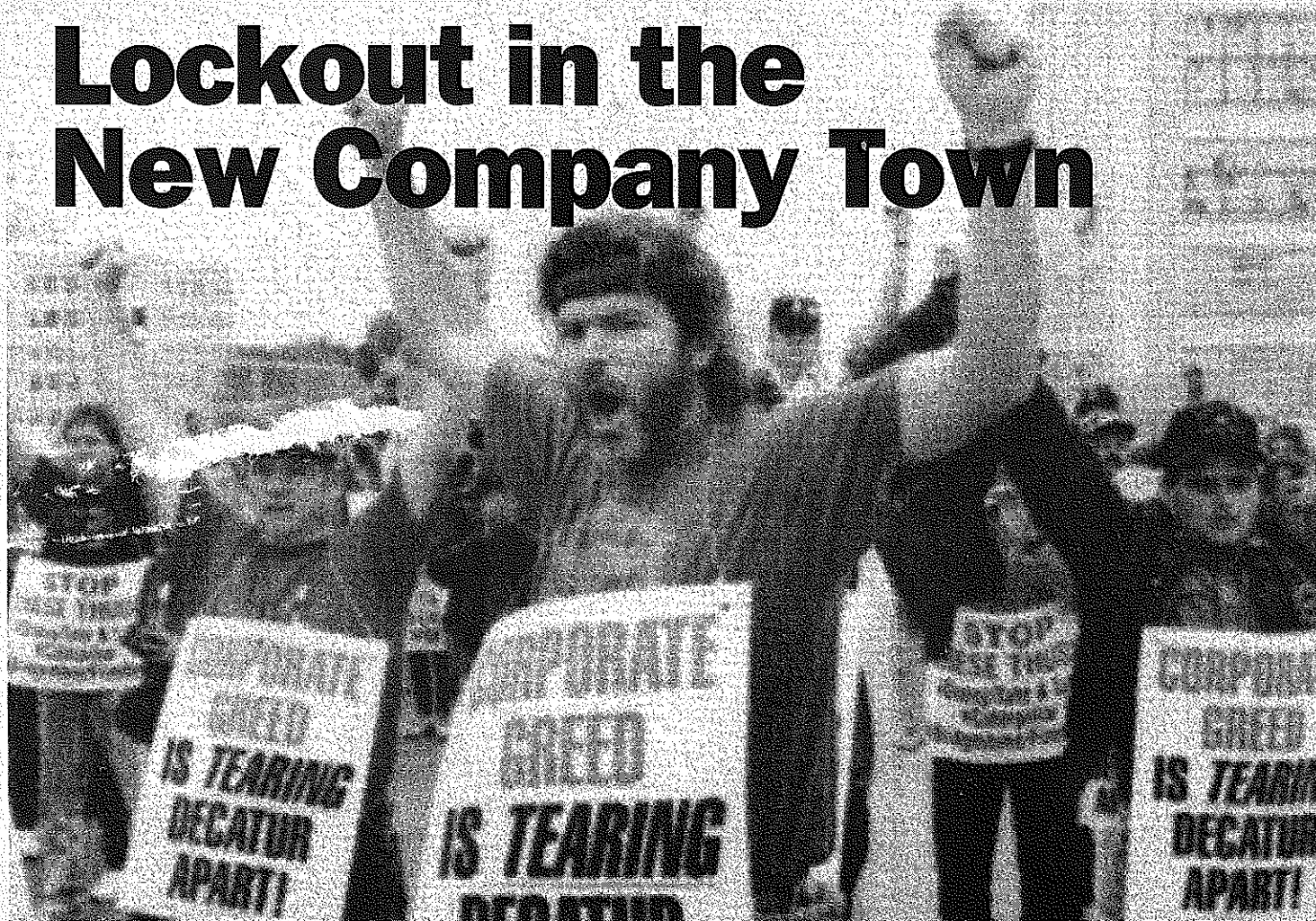


Corporate thugs, business-owned politicians, police harassment of workers, 12 hour days, dangerous working conditions, anti-union judges, union-busting lawyers.

Crisis in Decatur:

Lockout in the New Company Town

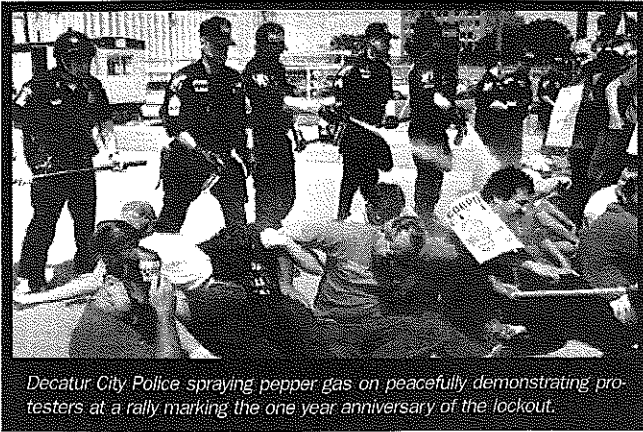


Herald & Review 10/16/94

The struggle for justice at the A. E. Staley Manufacturing Company has been one of the longest and hardest fought battles in recent labor history. The 760 members of UPIU Local 7837 have been without a contract since October 1, 1992 and locked out of their jobs since June 27, 1993. Staley, and its British parent Tate & Lyle PLC (T&L) are doing everything they can to break this union with the help of union-busting lawyers, out-of-state sub-contractors, cooperation with competitors, and intimidation by police. Staley/T&L are reviving the old company town in Decatur by using politicians and judges to limit worker demonstrations, and police to harass and intimidate workers.

Against these difficult odds, Local 7837 is fighting back. They have built an international movement targeting Staley/T&L, their customers, corporate and political allies, and financial backers, and in the process have become a lightning rod for the labor movement of the 90's.

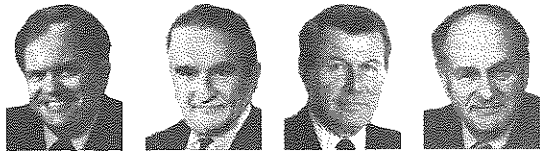
It's Our Solidarity Versus Theirs!



Decatur City Police spraying pepper gas on peacefully demonstrating protesters at a rally marking the one year anniversary of the lockout.

The stakes are high in the Staley struggle. The company's "Best and Final Offer" is not only an attack on the eight-hour day, seniority, hard-earned health and safety protections, and job security—it's an attack on the very existence of unions. Staley, a Decatur, Illinois-based corn processing company which earned a \$129 million profit in 1993, is demanding the right to unlimited subcontracting. With this right, Staley can maintain or increase the size of its workforce with non-union workers and subcontract the union out of existence. Claiming a need to become more "competitive," Staley says they're "downsizing," but the only thing they want to downsize is the union.

CORPORATE THUGS ARE TURNING ILLINOIS INTO A WAR ZONE!



STATE FARM'S
EDWARD
RUST

ADM'S
DWAYNE
ANDREAS

TATE & LYLE'S
NEIL
SHAW

CATERPILLAR'S
DON
FITES

Workers everywhere have a stake in the Staley struggle. Staley/T&L's union-busting attack is only the beginning of a new wave of post-NAFTA union-busting. Given the high profile of this fight, a Staley victory in Decatur will become a rallying point for big business everywhere. Corporate America understands the importance of the Staley battle and is answering Staley's call for corporate solidarity. Multinational corporations like Archer-Daniels-Midland and financial giants like State Farm Insurance and Metropolitan Life are coming to Staley/T&L's aid to help defeat the union. That's why the slogan of Local 7837 is "It's Our Solidarity versus Theirs! Help Us Fight the Union-Busters!"

The "Competitiveness" Lie: How They Dupe the Public and Steal from Workers

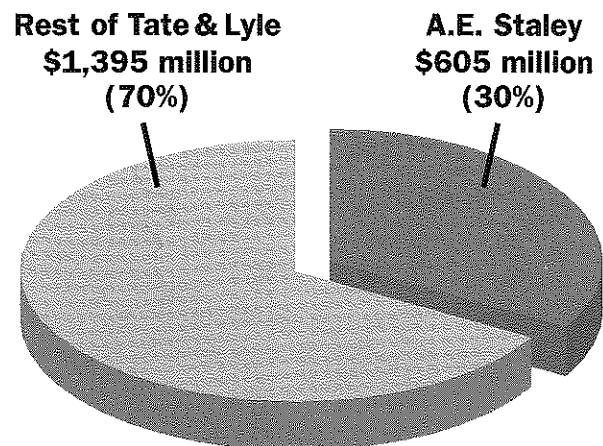
Staley insists it needs concessions in order to remain "competitive." Competitiveness is the word corporations use whenever they want to do something that hurts people and their communities. Staley workers know that their jobs depend on the economic health of the company. We have given greatly of ourselves to make Staley efficient and competitive (the average seniority of Local 7837's members is 25 years). But competitiveness is just a smokescreen to hide Staley's exploitation and lawlessness.

Staley/T&L has never proven their lack of competitiveness—because they can't. Since T&L acquired the company in 1988, Staley has consistently been one of its largest profit centers. In the fiscal year ending September 1993, Staley contributed \$129 million to T&L's profits—profits earned by the hard work of members of UPIU Local 7837. T&L management says they're uncompetitive in the US, but deposits hundreds of millions of dollars in their London bank accounts.

All over the country, companies are using competitiveness to justify their attacks on workers. Their "strategy" is to become more "competitive" by making our jobs more dangerous, by taking away our seniority, by increasing our work day, reducing our health benefits, and diminishing our quality of life. Then these executives reward themselves with fat bonuses and hefty salary hikes. In short, they get the gold, and we get the grief!

They Get the Gold...

Tate & Lyle profits from 1991–1993
(the three year period before the lockout)



Total T&L Profits for the Period: \$2.0 billion (US dollars)

...and We Get the Grief!

What Staley Wants and Why None of Us Can Accept It

Staley sugar-coats its anti-worker agenda with words like "streamlining," "downsizing," and "work rule changes." But, viewed as a whole, Staley's demands are clearly an attempt to create a union-free workplace where workers are always at the mercy of management.

As negotiations began, Staley was blunt about its demands. They told us "rather than having people ticked off over several years and contracts, we're going to take it all at once." For Local 7837, "taking it all at once" meant losing fifty years of hard-earned contract language and basic workplace rights. Staley's "best and final" offer:

Downsizes the Union through Subcontracting: Staley claims that it can run its Decatur plant with 220 people instead of the near 800 that ran the plant before the lockout. Like "competitiveness," this is simply untrue. Reports to the union indicate that Staley is using the same number of workers, maybe even more, to run the plant during the lockout. Staley doesn't actually want to decrease the size of the workforce—it wants to decrease union representation of the workforce. In the final offer, Staley demands an unlimited right to subcontract work. This right will allow Staley to hire as many non-union workers as it wants while the union shrinks to nothing. Staley doesn't want less workers—it wants workers with less rights.

Eliminates the 8-Hour Day and a Fair Work Schedule: Staley has eliminated the eight hour day and replaced it with a brutal program of rotating twelve hour-shifts. This schedule virtually eliminates overtime pay and alternates monthly between nights and days. One month you work days, the next nights. What's worse, the days of the week people work always change, and workers are on call on their days off. Staley claims that rotating shifts are standard in the industry when in fact few companies have them and several have abandoned them. The real reason for rotating twelve-hour shifts is simple: they want absolute control over workers in, and out of, the workplace.

Threatens Worker Health & Safety: Health and safety are major concerns for Staley workers. In 1990, Jim Beals died when propylene oxide was released into the cornstarch processing tank where he was making repairs. Moments before, Beals had reported the tank to be unsafe, but was ordered to enter it anyway. Staley's callous disregard for workers' lives was confirmed just before the contract expired when Jeanette Hawkins lodged a safety complaint and was told by a supervisor "Hey, you've got to die sometime." The final offer eliminates virtually all of the health and safety provisions previous generations of workers had fought for.

Guts Workplace Rights: The final offer ends the use of seniority in determining job assignments, and lets management have control over the process. The contract also eliminates union representation in key parts of the grievance process.

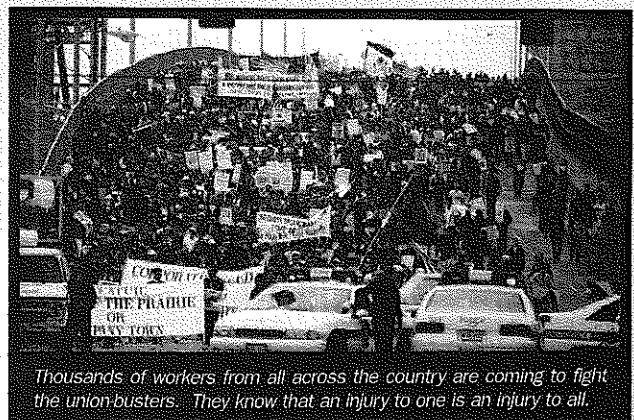
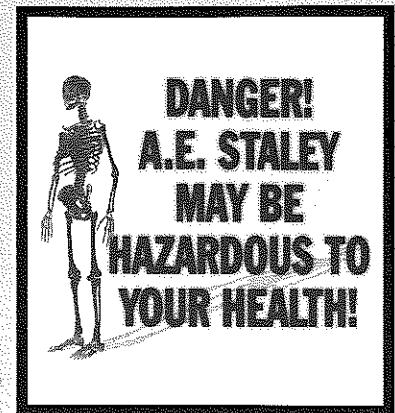
A company that earns a profit of \$605 million in three years should be giving workers raises and better working conditions. But Staley/T&L wants control over workers and even more profits. To get that, they're trying to break our union.

Fighting the Union-Busters

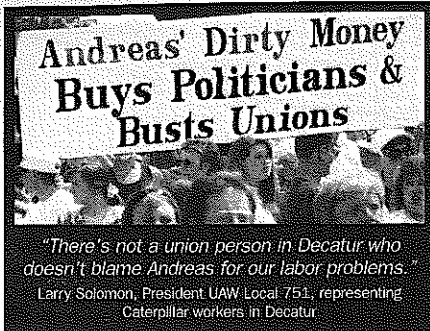
Staley has hired professional union-busters to help break Local 7837. Representing Staley at the bargaining table is the notorious law firm of Seyfarth, Shaw, Fairweather, & Geraldson. With 339 lawyers and annual revenues exceeding \$90 million, Seyfarth has a national reputation for union-busting. As Harvard Law School students wrote in a profile of the firm: "The union busting activities of Seyfarth are national in scope: farmworkers in California lettuce fields, pressmen in Washington, DC, firemen in Normal, Illinois, and clerical workers at Yale all share the common bond of having confronted Seyfarth."

Staley also hired the Louisiana-based Harmony Construction, a non-union firm known for providing replacement workers to companies in the middle of labor disputes. Before the lockout, Harmony provided Staley with "nannies," people who stood around and watched union members doing their job. These nannies, after collecting information about how workers do their jobs, have helped run the plant throughout the lockout.

Union-busting is a multi-billion dollar industry in the US. Firms like Seyfarth and Harmony make millions every year undermining unions. We all have an interest in beating Staley and the thugs that help them.



From Watergate to Staley: The ADM Connection



Staley/T&L has many corporate allies in this dispute, but none more supportive than Archer-Daniels-Midland (ADM) and its Chief Executive Officer Dwayne Andreas. ADM, the so-called "Supermarket to the World" is an \$8.7 billion food and corn processing company that is also based in Decatur and is supposed to be a competitor of Staley's. But appearances can be deceptive. ADM owns 7.4 percent of T&L's stock, the largest amount held by anyone and more than double the next largest holding. Before our contract expired, ADM declared solidarity with Staley by building a 3.5 mile pipeline connecting ADM's and Staley's Decatur plants. Neither company will explain the pipeline, but to us it's clear: ADM and Staley are in it together.

ADM seems willing to do anything for money: Workers in ADM plants face notoriously high injury and fatality rates. • In 1976, the company pleaded no contest to federal charges that it had short-weighted and misgraded grain destined for export. • Two years later ADM was convicted of conspiring to fix prices on foodstuffs sold to the Food for Peace program. • Even the environment doesn't stand in the way of ADM money-making. All over the country, ADM has a track record of polluting the local environment.

Today, ADM is helping Staley directly. Local 7837 continually receives reports of ADM's material assistance to Staley. That is, ADM is providing Staley with ADM goods and Staley is selling them to customers as its own—to help Staley keep its customers during the lockout.

ADM's CEO Dwayne Andreas is a key player in this dispute. Ever since his name appeared in connection with Watergate, Andreas has been known nationally as a slick, even unscrupulous, political operator. Andreas has close ties to power brokers in both major parties, and he uses generous campaign contributions to buy political favors. In recent election cycles, ADM has also been the leading source of "soft money" (money given to parties instead of campaigns), with contributions running into the millions. Andreas himself, with a net worth of \$280 million and annual salary exceeding \$2.9 million, has been fined several times for illegal campaign contributions.

The Watergate Connection

Watergate was one of US democracy's greatest crises, and it was Dwayne Andreas's money that helped set it in motion. A \$25,000 contribution from Andreas, presumably for Nixon's campaign in 1972, ended up in the bank account of Watergate burglar Bernard Barker. The money reached Barker after having been channeled to an oil executive in Texas, a shady lawyer in Mexico City, then back to Washington. Andreas's money was the first connection between the Watergate break-in and Nixon's campaign committee.

Help us Beat the Union-Busters

Workers everywhere have a stake in the struggle against Staley/T&L. If we don't fight back, companies like Staley/T&L, Archer-Daniels-Midland, and other Staley allies will continue their attacks on workers and their unions. These corporations need to be shown that armies of supporters who believe in unions and justice will challenge their brutal corporate policies.

What you can do to help

Start by writing protest letters to two of big business's leading corporate thugs (please send us a copy of any correspondence):

Neil Shaw
Chief Executive Officer
Tate & Lyle PLC
c/o Domino Sugar Corporation
1114 Avenue of the Americas
New York, NY 10036

Dwayne Andreas
Chief Executive Officer
Archer-Daniels-Midland
4666 Faries Parkway
Decatur, IL 62526

Then join Local 7837's Campaign for Justice and spread the word about the Staley lockout in your newsletter and distribute copies of campaign literature. To help locked-out families stay in the fight, please contribute to the UPIU Local 7837 Lockout Fund.

Yes, I will support the Staley workers in their campaign for justice.

I and/or my organization has written a letter of protest to the corporate thugs. (Copy enclosed)

Please send me _____ additional copies of this leaflet.

Enclosed is a contribution of _____

Name _____

Address _____

City _____ State _____ Zip _____

Telephone _____

Organization (if any) _____

Please make checks payable and return to:

UPIU Local 7837 Lockout Fund
2882 N. Dinneen • Decatur, IL 62526