenance workers by promulgating regulations requiring the development of maintenance manuals.

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DEADLINE IS FEB. 18

37 $500 Scholarships at Stake in State Fed Contest

Thirty-seven $500 college scholarships are being offered to graduating seniors in California's public, private and parochial high schools in the California Labor Federation's 33rd Annual Scholarship Award program.

Brochures spelling out the details of the contest have just been sent to more than 1300 high schools.

High school seniors graduating in 1983 who are interested in competing in the contest should contact their high school principals for application forms and further details.

The deadline for submitting applications, which must be accompanied by a transcript of the student's record, is **February 18, 1983.**

A two-hour examination will be held on **Thursday, March 17, 1983** in each high school where applicants have filed.

The written exam is designed to evaluate the students' knowledge and understanding of labor, business, industrial and governmental problems and their ability to present such information.

The brochure announcing the contest includes suggested readings and other resources.

In announcing the contest, the Federation, which represents California's 1.7 million AFL-CIO union members, said:

"In all the free nations of industrial significance across the globe, labor unions share in the determination of the economic, social and political destinies of their respective societies.

"While this has been especially true in the advanced nations of western culture and tradition, it is also increasingly the way in the developing nations. Thus, labor is necessarily of interest to

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Leavitt Airs Plan to Update HEREIU Accounting Setup

Herman Leavitt, who was elected General Secretary-Treasurer of the Hotel Employees and Restaurant Employees International Union on September 15, has announced plans to "bring automated data processing services to the bookkeeping and accounting responsibilities of the international office and to tie the headquarters system to the data systems of the larger locals."

Leavitt, who brings more than 30 years of experience to his post, had been appointed as the international union's Director of Organization by HEREIU's President Edward T. Hanley in December 1980.

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A Look at Lyndon LaRouche's 'Strange Cult'

The national AFL-CIO News recently carried a series of articles exposing an organization run by one Lyndon H. LaRouche under the name of the "National Democratic Policy Committee" which has no connection with the official National or State Democratic Party.

In fact, Cyrus Gardner, counsel for the official Democratic State Central Committee of California, has demanded that LaRouche cease using the name on the grounds that it misleads many people into believing that it is associated in some official way with the Democratic Party.

Wesley McCune, director of Group Research, Inc., a Washington, D.C.,-based organization that has kept tabs on extremist groups operating in the United States for nearly 20 years, described LaRouche as "a former Trotskyite who is now closer to radical-right fascism" in a series carried in the AFL-CIO News last summer.

Here, for the information of California trade unionists, are some of the details unearthed by McCune's three-part series:

McCune said that LaRouche runs a "strange movement" that trys to "infiltrate or harass all kinds of groups, working mysteriously to find a place of influence in the economic and political scene."

The LaRouche movement, which is now usually referred to only by its leader's name, "has borrowed from both left and right extremes. It uses fronts, deception, muscle, publications, authoritarian structure, international connections, hidden phones and party-line change to recruit the wary and the unwary alike," McCune said.

But he also noted that LaRouche uses modern computer technology, an intelligence network and single issues to run up-to-date campaigns.

Under the banner of the U.S. Labor Party, a party that was disowned by virtually all of organized labor, LaRouche ran for president of the United States in 1976 and as a Democrat (against the party's wishes) in 1980.

LaRouche also publishes his own newspaper, New Solidarity, a title that prompted a strong protest from the United Auto Workers Union which publishes "Solidarity."

According to the McCune article, LaRouche has stated as one of his boldest ambitions that of taking over the AFL-CIO and the American labor movement as a step toward taking power in the

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DEADLINE IS FEB. 18

37 $500 Scholarships at Stake in State Fed Contest

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students of today's world.

"Certainly all Americans who would review the course of their own nation must give thought and study to both the history and present purposes of unionism here at home.

"We propose that you study American Labor with the objective mind of the scholar. We believe such study will enrich your knowledge of our nation's past and its unfolding future. In this belief we invite your participation in our scholarship program."

Winners of the contest are expected to be announced in May after all of the test books have been processed by the judges.

Copies of the brochures spelling out the rules and providing suggestions for preparing for the exam have also been sent to all California AFL-CIO affiliates as well as to all county, city and district superintendents of schools.

Thirty-four of the 37 scholarships available in the 1983 contest are co-sponsored by the following federation affiliates.

Bartenders & Culinary Workers Union, Local 340, San Mateo — Thomas A. "Tiny" Small Memorial Scholarship; Butchers Union, Local 120, Oakland; Butchers Union, Local 498, Sacramento; California Conference of Machinists; California Federation of Teachers, AFT, AFL-CIO; California State Branch, United Food & Commercial Workers, AFL-CIO & CLC; California State Council of Carpenters; California State Council of Carpenters — Lloyd A. Mashburn Memorial Scholarship; California State Council of Culinary Workers, Bartenders & Hotel Service Employees; California State Theatrical Federation;

Communications Workers of America, Local 9423, San Jose; Communications Workers of America, Northern California & Nevada Council, AFL-CIO — Shirley Damico & Art Mattie Memorial Scholarship; Communications Workers of America, Southern California Council — George W. Gorman Memorial Scholarship; Communications Workers of America, Southern California Council — Michael Corcoran Memorial Scholarship; Culinary Workers & Bartenders Union. No. 814, Santa Monica; International Association of Machinists & Aerospace Workers, District Lodge No. 56, Livermore — Walter J. Scott Memorial Scholarship; International Association of Machinists & Aerospace Workers, Local Lodge No. 739, Oakland — Charles B. Briscoe Memorial Scholarship;

International Brotherhood of Electrical Workers, Local 47, Diamond Bar — Eugene Attebery Memorial Scholarship; Los Angeles District Council of Carpenters; Marin County Labor Council; Monterey County Labor Council; Newspaper Guild Locals of California; Northern California District Council of Laborers—Lee Lalor Memorial Scholarship; Orange County Central Labor Council; Pacific Northwest District Council, I.L.G.W.U.; Sailors Union of the Pacific — Harry Lundeberg Memorial Scholarship;

Southern California District Council of Laborers; Southern California District Council, I.L.G.W.U.; Southwestern States Council of Retail Clerks — Warren G. "Pop" DeSepte Award; State Building & Construction Trades Council of California — Richard W. Mansfield Memorial Scholarship; United Industrial Workers, Service, Transportation, Professional & Government of America, Wilmington — James Waugh Memorial Scholarship; United Professors of California; and the United Transportation Union, California State Legislative Board.

The remaining four scholarships are sponsored by the California Labor Federation itself and designated as the Haggerty-Pitts Memorial Scholarships in honor of the late C. J. "Neil", Haggerty and Thomas L. Pitts, both former executive officers of the Federation.

Serving as judges in the 1983 contest are:

Gloria Busman, Coordinator of the Center for Labor Research and Education at the Institute of Industrial Relations at UCLA;

Peter Guidry, Coordinator for Labor Programs, Center for Labor Research and Education at the Institute of Industrial Relations at U.C. Berkeley;

Sylvia Lubow, Professor of History, Los Angeles Valley College, Van Nuys;

Leland S. Russell, Member and past president of the California Council for Adult Education, Bay Section, Walnut Creek; and,

Manuel Vizcaino, Assistant Professor, Chapman College, Orange.

For further information, write to: Education Committee, California Labor Federation, AFL-CIO, John F. Henning, Executive Secretary - Treasurer, 995 Market Street, Suite 310, San Francisco, Ca. 94103, Attn: Albin J. Gruhn, President.

Parley on Comparable Worth Slated at L.A. Hilton Jan. 20

"Job Evaluation and Pay Equity" will be the focus of a conference on the "comparable worth" of jobs to be held at the Los Angeles Hilton Hotel at 930 Wilshire Blvd. on Thursday, January 20, sponsored by the Center for Labor Reasearch and Education and the Center for Management Research and Education at UCLA.

Donald Treiman, a UCLA sociology professor who is co-editor of the National Academy of Sciences' final report on "Women Work and Wages," will discuss findings of the Committee on Occupational Classification and Analysis as well as his own views on the role of job evaluation systems.

Daniel Mitchell, director of the UCLA Institute will speak on the impact of the external labor market in wage setting and examine whether the community wage is dominant in determining pay policy.

Winn Newman, general counsel of the American Federation of State, County and Municipal Employees will set forth labor's views on the need for action on the pay equity or "comparable worth" issue.

For further information, contact Joan Gusten at (213) 825-8034.

Building Trades Dept. OKs Pact to Spur Union Project

A national agreement to promote union construction and make it more competitive has been signed by the AFL-CIO Building & Construction Trades Dept. and the National Construction Employers Council.

The terms of the "Market Recovery Program for Union construction" call for establishment of local joint labor management committees to increase cooperation between local unions and contractors to "build on mutual interests" and increase the share of union construction.

The agreement was signed by BCTD President Robert Georgine and NCEC President James R. Baxter.

In a joint statement, Georgine and Baxter said the success of the agreement depends on the ability of local unions and employers to set up "realistic" programs at their level.

National organizations can plan, endorse and promote the plan, the statement said, but "local acceptance and whole-hearted support are absolutely necessary."

Representatives of each building trades craft and of the contractors will meet in mid-December in Washington to review existing construction promotion programs and discuss start-up of the local committee efforts.

Under the terms of the agreement, the local committees will work under principles that stress the availability of highly skilled craftsmen, the importance of mutual efforts to improve productivity, the value of increase competitiveness in bringing in more jobs, elimination of non-essential work rules, the use of up-to-date tools and equipment and the need to let the public, and users of construction, know that union labor and management are working on improved productivity.

Priorities for the local committees will include developing "an atmosphere of cooperation and trust" in the industry, an emphasis on pride in workmanship and written objectives and timetables for the programs.

The agreement suggests that local committees set up task forces to study the open shop problem, non-productive work practices or rules, the local employment picture, the collective bargaining process and the need for a public relations campaign to promote union construction. The task force reports can then become the basis for taking specific actions, the agreement suggests.

The agreement urges the local committees to plan educational and labor to head off "initial resistance" to proposed changes based on "lack of understanding."

IUE President David Fitzmaurice Dies of Cancer

David J. Fitzmaurice, president of the Electrical, Radio & Machine Workers since 1976, died Nov. 12 in Euclid, Ohio, after surgery for cancer. He was 69.

Fitzmaurice was also a vice president of the AFL-CIO and served on several Executive Council standing committees.

He led the IUE's bargaining teams in national contract negotiations this year with General Motors Corp., General Electric Co. and Westinghouse Corp.

Last May, during the 13-union coordinated negotiations with GE and Westinghouse, Fitzmaurice was hospitalized for surgery. He returned to the talks a week after surgery and remained on the job until he entered the hospital a week before he died.

In a message to the IUE, Federation President Lane Kirkland and Sec.-Treas. Thomas R. Donahue said, "to the very end, Dave Fitzmaurice, displayed the same courage, resolution and selfless dedication that he brought as a young man to the struggle to organize his fellow workers in the electrical industry.

"Dave will be remembered for his contributions to inter-union cooperation, especially coordinated bargaining, and for his great gifts of friendship which enriched the lives of all trade unionists," Kirkland and Donahue said.

Fitzmaurice began his trade union career in the early 1940s as a shop steward of United Electrical Workers Local 707 at the GE lamp plant in Cleveland.

In 1968, Fitzmaurice was elected IUE secretary-treasurer. He continued to hold that post until he succeeded Paul Jennings as president in 1976.

Survivors include Fitzmaurice's wife Jean, two sons and three grandchildren.

A Look at Lyndon LaRouche's 'Strange Cult'

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United States.

During the 1968 student strike and disorders at Columbia University, McCune said, LaRouche aligned himself with the Students for a Democratic Society (SDS).

When a split developed in that group, LaRouche organized the National Caucus of SDS Labor Committees but he later dropped the "SDS" and had his own organization, the National Caucus of Labor Committees.

McCune said that LaRouche's NCLC and the U.S. Labor Party "are part of an international complex of front groups and publications which are reported to spend some $3 million a year and have 2,000 to 3,000 members in this country and perhaps 2,000 more outside the United States.

"Among his old domestic fronts have been the National Unemployed and Welfare Rights Organization and the Committee for Fair Elections," he said.

LaRouche's most important front now is the tax-exempt Fusion Energy Foundation which supports atomic energy development, McCune said. FEF publishes the magazine Fusion which LaRouche disciples sell at airports and elsewhere. Other LaRouche publications include The Campaigner and the Executive Intelligence Review.

About four years ago, the anti-defamation League of B'nai B'rith charged LaRouche's New Solidarity with running an "anti-Jewish, anti-Zionist, anti-Israel propaganda campaign" that took the form of inflamatory headlines and special features on various aspects of Judaism.

After LaRouche's activities began attracting national attention, the New York Times reported that LaRouche had some kind of financial liaison with three companies in New York City — Computron Technologies Corp., a programming business that includes Mobil Oil, Citibank, Bristol-Myers and AT&T among its clients; World Composition Services, an advanced computer type-setting complex that does work for the Ford Foundation and major publishers; and PMR Associates, a printing plant.

All three of these organizations denied any such links but refused repeated requests for interviews, McCune said.

But he noted that the headlines on the Times stories are revealing about the organization: "U.S. Labor Party: Cult Surrounded by Controversy" and "One Man Leads U.S. Labor Party on its Erratic Path."

Earlier this year, Sara Fritz, a White House correspondent for U.S. News and World Report, filed a suit seeking $1.5 million in damages from two LaRouche publications — New Solidarity Press Services, Inc., and Campaigner Publications, Inc., charging that writers for the LaRouche publications impersonated her to gain quick access to news sources.

The corporations, which share a suite of offices in New York, are described in the court papers as "affiliated with the U.S. Labor Party."

The suit says that these two LaRouche corporations also publish the American Labor Beacon and Executive Intelligence Review.

Among organizations that have been attacked in articles published in LaRouche publications, particularly in New Solidarity, are: The National Council of Churches; the Ladies Garment Workers Union; the National Education Association; the International Red Cross; the American Friends Service Committee; and Jesse Jackson's "Operation Push."

A detailed study of the LaRouche cult published by the League for Industrial Democracy and written by New York journalist Dennis King, documents LaRouche's anti-Semitic theory of history that accuses Jews of centuries of crimes ranging from the death of Jesus Christ to encouraging drug addiction in American cities.

LaRouche has also called the Nazi holocaust "mythical" and urged the "immediate elimination of the Jewish lobby and other British agents" from governmtnt, business and labor.

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Publisher's Notice

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Japanese Management: Myth or Magic?

by James N. Ellenberger

(Editor's Note: The following is the first of a four part series examining the realities of the "protections" afforded Japanese workers and Japanese management techniques. It was written by James N. Ellenberger, an AFL-CIO International Representative with a particular interest and assignment in Asia. It was first published in full in the April-June 1982 issue of the AFL-CIO American Federationist. Reprints of the entire article may be obtained by writing to the AFL-CIO Publications Department, 815 Sixteenth St., N.W., Washington, D.C., 20006.)

Japanese workers are less productive than American workers; they work longer hours, are paid less, have fewer holidays and shorter vacations and are paid smaller pensions when they retire than workers in the United States. There is no "lifetime" employment in Japan; there are permanent employees and temporary employees — with the former being far out-numbered by the latter. Only a small minority of Japanese workers are involved in the Quality Control (QC) Circle movement, and many of them consider it to be coercive. Japanese management techniques are every bit as authoritarian as U.S. management practices — if not more so. In fact, present day Japanese management structure is paternalistic and virtually caste-like in its hierarchy. But this is not the story that is being told about the world of work in Japan.

Newspapers and television in the past few years have created the impression that the Japanese are superhuman in their relentless campaign to dominate the world of trade and to project the image of a superior industrial power in the free world. Seemingly, legions of people — from Japanese government officials to American scholars who have written popular books on the subject, like William Ouchi's Theory Z and Ezra Vogel's Japan as Number One, have focused on the tremendous accomplishments of the Japanese.

And tremendous they are: in addition to low inflation, a virtual full-employment economy, and a trade surplus with the United States in 1981 at a record $18 billion, we are told that the average Japanese auto worker turns out many more cars a year and that a Japanese steelworker produces more tons of steel per year than an American worker.

The Japanese government is understandably proud and through various quasi-governmental organizations, companies and institutions, has been receiving scores of American businessmen and scholars trooping to Japan to view, first-hand, the marvelous Japanese economic miracle. Japan's international success, along with the huge growth in Japanese direct investment in the United States — from a mere $152 million at the end of 1973 to $4.2 billion by the end of 1980 — has resulted in suggestions that the United States "import" Japanese management techniques.

In April 1982, the Conference Board (a non-profit institution of primarily American businesses) and the Japan External Trade Organization (a Japanese government agency), organized a conference on "Japanese Management of American Work Forces." The Japanese, it was claimed, "meet human resource issues with unique managerial background," and their approach "has led to development of new techniques, remarkable results, and many insights about employee relations and employee management."

"Japanese workers are less productive than American workers; they work longer hours, are paid less, have fewer holidays and shorter vacations and are paid smaller pensions when they retire than workers in the United States."

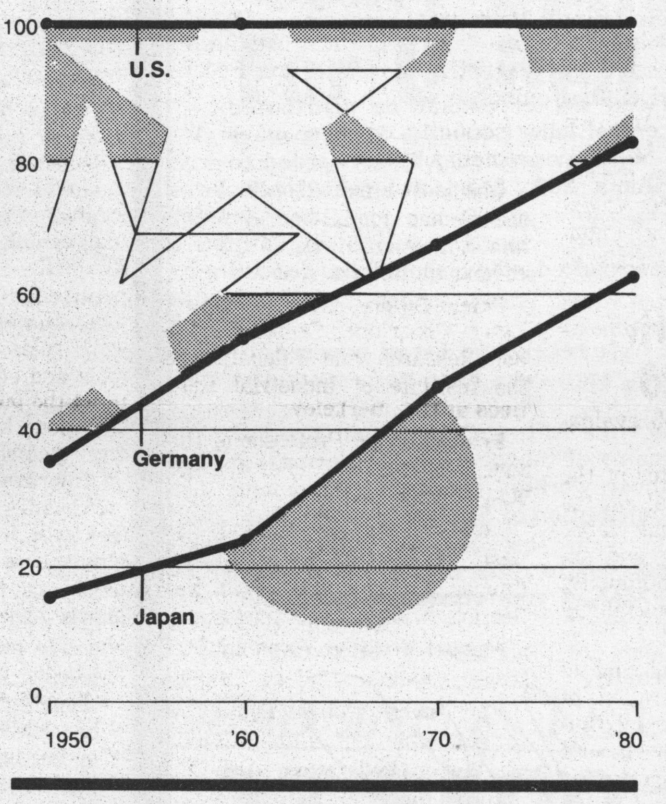
Quality control circles, the productivity movement, consensus building, labor-management cooperation, lifetime employemnt, the bonus system, the work ethic, and other phrases have become synonymous with Japanese management. It said that the Japanese emphasize group harmony and group relations, while Americans are concerned with individual justice and individual rights; that the Japanese strive to "fit-in" while Americans endeavor to "stand-out"; that contending forces in Japan come to agreement by consensus while the adversary process rules in the U.S.; and that the Japanese have a non-judicial process for dispute settlement while in the United States lawyers write, interpret and enforce the law, leading to what many view as an over-legalistic system of conflict resolution.

Robert J. Ballon, a Jesuit priest from Belgium who has lived in Japan for 34 years and an authority on Japanese business and labor, has said that "people, their behavior and their culture, cannot ultimately be understood through words and neat concepts." This view is refined further by Isaac Shapiro, prominent New York attorney and former President of the Japan Society, who argues that "there are fundamental differences — historical, cultural and sociological — between Japan, a closed, homogeneous, disciplined society, and the U.S., open, hetrogeneous and non-conformist. The differences make the Japanese model basically unsuitable to the American character." In fact, it is entirely possible that much of the recent examination of Japanese culture and its relationship to Japanese success has confused rather than clarified Japanese business practices.

Certainly it helps to study Japanese culture and society, and the United States would be foolish not to attempt to learn from those who, like the Japanese, have obviously been successful. But what needs to be done is to separate fact from fiction, to dispel the myths that abound about Japanese management practices and to analyze how and why the Japanese system operates as it does.

When AFL-CIO President Lane Kirkland visited Japan in January 1981 to attend the 17th Convention of the Japanese Confederation of Labor (DOMEI), he was asked by the press to identify the difference between American workers and Japanese workers. He responded that the difference is that "some American workers are Japanese . . . some are Chinese, some are Hispanic . . . some of our senators are Japanese. The American worker draws his culture and his work habits and his style of life from all over the world, usually from the dispossessed of the world. The work ethic is as strong in our country as it is in any country in the world."

Real Gross Domestic Product (GDP) per Employed Civilian, (U.S. = 100)



Yet the myth persists that the predominant reason for Japan's economic success is in its culture, a culture which in many obvious ways differs from ours. Major editorial writers and some congressmen are advancing the argument made by those, like William Ouchi in Theory Z, who argue that our problem "will not be solved with monetary policy nor through more investment in research and development" but by "studying the Japanese" and by learning "how to manage people."

"There is no 'lifetime' employment in Japan; there are permanent employees and temporary employees—with the former being far outnumbered by the latter."

The wonders of Japanese management techniques and the achievements of Japanese workers have been exaggerated to the point of either honor and mystique or fantasy and fable. Somewhere in the middle, one discovers that the Japanese are human too.

PRODUCTIVITY

Pop scholars like Ouchi tell us that the Japanese have increased their productivity at 400 percent the rate of the United States in the post-war years. However, his statement and similar ones fail to point out that the American economy and the American worker are and continue to be more productive than the Japanese.

There is a difference between levels and trends, and the level of productivity per worker in the United States is over 30 percent higher than the level of productivity per worker in Japan. This is not to imply that Japanese performance has been anything less than amazing. According to the Bureau of Labor Statistics, in the 30-year period from 1950 to 1980, Germany went from 36 percent to 82 percent of U.S. levels while Japan grew from 16 percent to 62 percent of U.S. levels.

Other factors result in the frequently cited differences between the Japanese steel or auto worker and their U.S. counterparts. According to the Far Eastern Economic Review, average annual production of crude steel per worker in the six-year period 1971-76 was 239 tons in the U.S. and 479 tons in Japan. But in those years, 82.5 percent of Japanese steel was produced using basic oxygen furnaces versus 61.6 percent in the U.S. More telling is the fact that in the same years, 19 percent of the steel made in the U.S. was produced in open hearth furnaces and in Japan the corresponding figure was 1 percent. Obviously, technology, plant and equipment are key factors in any comparison of productivity by industry.

Those tools, the technology, plant and equipment that play such an important role in the productivity of workers, cost money. Business normally borrows money to finance expansion, the introduction of new processes and the development of new products. In May 1982, interest rates in Japan were 6.55 percent compared to the United States prime rate of 16.5 percent. But even more revealing is a comparison of the debt-equity ratios of Japan and the U.S. In a report published in late 1981 by the Sumitomo Bank comparing Japan's corporate finance with that of the U.S., the ratio of Japanese companies' net worth (owned capital) compared to total capital was cited as 19.5 percent at the end of 1980 — far lower than the average of 49.6 percent of U.S. corporations. In April of 1982, the Japanese Ministry of Finance put the average ratio of debt to equity at 85 to 15.

"There is a difference between levels and trends, and the level of productivity per worker in the United States is over 30 percent higher than the level of productivity per worker in Japan."

Employment practices and the way workers are counted also affect productivity. Nippon Steel and U.S. Steel have similar dollar sales volumes, although the Japanese firm produces more steel. The startling difference is that Nippon Steel employs only 42 percent the number of workers as U.S. Steel. These statistics, however, only take into account the permanent employees at Nippon Steel and do not include the much larger group of temporary and sub-contract employees. At some Nippon Steel plants, only one out of every four workers is considered to be a permanent employee. The large Japanese advantage in steel productivity per worker is unquestionably due in large measure to the difference in the way workers are categorized.

In autos, it would be fair to ask if subcontracting firms' employees are factored into the equation when Japanese economists produce their attractive productivity figures. The British magazine, The Economist, reported early in 1980 that one out of every three vehicles bearing the Toyota or Nissan (Datsun) label was being assembled by other companies. They referred to the Japanese automotive industry as the world's biggest cottage industry.

To the extent that productivity growth can really be measured with any degree of accuracy, it indicates efficiency and the interaction of labor, capital and ideas. The enormous attention devoted to Japan's productivity accomplishments is distinctly antiworker in its tenor. Leaving aside the question of the accuracy of Japan's or any other country's productivity figures, the factors leading to those measures are rarely studied carefully. Scant attention is given to such variables that have great impact on productivity growth rates as Japan's low interest rates, the prevalence of the 5½- or 6-day workweek in Japan, the reluctance of the Japanese worker to use earned time off (like holidays and vacations), the impact of a virtual full employment economy, the high rate of industrial capacity utilization, etc. Instead, America's advantage over Japan's productivity levels are totally ignored in a debate on the "work ethic" of the American worker.

Trade unions in the United States are suspicious of the motives of those who use the productivity argument to explain away all of our ills — including trade deficits, international competition, quality control, inflation and economic downturns. The call for increased productivity is all too often a vehicle to attack unions and to weaken laws providing for environmental protection, equitable tax treatment and esseential public investment and services.

Productivity is a product of production and employment. It is bound to languish, and always has, in a climate of recession, contraction and stagnation. Declining productivity growth is a consequence, not a cause, of that economic environment.

Next week: The Myth of 'Lifetime' Employment in Japan

Kirkland Asks Aid for Polish Workers and U. S. Jobless

Dear Trade Unionist:

A year ago this December 13, the Jaruzelski regime declared a state of war on the Polish people and crushed their trade union movement, Solidarnosc. Although Lech Walesa has been released and rumors circulate that martial law will be lifted, the Polish people are now entering a long and bitter winter without the protection of the union which gave voice to their yearning for freedom.

At this critical moment, it is vitally important that American trade unionists let the people of Poland know that our commitment to Solidarnosc is unwavering. We can send this message in two ways.

First, in cities and towns around the country, trade unionists should participate in rallies and demonstrations on or around December 13. In some areas such activities may already have been initiated by Polish-American, church, and other organizations. Where such activities are not underway, trade unionists should initiate them, reaching out to other groups that share our concerns.

Second, the AFL-CIO Polish Workers Aid Fund must be replenished, if we are to respond to the continuing appeals of Solidarnosc for material assistance. I therefore urge you to organize a grass-roots fund-raising campaign, taking collections at plant gates, job-sites, union meetings--in the holiday spirit.

We all know that these are hard times for our own members as well, especially the unemployed. For this reason I would suggest that funds be collected for both the workers of Poland and unemployed workers at home.

Many times in our history, our members have proven their generosity in helping those less fortunate than they. If those who are lucky enough to have jobs show they care about those who are jobless at home--and about the brave workers of Poland fighting to restore their union--then this campaign will succeed.

Funds collected for unemployed American workers should be distributed within the community through local unions, central labor councils, or other ways you deem appropriate. Funds collected for Solidarnosc should be forwarded to the AFL-CIO Polish Workers Aid Fund, Room 809, 815 16th Street, N.W., Washington, D.C. 20006.

Unless contributions are specifically earmarked, they should be divided equally between these two purposes.

There is another way you can help. We have received a list of hundreds of Polish workers--miners, steelworkers, teachers, etc.--who have been sentenced to prison terms for their Solidarnosc activities. If you are interested in "adopting" one of these workers, please contact the AFL-CIO Regional Director in your area and we will furnish you with the name of the worker and information on his or her situation. The families of these workers need our moral and material support. We suggest a sponsorship contribution of $100.

I have asked Charles McDonald to coordinate this effort nationwide. Please be in touch with his office, (202) 637-5287, if you require any additional information or assistance.

Fraternally,

Lane Kirkland
President

Court Upholds DOSH Rules For United Airline Workers

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But both the state Occupational Safety and Health Appeals Board and San Francisco Superior Court Judge Ira A. Brown rejected the appeal.

A United Airlines engineer had testified that he was not aware of any instance in which the FAA had cited the airline for violating any provision relating solely to the safety of ground maintenance employees.

And the administrator of the FAA himself had stated in response to a letter of inquiry in 1977 that he doubted the manual procedures were of a regulatory nature and that failure of an airline to follow such procedures would not serve as a basis for FAA enforcement unless a Federal Aviation Regulation had also been violated.

The State Supreme Court's unanimous decision handed down Monday was written by Justice Otto M. Kaus. It observed that "Although United contends that the FAA desires to regulate all aspects of ground maintenance safety, the materials before us suggest that the FAA is by no means fighting for the broad jurisdiction which United would thrust upon it."

It noted that the FAA regulation requiring the airline to develop maintenance nanuals lacks any comprehensive or specific health and safety guidelines or standards, and the manuals themselves address few procedures and hazards not directly affecting structure of the aircraft and are essentially devoid of reference to employee health hazards."

It also noted that the FAA "has not only failed to promulgate a comprehensive body of rules directly addressing the health and safety of ground maintenance workers but . . . has also failed to undertake any systematic enforcement of those safety measures which are included in the manual."

The "mere existence of a variety of airline-drafted safety rules 'on the books' does not divest the division (of occupational safety and health) of jurisdiction," the court declared.

AFTRA's Leader Bill Baldwin Dies in Los Angeles at 69

William Baldwin, president of the Television & Radio Artists during the early 1970s, died in Los Angeles of cancer Nov. 17. He was 69.

Baldwin was a three-term president of AFTRA in the period 1970-73. He was a long-time member of the union's board of directors and also served it as a vice president.

His career in radio, films and television spanned more than 35 years as an actor, narrator, announcer and sportscaster.

Survivors included his wife, Enid, a son and a daughter.

Contractor Gets Year in Jail In Prevailing Wage Case

For the first time in California's history, a roofing contractor has been sentenced to one year in jail for not paying prevailing wages on a public works job, forging records and intimidating witnesses, the State Labor Commissioner's office said this week.

Robert Boyd, a Yuba City roofing contractor was convicted by a jury on November 12 of five counts of fraud in connection with the $6,100 he failed to pay eight workers who repaired school roofs for the Dixon Unified School District in 1980 and sentenced to a year in jail, State Labor Commissioner Patrick W. Henning said.

Superior Court Judge Ellis Randall also suspended Boyd's state contractor's license and ordered the payment of the back wages due the workers.

Henning credited the successful prosecution of the case, to the active involvement of John Vance, the supervising deputy district attorney for Solano County, Vince Ortenzi, a senior special investigator for the Labor Commissioner's office, and Jim Smith, deputy labor commissioner in Napa.

He also praised the Marin County building and construction trades unions for their involvement in the case.

12 MILLION JOBLESS

Kirkland Warns of Riots If U.S. Fails to Create Jobs

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unemployment rose to more than 1,372,000, Henning said:

"With nearly one million more U.S. citizens now losing their jobs every two months, Congress and the Reagan administration must act immediately to meet its responsibilities to provide for the general welfare by asserting a national interest in the economic decision-making processes of this nation's corporate community.

"Our government must play a major role in protecting our basic industries from extinction. It must act to ease the tragic impact of plant closures on workers and communities alike.

"It must raise the revenues necessary to care for our elderly adequately. And for our sick and jobless with care, concern and compassion. We want that. And it can be done by capping Reagan's 1981 give-away-tax-cut to the rich at $700 for those earning $50,000 or more a year, cancelling the 1983 tax cut and making sensible cuts in the defense budget," he declared.

The U.S. jobless rate at 10.8 percent last month was the highest since 1940. Total employment nationally dropped to 10,849,000 in November compared with 10,952,000 a month earlier and 10,915,000 a year ago.

Of the 10 most populous states, only four had jobless rates higher than California: Michigan at 17.2 percent; Ohio at 14.2 percent; Illinois at 13.2 percent; and Pennsylvania at 12.1 percent.

Leavitt Airs Plan to Update HEREIU Accounting Setup

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In that post he was chief negotiator for all national agreements between the HEREIU and employers with multi-unit national contracts and played a key role in hammering out the Sky Chefs national agreement. During the past two years, he also was involved in settling strikes in Monterey, Las Vegas and San Francisco.

Leavitt, who joined Bartenders Local 284 in Los Angeles in 1952, has now held almost every job there is in the union, ranging from picket captain and business agent to administrative assistant to the general president and director of the western regional office.

He is a trustee of the international union's welfare and pension funds and the union's representative to the AFL-CIO Public Employee Department.

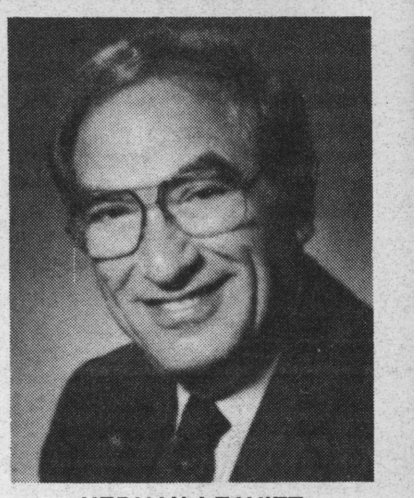
He served as business manager representative, president and secretary-treasurer of Local 284, which is now merged into Local 11, until his appointment as a vice president at large of the international union in 1973.

Long active in California labor's political and legislative efforts, Leavitt was appointed to the Governor's Commission on Rehabilitation by former California Governor Pat Brown and as a member of the Board of Directors of the Metropolitan Water District of Southern California by Los Angeles Mayor Tom Bradley.

In discussing his new position as general secretary-treasurer, Leavitt said:

"I want to emphasize training of our local union leaders to help them do a better job of reporting and accounting.

"For those local unions that don't have systems, we'll send representatives from our staff to help them organize their office operations. I think we can help to streamline operations for both the local unions and headquarters."



HERMAN LEAVITT

The union, which is now headquartered in Cincinnati, Ohio, is getting set to move to Washington, D.C.

"I hope that at the end of next year we're in our new headquarters in Washington, D.C. and working closely with the Office of the General President and the Organizing Department to meet the challenge of union responsibility in a rapidly changing world," he said.

Leavitt, who was presented with the Israel Histadrut Distinguished Service Award for assistance to the Histadrut's scholarship fund in 1975, succeeds John Gibson who retired. Leavitt's term runs until the 1986 general convention.

Paul P. McCastland, an international vice president for the 4th District covering 10 southeastern states, was chosen by the union's general executive board to replace Leavitt as the union's new Director of Organization.