

# SITeworker

north-west

By supporters of the national Rank & File in the North-West. Get involved — details below

**If we don't fight, we will lose ten times more than we might possibly do by going on strike. We have to fight—we have no choice.**

**WE CONDEMN THE eight companies which walked away from the JIB agreement, but we condemn the others still sitting round the table while sticking the boot in.**

**ALL the companies are trying to slash pay and deskill the job. This is an industry-wide attack.**

Sparks on Naeci sites are JIB-graded. If employers get away with this on our sites, what chance do Blue Book sites stand then?

**We MUST stand together. The employers are doing this to make mega-profits across the construction industry. Those are coming out of YOUR wages.**

Mass industrial action can defend our rates. There is no room for negotiation and talking at the expense of workers' pay and conditions.

Once massed together, we should stay together. We need site committees on every site bringing together all trades, defending our rates and jobs, and standing to improve them!

**This concerted effort by the employers to smash our Agreement needs to be met with a concerted response of mass industrial action!**

- NO pay cuts
- NO deskilling
- DEFEND rates & jobs
- ACTION NOW—no delay!

## **JOIN THE UNION**

You need to be a member of the union.

We have no illusions in the officials who sold us out so often.

But we need to organise to defend ourselves, and the way to do that is as union members.

**Join the union, support the Rank & File, back our demand for election of all stewards and officials.**

## **ORGANISE THE FIGHT! MASS MEETINGS—ALL WELCOME**

### **Greater Manchester**

Saturday 1<sup>st</sup> October 12-3pm  
Mechanics Institute (Great Hall)  
103 Princess St  
Manchester city centre, M1 6DD

### **Merseyside**

Thursday 29<sup>th</sup> September 7-9pm  
Friends Meeting House  
22 School Lane  
Liverpool city centre, L1 3BT

## **Blacklisting**

**We cannot separate this attack on rates and the job from the ongoing and historic injustice of mass blacklisting.**

Over 3,300 of our best activists have been singled out by the employers purely because they are good trade unionists.

These men have been systematically denied work, some for decades, and we need these activists back on site to lead us in struggle!

**Fighting the latest attacks and demanding justice for the blacklisted men are two sides of the same coin.**

Help the Blacklist Support Group to support blacklisted workers, [blacklistsg@googlemail.com](mailto:blacklistsg@googlemail.com), [www.hazards.org/blacklistblog](http://www.hazards.org/blacklistblog), facebook 'Blacklist Support Group'

## **NATIONAL SHOP STEWARDS NETWORK**

The Network (NSSN) was set up in 2007 by Bob Crow, leader of the RMT trade union.

It brings together trade unionists from all trade unions, as a democratic campaigning organisation standing up for workers.

**The NSSN fully supports our fight against pay cuts and deskilling.**

**You should support the NSSN.** Find out more and get your union branch / site to affiliate, [www.shopstewards.net](http://www.shopstewards.net) or 07952 283 558.

## **CONTACT THE RANK & FILE IN THE NORTH-WEST**

For more copies of this leaflet, more information, to help out or to ask questions, contact us care of Steve Acheson, national steering committee member. Ring Steve on 07949 335 390, or send an email to [stevenacheson53@googlemail.com](mailto:stevenacheson53@googlemail.com), or write to 13 Thompson Close, Denton, M34 2PQ

**MASS INDUSTRIAL ACTION WINS — THE TIME TO STRIKE IS NOW!**

This leaflet was issued by Siteworker supporters in London on the national Rank & File steering committee. We fully support what it says and urge all sparks to read what the employers' attacks mean for you!

# SITWORKER

SPECIAL

## IF WE LET THEM DESKILL US - THEY WILL DESTROY US

In the current issue of **Site Worker** we say: things could get worse, with the total lack of democracy and accountability in the unions. Things like the sacking of 430 rank and file trade unionists on the BP site in Hull could become commonplace. Building employers are now coming for contracting electricians.

**JIB & HOURLY RATES NOW UNDER SERIOUS THREAT.** 8 firms have pulled out of the JIB Agreement including T. Clarke, SES, Crown House, Balfour Kilpatrick, NG Bailey so far with others planning to do the same. Who's to say they won't all follow? It has also been mentioned there could be 3 new hourly rates, £10.50 for tray, conduit and trunking - £12 for wiring and £14 for terminating. This is the SMA grade we have been fighting to avoid in recent years and have kept at bay, but this time it's different. W. Smith Ltd, BK and NG Bailey have written to their employees and told them new rates will start in March next year.

### **THIS IS A DECLARATION OF CLASS WAR.**

These firms will decide who gets allocated certain work on site. So an approved spark who currently gets £16.25ph will now get £10.50 if he or she is installing conduit. The other sparks on the same site will get £12 and £14 respectively. Will they share the work around from week to week so everyone gets a share of the pie or will it be decided on who is the biggest arse licker or the foreman's mate? Perhaps you could bribe the foreman or bring him an apple every week or get him a bottle of plonk at Xmas. It is outrageous and doesn't bear thinking about. What it does is scream out DIVIDE & RULE!

### **PROFIT BEFORE ALL ELSE & TO HELL WITH THE WORKERS? NO WAY WE SAY!**

It is clearly all about profit for these big firms like BK and NG Bailey. This is blatant exploitation and naked unbridled profiteering by the obscenely greedy and rich bosses and directors who own these firms. It is Capitalism gone mad and we must not allow this.

### **UNITE TALKING TO EMPLOYERS. WE KNOW WHERE THAT CAN LEAD!**

We believe unite are talking to our employers about these proposals. Why, what is there to talk about? Unite Officials should just say NO and tell employers there will be industrial action if they do not honour existing JIB Agreements. But of course we all know we cannot always just trust Unite Officials in construction. They have sold out and let us down very badly in the past. We should let Unite and employers know we reject these scandalous proposals out of hand and will not tolerate them under any circumstances.

### **TIME TO GET OFF OUR KNEES AND FIGHT.**

The time has come for the rank and file to get off our knees and take the bosses on. We must not stand by and let JIB rates be sabotaged in such a scandalous and outrageous manner. We deserve to be treated with respect and be paid accordingly. We need a pay rise not pay cuts! We should call on the union to ballot for industrial action now. If they don't act quickly we should down tools anyway and this will force them round the table. And we have got to ensure some rank and file sparks are round that table and there's no sell outs! Some sparks might decide to act now and if they do we must support them and build on this.

Solidarity action must follow any moves by our fellow/sister sparks and we should target and try to shut down all major sites. Pickets should be put on site gates and occupations can take place where necessary. R&F action committees must be set up in all localities where possible and a National R&F action committee should be set up to coordinate strike action and flying pickets. All action committees must regularly report back to mass meetings of sparks. There should be no return to work unless ALL the proposed changes to come into force in March next year are withdrawn. Mass meetings must vote on all offers. Please raise these things at your branch and on site. Arrange meetings in your areas to discuss and plan things.

Finally we say to site workers in other occupations: Employers are targetting the best organised sections and ones with most militant records first - if they get away with cutting our wages so savagely, indeed at all, they will come for you next. We ask you to support our fight and if you decide to we will support you in your struggle. If it takes a national strike in the building industry to protect all of our wages and conditions and improve them where possible, which is what unions are supposed to be about, then so be it.

**500 workers attended a rank and file meeting in London in August to agree a call for action on all sites and for the union to mobilize now. Join us in this struggle!**

contact us at [siteworkers@virginmedia.com](mailto:siteworkers@virginmedia.com)