# COMBINE NEWS LUCAS AMEROSPACE COMBINE SHOP STEWARDS COMMITTEE

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# LUCAS ATTEMPTS WAGE CUTS!

Last year when TASS submitted its claim for annual wage increases it said that 40% would be required to gain the standard of living which its members had in 1975. Of course they didn't get 40% which meant that last year their standard of living was reduced by 25%. This year simply to stand still at the reduced standard of living we had last year we would have required a 25% increase. Infact the Company are insisting that we accept 10% and are not even willing to negotiate around that figure. This means in practise that our standard of living will be cut by a further 15%.

### LUCAS **CORPORATE POLICY**

It shows beyond any doubt that Lucas operates a corporate wages policy right across the whole of Lucas Industries.

demonstrates what a farce it is to suggest that individual unions, or individual sites, actually negotiate their wages. Even in the past the average increase across the group was about the same. Yet the Company succeeds in dividing and ruling by getting individual unions and individual sites to go through annual charade.

### **NEED FOR CO-ORDINATION**

Just as the Company operates a corporate strategy to wages so also should we, the people who work throughout all of Lucas Industries. In the first instance we must do that within the Lucas Aerospace division. This makes more important than ever before the need for a well organised Combine Committee linking all sites and all unions.

### **LUCAS TORY POLICY**

This year the Company added insult to injury. They announced to the Press that they were going to impose a 10% settlement before they even bothered to tell the Trade Union negotiators. This year their excuse was that the Electrical Division was not doing very well and that they were cutting back on 3,000 jobs. You may remember that three or four years ago they told the Electrical Division and CAV that the whole of Lucas Industries couldn't have an increase because Aerospace was not doing so well. Lucas is now acting as a pace maker for the Conservative Party to which it donates about £12,000 each year. The

moment they had imposed their 10% Geoffrey Howe mentioned in the House of Commons how commendable this was. You remember that the Conservatives said that they would never operate a wages policy, yet this is precisely what they and the and it works something organisations which con-

### **OUR TACTICS**

If Lucas are allowed to get which is approximately away with this 15% wage £10 per week. By reducing cut this year they will at- output by some 10% the tempt to repeat it again bonus earning only go and again in the future. It down by about £2. The is vitally important that we loss in output for the Comfight back.

viously this would mean customer about £30 per great sacrifices on in-hour and that means that dividual sites. This in turn the 4 hours per week has could be alleviated by all cost the Company £120 other sites donating to but with National Insome kind of strike fund to surance and tax deducsupport the sites willing to tions it will only have cost lead the campaign. Cer- the manual worker about tainly those white collar £1.00 per week. These are unions like TASS, just some of the imagin-ASTMS and APEX which ative responses we should pretend to have central now be discussing at all negotiations with the sites. If you do not act now Company should be con- they will repeat this next sidering these tactics in any case. But rather than wait and see what happens it would be useful for discusplace throughout the Lucas Aerospace division them for involving all unions.

There are a whole series of other tactics which can and should be considered. If you are buying groceries and you only have 80% of the cost of the products you want you will only get 80% of your provisions. The Company is only willing to pay 80% of the wages we require to stand still, in other words they are cutting our earnshould think of creative

ways of cutting output by ONLY 10%? 15%. This can be done by workers deliberately working 15% slower but remaining on the sites or at their jobs for the normal working week. Other tactics being considered include finishing work at the appropriate time on Friday to take time off in lieu of the wages they are not giving us. These tactics are particularly appropriate in staff areas. On the shop floor they are not always so easy to implement.

COMMITTEE

In Burnley the shop floor are cutting back on the bonus earnings. This enormously reduces the Company's profitability like this: Earnings are trol them, like Lucas, are now implementing.

made up of basic payments and a series of fixed wage elements. They have on top of this a bonus pany is the equivalent of There are many ways in six minutes per hour on the which we could do this: piece work factor. This is Firstly, we could take the equivalent of 10% or 4 direct industrial action in hours per manual worker those sites where the work- per week. Now, we all load is high and where we know that the Company are in a strong position to pays a manual worker use industrial pressure around £2.50-£3.00 per against the Company. Ob- hour but they charge the year and the year after!

### STRANGE **THANKS**

sions of this kind to take Captain Blyth has written to all employees thanking their cooperation in Lucas Aerospace. Manufacturing output for April, he points out, is 100% of the Company's plan. That plan itself is 25% up on last year! So having screwed 23% out of us the Company's reward for our cooperation is to reduce our earning power by 15%. If this is the result of cooperation perhaps we should now try some non ing power by 15%. We co-operation during the

Premier Precision at Bracknell is part of Lucas Industries, in fact up to a short time ago it was part of Lucas Aerospace and most of its work is from plants. The Lucas shopfloor have just negotiated the following increases:

1) 16% backdated to April

2) 3% from July 1st for Grade A Craftsmen 3) Consolidation of bonus 4) New

payments. All this is calculated to give 25-29% increases —

we responded as our predecessors did!

### **POLITICAL PROPAGANDA** NOT ECONOMIC **SENSE**

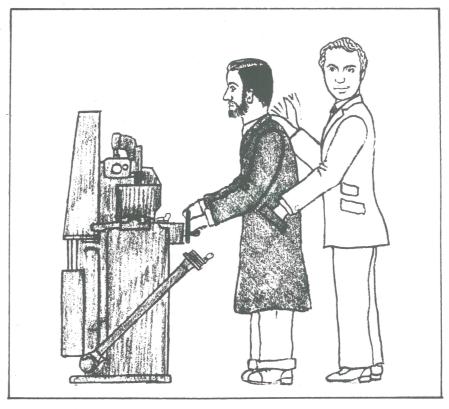
You hear many working people as well as Tory spokesmen saying that higher wages cause higher inflation and loss of jobs. These are economic myths. Wages are only a small factor in inflation. productivity Over the last couple of years the main factors behind the rising inflation have been the 15% VAT so it's a blatant lie that on goods before they are Lucas will only pay 10%! sold, the oil prices which £100,00pa. Their increases this year range from 20% -70%. The chairman of the Bank of England has the best record with a 37% rise, equivalent to an extra £1,000 per week! These kind of wage rises will have more of an effect on inflation, albeit small, than any we have bargained for. They don't seem to have priced themselves out of a

What we have to understand is why it is so important for the Tories to have everybody believe these economic myths. It is nicely summed up in this statement from a Tory Party spokesman:

massively in countries all over the world. If it were to get money from the bank to do these things it would have to pay the going bank rate which is about 16%. The Company is instead making us pay for the investment needed to do this by using the wages it should have paid us to fund its future programmes which will put more of us out of work.

### **OUR MONEY**

Lucas loves to pretend it is opposed to any kind of planning or Government intervention but it is the first to put out its greedy paw to grab the deferred tax it gets each year. Last year the Government gave Lucas £76.2 million in deferred tax. This is taxpayers money forced out of the pockets of ordinary people like ourselves to fill the coffers of these vastmulti-national corporations. Yet the taxpayer has no say whatsoever as to how this money will be us-



### INFLATION

often suits the employers to have high inflation. It is a very useful way of cutting workers' wages. If prices go up higher than wages than there is actually a cut in workers' living standards. It's easier to do it this way because it is not realised that it is a wage cut, it appears to be an increase. They make it look like we are getting a 10% wage rise this year when really we are getting a 15% cut in our living standards. It's worth remembering that a 6% wage cut caused the General Strike in 1926! If our Trade Union Movement is as strong as some of our national leaders average twenty times our

are bargained for at an international level and the Government doing such things as taxing gas profits so that gas prices are up 40% on last year.

If higher wages mean a loss of jobs you would expect there to be high unemployment in areas where wages are high. This is not the case. North England, second only to Northern Ireland in the rate of unemployment, has the second lowest average wage in the country.

Average earnings have increased 15% against an inflation rise of 22% over the same period. Within this you will find that any directors' salary is, on pretend it is then it is time gross eg: £65,000

"The further down people are driven the more they can be persuaded to work for less

wages. For this they need 10% unemployed to ensure lower wages for us as we fight over the jobs that are left, and more profit for them. It makes sense to the few in controlling seats but not for our wellbeing.

### THEIR PROBLEMS. WE PAY

Lucas is engaged in a massive restructuring and rationalisation. At plants throughout the UK is installing new technology which will displace thousands of jobs. Abroad it is investing

### £11 A WEEK FOR **CAPTAIN BLYTH?**

Whilst the wages of those who produce the real wealth in Lucas, the products that are made and used, those who produce nothing but rationalisation plans, are being well rewarded in the meantime. Blyth has been appointed a director of Pierburg in West Germany. There is no doubt that he got this from services rendered in decimating the hydromechanical work in Liverpool and sending it over to Pierburg with all the know-how and technology that was generated by workers in this country. This is the truth behind the rationalisation of the Victor works as was pointed out in the CSEU report entitled 'Turning Industrial Decline into Expansion'.

NOTE: This is not the first time our wages and living standards have been cut, it is one of the oldest tricks of the employers. They have been doing this all the way through history as the article on Page 2 points

### THEY'VE ALWAYS CUT OUR WAGES

time. Therefore the con- jam tomorrow.' What are the two factors mass conditioning. in production over which employers must, as a prime requisite, have control? The first is control over the amount of money that he is going to pay to the worker. The second is the return on this investment by way of increased productivity and changes in the work process.

It is important therefore for all classes of labour, be it white or blue collar, to understand his or her position in the wagebargaining process. In particular where a signficant amount of piece-work At the same time concencoupled with shift working takes place.

Over the years wagebargaining has become incentralised creasingly reducing the worker to the position of a rubber stamp, approving or disapproving decisions made by people either over whom they have no direct control, such as Trade Union officials, or over whom they have absolutely no control such as the Engineering Employers Federation.

This shift away from bargaining at an individual or localised level has not come as an historical accident but has been part of a generalised campaign by Tory and Labour governments alike to influence workers so that they accept agreements and

'Labour and Monopoly people have felt and see a Capital' gave a good reduction in their living definition of wage labour standards over these past when he wrote "what the years while governments worker sells and what the and employers have used capitalist buys is not an all the means at their agreed amount of labour disposal to get the message but the power to labour across that 'only if we do over an agreed amount of without today will we get The trol of the cost of a unit of media and especially the production does not de- TV, have played an imporpend solely on the cost of tant role in this employing the labour employed but everything from financial more significantly on how experts to historical drama the worker performs to expound this view furwithin the time that s/he ther in what amounts to no has sold to the employer". less than an attempt at



tration on wagebargaining can increase employers control not just of the production process but of workers themselves a control that has already been extended through the introduction of robotic machinery and the rise in unemployment.

An example of this is

the calculated lengthening of wage negotiations by employers which has two major attractions for them: Firstly it delays the need to pay out any extra cash, thus allowing either interests to be accrued on votes at the AGM we cash, or for it to be used to finance company spending. Secondly, it diverts the attention of workers Failure on our part to away from other major events within the plant, such as machinery changes, changes in the work process and many main, only one wage — the policies which are not in other issues which tend to wage of fear.

Braverman in his book their interests. Working be submerged during wage negotiations.

Thus the issue of wages is used by companies as a diversion while it strengthens its grip on the internal company organisation. Piece workers themselves should also take care that in an attempt to increase the wages, through changes in existing work practices, they do not agree to a new system which will in the first instance give a superficial increase in their take home pay, but in the long term will negate any future negotiations on the introduction of new technology. This is saying that to concentrate such energy into the wage bargaining system can in the long term have a detrimental effect on the workers' interests.

Workers' representatives have a wider role to fulfill and other areas can easily get neglected, such as, actual work practices, health and safety, welfare, obtaining and disse-minating information and, of vital importance, the formulating of new

The need for new workers strategies has never been clearer than today with the growth of multinational corporations and the shift in the ownership of industry from private to institutional shareholders such as Pension Funds. in the latter case a determined effort should be made to take control of those deferred wages which make up the Funds. If the Chairman of Lucas Industries suddenly found himself deprived of the Lucas Pension Funds' should begin to understand where the power really lay.

adapt in a rapidly changing and increasingly volatile world will pay workers, those that re-

THEIR MOVES, **OUR NEWS** 

With the Company making such corporate style plans for all the workers in Lucas, such as the one on wages, it is important that the Combine News is produced to keep different sections and sites in touch with each other so there can be a unified approach to management over such issues as wages, the introduction of new technology etc. However to produce and print a paper like Combine News takes about a month and so news can become out of date, it is also expensive. Fact Sheets will therefore be produced on a regular



basis to be circulated round all sites to keep people informed of the latest Company moves etc. The first one, on wages, has already been produced. Topics to be covered in future Fact Sheets include: new technology, pensions. If you have any articles, cartoons, snippets, that you would like to see in either a Fact Sheet or in Combine News please contact: Judy Barton or Ron Mills on 021-777 3232 ext:

### THE STATE OF THE COMPANY

Lucas says that they can't afford to pay a living wage with management claiming that the company is in a critical situation. Yet a recent stockbrokers' indicates that report "Lucas is an impressive company involved in several major growth markets and is financially strong" (May 1980). This report estimates profits of £50 million (1979/1980) and £65 million (1980/1981).

Independent accountants, on examining the Annual Accounts and the a for ementioned stockbrokers' report have indicated the Lucas can well afford more than that being offered to the workforce. In fact, they have calculated that if management improved the offer to 20% they would maintain their estimated profits of £65m. by raising prices by only 4%. protecting therefore employee's wages by increasing prices to improve profits. However, Lucas have the choice of either accepting lower prices to

maintain their volumes or increasing prices to maintain profits. Again, if Lucas is really worried about its volume it will be prepared to take a cut in profits to sustain its sales. Therefore Lucas can afford to pay reasonable wages and maintain its volume. Certainly wages have not forced prices to go up, as wages have fallen since 1974.

Management claims that the loss in the UK of £1.8m. for the first half year to January 1980 is clear evidence of impending financial crisis. Yet the UK's results are far better than the £1.8m. loss suggests. Firstly in a normal year profits would have been £20m. greater — that is, there would have been an £18.2m. profit — if the engineering strike had been avoided. In fact, it is more likely that their fulfilment has merely been delayed so that the £20m. will be recovered. Secondly, excessive reorganisation charges have depressed current profits.

### HOW PROFITABLE IS LUCAS INDUSTRIES?

Lucas CAV obtained an from General Motors to supply CAV fuel injectors for diesel cars. GM is expected to build 300,000 diesel cars during 1980. With the tachograph becoming a legal requirement, 400,000 vehicles will be fitted with the market opportunity estimated at approximately £60m.

The aerospace industry is at the most profitable it's been for years and is in a major growth phase for civil market and military projects. Lucas Aerospace has a record book of £350m. (Guardian). The same stockbrokers' report mentioned estimates profits of £50m. (1979/1980) and £65m. (1980/1981). Traditionally, Lucas earns more of its profits during the second half of the year than it does in the first. Clearly, one half year's results cannot be viewed in isolation.

Despite the reported loss for Lucas UK for the first half of 1979/1980 Lucas Industries is profitable and in 1980/1981 should see a strong element of recovery "even against a dull demand background"

### COMBINE VISITS & TALKS

Representatives LACSSC are often asked to go and talk about the Combine and the Corporate Plan. Representatives of the Combine have visited numerous groups in this country, ranging from religious groups to special meetings organised by the TUC for groups of full-time Union officials.

Interest from abroad has also been high and countries visited by LACSSC representatives include: Sweden, USA, Australia, West Germany, Italy, Denmark, France and on: 0274-665271.

Austria.

Some 300 articles have appeared in the international press alone. The Corporate Plan has been debated by various governments from the Swedish Government to the US Congress.

### **ERNIE** WEBBER

Ernie Webber, Works Convenor at Bradford, announced his retire ment from that position on the 30th July 1980. A founder member of the Combine and a keen support of the Corporate Plan Ernie became Convenor when Lucas took over the aerospace business from GEC in 1969, he was previously a shop steward in GEC. He joined the Company 25 years ago.

Known in the Combine for his love of horse racing, his ability to recognise the good from the bad resulted in dismay with that fraternity known as bookmakers! Ernie could always be relied upon to reflect his members views and to give honest opinions. We hope that his trade union experience will not be lost to the Combine in the future role we have to undertake. In recognition of his outstanding work on their behalf, the workforce made presentation to Ernie and his wife. We all wish him

**DENNIS EASTON takes** over from Ernie Webber. Dennis is a machinist on N.C. and CNC machines. He joined the Company 9 years ago and is very interested in health and safety at work. We hope that everyone will assist Dennis in carrying out the task that Ernie did so well in the past. Contact him

## Crisis in **Britain?**

Lucas say they have to cut government to impose imawful crisis in British inwherever the market economy applies there is a similar crisis of structural unemployment, cash flow problems and appalling cutbacks in the living standards of working people. Lucas tells us that we must compete with countries abroad and must have a wage cut to do so but what is happening in those countries abroad? Detroit has always been held up as the very pinnacle of private enterprise and success. It is the headquarters of most of the large automotive companies in the USA including Fords. It will be remembered that Ford was the strongest advocate of the so-called 'free market' and the survival of the strongest. Yet the Ford Motor Company is now calling on the US

our wages because of the port controls against Japanese cars. The city in dustry. They try to give us which Fords is located is in the impression that these complete collapse. Some problems exist only in Bri- 40% of the car workers in tain. The truth is that Detroit are now out of throughout the world work. The Chrysler Corporation is in complete collapse and has asked the US Government to support it. The four huge car manufacturers in the States lost £850 million in the first six months of this year. Some 900 car dealers have gone bankrupt since January of this year alone. So it is a blatant lie to pretend that this is a crisis in Britain and of British workers. It is a crisis of the whole decaying economic system which is incapable of guaranteeing workers a decent standard of living and job security in employment which is satisfying and fulfilling. We will never have decent wages and job security until industry is planned in the interests of the people and not in the interests of these vast corporations.

### Lucas Aerospace Workers Road-Rail Bus



Another of the products with proposed in the LACSSC Alternative Corporate Plan was the Road Rail Bus. Last November the bine with North East Lonconversion.

In May the bus, un-Aerospace sites at Burnley and Birmingham equipped

a video photographic display about the Road Rail Bus and the LACSSC Plan.

The bus has now been condustrial and Technological place on the West Systems (CAITS), the Somerset Railway and a Centre set up by the Compress demonstration has promoted a lot of publicity don Polytechnic to around this prototype. develop the ideas and pro- CAITS would like to ducts proposed in the thank all the Lucas Plan, purchased a single Aerospace workers who decker LH Bristol bus for have provided both the money and the practical help that has enabled the been produced to continue way.

and to raise money to enable further work to be done. As with other products proposed in the Plan the Lucas management has Centre for Altenative In- verted. Trials have taken refused to take up the development of the Road-Rail Bus. In the meantime companies such as BL been developing have Truck Train and Rail Bus ideas. However none of these other designs have the flexibility of the LACSSC Road-Rail Bus. Consequently they do not make maximum use of the converted, visited Lucas development so far. A new advantages of both road Appeal Fund leaflet has and rail travel in the same

The following is an extract from 'The Guardian'

workers' revolution, English style, began yesterday in a quiet corner of Somerset when shop for Alternative Industrial Lucas and at stewards Aerospace proved that their own road-ral bus could be driven successfully on railway line and roads

The bus, a red singledecker which was once part of the Hampshire and Dorset fleet, travelled the six miles between Bishop's Lydeard and Crowcombe on the West Somerset Railway's single-line track. It then left the lines and returned to the road.

The bus, fitted with a narrow four-wheel driving unit and retractable guide wheels for rail travel, is the outcome of a corporate plan produced by the Lucas Aerospace Combine Shop Stewards Committee to encourage more socially useful products and prevent redundancies.

So far they have raised £2,500 to help to pay for the project, which has been developed in collaboration with the Northeast London Polytechnic.

The stewards' committee also formed the Centre Technological Systems (CAITS) based at the polytechnic, with the help of £12,000 from the Rowntree Trust and other trusts.

The object was to prove that groups like Lucas Aerospace, a British-based multi-national, can avoid rationalisation painful programmes by manufacturing socially-useful products.

This, the stewards claim, would remove the need to rely on defencerelated contracts, and save the country the cost of unemployment and Social Security payments.

When driven on rails most of the weight is on pneumatic tyres of the type used for fork-lift trucks.

They are kept on the track by the guide wheels, which are mechanically retracted like an undercarriage at special rail crossings where the vehicle moves on to the road.

### **NEW TECHNOLOGY-RECIPE FOR REDUNDANCY!**

### TECHNOLOGY

When computers were first introduced into workplaces in the '50s and '60s, there was much anxiety about automation and job loss — that it didn't occur on the scale predicted has led to the myth that new technology doesn't pose a threat to employment

At that time the cost of computing power was high and there was an economic boom. Now both these have changed. Firstly the technical differences of microtechnology makes computing power much smaller and much more cheaper, in addition to being more reliable and flexible. And secondly we are obviously in the midst of an economic crisis with employers restructing and reorganising in an attempt to increase their profit rates. And the public sector which has been growing as a sector of employment is experiencing severe cutbacks — indeed new technology is likely to be the Trojan Horse carrying the cuts within it.

This means that management are going to try and introduce computers both as processors of information and instruments of control into areas of work which have never before experienced high levels of automation.

And don't think that new products are going to create new jobs. The A.D. Little report, commissioned by government bodies in the West, predict that the four major growth areas for new technology based products will create only one million jobs over the next 10 years — and only 400,000 of these will be in Western Europe as a whole.

Lucas Aerospace factories could be moving towards becoming entirely computer run, with total control of all aspects of manufacture - from the receipt of raw materials to the delivery of the finished product. This would include design and prototype manufacturing, process control and scheduling movement of materials and production accounting.

This assumption is based upon the company's decision to invest in Computer Aided Design, Computer Manufacture, Aided Word processors, Visual Display Units and various types of mini computers.

Although most of this equipment will be installed in technical and clerical areas, production workers should not be misled into believing that they won't be affected by its introduction. Most machinery installed on the shop floor, and this parapplies ticularly Numerically Controlled machines, is capable of being linked up with the above equipment to bring an Integrated about Manufacturing System, which is the forerunner to 'the' Unpeopled Factories.

### INTEGRATED **POLICY**

Although in the past the company have introduced microelectronic based equipment like machines, into areas on a piecemeal basis with no apparent overall integrated policy, evidence is emerging that any future investment in technology equipment will be on the basis that its part of an overall Integrated Computerised System linking all aspects of the manufacturing process.

It is important to understand that this integration of computerised equipment will not be confined to the individual factory but will enable, through a central computer, linking in with other Lucas

### THE OFFICE

Speaking about the office of the future at a conference organised by the Financial Times, Mr Franco de Benedetti, Managing Director of Olivetti, supplier of office equipment made it quite clear what the development of 'information technology' means to

"Information technology is basically technology of coordination and control of the labour force, the white collar workers, which Taylorian organisation does not cover.'

(Taylor, by the way, was the father of 'scientific management', which he developed to take control of the shop floor out of the hands of workers and completely into the hands of management.)

So, although say word processors might eliminate boring retyping, their introduction could lead to work being more boring, more intense and more supervised. As Monotype, who manufacture word processors, say in their advertising blurb:

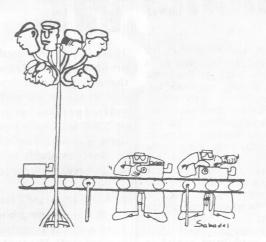
"Costly and energy wasting procedures are abolished: the walking, waiting, filing, correcting, updating and supervision go, and are replaced by a system that does what you want it to do... From a secretarial station all work is productive and is done on the spot. No waiting, walking, wondering."

And this is for the lucky ones left with a job! It's been estimated that about 30% of clerical jobs could be automated — i.e. in the sector in which 2 out of 5 of all waged women work.

Aerospace sites at home and overseas. It will also be possible to link with other aerospace com-

### SECRET TALKS

CAITS, the Lucas Aerospace workers research centre, have unearthed evidence which suggests that the company have had secret talks with other aerospace companies at home and abroad to bring about a common approach on the use of computerised equipment. Also the company have been making major contributions to international conferences called to examine the production improvements gained by the use of CAD/CAM. Couple this with the support they're getting from Lucas Logic, a company set up to provide expertise on the commerical use of computers, and the cheap research they obtain from their friends within universities and you will see that the company are approaching the investment into new technology in a



very comprehensive fashion.

### REDUNDANCY

Whether in the short term through natural wastage the company's intention is to reduce Aerospace manning levels introducing new technology equipment. Justification for its introduction is to improve productivity. In a company which has reduced its workforce from 18,000 to In July 1979, the American

have vehemently resisted attempts to extend its product range, increased productivity without corresponding increase in output can only mean further redundancy. Couple this with the cyclical nature of the aerospace industry and its constant rationalisation exercises reaffirms the intention of the company. The destruction of more jobs.

### Deskilling

11,000 in ten years and Machinist described how

latest NC machining centres was a mentally handicapped person with a mental age of 12 - since the job was now so tedious and reptitious. The level of deskilling is even more apparent if we think of the skills required for the millwright in the past who 'was an intinerant enginer and mechanic of high reputation. He could handle the axe, the hammer, and the plane with equal skill and precision; he could turn, bore or forge with the despatch of one brought up to these trades and he could set out and cut furrows of a millstone with an accuracy equal or superior to that of the miller himself. Generally he was a fair mathematician, knew something of geometry, levelling and mensuration, and in some cases possessed a very competent knowledge of practical mathematics. He could calculate velocities, strength and power of machines and and could draw in plan

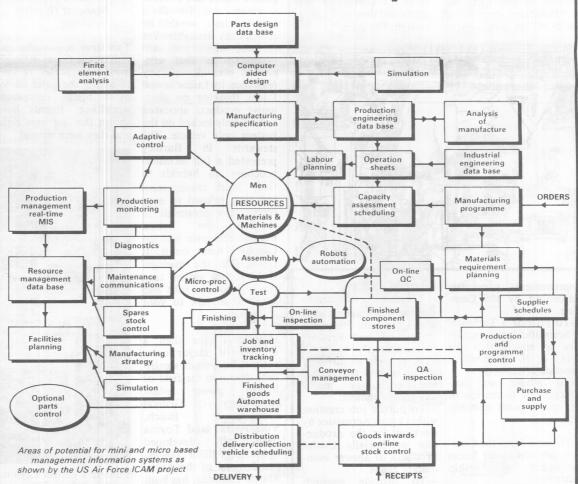
the ideal operator for the

### COMPUTER CONTROLLED MACHINE **TOOLS COULD** HAVE WORSE **EFFECT THAN** THE TORIES **EMPLOYMENT** ACT

The incorporation of our skills into computer controlled machine tools owned by the company undermines the amount of control we have over the job and weakens our bargaining power. Whereas traditionally it required a skilled worker to run the machies with the new equipment, as the American Machinist pointed out, the ideal operator is someone with a mental age of 12. Indeed, even management could operate the new equipment - as they did in the States during the 1978 UAW strike at McDonnell Douglas.

And, as Harley Shaiken, advisor to the UAW, has pointed technological scabbing is a real possibility with work being transmitted electronically over the airwaves or the telecommunications system to a different site either here or abroad. This of course completely undermines any possibility of effective picketing at all.

# Keeping tabs on shop floor activity is a job for the microprocessor



#### INTEGRATED **RESPONSE**

Despite this co-ordinated include approach by the company from the areas and unions they're refusing to allow concerned. Lucas Aerospace workers future security. Insisting ment at concerned.

need at both site and na- trol. tional level to have multi- Similarly with detail union involvement. Com- draughtspeople — in the puter Aided Manufacture 30's they were the centre of for instance would have an the design activity, who effect across technical, would design the compoclerical and production nent, draw it, stress it,

areas and therefore any discussions about its introduction and use should representatives

the right to co-ordinate Failure to organise cor their response to what con- rectly and failure to stitutes a threat to their negotiate a suitable agreenational that they will only Aerospace level before any negotiate with the in-piece of new technology dividual union on the site equipment is introduced will have three distinct consequences, redundan-Because of the nature of cy, further deskilling, the equipment there is more management con-

This is what the factory of the future will look like. Every aspect of activity will be controlled by computers, the pace at which we work, the manner in which we work, and the way in which we relate to each other, will be controlled by the computer and through the computer by a small management elite. All jobs will be dramatically deskilled. We will be required to respond to the tempo of the machines rather than setting the tempo ourselves. There will be dramatic reductions in the workforce. As you look at this diagram you will already see that the company has introduced some of the parts of the jig-saw. This is what the whole will look like.

It will require a powerful organisation of all types of workers, from the highest level of technologist to unskilled people on the shop floor to get together to ensure that these technologies are redesigned to make work interesting and fulfilling but also that they are controlled by us rather than the technology control and deskill the jobs we do.

select the materials for it, seperate jobs write the test specifications for it, liaise with the customer and usually liaise with the shop floor for production. Over the years, this single job has been broken down into

calculations carried out by stress analysts, materials selected by metallurgists, etc, etc. And finally with CAD/CAM the job will be eliminated altogether. The ultimate in de-skilling.

### WHAT WE SHOULD BE AIMING FOR

No new equipment should be introduced unless

-there has been trade union agreement based on a national aerospace level -the agreement is on a multi-union basis

—before the introduction into particular site union areas it is monitored by a multi-union committee using national agreements as guidelines.

-There is access to as much information as possible, e.g. the right to coopt experts from within or outside the company; and we have a say in the ordering of the equipment;

—there is the right to have facilities for examining the new technology;

-the agreement should safeguard employment and workers should be protected from the effects of new technology;

-the agreement should that workers benefit from the new technology;

—the benefits of new technology should be shared through some evaluation of the increased efficiency on both a financial and a time basis.

### DETAIL DRAUGHTSMEN WOMEN TO BE **ELIMINATED BY** 1984

This is the estimate from the USA Dept of Labour regarding the implications of Computer Aided equipment. Design Similarly, a leading aerospace American company predicts that there will be the need for only one-eighth of the present number designers.

# Past achievements WE TOLD THEM SO!

PER GALLON

company

We suggested that the

designing and developing

hybrid engines for cars,

coaches and trains. By

making the best use of an

electric motor, an internal

combustion engine, it is

possible to reduce fuel

consumption by about

50%, to reduce poisonous

gases by 80% and provide

a power unit for these

vehicles that would be

ecologically desirable. Yet

Captain Blyth has said

"Nothing in that cor-

porate plan is of any

relevance to Lucas", and

Lucas thinking on alter-

native products appeared

to be firmly locked on the

presented a full technical

brochure on hybrids to

their local management

but they refused to even

mid 1980s at a cost of

7,600 dollars. Also involv-

ed in the project as sub-

Volkswagon and Daihatsu

of Japan. In Britain no of-

ficial project exists, but

the technical men in Lucas

have now been forced to

drop their 'battery or die'

contractors

Burnley

should

### WAGES

The wages issue this year shows how farcical it is to believe that individual unions and individual sites negotiate seperately with Lucas Industries. There are standard pensions, standard grades for staff. standard increases for all sites, standard policies on new technology. In fact everything that Lucas does is through centralised decisions coming from its strategists in Birmingham.

In Lucas Industries as a setting shop stewards at Lucas Electricial, Lucas Aerospace, whilst in the has laughed all the way to the bank. Even in Lucas Aerospace they have succeeded in setting one union resistance against another and one site against another. In recent years their attempts to

Combine Committee but dispute at Burnley in the the management is beginning to erode the strength and power that we had established. It is worth recalling what a unified co-ordinated proach has been able to achieve since the Combine Committee was founded.

In the early 1970s for the first time ever in any large multi-national corporation there was an organisation which had representatives unions and all sites. The whole they've succeeded in company was not able to different against those in workeres against each other. When the company Electrical against Lucas attacked one site the other sites were able to come to meanwhile the company its defence. Previously, the company would hammer each site in isolation and break any workforce in each geographical area.

The most dramatic exdo so were curbed by the ample of this was the tradition again.

early 1970s. Burnley's wages were at that time about £6-7 per week less than the rest of the group. When the workforce tried to do something about this the company responded brutally and eventually the whole of the manual workforce were involved in a strike. They were able to maintain that strike for weeks because the Combine organised mass meetings at all sites where the workforces agreed to levy themselves 50p per member per week - and 50p was a lot of money then. The workforce understood that it was not in their interests to have the colleagues paid less at Burnley and be played off one against the other. The dispute was a complete success for the Burnley workers because the Combine mobilised support for them throughout all sites.

Subsequent issues will describe the Combine'spast acheivements in the fields of Health and Safety, Pensions, Fringe Benefits, and the fight against inflation.

There is now an abundance of work throughout Lucas Aerospace. Four years ago when the Combine produced its now famous Corporate Plan we pointed out that there would be an upsurge in orders in the aerospace industry around the beginning of the 1980s. We were correct in that, and the company was wrong in attempting to reduce the workforce by several thousand. In fact, the Times recently pointed out that Lucas Aerospace is now attempting to recruit people and would have had a workforce of 2,000 less had it not been for the resistance that we put up to their plans some years ago. Now that there is an abundance of work it is a good time to ensure that when the next slump comes we have other products available to make full use of the skills and ability of our members and to meet the obvious social needs that we see all round us.

In our Corporate Plan in 1976 we proposed about 150 products. It is remarkable how accurate our predictions were about the long-term need for these products and how completely wrong the Aerospace management was. The management said it was not interested in "chicken coop technology". We spoke in the Corporate Plan about the need to develop microprocess or techniques in the interests of the workforce. That was long before that buzz word was even understood by those in government circles. We pointed out the need to consider new means of conserving and generating energy. This is now spoken about worldwide. We even mentioned the need to consider airships and you will know from the newspapers recently that some of these have now been ordered by a major international company. We pointed out how disgraceful it was that people were dying for want of a kidney machine when we, the people who make and build them, were being made redundant. Some members of the government have now understood the logic of what we were saying and have taken these ideas up.

In the New Products field as a whole our predictions were very accurate. Let us take just 2 examples:

#### **OTHER** COM-**PANIES**

Shop Stewards in companies such as Metal Box, Thorn Electric, GEC. Dunlops, Vickers, parts of Rolls Royce and Chryslers are all now setting up Combine organisations, and considering producing alternative Corporate Plans for the future of their companies. In the United States the Aerospace and Machinists Workers Union are taking up these ideas and there was even a report in the US Congress of the Lucas Corporate Plan. Some of the biggest unions in Europe, such as the IG Metall in West Germany which organises million workers, are now looking into the concepts of socially useful production as an alternative to

structural unemployment. Even in West Germany, that most optimistic of the technologically advanced nations, they are now predicting 4.2 million people out of work by 1990. A section of the EEC has predicted that there would be 20 million people out of

work in the EEC countries by 1990. We, the people who work, will be forced to take the brunt of these brutal levels of unemployment. There are real alternatives open to us if we have the imagination to think of alternative products and then the courage to fight for them

We must rekindle that



### WHAT THE COMBINE STANDS FOR AND

workers Aerospace resisting the company's plans to bring about and redundancy tionalisation of sites.

improve Lucas Aerospace workers living standards coby ordinating the efforts of individual unions to bring about justifiable wage set-

-To provide a Technical & Scientific Advisory Service to ensure that site & S. Committees function effectively.

-To advise and encourage the formation of site multi-union commit-

bine remains under Lucas Products to answer com-Aerospace membership munity needs.

-To continue to oppose facilities

sion of negotiating rights into Corporate Planning, Investment and Product Manufacture.

—To ensure that the Com-tion of Socially Useful

-To actively encourage and work for improved conditions employment for all Lucas Aerospace workers,

participatory news service through Fact Sheets and the Combine News for Lucas Aerospace workers. To actively encourage other workers to form Combines and jointly

To continue to maintain To coordinate with

-To actively encourage

PETROL AT 65p fixation and consider was proposed in the Cor- £14 with a gas powered hybrids:

> "in a hybrid package we may well have the answer" E McEwen, Lucas Inds. Group Chief Engineer.

"I now see a real future in the long term for hybrid vehicles. G.G. Harding, Lucas Special Projects Manager (Electric Vehicles)

This story is a condemnation of the Lucas management who prefer sacking to taking the good advice of a highly competent workforce. Events have shown that we were right battery only vehicle. The and they were wrong!

porate Plan was the heat pump - HALF natural gas powered heat

What is a heat pump? A refrigerator is a heat pump which is used for cooling, but they can also be used effectively for heating. If you feel the back of a fridge the coils feel warm. This heat is generated in two parts. Firstly, the heat which is pumped out of the food in cooling it and secondly the electricity used to drive the compressor of the fridge (heat pump) so if the frigde were to be built into the wall of a house with its

open door facing outdoors

and the heating coils fac-

ing indoors the outside

heat would be made to

THE PRICE OF GAS CENTRAL **HEATING!** 

This product was also rejected by Lucas Aerospace management, but the Burnley stewards made a breakthrough by pressurising local management into a 3 way project involving the Open University Energy Research Group. A small prototype gas engined heat pump was built in Burnley and tested successfully

Throughout the world people are now concerned about the wastage of energy. We were talking about this some six years ago and not only have we designed a heat pump we have actually designed a complete factory in which it could be produced, and have architectural drawings of it. At any time this could be made available to workers in any part of the country who are short of products as the present crisis grows.

Whilst Lucas still refuses to take the heat pump up and instead uses its entrepreneurial skills sacking 3000 workers, let's look at what has happened with the heat pump in the meantime:

"AiReserach's advanced development program is being supported by US Dept. of Energy as an alternative to electric driven heat pump systems. One that will be more efficient than current designs." Gas Turbine World.

"It's seen as possible that the annual volume could increase in the late '80s until some 200,000 units were in operation in 1990. 'That' says Friedman, 'could bring savings in natural gas use from 1982 through 1990 of over 250

March 1979

billion cubic feet'.

March 1979.

AS COMPARED TO:

with a conventional gas porate Plan is of any

### THE SERVICE IT **PROVIDES**

To unite all Lucas

improvements previously ticipation schemes. influenced by the Com-

control.

Workers Councils, Worker Directors and any other through CAITS and other To build upon Pension form of Management par-

### **AFFILIATION**

To ensure that your members benefit from belonging to the Combine, affiliate to the Combine

If you want to know more about the Combine and its activities, contact any of the Officers shown on the front page. If necessary we are always willing to talk to your Shop Stewards/Staff Reps. Com-

To the Treasurer, Lucas Aerospace Combine Shop Stewards Committee:

Please affiliate..... members at 10p per member.

Send to: Danny Conroy, 23 Murray Street,

-To promote the exten-

To provide an advisory service on new technology encourage multiunion involvement.

To pursue job creation within Lucas Aerospace by working for the produc-

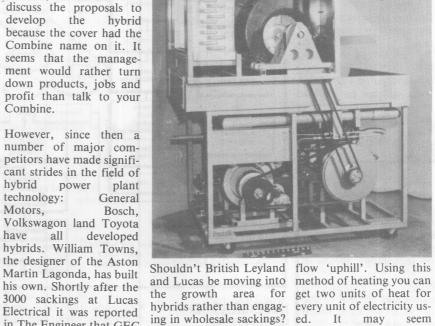
research provide To for Aerospace members such bodies.

manual or staff.

To provide a regular work together.

international links with Lucas and other workers. other Lucas Industry workers.

women to play a role within the Combine.



in The Engineer that GEC What about the cutbacks unbelievable but was assembling an inter national team to develop for many of their misfor- ter! and produce advance tunes and our real wage hybrid cars for the USA Department of Energy. predecessor John Williams The cars will have both went to work for the NEB, not by an electric motor petrol and electric motors on secondment from under the bonnet and will use 40-50% less petrol despite being 800lbs. heavier. The aim is to produce a design suitable for By the way I bet those mass production in the

3.000 Lucas workers in the Electrical Division, who are getting the sack, would be pleased to have hybrid power packs to work on!

### **HOW TO HALVE** YOUR HEATING **BILLS**

Another product which

at BL, which Lucas blame true... and it goes even betcuts, especially as Blyth's The Corporate Plan proposed a heat pump driven

(as with a fridge) but by Lucas, where he had natural gas burnt in a special responsibility for modified internal combustion engine. If this is then compared with other forms of Gas Turbine World.

heating the many advantages of this heat pump become even clearer. If we take electrical resistance heating as the most expensive form then a £100 bill would become a £28 bill "Nothing in that Corboiler, a £33 bill with an relevance to Lucas." electric heat pump and a James Blyth, Lucas.