

To those who have expressed an interest in working at Dumont

It is necessary to finalize the staff that will be working at Dumont in the fall.

A hiring committee was set up some time ago and they decided that they have no basis for making a decision on who should or should not be working there. The committee felt that the only objective criteria for hiring which they had was whether or not a person knew how to type and this did not give them any real basis for making a decision.

Nevertheless, it remains very important that a staff of competent and interested people be working at the shop by the beginning of September.

The only people that can really make the decision about working there or not are the people who have shown some interest. And they can only make that decision about themselves. The hiring committee has decided to use this basis as the only reasonable way of making a final decision.

The following guidelines and suggestions relate to the decision which you have to make about working there.

A decision to work there means:

You must make a specific commitment in time (hours per week). A full time commitment means 32 hours per week. The minimum for part time is 12 hours per week. Everyone including part-time people will be expected to participate in all aspects of the shop including meetings.

You will be expected to give 30 days notice if you intend to leave.

You will be expected to work at odd times, although there should be considerable freedom here.

You will be expected to turn up for work when you are supposed to and be able to work when you get there (ie. reasonably straight).

You must be willing to become involved in every aspect of the work of the shop including perforating, bookkeeping, decision-making, layout, cleaning, machine operation, and maintenance, etc., etc. If you do not know anything you will be expected to learn-typing for instance.

You will be expected to participate in meetings where decisions are made and be responsible for carrying out those decisions. You can not expect things to go completely smooth -hassles will come up which may mean that you get criticized by the people you work with for not doing your work correctly or it may mean that you have to dish out some criticism to your friends if they are not doing their work correctly.

The power of firing is vested in the general meeting and you will be expected to use that power, as a member of the work force, if someone continually fucks-up and should not be there.

You will not be getting paid much more than it takes to survive. If you're coming to work for the money, forget it! There will not be an overabundance of it. It is likely that we will have about twice as many people as we need for the first two months because we cannot get new contracts for that long, so the first two months will likely be very lean. We will have to try to make sure that people's basic needs are met for that period and little more.

A decision not to work there now means that you will have to wait until 1) someone leaves

or 2) more people are needed before you will have the possibility of applying again.

If you have any further questions or want to make a specific commitment see Notes Anderson, or Bill Aird. Everyone must have made a decision by September 3rd. If you are later than that, your decision will be accepted as a NO.

Several meetings are planned for every two weeks --the next one is planned for september 7, (tuesday) at 1 pm and everyone should be there. An agenda will be available by the 3rd of september.

We will be working on our next paper on september 7,8 and 9th.

Dumont press graphix is a co-op. It will remain so as long as long as the responsibility for maintaining it is shared -- not by a few -- but by all the people who work there.

You are asked to make any commitment in writing stating hours you will work and when you can start. Please come to the first meeting.

For the Revolution,

Gabe.