



23-25

News

BLOUSE, SKIRT and SPORTSWEAR WORKERS' UNION • ILGWU • AFL-CIO

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Worker Unity Wins Contract Fight



Earl Dotter/American Labor Education Center

A new three year contract has been approved by 100% of Local 23-25's employers, bringing to an end a six week long struggle marked by two massive membership rallies in Chinatown, demands by the employers for substantial concessions from the workers and a two day shut down of most chinatown shops by a small group of dissident employers opposed to the new contract.

The new contract went into effect June 1st for 150,000 workers in 4 states. But the New York City contracting shops where most 23-25 members work rejected the advice of their own negotiating committees on two occasions and voted down the contract.

The rejection of the contract by the employers brought about a crisis situation in which the union had three options. A general strike could be called at all shops without a contract.

This would have caused extensive hardship for thousands of members, and potential long term damage to the garment industry. Another option was to renegotiate the contract, and agree to some of the employers demands. But the union leadership and members had taken a firm position against further concessions. They felt it would be wrong to accept an inferior contract for Local 23-25's members.

Raises Will be Paid On-the-Clock

Wage increases under the new contract will be added to workers paychecks for every hour they work, not added as a percentage of piece rates as in the past.

The contract provides for raises of 35¢ an hour November 29, 1982, 35¢ an hour June 6, 1983 and 40¢ an hour July 2, 1984.

The third option was to keep working without contracts, and persuade individual employers to sign contracts on an interim basis. This is the strategy the union adopted and in the end it proved successful.

Key to the success of this strategy was the support and cooperation of the membership.

In mid-May, over 5,000 members
(Continued on page 2)

The increases will be computed by totalling the number of hours worked in each pay period as shown on time cards that have been punched in time clocks.

In order for the raises to be paid fairly and accurately, every worker must make sure they punch a time card arriving and leaving on every day they work, and at lunch time.

Contract...

(Continued from page 1)

had volunteered to join the Committee to Defend the Union Contract when it appeared there might be problems in settling the contract.

These volunteers provided a communications network into the shops and the community, keeping every member in every shop informed about progress in settling the dispute.

The volunteers set up phone banks, distributed leaflets in the community, spoke on the radio and on television, and talked to workers in their shops urging them to back the union and defend their contract.

On June 24th a massive rally was called for Columbus Park, to show the employers the solidarity of the entire membership. It turned out to be the largest union gathering in the history of Chinatown. 15,000 people attended.

As members went back to work at the close of the rally, it looked like the end of the struggle was near. A majority of employers had signed interim contracts with the union, which carried all the terms and conditions of the original contract. A second employer's negotiating committee was assembled, and they approved the contract and recommended its acceptance by their members.

A few days later, however, the employers association defied their own negotiating committee and voted down the contract a second time.

They repeated their earlier demands for concessions from the workers including weakening the arbitration procedure, a longer work week and lower pay for overtime.

A vocal minority of employers opposed to the contract used threats and intimidation in an effort to win support from other employers. The result was a widespread two day shut down of Chinatown's garment industry.

The shut-down attempt quickly collapsed however, in the face of widespread indignation from community, and resistance by employers who wanted to keep their shops open.

The union made it clear that there would be no concessions or give-backs, that 23-25 members insisted on the full terms of the contract that had



Staff and volunteer performed hundreds of hours of work for the union including leafletting, making signs and banners for the rallies and picket lines, and operating a massive phone bank to keep members informed about developments. Most of the volunteers were drawn from the Committee to Defend the Union Contract, and Local Executive Board Members and Shop Reps.



been approved by them, and accepted in the rest of the industry.

The union continued to sign up employers and advised all manufacturers and jobbers under contract with the union that they could not send any more work into the non-union shops.

Another rally was scheduled in Columbus Park July 15th, and the union announced that any shops that had not signed a contract by then would be called out on strike.

By the end of the day July 14th, over 90% of the employers had signed interim agreements. After the rally, members returned to work. At the forty remaining shops where the

employers still had not signed, picket lines were set up and the shops placed on strike. By the end of the day of July 15th, every employer had signed and all the strikes were terminated.

"No one stands alone in this struggle," Mazur told the huge crowd at the July 15 rally. "Local 23-25's entire membership is mobilized into a single force. The 350,000 members of the ILGWU stand ready to help us. President Chaikin and the other officers of the international have given their unqualified support. As you go back to work today, or as you set up picketlines in front of your shop, remember that we stand together, we are united, we are one."



Lion Dancers led thousands in march through the streets of Chinatown.

Images Unlimited



Bob Gumpert



Earl Dotter/ALEC

Daily leafletting kept members and the community informed about events during the crisis.



Earl Dotter/ALEC

Volunteers painted signs for the rally in union's emergency office. Below, "Look for the Union Label" was sung in Chinese, English and Spanish at the two rallies.

Highlights of the New Contract:

The new contract calls for a wage increase of \$1.10 per hour for Local 23-25's 27,000 members over the life of the agreement—35¢ per hour as of 11/29/82, 35¢ as of 6/6/83 and 40¢ as of 7/2/84.

The increases are to be paid on the clock rather than added to the piece rates.

In addition to the wage increase, a cost of living adjustment (COLA) will be paid if the consumer price index goes over 7½% between June 1982 and December 1983. The amount will be 10¢ for the first 1% increase in the consumer price index over 7½% and 5¢ for each additional ½% increase to a maximum of 25¢ per hour, payable 2/6/84.

The pact also provides a 12th paid holiday which can be taken as a personal day or an ethnic holiday such as Chinese New Year and increases in holiday pay of \$5 per day for piece workers—\$2 effective 1/1/83, \$1 effective 1/1/84 and \$2 effective 1/1/85. Week workers, as always, are to receive a regular day's pay for each holiday.

Minimums will increase by 60¢—30¢ effective 6/6/83 and 30¢ effective 7/2/84.

The union made a breakthrough in winning two days of bereavement pay—paid time off because of death in a member's immediate family (mother, father, children or spouse)—effective 12/1/82 to be paid from the Holiday Fund.

The new agreement calls for increased employer contributions to the union's Health and Welfare Fund of 1%. This is to ease the strain that the fund has faced over the last few years.

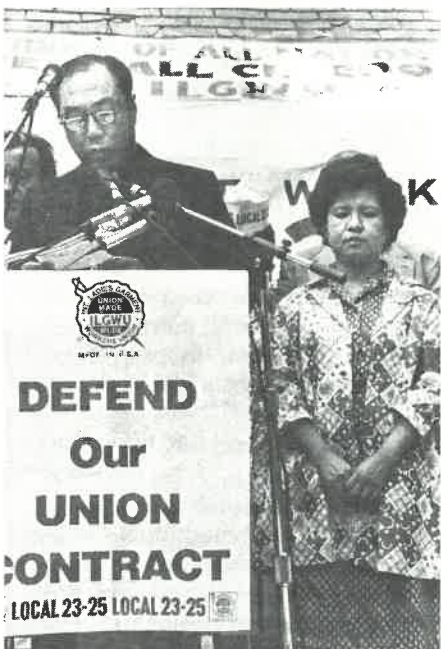
The new contract takes effect June 1, 1982 and runs until May 31, 1985. ■



Earl Dotter/ALEC



Earl Dotter/ALEC



Bob Gumpert

Rev. Phillip Yang and Exec. Bd. Vice Chair Wing Fong Chin

Rally Speakers Captured Workers Militant Spirit

Mazur:

Our rallies today and on June 24 were among the biggest, most enthusiastic, and most significant gatherings in the history of American trade unionism.



Bob Gumpert

Mazur

You came here to demand fairness, to defend your dignity as human beings, and to protect your job, your wages, your benefits, and your right to be represented by Local 23-25, ILGWU. And you came here to show your unity as workers. To the entire city and to every garment employer you proclaimed—we are one!

The union made a solemn commitment in April to refuse all "givebacks" to employers. We constantly heard the same message from our members, from our shop commit-

you, the workers, will not accept less. They know that you, the workers, have organized and mobilized yourselves in defense of your interests.

We have the complete support of Local 23-25, the complete support of the 350,000 members of the International Ladies' Garment Workers' Union, and the complete support of the NY City's entire labor movement.

Moreover, we have the solid and enthusiastic support of the Chinatown community. During the past week, scores of important community leaders, representing thousands of Chinatown citizens have told us they're with us.

In the shops that have already signed the contract, we must work to enforce all its provisions, never for a minute letting down our guard.

This contract is not just a collection of words but a framework for cooperative human relationships. This relationship must always be marked by dignity and fairness. With the hard work of every union member, it will.



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Betty Leung translated Chaikin's speech into Chinese at the rallies.

As you go to the picket lines or return to work today remember that you are not alone. Remember always that we stand together, for we are one! We are one!

Other speakers included Harry



Shui Mak Ka

Lily Moy

tees, from our Executive Board. The message was simple: No givebacks! We will not take less! We will not accept an inferior contract! We kept our commitment.

The vast majority of Chinatown employers have signed interim contracts with the union. They did so because they know the contract is a fair one.

But more important, they know that



Alice Tse

Van Arsdale

Van Arsdale, President of the New York City Central Labor Council, Margaret Fung, AALDEF, and Kai P. Wong, Pres., Local 23-25 Retirees Club.

Sol C. Chaikin:

"If the employers don't get the message...should you need help of any kind, all our members in New York City and Across the country will help you defend the union contract. Our union has always helped workers who want to help themselves."

Lily Moy:

Without the workers, there's no union. The union is only an organization. We're just staff of this organization. It is up to you, the workers, to decide what the union should do for the workers, and for the community.

The union is like a boat. It can take you through the rough seas. The union leadership is like the helmsman. But the decision of the direction and destination of this boat is up to the workers themselves.

Alice Tse:

We demand to be treated like other workers: A dollar's pay for a dollar's worth of work. Don't misunderstand our patience as a sign of weakness. We are a solid wall, and you can't break us. We will struggle until we win. Lets celebrate our coming victory and the dignity of the workers.



Earl Dotter/ALEC

Shui Mak Ka:

The refusal of the employers to sign the contract is like a grasshopper trying to stop a moving automobile; it is like a blind bat trying to knock down a tree. We must stand behind our members in shops that have not signed. Workers are workers, and employers are employers. There must be no collaboration between the two classes.



Bob Gumpert



Bob Gumpert



Bob Gumpert



Bob Gumpert



Earl Dotter



Defending the Contract Is Every Members Responsibility

By Jay Mazur, Manager Secretary

For Local 23-25, the memory of the six weeks between June 1st and July 15th will live on for many years. It was the time of the greatest struggle and the greatest challenge our union has known since its inception.

During this struggle, the entire membership mobilized around the union and made it clear they are willing to fight and sacrifice to defend their union and their contract.

On two separate occasions... June 24th and July 15th, we physically demonstrated our unity and solidarity by filling Columbus Park and the surrounding streets with over 15,000 members... the largest gatherings of workers ever seen in Chinatown.

"We are One" became the slogan of our solidarity as we marched through the streets of the community proudly carrying our union banners and displaying our determination and unity.

But this unity did not begin with the rallies in Columbus Park. This spirit of unity, a spirit that pervaded the entire union, came to life much earlier. It was born in the early days of negotiations with the employers; it became even more intense as we resisted their demands for "givebacks", concessions that would have weakened the security and threatened the dignity of every member. We absolutely refused to accept less for our members.

This was plainly and simply a struggle between workers and employers over the economic terms of working, and the human rights which workers demand for themselves on the job.

It was not an ethnic struggle. It was not a struggle between institutions.

It was a struggle over how much workers should be paid by their employers, and the respect and dignity they are entitled to in the work place.

Our members understood the issues clearly. They knew from the beginning where their best interests lay. And at every opportunity they showed their support for the union,

and did their part in the fight to win a just contract.

After long and difficult negotiations, we finally settled on a contract that has now been ratified by the members of Local 23-25 as well as by all the employers. The contract terms, which cover 150,000 workers in a four-state area, are discussed in detail elsewhere in this issue of the 23-25 News.

We succeeded in getting this agreement for one reason: We remained united. What is more, the members of this local translated their unity into action.



Earl Dotter/ALEC

All strikes were ended by July 15.

More than 5,000 workers joined the Committee to Defend the Union Contract. Hundreds of others spent their precious free time distributing leaflets, talking to other members, putting up posters, and driving sound-trucks so that our massive rallies would be what they were—a huge and memorable success. Our unity and hard work paid off. We succeeded. And we are proud of our success.

Winning this contract is not the end of our struggle or the end of our problems.

We must now build on our unity. We must put into practice the new lessons we learned.

There remains the enormous day-by-day and year-by-year job of enforce-



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Rallies received wide media coverage. Above, Mazur is interviewed by Channel 9.

ing the contract we have just won in the hundreds of workplaces involving 28,000 members.

It is essential that every shop have a Shop Representative whose task it is to speak up in defense of the member's rights. Every worker has the right to have a Shop Rep. If your shop doesn't have one, contact your business agent and make sure that a Shop Rep. is elected or appointed as soon as possible.

It is also extremely important that everyone including piece workers and hourly workers, punch a time clock. Time clock records are required for paying wage increases under the new contract and calculating other benefits such as overtime. If you are not punching the clock, you could be cheated out of your raise. If there is no time clock in your shop, if all workers do not punch in and out for any reason, contact your business agent right away.



Dob Gumbert

89 year old Chow Tao Po said she came to the rally "To show my support for the union."

The job of defending our contract is not over. It will continue every day, every year, as long as there are workers and employers who want to have a peaceful means for settling disputes and guaranteeing fair treatment. It is every members responsibility.

What 'Reagonomics' Means to Members

When the **Local 23-25** News visited members at Marty Gutmacher, Inc., Shop Representative Milton Edwards was collecting contributions from his co-workers for the ILGWU Political Campaign Committee.

"We need a change from Reagan," Edwards said. "He's really not for working people. He's only for people with money. His trying to cut social security is a crime. Can you imagine working all your life only to be told your benefits would be cut?"

Dawn Sievers of the shipping department, said, "Reagonomics means that pretty soon I may not have a job with unemployment being the highest it's been since the Great Depression. Reaganomics was designed to give the big people all the breaks and the little people nothing."

"Reagonomics is making everything worse," said Janice Rogers, clerk. "He's cutting everything people need...social security, food stamps...it's harder to get an education. I'd like to see a change—one that will build things back up rather than destroy what we have."



All photos, pages 7, 8, 9, and 10, by Mindy Pines.

Milton Edwards (2nd from Right) Local 23-25 Shop Rep. at Marty Gutmacher Inc. collects contributions for the ILGWU Campaign Fund from co-workers.

Correct Information Needed for Benefits

To insure the continued receipt of union benefits, we must have your correct name, address, social security number and the name of the shop in which you work.

If there is a change in any of the above, please notify the dues department immediately.

Time to Apply for Retirement Benefits

Members wishing to retire as of March 1, 1983 under the 20 year regular retirement or disability benefits plan, must file an application at the union office during the months of August, September and October.

Please bring the following with you: union books, birth or baptismal certificate, marriage certificate (if applicable), W-2 tax slips (any year), social security card and social security disability award (if applicable).

Those members who have already applied for retirement benefits and have received the Social Security Employment Record from Maryland, are asked to bring the record to the union office.

They're Spreading the Union Message

Eager to inform union members and the community-at-large of union benefits, services and programs, Local 23-25 members have begun production of a series of tapes to be broadcast over Chinese radio stations throughout the New York area.

The members, themselves, directed by Betty Leung of the Education Department, are providing the voices for the tapes which will explain union services such as medical benefits, social services, educational programs and members' rights under the union contract.

"The radio programs are just another one of the many ways that Local 23-25 informs members and the

community about the union and involves members in all aspects of union activity," states Manager Jay Mazur. ■



Shing Kwong Wong and So Mei Leung were among members making radio messages from the Local.

Improve Your Skills

The Evening School of Fashion Industries offers free courses to members of the garment industry who want to improve their skills.

Garment machine operating, sportswear operating and pattern-making and grading are some of the courses that are offered. Classes begin in the fall and will be held one or two evenings per week from 6:30 to 7:30.

Call Local 23-25's Education Department at 929-2600 for more information.

Don't Be Fooled By Fancy Title

Clementine Laury, a worker at Mi Bru San, Inc. was given a fancy title instead of the wages and benefits that she deserved.

The employer called Laury a quality control inspection trainee. As such, she was not in a craft or occupation covered by the union contract. She was paid only \$3.75 an hour and made to work overtime without additional overtime pay.

But Business Agent Ondina Medrano claimed that Laury in reality did the job of an examiner, a category covered by the contract. She checked garments for cleanliness, holes and snags, did spot cleaning, cut threads and did touch-up ironing. She also did some bagging of garments and sewing of labels. As an examiner, claimed Medrano, Laury was entitled to \$4.40 an hour and full union benefits.



Clementine Laury

Assistant Manager Tony Sciuto brought the union's case to the impartial chairman. The impartial chairman ruled that the work performed by Laury was that of an examiner. He directed the employer to compensate her with \$1,029 in back wages and overtime pay for the period from June 5, 1981 to February 26, 1982 and to continue to pay her full union wages and provide full union benefits. ■

Fight Back for Your Protection By Giving to Union Political Fund

The local has begun its annual fund raising drive for the ILGWU Political Campaign Committee. Members have been asked for a voluntary \$3 contribution, amounting to less than a penny a day.

The Reagan administration has attacked many of the government programs for which the union has fought and won. Social Security, medicare, unemployment insurance, student



loans...these are just some of the programs that have been attacked and

upon which working people depend.

Cuts in federal aid to cities have already resulted in increased public transportation fares and closings of public hospitals. Last year, the Reagan administration passed a tax cut, but the tax cut was wiped out by an increase in social security taxes. The cut went mainly to the rich.

Unemployment is the highest it's been in over forty years with 9 million people out of work. The current administration is making life much more difficult for working people and their families.

A \$3 contribution from each member is the best ammunition with which to fight back. The union will use the contributions to rebuild its political campaign fund so that it can help elect candidates who will protect and fight for programs that members need. ■

Voter Registration Teams to Visit Shops

Voter registration teams will visit Local 23-25 shops to register eligible members starting this month.

All members, 18 years of age or older who are American citizens, are urged to register and vote.

The local will also set up voter registration booths at convenient locations in Chinatown, along Seventh Avenue, and at the union office.

Voting is one of the most important rights a citizen can have. Only by voting and participating in the political process, can individuals have a say in government decision-making that affects them every day.

Registered voters must re-register if they have moved since they last vote, or if they failed to vote in the last four years.

Call the education department at 929-2600 for more information. ■

Members Tell Why They Want To Become American Citizens

Carmen Marcial of the education department asked members in her citizenship training class to write about why they wanted to become citizens. Following is what two members had to say:

"I want to become an American citizen for the benefits that citizenship will give me. I want to be able to vote for and elect candidates who I know will fight for me and for workers overall. The United States has been good to me. The least I can do is become a citizen and participate and work to make this country better."

—Manuela Garcia

"I want to be a citizen because I like what this country has to offer:
First—for liberty;
Second—for a better life for my family;
Third—for work opportunities;
Fourth—for the right to vote and participate in the American process."

—Altagracia Genao

Members who would like to become American citizens are advised to register for union citizenship training classes by calling the education department at 929-2600. ■

"Labor of Love"

Special thanks are in order for Gertrudes Milian, Local 23-25 member for over 26 years, who is returning to her native Puerto Rico.

For the last ten years, Milian has spent her spare time designing and making costumes for Local 23-25 affairs.

Milian's work behind the scenes has contributed largely to the local's strong public image.

"I was particularly proud," says Milian, "when our union made the front page photo of the **Daily News** for our participation in the Labor Day Parade. It was great to see so many of our members wearing the costumes I made. My contribution paid off."

Milian, who has also helped the local by doing political campaign work, is returning to Puerto Rico to be with her children and grandchildren.



Gertrude Milian

"My work for the local has all been a labor of love," she says.

Disability Benefits

If you become disabled by an injury or illness, you may be eligible for disability benefits.

Disability benefits provide weekly cash payments to replace in part, wages lost because of illness or injury.

If your illness or injury is a result of your job, you may be eligible for workers compensation. Ask your employer the name of his Workers Compensation Board insurance carrier. If

you have any difficulties, come to the local's benefits department.

If your illness or injury is not job-related, contact the union benefits department anyways. The union will direct you accordingly.

You must file your disability claim, using the proper form, within 20 days after you become disabled.

If you have any questions on problems, come to the union office.

Union Saves Her Job And Gets Back Pay

After 16 years of employment with Glamour Sportswear, Ellie Allende was fired. Her boss claimed that she could no longer perform her job.

"How is it that all of a sudden after 16 years, I can no longer do my work?" Allende asked her business agent, Danny Dranker.

Dranker who had complete confidence in the member's ability to do her work, told the employer that Allende had been fired unfairly and that he was going to file a complaint with the impartial chairman.

The result: Allende was reinstated and given \$600 in back pay even before the complaint was filed. ■

Four Out of Ten ILGWU Scholarships To 23-25 Kids

Four out of ten ILGWU College Scholarships were awarded to children of Local 23-25 members for the school year beginning in the fall of 1982.

Scholarships of \$2,500 each for use over a four-year period, provided the student stays in school were awarded to: Wai Yui Chan, son of Lai Ngan Wong Chan; Ka N. Lee, son of Chui Ying Lee; John F. Ngai, son of Kam Lin Ngai; and David Lee, son of Siu Lan C. Lee.

Winners of Local 23-25's own Textbook Scholarship program will be announced in July. ■

Special Classes Held To Integrate Koreans Into Union, Society

Special classes are being held at the union office for Korean-speaking members. The classes which meet one evening a month from 5:30 to 7:00 are designed to help integrate Korean members into the union and society at large.

Topics covered include the union contract, Local 23-25's structure and function, American government and politics, and how to become an American citizen.

Interested members are asked to call Chung Tak of the education department at 929-2600 for more information.



Hae Sun Kang, Moon Woo Kim, Al Ryeon Rhee and Soon Ja Choi were among the Local 23-25 members attending citizenship classes for Koreans.

Social Services: Help is There in Times of Crisis

For the last nine months, member Ching Chang Liu has not been working because of a serious stomach and gall bladder problem that has required two operations.

He and his wife, Hsu Pang Liu, who is also a Local 23-25 member, approached the local's social worker, Betty Lee, after a doctor from the Union Health Center referred them to the ILGWU Social Services Department.

Because Mr. Liu needed surgery and neither he nor his wife could speak English, they asked Lee for help in getting admitted to a hospital. Lee also helped them apply for disability and other needed government benefits.

"Ms. Lee helped us in a lot of ways," explained Mrs. Liu to the **Local 23-25 News**. "...not only with filling out forms and making sure we received all benefits that we were supposed to, but she helped me understand more about my husband's illness. She helped me overcome my fear and cope with the crisis better."

"Everyone's always afraid before surgery, I guess," said Mr. Liu. "I was especially scared because of my language problem. I couldn't understand a lot that was happening, so

having access to a social worker was very comforting...someone to talk to."

Members are reminded that confidential social services counselling is available free-of-charge to all Local 23-25 members and their families.

Local social workers speak English, Chinese and Spanish.

"A lot of members don't know about the Social Services Department and how it can help," said Mrs. Liu. "Everyone should know about and take advantage of it."



Hsu Pang and Ching Chang Liu

Vacation Benefits

The flat vacation benefit check was distributed to eligible members during May 1982. Those members who did not register by the April 2 deadline will not receive vacation checks until the end of August.

The 4% vacation benefit check, based on 1981 earnings in Local 23-25 shops (with a maximum of \$340) will be distributed in November 1982. Members in the Shipping Clerk categories of the Blouse Division will receive a 2% vacation benefit check at the same time with a maximum of \$170. This is in addition to the 2% vacation benefit check with the same maximum received in May.

You need to register only once to receive the 4% check. Dues should be paid through September 1982.

Please notify the dues department of any shop change so that future vacation checks will be sent where you work.

Local Exhibits at Asian-American Fair



Passersby learned about Local 23-25 at Asian/Pacific-American Heritage Festival, Sunday, May 2, where the local exhibited photographs and distributed literature on union programs, services and benefits.

Nuevo Contrato Con Aumentos, Costo de La Vida, Mas Conquistas Para 27,000

Un nuevo contrato de tres años ha sido aprobado por el 100% de los patronos de la Local 23-25, poniendo fin a una lucha de seis semanas con dos manifestaciones masivas en el Barrio Chino, a las demandas de considerables concesiones de los trabajadores por parte de los patronos y a dos días de cierre de talleres en el Barrio Chino por un pequeño grupo de patronos disidentes que se oponían al nuevo contrato.

El nuevo contrato entró en vigor el 1ro. de junio para 150,000 trabajadores en cuatro estados. Pero los talleres contratistas de la Ciudad de Nueva York, donde trabaja la mayoría de los miembros de la Local 23-25, rechazaron el consejo de sus propios comités negociadores en dos ocasiones y votaron contra el contrato.

El rechazo del contrato por parte de los patronos, creó una situación de crisis, en la cual la Unión tenía tres opciones. Se podía declarar una huelga general en todos los talleres sin contrato. Pero esto habría causado extensas penalidades para miles de miembros y mucho daño a la industria de ropa. Otra opción era renegociar el contrato y aceptar algunas de las demandas de los patronos. Pero el liderato de la Unión y los miembros habían tomado una posición firme contra más concesiones. Ellos estimaron que sería erróneo aceptar un contrato inferior para los miembros de la Local 23-25.

La tercera opción era seguir trabajando sin contratos y persuadir a los patronos para que firmaran contratos individuales sobre una base provisional. Esta es la estrategia que adoptó la Unión y que finalmente resultó exitosa. La clave del éxito de esta estrategia fue el apoyo y la cooperación de la matrícula.

A mediados de mayo, más de 5,000 miembros se ofrecieron como voluntarios al Comité por la Defensa del Contrato de la Unión, cuando se hizo evidente que podría haber problemas para pactar el contrato.

Estos voluntarios establecieron una red de comunicaciones entre los talleres y la comunidad, manteniendo informados a todos los miembros en



Local 23-25 members from Brooklyn, Queens and the Bronx travelled to Manhattan for the rallies.

todos los talleres en cuanto al progreso de el ajuste de la disputa.

Los voluntarios también establecieron baterías de teléfonos, distribuyeron volantes en la comunidad, hablaron por la radio y en la televisión y hablaron con los trabajadores en sus talleres, instándoles a apoyar la Unión y a que defendieran su contrato.

El 24 de junio, se convocó una asamblea masiva para el Columbus Park, para mostrar a los patronos la solidaridad de la matrícula completa. Resultó ser la reunión sindical más grande en la historia del Barrio Chino. Concurrieron 15,000 personas.

Cuando al final de la manifestación los miembros regresaron al trabajo, parecía que el final de la lucha estaba cercano. Una mayoría de los patronos habían firmado contratos individuales provisionales con la Unión, los cuales tenían todos los términos y condiciones del contrato original. Se reunió un segundo comité negociador de los patronos, el cual aprobó el contrato y recomendó a sus miembros que lo aceptaran.

Pocos días después, sin embargo la asociación patronal desafió a su propio comité negociador y votó contra el contrato por segunda vez.

Ellos repitieron sus demandas anteriores de concesiones por parte de los trabajadores, que incluían el debilitamiento del proceso de arbi-



Manager Mazur and Pres. Chaikin led members on a 5 block march through Chinatown.

traje, semana más larga de trabajo y menos paga por sobretiempo.

Una minoría voceadora de patronos opuestos al contrato, usó amenazas e intimidación en un esfuerzo para lograr apoyo de otros patronos. El resultado fue un cierre general de dos días en la industria de ropa en el Barrio Chino.

No obstante, el intento de cierre se desmoronó ante la indignación general de la comunidad y la resistencia por parte de los patronos que querían mantener abiertos sus talleres.

La Unión expresó bien claramente que no habrían concesiones o devoluciones; que los miembros de la Local 23-25 insistían en los términos com-

Contrato...

pletos del contrato que ellos habían aprobado y que había sido aceptado por el resto de la industria.

La Unión continuó firmando con patronos individualmente y notificó a todos los manufactureros y almacenistas bajo contrato con la Unión, que no podrían enviar más trabajo a los talleres no unionados.

Se programó otra manifestación para el 15 de julio y la Unión anunció que, cualquier taller que no hubiese firmado para esa fecha sería declarado en huelga. Al finalizar el día el 14 de julio, más del 90% de los patronos habían firmado convenios individuales. Después de la manifestación los miembros regresaron al trabajo. En los 40 talleres restantes donde los patronos todavía no habían firmado, se montaron líneas de piquetes y los talleres fueron declarados en huelga. Para el final del día e; 15 de julio, todos los patronos habían firmado y se terminaron todas las huelgas.

"Nadie está solo en esta lucha", dijo Mazur a la enorme multitud en la asamblea el 15 de julio. "La matrícula entera de la Local 23-25 está movilizada en una sola fuerza. Los 350,000 miembros de la ILGWU están listos para ayudarnos. El Presidente Chaikin y los otros oficiales de la Internacional nos han dado su respaldo incondicional. Cuando ustedes regresen hoy al trabajo, o cuando monten las líneas de piquetes frente a



A few brief strikes took place on July 15, but all employers had signed the contract by the end of the day.

sus talleres, recuerden que estamos firmes, que estamos unidos, que somos UNO".

El Nuevo Aumento Es Por el Reloj

Los aumentos de salario bajo el nuevo contrato serán añadidos a los cheques de paga de los trabajadores por cada hora que trabajen, no añadido como porcentaje de los precios a destajo como en el pasado.

El contrato dispone aumentos de 35 centavos la hora en diciembre 1, 1982, 35 centavos la hora en junio 1, 1983 y 40 centavos la hora en julio 1, 1984.

Los aumentos serán computados por el total de horas trabajadas cada día como aparecen en las tarjetas que han sido marcadas en el reloj registrador.

Para que los aumentos se puedan pagar justa y exactamente, cada trabajador tiene que asegurarse que marca su tarjeta de tiempo cuando llegan y cuando terminan cada día que trabajan.



Marchers filled the streets from curb to curb. The rallies and march were the largest public demonstrations by workers ever held in Chinatown.



Esforzar el Contrato Es Deber de Todo Miembros

Por Jay Mazur, Gerente

Para la Local 23-25, el recuerdo de las seis semanas entre el 1ro. junio y el 15 de julio vivirá por mucho tiempo. Fue la época de mayor lucha y de mayor reto que jamás haya conocido nuestra Unión desde sus comienzos.

Durante esta lucha, la matrícula entera se movilizó por toda la Unión y expresó claramente que estábamos dispuestos a pelear y sacrificarnos para defender nuestra Unión y nuestro contrato.

En dos ocasiones distintas, junio 24 y julio 15, físicamente manifestamos nuestra unidad y solidaridad, llenando el Columbus Park y las calles de los alrededores con más de 15,000 miembros...las más grandes concurrencias de trabajadores jamás vistas en el Barrio Chino.

"Somos uno", era el grito de combate como consigna de nuestra solidaridad mientras marchábamos por las calles de la comunidad, llevando con orgullo nuestros estandartes de Unión y manifestando nuestra determinación y nuestra unidad.

Pero esta unidad no nació con las manifestaciones en Columbus Park. Este espíritu de unidad, el espíritu

que llevaba la Unión a plenitud, había nacido mucho antes. Había nacido en los primeros días de las negociaciones con los patronos; y se hizo más intenso cuando resistimos a sus demandas de "devoluciones", concesiones que habrían debilitado la seguridad y habrían amenazado la dignidad de cada miembro. Nosotros absolutamente rehusamos aceptar menos para nuestros miembros.

Esto fue simple y llanamente una lucha entre trabajadores y patronos, por los términos del trabajo y los derechos humanos que los trabajadores demandan para sí en el trabajo.

No fue una lucha étnica. No fue una lucha entre instituciones.

Fue una lucha por lo que los patronos tienen que pagar a los trabajadores y por el respeto y dignidad a que tienen derecho en el taller.

Nuestros miembros entendieron claramente las cuestiones. Desde el comienzo ellos sabían donde estaban cimentados sus mejores intereses. Y en todo momento ellos demostraron su apoyo a la Unión e hicieron su aportación en la lucha para lograr un contrato justo.

Después de difíciles y prolongadas

negociaciones, logramos finalmente un contrato que ya ha sido ratificado por los miembros de la Local 23-25 al igual que por todos los patronos. Los términos del contrato, que cubren a más de 150,000 trabajadores en un área de cuatro estados, aparecen en otra parte de esta edición del *Local 23-25 News*.

Logramos obtener este convenio por una razón: Permanecemos unidos. Lo que es más, los miembros de esta Local tradujeron la unidad en acción.

Más de 5,000 trabajadores se unieron al Comité por la Defensa del Contrato de la Unión. Cientos de otros emplearon su precioso tiempo libre distribuyendo volantes, hablando a otros miembros, fijando carteles y perifoneando desde camiones, para que nuestras manifestaciones fuesen lo que fueron—enormes y memorables éxitos. Nuestra unidad y nuestro trabajo dieron buen resultado. Tuvimos éxito y estamos orgullosos de ello.

El logro de este contrato no es el final de nuestra lucha ni el final de nuestros problemas.

Ahora tenemos que edificar sobre nuestra unidad. Tenemos que poner en práctica las nuevas lecciones que aprendimos.

Queda de día a día y de año en año, en los cientos de talleres donde trabajan 28,000 miembros, la enorme tarea de hacer que se cumpla el contrato que recién hemos logrado.

Lo Mas Destacado Del Nuevo Contrato:

El nuevo contrato dispone un aumento de salario de \$1.10 la hora para los 27,000 miembros de la Local 23-25 durante la vigencia del convenio—35 centavos la hora a partir del 11/29/82, 35 centavos en junio 1, 1983 y 40 centavos en julio 1, 1984.

Los aumentos serán pagados por el reloj en lugar de añadidos a los precios a destajo.

Además del aumento de salario, habrá un ajuste por el costo de la vida (COLA) si el índice de precios al consumidor pasa del 7½ por ciento entre junio de 1982 y diciembre de 1983. La cantidad será 10 centavos por el primer 1% de aumento en el índice de precios al consumidor sobre el 7½ centavos por cada ½% adicional, hasta un máximo de 25 centavos por hora.

El pacto también dispone un día feriado adicional con paga (para un

total de 12) el cual se puede tomar como un día personal o un día de fiesta étnico tal como el Año Nuevo Chino, aumento de \$2 efectivo 1/1/83, \$1 efectivo 1/1/84 y \$2 efectivo 1/1/85. Los trabajadores por semana, como siempre, recibirán la paga de un día regular por cada día feriado.

Los mínimos aumentarán en 60 centavos—30 centavos efectivo 6/1/83 y 30 centavos efectivo 7/1/84.

La Unión también logró paga de dos días de duelo—tiempo libre pagado por la muerte de un miembro de la familia inmediata (madre, padre, hijos o esposo o esposa)—efectivo 12/1/82, que será pagado del Fondo de Días Feriados.

El nuevo convenio también dispone aumento de 1% en las contribuciones patronales al Fondo de Salud y Bienestar. Esto es para aliviar las tensiones del fondo sobre los últimos años.



Pickets inspected shipments to make sure they were not going to struck shops.

Defienda Su Proteccion Dando Al Fondo Politico de la Union

La Local ha comenzado su campaña anual de recaudación de fondos para el Comité de Campaña Política ILGWU. Se ha pedido a los miembros una contribución voluntaria de \$3, que monta a menos de un centavo por día.

Una contribución de \$3 de cada miembro es la mejor munición para combatir esto. La Unión usará las contribuciones para reconstruir su fondo de campaña política, para que pueda ayudar a elegir candidatos que protegerán y pelearán por los programas que los miembros necesitan.

"Reaganomía" es como aludimos a las normas económicas del Presidente Reagan

Cuando el Local 23-25 News visitó a los miembros en Marty Gutmacher Inc., el representante del taller Milton Edwards estaba recaudando contribuciones de sus compañeros de trabajo para el Com-

ité de Campaña Política ILGWU.

"Necesitamos cambiar a Reagan", dijo Edwards. "Realmente él no está por la gente de trabajo. El solamente está por la gente adinerada. Su intento a reducir el seguro social es un crimen. ¿Se imaginan lo que es trabajar toda la vida para que le digan a uno que sus beneficios se van a reducir?"

Dawn Sievers, del departamento de embarques, dijo, "Reaganomía quiere decir que puede que dentro de poco yo no tenga trabajo; con lo alto que está el desempleo, en el nivel más alto que desde la Gran Depresión. La Reaganomía fue concebida para darlo todo a los adinerados y nada para nosotros".

"La Reaganomía está empeorando todo", dice Janice Rogers, oficinista. "El está cortando todo lo que el pueblo necesita...es más difícil obtener una educación. Me gustaría ver un cambio—uno que edifique, no que destruya lo que tenemos".



An employer peers out at the Local 23-25 picket line in front of his shop. A few minutes later, he came out and signed a contract and his employees ended their brief but effective strike.

El gerente auxiliar Tony Sciuto llevó el caso de la Unión ante el árbitro imparcial. El árbitro dictaminó que el trabajo hecho por Laury era de examinadora. El ordenó al patrono a compensarla con \$1,029 en salarios atrasados y paga por sobretiempo por el período de junio 5, 1981 a febrero 26 de 1982 y a continuar pagándole su salario completo de Unión con todos los beneficios de Unión.

Le Salvan el Empleo Con Paga Atrasada

Después de 16 años de empleo con Glamour Sportswear, Ellie Allende fue despedida. El patrono alegó que ella ya no podía rendir su labor en el trabajo.

"¿Cómo es que así de repente, después de 16 años, ya yo no puedo hacer mi trabajo?", preguntó Allende a su agente de negocios Danny Branker.

Branker, quien tenía plena confianza en la habilidad de esta compañera para hacer su trabajo, dijo al patrono que Allende había sido despedida injustamente y que él iba a radicar una queja con el árbitro imparcial.

El resultado: Allende fue repuesta en su trabajo y se le abonaron \$600 en paga atrasada aún antes de que fuese radicada la queja.

4 de 10 Becas ILGWU A Hijos de la '23-25'

Cuatro de las 10 Becas ILGWU fueron conferidas a hijos de miembros de la Local 23-25 para el año escolar que empieza en el otoño de 1982.

Las becas de \$2,500 cada una para usarse sobre un período de cuatro años, siempre que el estudiante permanezca en el colegio, fueron adjudicadas a: Wai Yui Chan, hijo de Lai Ngan Wong Chan; Ka N. Lee, hijo de Chui Ying Lee; John F. Ngai, hijo de Kam Lin Ngai; y David Lee, hijo de Siu Lan C. Lee.

Los ganadores del programa de Becas Libros de Texto de la Local 23-25 serán anunciados en julio.

Tiempo de Solicitar Beneficios del Retiro

Los miembros que deseen retirarse con fecha marzo 1, 1983 bajo el plan regular de 20 años o el plan de retiro por incapacidad, tienen que radicar una solicitud en la oficina de la Unión durante los meses de agosto, septiembre y octubre.

Favor de traer lo siguiente: el libro de Unión, certificado de nacimiento o de bautismo, certificado de matrimonio (si es aplicable), el formulario W-2 de impuestos (cualquier año), tarjeta del seguro social y el certificado de incapacidad del seguro social (si es aplicable).

No Se Deje Enganar Con Titulo de Lujo

A Clementine Laury, una trabajadora en Mi Bru San, Inc., le dieron un título pomposo en lugar de el salario y beneficios que ella merecía.

El patrono nombró a Laury "aprendiza de inspección del control de calidad". Como tal, ella no estaba en un oficio u ocupación cubierta por el contrato de la Unión. Solamente le pagaban \$3.75 por hora y la hacían trabajar sobretiempo sin paga adicional por tiempo extra.

Pero la agente de negocios Ondina Medrano reclamó que Laury en realidad hacía el trabajo de examinadora, una categoría cubierta por el contrato de la Unión. Ella examinaba en las piezas de ropa la limpieza, agujeros y desgarros, hacía limpieza de manchas, cortaba hilos y daba retoques de plancha. A veces ponía en sacos las piezas de ropa y cosía etiquetas. Como examinadora, alegó Medrano, Laury tenía derecho a \$4.40 la hora con beneficios de Unión completos.

Servicios Sociales

Durante los últimos nueve meses, el compañero Ching Chang Liu no ha estado trabajando debido a un grave problema estomacal y de la vesícula biliar que ha requerido dos operaciones.

El y su esposa Hsu Pang Liu, quien también es miembro de la Local 23-25, fueron donde La trabajadora social de la Local, Betty Lee, después que un doctor del Centro Clínico de la Unión la refirió al Departamento de Servicios Sociales ILGWU.

Como el compañero Liu necesitaba cirugía y ni él ni su esposa hablan inglés, le pidieron ayuda a Lee para ingresarlo en un hospital. Lee también les ayudó en la solicitud de beneficios por incapacidad y otros beneficios del gobierno.

"Ms. Lee nos ayudó en muchas maneras", explicó Mrs. Liu al *Local 23-25 News*. "...no solamente a llenar los formularios y asegurarse de que recibíamos todos los beneficios a que teníamos derecho, también me ayudó a vencer mis temores y poder hacer frente a la crisis".

"Todo el mundo siempre tiene miedo a las operaciones, supongo yo", dijo el compañero Liu. "Yo no podía comprender mucho de lo que estaba ocurriendo, así que fue muy consolador el poder tener acceso a una trabajadora social...a alguien con quien poder hablar".

Se recuerda a los miembros que hay servicio confidencial de asesoramiento gratis para todos los miembros de la Local 23-25 y sus familias. Los trabajadores sociales de la Local hablan inglés, español y chino.

"Hay muchos miembros que no saben del Departamento de Servicios Sociales y como este puede ayudarles", dijo Mrs. Liu. "Todo el mundo debería saberlo y aprovecharse de él".

Visitarán Talleres Para Inscripción de Votantes

Empezando este mes, grupos de inscriptores de votantes visitarán los talleres de la Local 23-25 para inscribir a los miembros que califiquen.

A todos los miembros, de 18 años de edad en adelante y que son

ciudadanos americanos, se les insta a que se inscriban y voten.

La Local también instalará puestos para la inscripción de votantes en el Barrio Chino, a lo largo de la Séptima Avenida y en la oficina de la Unión.

El voto es uno de los derechos más importantes que puede tener un ciudadano. Solamente votando y participando en el proceso político, puede el ciudadano tener voz en las decisiones que hace el gobierno y que le afectan en su vida diaria.

Los electores inscritos tienen que reinscribirse si es que se han mudado desde la última vez que votaron, o, si no han votado en los últimos cuatro años.

Para más información, llame al departamento de educación de la Local al 929-2600.

Beneficios de Incapacidad

Si usted se incapacita por una enfermedad o lesión, usted puede que califique para beneficios por incapacidad.

Los beneficios por incapacidad le dan pagos en efectivo para reemplazar en parte, los salarios perdidos debido a la enfermedad o lesión.

Si su enfermedad o lesión es como resultado de su trabajo, puede que usted califique para compensación obrera. Pregunte a su patrono el nombre de su compañía aseguradora registrada con la Junta de Compensaciones Obreras. Si tiene dificultades, venga al departamento de beneficios de la Local.

Si su lesión o enfermedad no es relacionada con su trabajo, de todos modos comuníquese con el departamento de beneficios de la Unión. La Unión le orientará debidamente.

Usted tiene que radicar su reclamación de incapacidad llenando el formulario apropiado dentro de 20 días de haberse incapacitado.

Si tiene preguntas o problemas, venga a la oficina de la Unión.

Una Obra de Amor

Gertrudes Milián, miembro de la Local 23-25 por más de 26 Años, quien regresa a su Puerto Rico, es

merecedora de gracias especiales.

Durante los últimos 10 años, Gertrudes ha empleado su tiempo libre diseñando y haciendo vestuarios para ocasiones especiales y actividades de la Local 23-25.

El trabajo de Milián entre bastidores ha contribuido grandemente a la sólida imagen pública de la Local.

"Me sentí especialmente orgullosa", dice Milián, "cuando nuestra Unión apareció en la primera página del *Daily News* por nuestra participación en la parada del Día del Trabajo. Me sentí muy bien al ver a tantos de nuestros miembros usando el vestuario que yo hice. Mi contribución dió buen resultado".

Milián quien también ha ayudado a la Local haciendo trabajo de campaña política, regresa a Puerto Rico para estar con sus hijos y sus nietos.

"Mi trabajo para la Local ha aiso roso una obra de amor", dijo.



Staff members helped distribute leaflets to inform the community about issues in the dispute between the union and the contractors.

Miembros Envían Mensaje Radial

Ansiosos de informar a los miembros de la Unión y a la comunidad en general acerca de los servicios, programas y beneficios de la Unión, miembros de la Local 23-25 han empezado la producción de una serie de cintas grabadas para ser transmitidas por las estaciones de radio chinas por toda el área de Nueva York.

Estos mismos miembros, bajo la dirección de Betty Leung del Departamento de Educación de la Local, con quienes hablan en las cintas, en las cuales explican los servicios de la Unión tales como beneficios médicos, servicios sociales, programas educativos y los derechos de los miembros bajo el contrato de la Unión.

Es esencial que cada taller tenga un representante de taller, cuya tarea es hablar en defensa de los derechos de los miembros. Cada trabajador tiene derecho a tener un representante de su taller. Si su taller no lo tiene, hable con su agente de negocios y asegúrese de que se designa o se elige un representante de su taller lo más pronto posible.

También es importante que todos, incluyendo los trabajadores a destajo y los trabajadores por horas marquen el reloj registrador. Para pagar los aumentos de salarios bajo el nuevo contrato y otros beneficios tales como el sobretiempo, se requieren los records del reloj registrador. Si usted no está marcando el reloj, usted

“Los programas de radio no son más que otra de las muchas formas en que la Local 23-25 informa a los miembros y a la comunidad acerca de la Unión e interesa a los miembros en todos los aspectos de la actividad de la Unión”, declara el gerente Jay Mazur.

Mejore Sus Destrezas

La escuela Evening School of Fashion Industries ofrece cursos gratis a los miembros de la industria de la ropa que quieran mejorar sus destrezas.

Operación de máquinas de coser, operaria de ropa de deportes, modelista y graduador, son algunos de los cursos que ofrecen. Las clases empiezan en el otoño y son una o dos noches por semana de 6:30 a 7:30 P.M.

Para más información, llame al Departamento de Educación de la Local 23-25 al 929-2600.

Información Correcta Para Los Beneficios

Para asegurarse de continuar recibiendo los beneficios de la Unión, tenemos que tener su nombre, dirección, número de su seguro social correctos y el nombre del taller donde usted trabaja.

Si ocurre algún cambio en cualquiera de estos, favor de notificar al departamento de cuotas inmediatamente.

Beneficios de Vacaciones

Los cheques del beneficio “flat” de vacaciones fue distribuido durante mayo de 1982 a los miembros que calificaron. Aquellos miembros que no firmaron para la fecha final de abril 2, no recibirán cheques de vacaciones hasta fines de agosto.

El cheque de beneficio de vacaciones de 4%, basado en los ingresos de 1981 en talleres de la Local 23-25 (con un máximo de \$340) será distribuido en noviembre de 1982. Los miembros en la categoría de despachadores (shipping clerks),



recibirán un cheque de vacaciones de 2% al mismo tiempo con un máximo de \$170. Esto es además del cheque de beneficio de vacaciones de 2% con el mismo maximo recibido en mayo.

Usted no tiene que firmar más que una vez para recibir el cheque de 4%. Las cuotas tienen que estar pagadas hasta septiembre de 1982.

Sírvase notificar al departamento de cuotas cualquier cambio de taller, para que los cheques futuros de vacaciones le sean enviados donde usted esté trabajando.

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