

Scab Lists

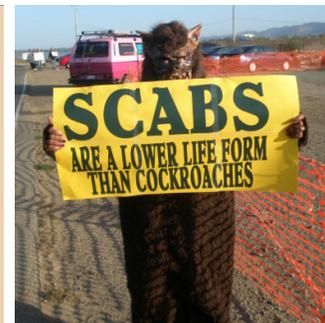
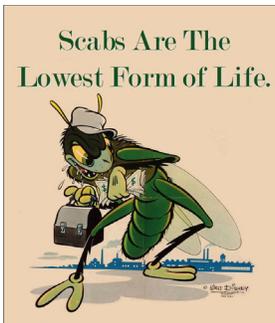
Unions target workers for campaigns of hate, sometimes violence

By Carl F. Horowitz

Summary: Unions have long sought to demonize replacement workers, union members who cross picket lines, and others whom the unions label “scabs.” Sometimes, this takes the form of implied or explicit threats and other efforts to intimidate. Now the Obama administration’s National Labor Relations Board is pressuring employers to give home addresses and other personal information to unions, while the Internet is providing new ways to publicize “scab lists” and make people toe the union line.

In the annals of labor history, few characters are more reviled than the so-called “scab”—the worker who refuses to join a union, or worse, whether or not a member, crosses a picket line during a strike. Unions have long have practiced the dark art of gathering the identities of such persons and exposing them to shame and intimidation among fellow workers. Often, names are compiled on a “scab list.” Over the years, unions have made effective use of the hatred of scabs, to maximize their bargaining advantage. You may have seen this description:

After God had finished the rattlesnake, the toad, and the vampire, he had some awful substance left with which he made a scab. A scab is a two-legged animal with a corkscrew soul, a water brain, a combination backbone of jelly and glue. Where others have hearts, he carries a tumor of rotten principles. When a scab comes down the street, men turn their backs and Angels weep in Heaven, and the Devil shuts the gates of hell to keep him out. No man has a right to scab so long as there is a pool of water to drown his carcass



Union propaganda: a scab crossing sign with a silhouette of a rat; a giant rat balloon accompanied by a "scabhunter" car; depictions of scabs as insects or worse; and a button suggesting that scabs should be shot.

in, or a rope long enough to hang his body with.

Jack London, the early-20th Century fiction writer and journalist, is supposed to have said that. He didn’t, but the passage is often cited by union activists to express their opinion of replacement workers and picket-line crossers.

The word *scab* suggests something unsightly and diseased. That’s the point. The intent is to inflict intense feelings of fear, shame, and self-loathing upon persons who choose to go to work at wages less than those demanded by a union, to tell dissenting individuals that they must join the union-driven majority or face frightful consequences. A union anti-scab campaign does more than simply express disapproval; it enables full-scale character assassination. Such campaigns

may produce assaults, vandalism, and among the targets, medical problems and suicide attempts.

The term comes from Latin *scabere*, “to scratch,” and from Old Norse for the crust that forms over a wound or sore. For more than 800 years, it’s been applied to people who are untrustworthy or despicable. In 18th Century England,

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laborers used it to denounce their peers who were unwilling to join a strike. One description from 1777 stated that “the Conflict would not have been so sharp had there not been so many dirty Scabs; no Doubt but timely Notice will be taken of them.” The spurious quote from Jack London was in use by 1926.

Today’s union loyalists know the power of the term “scab,” and understand that it serves their purposes more effectively than something less incendiary on the order of “replacement worker” or “strike-breaker.” To diehard unionists, scabs, even if poor and barely scraping by, are the vilest of the vile, lowest of the low.

Obama Administration policies are now helping unions in their witch hunts for “scabs.” The National Labor Relations Board (NLRB), as Diana Furchtgott-Roth reported in the February 2015 *Labor Watch*, is assisting the Administration’s friends in unions by issuing a new regulation that will force companies that face union elections to turn over workers’ contact information, such as home phone numbers and e-mail addresses, to labor organizers, who will then be able to threaten the employees with ostracism if they don’t do as they’re told.

The website of United Auto Workers Local 31 in Kansas City, Kansas published a “Scab List” from July 2014 that names employees and gives their Department department numbers. (See page 3, lower right.) Similarly, during a 2010 employer lockout, United Steelworkers Local

7-669, which represents workers at the Honeywell uranium enrichment plant in Metropolis, Ill., posted a list of hundreds of “confirmed scabs” who “infect our community.”

Members of the International Association of Machinists and Aerospace Workers Local Lodge 1426, the union representing workers at the Smurfit-Stone Container Corp. plant in Sioux City, Iowa (and which struck in 2007), addressed an open letter to “scabs” within the local.

Dear Union Scab:

You have now sunk to the deepest point in the bowels of life. You have sold out your brothers and sisters. Was it you who fed management information in the months leading up to the contract? Every company has one! You, my former brother, have now turned into the lowly yellow-tailed scab rat. This type of rat is rarely seen up close. They slither along through the cracks and crevices. However, I did get a good glimpse of your yellow tail though as you scurried into the plant.

Members of the Air Line Pilots Association periodically update a “U.S. Master Pilot Scablist,” currently posted, that describes scabs this way:

A SCAB takes your job, a job he could not get under normal circumstances. He can only advance himself by taking advantage of labor disputes over the backs of workers trying to maintain decent wages and working conditions. He helps management destroy his and your profession, often ending up under conditions he/she wouldn’t even have scabbed for. No matter. A SCAB doesn’t think long term, nor does he think of anything other than himself. His smile shows fangs that drip with your blood, for he willingly destroys families, lives, careers, opportunities and professions at the drop of a hat. He takes from a striker what he knows he could never earn by his own merit: a decent job. He steals that which others earned at the bargaining table through blood, sweat and tears, and throws it away

in an instant—ruining lives, jobs and careers.

This is ugly stuff. Yet it constitutes rational and expected union behavior—so commonplace, in fact, that the “Jack London” scab definition made its way into a 1974 U.S. Supreme Court opinion on libel, as an example of the usual attitude toward replacement workers: “Jack London’s ‘definition of a scab’” is “a lusty and imaginative expression of the contempt felt by union members towards those who refuse to join. . . . It has become a familiar piece of trade union literature . . . published countless times in union publications” In an earlier case, the National Labor Relations Board cited the “Jack London” description as permissible speech during a labor dispute.

Why the hate?

Strikebreakers, whether or not they belong to a union, undercut representation and collective bargaining. By making themselves available for work in the event of a strike, they effectively lessen the power of the strike as a bargaining tool. Employers, especially in local labor markets with high unemployment rates, may have large pools of such workers at their disposal, especially for unskilled jobs. And these employees, by providing labor in a quantity sufficient to maintain production at full or near-full levels, induce strikers to return to work with their demands unmet.

Unions see an employer’s decision to hire replacements as an act of war. Their response often includes old-school persuasion against non-joining workers, who make for more vulnerable targets than the employer. When solidarity is critical to success, a forgiving approach to dissent isn’t an option. The imposition of violence, and fear of it, becomes a way of doing business. Even independent-minded employees may decide against crossing a picket line if retaliation against them appears imminent, overwhelming, and lasting. The label “scab,” once acquired, becomes almost impossible to remove.

To what extremes do unions go to discourage non-joining workers?

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Consider the behavior of the United Auto Workers during a pair of strikes against Caterpillar Inc. during the 1990s. The union's behavior during these strikes, which lasted a total of nearly two years, prompted eight "scabs," and four of their spouses, to sue the UAW and an affiliate for "extraordinary harm caused to them by the union's outrageous conduct." Operating from scab lists, union loyalists made frequent threatening phone calls to the line-crossers' homes on the order of: "Look out for your wife and son" and "Look out for your house." Callers also would warn wives with lines such as "Your husband could get shot" and "Your husband better not cross that picket line if he knows what's good for him."

Offspring were not spared either. In one case, a union caller asked a scab's daughter, "How would you like to have your home burned down?" Another caller delivered this message: "Your daughter has a cute ass. It would be a shame if something happened to her."

Automobile surveillance was a part of the scab treatment. Brawny men would cruise up and down streets where known picket line-crossers lived, honking their horns, staring at family members, making violent gestures and yelling threats. Union saboteurs also vandalized employee cars, often planting jack rocks and roofing nails under their tires, whether at home or work. Union officials not only didn't discourage such behavior, they openly encouraged it.

The president of one UAW local addressed a meeting of stewards and committeemen this way: "If you happen to recognize any of the people going across the line and it happens to be your neighbor, and you happen to catch him out at night with a baseball bat or a golf club and beat the hell out of him and put him in the hospital, that's alright, but no violence on the picket line." And a bargaining committee chairman told stewards: "Give us their names and we will counsel them (line crossers) over the phone. If I see them on the street, I will counsel them on the street. Then, if that doesn't work, you guys can go out and beat them up."

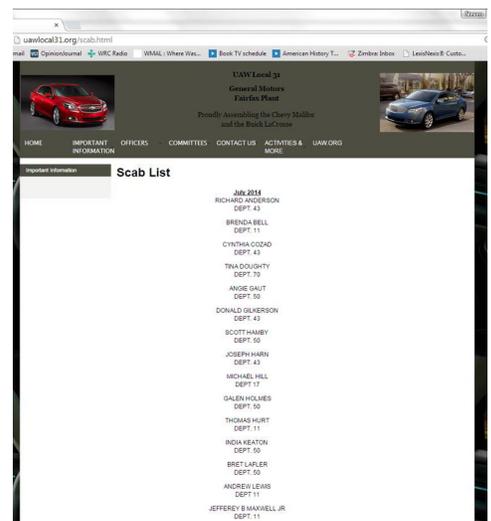
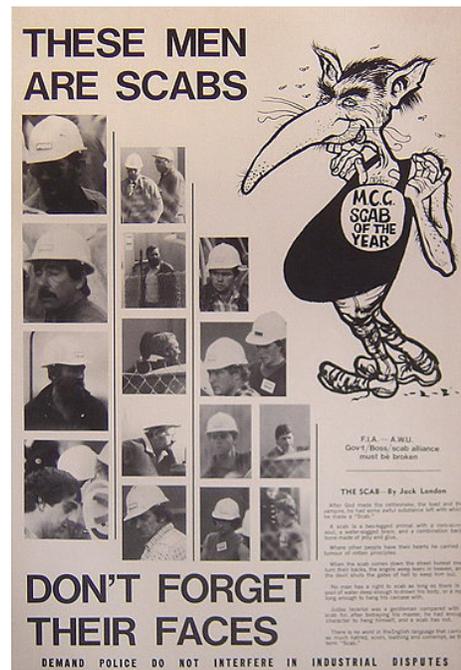
In the end, Caterpillar in March 1998 renewed its collective bargaining agreement with the UAW, after a period of more than six years in which no contract was in force. While the new contract preserved management-supported productivity gains, it also required that all 160 workers fired for participation in acts of violence be rehired. Regardless of who won, if anyone truly won, one thing was clear: The UAW had no compunctions about inflicting criminal terror upon its competition. Equally to the point, the compilation and posting of scab lists made the terror possible.

Right to Work states targeted

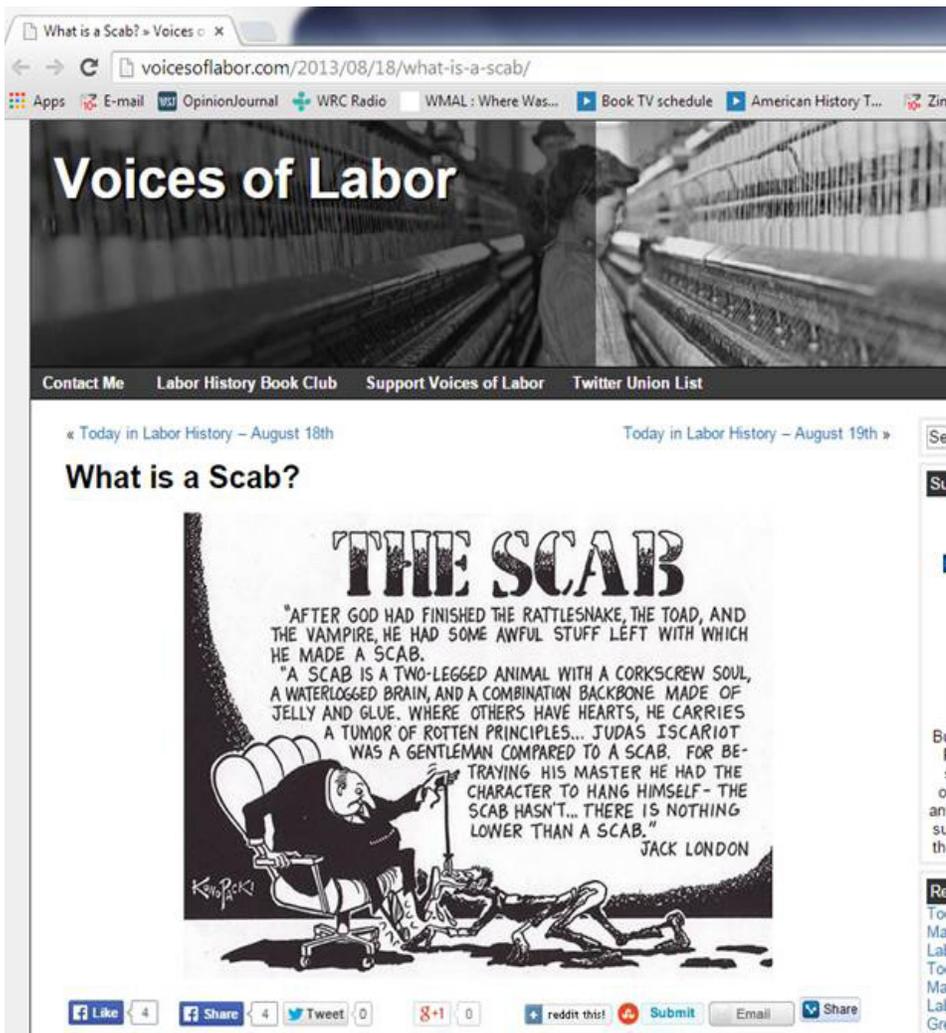
The United Auto Workers' fondness for scab lists never really went away; it just went south. In Right to Work southern states, where "voluntary" unionism ostensibly prevails, the UAW increasingly has been resorting to this tactic in trying to organize foreign-owned assembly plants. It is of more than passing significance that a key organizer of those Caterpillar strikes, Dennis Williams, last June became UAW general president after having served as secretary-treasurer. Whether or not Williams had sanctioned or taken

part in the intimidation campaign is a separate issue. But he is a supporter of using scab lists to win representation. The new UAW secretary-treasurer, Gary Casteel, the union's point man during its unsuccessful 2013-14 organizing drive at the Volkswagen plant in Chattanooga, also backs the practice. It's much easier to persuade reluctant workers to join, he argues, when the law tells them that "if you don't think the system's earning its keep, then you don't have to pay." Yet the true test of a union's respect for individual worker rights is what happens if and when the union wins representation. And the UAW, predictably, isn't about to defend any dissenters.

According to an article appearing in the Washington *Free Beacon* in early October 2014. United Auto Workers officials at General Motors' unionized Saturn plant in Spring Hill, Tenn. (which closed for a while when GM when bankrupt in 2009, but reopened later on), have been putting the squeeze on non-joiners. UAW Local 1853 published a "Scab Report" listing the names and work stations of more than 40 Spring Hill workers. The heading read: "The following individuals are NON-dues-paying workers. They have chosen to STOP paying Union Dues. If you work near one of these people please explain the importance of Solidarity and the power of collective bargaining."



Scab lists used to look like the poster on the left. (By the way, the line at the bottom reads: "DEMAND POLICE DO NOT INTERFERE IN INDUSTRIAL DISPUTES.") Now a scab list might appear on a website, such as the one on the right operated by a UAW local in Kansas.



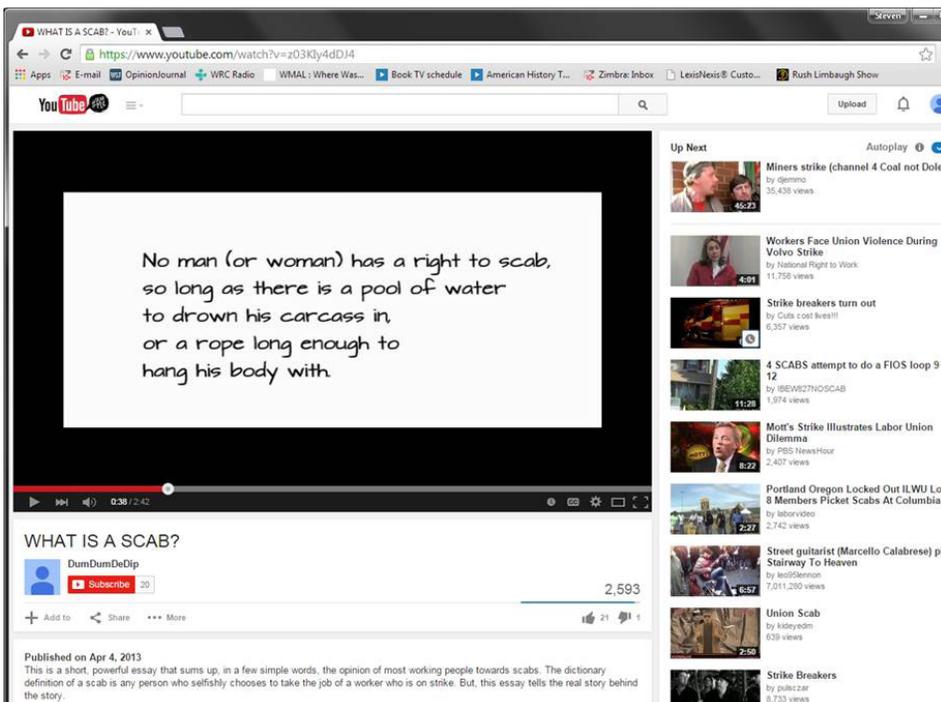
Apparently, this was more than a polite request. One nonunion employee, who requested anonymity for fear of union retribution, said harassment began soon after the release of the report. Three separate persons approached him, two of them visibly hostile. “They put our names out there so people will pressure us,” said the worker. “One guy called me a scab outright. I don’t appreciate that. I was disgusted by it.” Local 1853 President Tim Stannard admitted to publishing the list. Another anonymous employee, a longtime union member, already disenchanted with union nepotism and support for subpar workers, stated that the scab list was the reason for his desire to drop out of the United Auto Workers. He stated: “I’ve had more trouble with the union than with management. After this I will never come back to the UAW.” And he added: “What they do behind the scenes is harass non-members, those who choose not to belong. The workers [in Chattanooga] can look forward to seeing their names on a list just like this one.”

Regarding that UAW Local 31 list, one nonunion worker at the plant, insisting upon anonymity, said the motive is coercion: “They can’t have dissenters among their ranks because it doesn’t look good to anyone thinking about joining.”

Other unions also are using scab lists to intimidate dissenting workers. In August 2011, two days into a two-week walkout at Verizon by 45,000 members of the Communications Workers of America and International Brotherhood of Electrical Workers, a group of strikers sent a message to “scabs” via Facebook. Dripping with low, taunting sarcasm, the message read:

Dear Scab:

I bet you didn’t expect to see us at 4 A.M. this morning! We were bright-eyed and bushy-tailed, and waiting to give you our daily union greeting. You looked a little tired...is everything ok? Pretty tricky trying to get the jump on us, but we’re a lot smarter than you think. Can you see how our tactics are changing? How it seems like you can’t shake us? Can you feel



Top: A pro-union website currently uses the fake “Jack London” quote about scabs. Bottom: A current video on YouTube (posted in 2013) declares that no one has a right to scab “so long as there is a pool of water to drown his carcass in or a rope long enough to hang his body with.”

the noose tightening? That noose is called union brotherhood. See, you've got only yourself to rely on, we have each other and our families. When we shut you down, stop insulting me by saying, "I had no choice." I'm tired of hearing it. Life is full of choices. You're just too cowardly to make the right one.

Government workers, too

Public employee unions also have taken to assembling scab lists. Like their private-sector brethren, they are adept at rationalizing the practice. American Federation of State, County and Municipal Employees (AFSCME) District Council 25 recently revealed the identities of workers who had opted out of continued union membership in the wake of Michigan's enactment late in 2012 of Right to Work legislation. Lawrence Roehrig, secretary-treasurer of the Lansing, Michigan-based council, sees such lists as nothing more than an attempt to educate and inform. "You're not harassing them," says Roehrig. "It gives you an indication of who's paying and who isn't." Yet anyone with political smarts can see the ulterior motive is to ostracize and intimidate non-members. The context of his remark was a news report that AFSCME Local 1603, which represents workers at Hurley Medical Center in Flint, had posted the names of workers who exercised their legal right to leave the union. A number of unidentified workers at the facility had stated the point of the campaign was pressure.

Unions, ever on the lookout to expand membership, may become more brazen in their use of scab lists as an organizing and bargaining tool. So long as they know that making (or carrying out) threats of physical assault and property damage have a good chance of not being punished, they have an incentive to generate these lists.

The issue thus can be restated as one of colliding rights. A union, as a matter of freedom of speech, has a right to collect and disseminate the names of non-joiners. On the other hand, non-joiners, who for obvious reasons don't consent to having their names revealed, have a right not to be harassed or assaulted.

Actual malice

The courts have set a high bar for successful defamation suits against unions with regard to scab lists.

In 1999, the U.S. Court of Appeals for the 11th Circuit ruled in *Dunn v. Air Line Pilots Association* that ALPA's compilation of a scab list during a 1989 sympathy strike against Eastern Air Lines, and its distribution of 50,000 copies of that list after the strike, did not constitute defamation. The court applied the "actual malice" test established by the U.S. Supreme Court in *New York Times v. Sullivan* (1964), which applied to public figures and public issues. Actual malice means that one must have made the statement "with knowledge that it was false or with reckless disregard of whether it was false or not." That must be shown by clear and convincing evidence. (On labor law, as in this case, federal law often preempts—that is, takes the place—of state and local law.)

Similarly, the Supreme Court of Iowa, in *Delaney v. UAW Local 94 of John Deere Manufacturing Co.* (2004), dismissed a suit filed by four nonunion workers who routinely had been subjected to taunts, insults, and threats for crossing a picket line during a 1987 strike at the John Deere Dubuque Works. A union newsletter contained what could be called incitements to violence against the nonunion workers. Yet the court concluded: "The content of the union newsletter is protected speech, and federal law preempts the plaintiffs' state defamation claim."

One potentially effective approach to protect dissenting workers from union bullying would be a wider application of the doctrine known as Intentional Infliction of Emotional Distress, or the "tort of outrage." Here, a claim of harassment must pass a four-part test: (1) the defendant acted intentionally or recklessly; (2) the defendant's conduct was extreme and outrageous; (3) the defendant's act was the cause of the distress; and (4) the plaintiff suffered severe emotional distress as a result of the defendant's behavior. The bar is at once high enough to guard against abusive and/or frivolous lawsuits, yet low

enough to discourage behavior palpably intended to traumatize the innocent. In the UAW's Caterpillar campaign of two decades ago, dissenting workers and family members suffered a good deal more than the proverbial hurt feelings. They lived for months with a well-grounded fear of being beaten or killed—and unions are no strangers to beating or killing.

Scab lists enable the creation of such duress. Would it not make sense, therefore, to treat the dissemination of such lists as punishable insofar as they facilitate terroristic threats or behavior?

From unions' perspective, it makes sense to employ every method at their disposal, legal or otherwise, to persuade new workers at a unionized worksite to join—and once having joined, to behave in accordance with union dictates. Yet the primary goal of sound labor policy is to facilitate worker freedom, whether with or without unionism. Union bargaining power is a means to this end, not an end unto itself. While unions have a right to expand their membership, they decidedly *don't* have a right to terrorize workers into becoming members and being docile in the event of a strike.

Time and again, by their demonstrated behavior, unions have revealed that the real purpose behind creating and disseminating scab lists is intimidation. Glenn Taubmann, a staff attorney with the Springfield, Va.-based National Right to Work Legal Defense Foundation, puts it this way: "It comes as no surprise that unions in Right to Work states engage in all sorts of harassment and pressure tactics against independent-minded workers. The ugly truth is that once UAW bosses get into power, they will not tolerate any worker who refused to 'voluntarily' join and pay dues.

"Their view of 'voluntary' unionism," he said, "is an iron fist against anyone who dissents."

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Scenes from the Scab Wars

*July 15, 1979, Associated Press article
by Wayne Slater*

There's a war on in this Illinois town, pitting the union against the cement company. Fear, violence and death have marked the strike, which has been in effect since last February.

The violence began when three women with bats and sledgehammers attacked the car of a worker at the plant gate, swinging in blind fury.

They crushed the hood and doors and smashed the windows. The driver, they said, was a scab, a strike breaker, a thief who would steal their husbands' dignity just as surely as he had stolen their jobs.

"People threaten to kill my kids," one of the three, Christine Sanders, said of those on the company side. "They show off guns like 'he-men.' It ain't fair."

In the weeks that followed, a union man on picket duty suffered brain damage when his skull was crushed by thugs, several persons on both sides have been beaten and threatened and shots fired.

La Salle is a union town, and there's a war on. The Illinois Cement Co. is on strike. About 90 workers have been hired to replace the strikers, including several from company plants in Texas and Nevada. . . .

Although about 25 workers have been brought in from out of state, most are from central Illinois, including some recruited from the immediate area. In a community where the union is so important, it has caused serious divisions.

"It's tragic what this has done to a community of this size," says a federal mediation official who asked that his name not be used. "This is a small community, highly ethnic and closely knit, and you probably have families related by blood or marriage where individuals are in opposition just like the Civil War in 1862 when the brothers in Missouri went to different sides."

On the refrigerator in Bill Blair's camper there's a list of men who are working at the plant: a scab list, he calls it. The surnames of several are richly ethnic, like those of the strikers outside.

"It's a terrible and divisive thing," says the federal official. "These families go to the same churches, the same bars, the same stores. The wives play bridge together. The impact of this is beyond financial." . . .

December 28, 1987, Newsday, by Peter King

The first hint that there would be skewed balloting for the Pro Bowl came the day the players' strike ended, when one member of the New York Giants wondered aloud if strikebreaker Lawrence Taylor would ever make the Pro Bowl again.

While the New Orleans Saints were voting Monday, two veterans who crossed the picket line and played in replacement games, Tony Elliott and Bruce Clark, walked out in protest. Elliott said that he overheard union members saying during the voting, "Was he a scab?" and "Give me a scab list."

. . . [T]he leading receiver in the NFL, strikebreaker J.T. Smith, wasn't voted to the NFC squad. The reigning league MVP, Taylor, is a backup at outside linebacker, the first time in his seven-year career he wasn't voted to start in the game. . . .

"It surprised the hell out of me that I even got mentioned," said Clark, the Saints defensive end. "We went into our meeting not voting for any scabs at all. No scabs were even recognized here."

Reportedly, players on the Giants, Saints and Redskins did not vote for Joe Montana to be one of the two NFC quarterbacks. Montana, who crossed the line, is leading the NFL in quarterback rating and, by any standard, is one of the conference's two best quarterbacks this season. . . .

*May 1, 1988, Sunday Times (London),
by Maurice Chittenden*

Michael Phillips, once a chef aboard the *Pride of Bruges* and now the treasurer of a support group for striking seamen, emerged from his home last week to find his car headlights had been smashed with a hammer . . .

Phillips's 'crime' in the eyes of militant seamen was to sign a form accepting [a ferry company's] new terms of employment, even though he had refused to cross a picket line and return to work. . . .

The words 'kill scab' were daubed on the door and windowsill of the home of a stewardess, Gloria Rogers, 43, while she was in Rotterdam. Painstripper was hurled at the door of a steward, John Woolley, 22, after he was forced to return to work because his girlfriend had left him to pay the mortgage alone.

At least three other homes have been attacked. Wives started receiving telephone calls threatening their husbands after a 'scab list' of names and addresses circulated among pickets. A tie was attached to the aerial of one working seaman's car with the chilling note that it could be his son's neck next. . . .

*September 29, 1991, Newsday, by
Glenn Kessler*

During the 1989 Eastern Airlines strike, Ron Krantz was one of the pilot union's heroes. Krantz was among the 3,500 pilots whose overwhelming support for Eastern's striking machinists union pushed the airline into bankruptcy. He loyally walked the strike line for nearly six months—and didn't fly for the airline again until four days after the pilots officially ended their strike.

Now he's a heel. Through an odd quirk of union politics, his name is in 50,000 copies of a 14-page blacklist that's been circulated throughout the airline industry by some union members. These days, the 23-year airline veteran mows lawns in Vermont to eke out a living. "It's a travesty," he says of his busted career.

Krantz and hundreds of other former Eastern pilots are in a strange netherworld between strikebreakers and strike makers that has left them financially and emotionally ruined—and in one case may have contributed to a suicide. Though most union blacklists aren't effective, a pilot glut, airline hiring practices and the sweeping scope of the blacklist have combined to make this one especially brutal.

Interviews have been canceled suddenly, encouraging job prospects have been dashed and resumes have gone unacknowledged, despite the pilots' years of experience. One airline rejected Krantz after receiving 300 negative reports on him. Many pilots have run through their savings, seen their marriages collapse, and say they have little hope of flying for a major airline again. . . .

"Now I'm blacklisted. I'm blackballed," complained Wayne Stradley, a third-generation union man who was on Eastern's 1986 strike committee and who ran a pilot support group during the 1989 strike. "And I'm a union activist. I am pro-union."

After sending out 135 resumes to airlines—and receiving barely a nibble—the former DC-9 captain has given up and is studying for a new career as a paralegal in Gainesville, Ga. He'll start out earning about one-quarter of his former \$85,000 salary. . . .

June 1995, Ohio Employment Law Letter

Four union members who claimed they were threatened and harassed for crossing the union's picket line were awarded \$1.78 million by a jury. The Court of Appeals for Cuyahoga County, in a recently published opinion, reversed the jury award and found in favor of the union. . . . [The UAW] called a strike against their employer and organized picketing at four locations, 24 hours a day. About four weeks into the strike, the employer sent letters to the employees, threatening to hire permanent replacements for striking workers.

In response, the union held a meeting to discourage any "back-to-work" trend. Several union leaders also spoke to individual union members who were thinking about crossing the picket line. A strike captain told Venable "if you go back to work you better hope no one knows where you live, and you better watch behind your back and watch in your rearview mirror." On the day Venable first crossed the picket line, her mother and daughter each received an anonymous threatening phone call. Another strike captain told

Dickerson, when she stated her intention to cross the line if the company started to hire replacement workers, that "you go back in and you will get the hell beaten out of you." Later on, Dickerson told the local union president that she understood he was going to come to her house with a group of people and beat her up, and he replied "are you going to cross the picket line?" When Dickerson later did cross the picket line, a co-worker who was not a strike captain or union officer cursed her and told her "I'll get you later."

In similar fashion, the local union president told Sak, after she sent him a letter stating she was going to cross the picket line, that "he could not say what 700 angry people were going to do if she crossed the line." Likewise, a picket approached McCormick when he drove his truck across the picket line to come to work, and when McCormick asked, "are you going to do something to my truck?" the picket replied "yes, but it won't happen here." McCormick's wife later found brake fluid poured on the truck.

After 16 of the 800 striking workers crossed the picket line, the union published the names of those who had crossed the picket line as a "scab list." The union also circulated among union members a leaflet called "Definition of a Scab," which portrayed anyone crossing the picket line to return to work as the lowest form of life. Some of the employees who did cross the picket line received anonymous threatening phone calls on their answering machines, had litter strewn on their lawns, and had their vehicles "keyed."

The strike ended after six weeks, and the striking employees returned to work. The scab list and "Definition of a Scab" leaflet were circulated in the plant, anti-scab graffiti appeared in the men's room, anti-scab T-shirts were worn by some employees, and the union began what was referred to as a "scab trial" against those who had crossed the picket line. . . .

[The union was sued] for outrageous infliction of emotional distress. During the two-week trial, 25 witnesses testified. . . . [After losing,] the union appealed.

The appeals court reversed the jury verdict. The appeals court stated that union members had to prove that the union's actions were "so extreme and outrageous as to go beyond all possible bounds of decency" and that the mental anguish they suffered was serious and something no reasonable person could be expected to endure. . . . The appeals court emphasized that three of the four union members [who sued] had not seen a doctor, psychiatrist, or psychologist in connection with their emotional distress. . . .

April 5, 2000, Telegram & Gazette (Massachusetts), by Jim Bodor

The labor movement stepped into the Internet age yesterday when the Massachusetts Nurses Association posted on the Web the names of nurses who are not participating in the Worcester Medical Center nurses' strike. . . .

"We think this is a way to let them know they will not be anonymous when they cross a picket line," said David J. Schilmeier, spokesman for the association, which represents the striking nurses. . . .

This is believed to be the first time that a union has used the Internet to post the names of alleged strike-breakers, said Gary N. Chaison, a labor expert and professor of management at Clark University. The Internet has been used to coordinate and organize strikes, but this is the first time I've heard of it being used in this manner," said Mr. Chaison, author of *Union Mergers in Hard Times*. . . .

The list of nurses is posted under the heading "Scabs Exposed" on the association's Web site.

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President**

LaborNotes

Wisconsin—arguably the birthplace of modern liberalism—has become the 25th state with a Right to Work law, following the traditional union stronghold of **Michigan** (see *Labor Watch*, Jan. 2013). Both historic changes followed overreaches by unions. In Michigan, unions attempted unsuccessfully to pass a state constitutional amendment that would have given them effective control of state government, thus breaking a truce between pro- and anti-union forces. In Wisconsin, after legislation passed that restricted the power of government-employee unions, the unions attempted to recall and remove **Gov. Scott Walker** and other officials, an effort that failed, then tried to defeat Walker for re-election, which failed. As **Friedrich Nietzsche** and **Kelly Clarkson** have observed, what doesn't kill you makes you stronger.

Unions made great use of the tragedy that occurred last August in **Ferguson, Missouri**, when a convenience store robber, **Michael Brown**, was shot to death by a police officer. For months, mobs demanded the officer be imprisoned, and threatened violence if he wasn't ("No justice! No peace!"). Rioters looted businesses and set them on fire, and unions exploited the case to build resentment and turn out the vote in November. When a grand jury chose not to indict the officer, **AFL-CIO** president **Richard Trumka** said the decision suggested that "the justice system is biased against communities of color," and he called for a "federal czar" to oversee local police. **Randi Weingarten**, president of the **American Federation of Teachers** (and co-chair of the **Hillary Clinton** for Senate campaign in 2000), said people were "question[ing] their faith in the criminal justice system."



The **Service Employees International Union** (SEIU) issued propaganda (*left*) in which people displayed the "Hands up! Don't shoot!" gesture, a reference to the claim by an accomplice that Brown had raised his hands in surrender before the officer "executed" him by shooting him in the chest. (The fatal shot was actually to the head.) The SEIU press release claimed the decision not to charge the officer

"take[s] our nation another step away from a fair and just society," and provided an Internet link to an organization run by the **Rev. Al Sharpton**.

At an anti-police protest organized by **Wisconsin Jobs Now** (a group funded by the **National Education Association** teachers union, in the amount of \$125,000 last year, and backed by the SEIU), protesters unfurled a banner (*right*) that read "ALL COPS ARE BASTARDS." That group also blocked a highway at rush hour and declared its opposition to "white supremacist capitalism." Its leader, **Jennifer Epps-Addison**, who received an award from the AFL-CIO in 2013, wrote a post for the **Milwaukee Journal Sentinel** declaring, "I will not condemn #Ferguson protesters that turn violent. They are **David** going up against **Goliath**," and she asserted in a Facebook post that she was "committed . . . to the amassing of power so that we can fight back and win sometimes."



According to a **Justice Department** report released in March, there were eight credible witnesses to the Ferguson incident, and every single one backed up the officer's claim that he was acting in self-defense; the accomplice who claimed Brown tried to surrender was actually running away and apparently didn't see the fatal shooting, and had previously spent time in jail for lying to authorities; and the "Hands up! Don't shoot!" gesture was a complete fabrication. Of course, left-wing unions have always been skilled at turning fabrications into effective propaganda. (Eventually, the propaganda campaign led to the murder of two police officers in **New York** and the shooting of two officers in Ferguson.)

Speaking of teachers union official **Randi Weingarten**: Her union's charter school in **Brooklyn**—a school that the **Wall Street Journal** called her "experiment in education of the union, by the union and from the union"—is closing amid reports of high staff turnover, budget deficits, failure to meet minimal performance standards, test booklets that disappeared without being scored, and test scores that declined the longer students were enrolled. The school opened in 2005 with a \$1 million grant from the **Broad Foundation**. According to **Watchdog.org**, Weingarten, who was paid almost \$560,000 in fiscal year 2014, "routinely suggests education reformers are motivated only by money."

Trustees at the **United Federation of Teachers** (UFT) school included **ACORN's Bertha Lewis**, who has labeled charter schools "separate and unequal." **Matthew Vadum**, editor of *Foundation Watch* and *Organization Trends*, our sister publications at the Capital Research Center, reported in 2011 that UFT had paid ACORN \$500,000 to organize "spontaneous" opposition to charter schools.