



End Workplace Bullying



Meanwhile in Ballymena...



Swann and McBride - 'Back to work H&S staff'

BLACK STAR



Trade Unionists for a New and United Ireland at their Belfast launch in the Linenhall Library in February, trying to convince 'unionist workers' they have 'more in common with nationalist workers than they might expect'. We suspect a desire for a new united capitalist Ireland isn't one of them. (Left to right) Christy McQuillan, former SIPTU Divisional Organiser, Debbie Coyle, senior trade union officer and Sinn Fein councillor, Mick Halpenny, former senior SIPTU official, and Ruairi Creaney, Group Spokesperson, trade union official and Sinn Fein activist.

'UNITING' IRELAND - DIVIDING WORKERS

The recently reported Trade Unionists for a New and United Ireland inspired motion to the Irish Congress of Trades Unions (TU4UI) demanding that Unions, north and south, adopt a position in favour of 'Irish re-unification' seems to have melted into thin air. Reportedly put forward for the upcoming annual meeting of Congress by Waterford Council of Trade Unions the motion was met with warnings that it would split the Union movement in the North. Despite the support of ICTU president Gerry Murphy for TU4UI, it seems the motion has (been) disappeared. For now at least ICTU are denying it will be debated at their annual meeting in October. Perhaps wiser heads have prevailed.

At their Northern launch in the Linenhall Library in February TU4UI spokespeople, calling on trade unionists to 'join a campaign for Irish Unity', assured 'unionist workers' that they had nothing to fear from a United Ireland. Prominent backers of the campaign include Shinnars, other republicans and current members of the CPI. In a foreshadowing of the problems this campaign could cause for ICTU affiliated Trades Unions in the North almost the entire Belfast Branch of the CPI has been expelled from the party for raising concerns about the campaign.

Reacting to the criticism of the now 'vanished' proposal, Sinn Fein and SIPTU's Jim 'Flash'

McVeigh, a strong supporter of convincing the Trade Union movement to support 'Irish Unification', let his own prejudice slip. He characterised all those working-class Trade Union members in the North who remain unconvinced of the benefits of a United capitalist Ireland as 'pro-imperialist'!

We can assure Flash that, despite the TU4UI's fantastic belief that a United Ireland can deliver a 4 day week, no type of 'socialist republic' is on the cards.

Of course TU4UI enlisted none other than the late James Connolly in their campaign, using his famous carnival of reaction quote. They seem to sincerely believe that had partition not happened we would all be living in a United Irish socialist utopia right now! Capitalism itself is described, nonsensically, as 'an imperial hangover'.

Organise! are not in the least interested in reviving failed nationalist projects - under the cover of 'anti-imperialism' or any other cover.

We are interested in building working-class solidarity across the boundaries of trade sectionalism, beyond the restrictions of our current nation, across sectarian, racist and other divisions, and across national borders - with the ultimate goal of a free and global socialism that puts the majority in control of their own lives. We are not interested in shifting the boundaries of capitalist nation states or attempting to subvert labour to the cause of one nation or another.

The cause of labour is not the cause of Ireland nor the cause of any other nation. The cause of labour is the cause of labour!

Glassdoor: The Worker's Friend part II

The second and final instalment profiling some of the North's big employers with the help of employee reviews on websites like glassdoor and indeed. I finish with a look at the "big 4" and some general advice for workers.

"Big 4" (PwC / Deloitte / KPMG / EY) featuring special guest, FinTru

If you attend one of the many open recruitment events these gigantic firms host, pause for a second and consider the atmosphere. Does something seem a little... off? Look at the smiles and effusive, affable manner of the people staffing them. Perhaps you can detect a faint cry for help? Do things seem a little forced – especially when a boss or other stuffed suit is hanging about? If so, you have just had a little taste of the culture inside these companies. It's mostly fear based, as promotion and longevity are determined by not only who can consume the most shit (metaphorically speaking) but who looks the best, and has the biggest smile, while doing it.

Once again, the firm is keen for graduates and "professionals" of any and every stripe, to come along very, very early in the morning and get overdressed to basically work in Concentrix. But at least there, you can chill out on the phones in your football shirt (UT who or whomever). Putting in a good appearance also involves staying until long past you've stopped being paid. Even compared to the previous mentioned employers, sexual discrimination in all forms is more than alive and well - it's positively thriving - associated with their "work hard play hard" culture. If your face doesn't fit, you will find out indirectly as you end up doing much of the tough work with zero chance of progression. A sure way to get fired is to tell a big personality, such as the charismatic managers or public facing people, what you actually think of them.

General Advice

Employers use things like targets and performance contracts to encourage competition, rather than co-operation among workers. It goes without saying that this is fucked up, and the opposite of what should be happening: "without our brain and

muscle not a single wheel would turn". Workers really hold the power, capitalist control requires manipulation in order to sustain itself.

Be very clear at the start of your employment what hours you will work and which you won't. Some employers seem to be willing to accommodate this (Convergys/Concentrix, anecdotally, could be good) while for others, this will make you unemployable. Try and get this information in writing somewhere. If you're asked to work a "trial shift" then get them to agree to pay or otherwise compensate you in advance – again, get this in writing if you can. Encourage your friends to never work for free!

Be wary of overtime. If the work "culture" is to get in early and stay late, you're extremely unlikely to get paid for the time, or have time off to compensate you, and making you do it is WAGE THEFT. You are literally working for free and driving your boss's profits. The only effective way to stop this is to unionise the work force and take direct action.

Write honest, critical reviews of wherever you work, either anonymously or under a pseudonym. Be careful not to reveal information in them that identifies you personally. This could save someone a lot of misery in the future.

In the event you are "investigated" or "disciplined" at work, get help right away, from a union rep, comrades in the movement, or colleagues who have been there before. If they ambush you, say you need to take advice first. Knowing your rights can be the key to fighting back. In the background, your best strategy might be to immediately start a grievance against the person or people investigating you, and looking for a new job somewhere else. The grievance can hold up the disciplinary /investigation process and settling the grievance might result in the investigation/disciplinary being cancelled.

Until the system is dramatically changed – and workplace power lies in the hands of the workers – work will always be a hostile environment. Any help you can give organizing and unionising erodes the power of the bosses and helps redress this balance. So don't give up and remember that, even by reading this article and informing others, you are helping!

Coronavirus Scapegoat



Cancellations of crucial operations, understaffing, and huge waiting lists at our hospitals are all being blamed on coronavirus.

We should not let the government and health trust bosses use Covid-19 as a scapegoat for the criminal long-term running down of our health service. Cancellations and horrific life ending waiting lists were endemic before the pandemic. Northern Ireland has the longest hospital waiting lists in the UK - urology patients come off worst facing waiting times of over 7 years! Others are not much better off. Waiting times were long and

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getting longer year after year - before the pandemic struck. At the end of 2017 271,553 patients were waiting for their first consultant led appointment, by the end of 2018 it was 281,705. That is now 335,024 - Covid-19 has further exposed the woeful state of our health care but it is not to blame for years of criminal neglect.

Serious reform, investment and jobs are needed in healthcare immediately. Only direct action by health workers and their supporters will deliver it.

End Workplace Bullying!



Workers at the Department of Infrastructure’s maintenance site in Derry’s Waterside were on strike recently for twenty-four hours over repeated failures to put a stop to management bullying. A regional official for Unite claimed that the dispute has been ongoing for years and yet still nothing has been done to suspend or remove managers while workers’ complaints are investigated. ‘There are allegations of bullying at other depots...is there a culture of bullying in Nichola Mallon’s Department of Infrastructure?’ More action across the North is planned if this isn’t sorted. This sort of shite goes straight to Nichola Mallon’s door as Minister and needs to be stopped immediately.

Health & Social Care Workers to be Forced Back to Work?



On Friday, 23 July, Health and Social Care workers across Northern Ireland were informed in an email from the Chief Medical Officer, Sir Michael McBride, that staff currently off because of close contacts to people infected with Covid-19 may not need to self-isolate and should be back at work. McBride, supported fully by Robin Swann, declared that if workers were fully vaccinated and risk-assessed by a manager, they can be deemed safe to return to work. Unsurprisingly, this was announced with no consultation with the trade unions and comes at a time when infection rates are skyrocketing. Obviously, the health and well-being of workers is less important than following the stupidity, callousness and all-round fuckwittedness of Johnson and company in their determination to ‘get back to normal’. No worker should be going back to unsafe workplaces or endanger their health to paper over the cracks of a decimated NHS.

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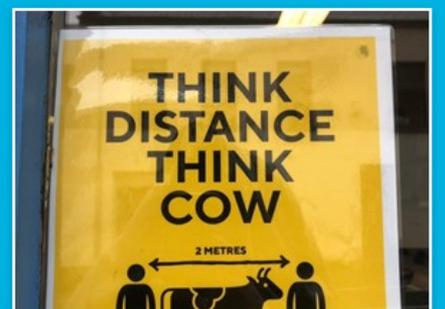
Meanwhile in Ballymena



In spite of what some wee shites did on the Ahoghill bonfire (culchie fuckers), the wan here in Ballykeel was built, burnt and like everywhere else, fuck all else happened. Now the boney isny my thing, but to listen to wans slabberin’ about them afore the eleventh night, you’d have thought the world was ending.



However, the social distancing sign in the windae of a local record shop - whit the fuck?



Get Involved: Help Build An Anarchist Alternative.



Organise! is an anarchist political group in Ireland who take inspiration from the self directed struggles of working-class people, particularly those organised on anarcho-syndicalist lines. Our history goes back to the original formation of Organise! by the Ballymena and Antrim Anarchist Groups in 1985.

We are a small group of ordinary working class people who are fed up with being fucked about by the profit system, fed up with seeing our communities torn apart by racism, patriarchy, nationalism and sectarianism, and sick of a greedy few getting rich off everyone else's backs.

We are actively working to promote solidarity in opposition to capitalism, the state, patriarchy and all other forms of oppression and hierarchy. The way we organise reflects the free society we want to create: one based on voluntary association, democratic participation and self-management.

Our members are workers, claimants, students, migrants, unemployed and other working-class people committed to building a libertarian communist union movement actively opposed to all forms of oppression and exploitation.

We want to improve everyday conditions for ourselves and other working class people, but we also struggle for the revolutionary transformation that can create a free and equal society, one based on mutual aid and co-operation. Sound crazy? Maybe it does, but in an era in which it is easier to imagine the end of the world the continuation of the present system is even crazier...



The current system isn't working – stress and overwork affect more and more people while others are flung on the dole; for increasing amounts of workers it is precarity, zero hours contracts and the stress of being unable to plan or budget our lives; we live in a world of plentiful resources yet millions starve; some people make vast fortunes just because they own companies, land, property or natural resources, but those of us who create the wealth, work the land and build the properties are left struggling to pay for the natural resources; politicians tell us there's no money – not for wages, benefits or local amenities, but there's always plenty for war; both locally and globally the gap between the richest and the poorest sections of society has never been so great; instead of a war on poverty they've got a war on 'benefit fraud', while the same system that creates war, poverty and environmental destruction stigmatise, imprison and deport the resultant refugees.

We don't think these things are inevitable or coincidental, we think they are related to capitalism – an economic system defined by wage slavery and the accumulation of profit out of other people's work. So we support all workers against their bosses in demanding higher wages and better conditions. We try to intervene practically to support workers engaged in disputes and are also active in our own workplaces and communities. Not only against exploitation but against the multiple oppressions faced by members of the working class in all our diversity.

But it's not just a question of trying to struggle by in a world of exploitation and oppression; we look to a future where workers control production and society in their own interests. And unlike some people who claim to oppose capitalism, we don't want to be a new set of leaders and we refuse to be led by anyone else. We advocate direct democracy in the workplace and through the commune in our communities – working in federation to ensure that the needs of all are met and that no-one is ever again in a position to oppress or exploit another human being.

If you are interested in these ideas, we'd encourage you to explore the website and consider getting involved.

We currently have members in Belfast, Derry, Newtownabbey and Portadown and are building the organisation on the basis of active involvement and participation. We aren't interested in meaningless 'paper' membership so you can't join by filling in an online form and bunging us a few quid.

To talk to us about joining get the ball rolling, check out our website at <https://organiseanarchistsireland.com> and send an email to:

organiseasi@gmail.com

