

## Monocycle

In 1869 the craftsman Rousseau of Marseilles built this monocycle, which perches the cyclist on the inside of a 2½ yards-high wheel. As there is no steering mechanism, it makes uncommon demands on the rider's sense of balance.

**Monociclo**  
L'artigiano marsegliense Rousseau costruì nel 1869 questo monociclo alto due metri, sistemando il velocipedista all'interno della ruota stessa. Sono però necessarie particolari doti di equilibrio per farlo



## Messenger Dictionary!

**VETERAN** (vet-er-en) noun 1: A messenger with five or more years experience, often distinguishable by a weary attitude and for beginning long, boring monologues with such phrases as "Back to the day," or "When I was a rookie..." 2: One who assumes that they have learned enough to make all additional knowledge obsolete. 3: One who believes that they have so completely paid their dues that no further contributions are necessary.

**MESSANGER GROUP** (mes-a-jer gruh) noun 1: A non-messenger who dates two or more messengers. While commonly lacking in good taste and/or good judgment, they are largely a virtue to the community as a whole. 2: A person who believes themselves to be of a higher social standing who has decided to "slam it" for a while by dating a messenger. 3: A messenger in waiting. (See Pay Quiz)

**BIKE CITY** (bik kag) noun A continuation of public harassment and police harassment. Known for demonstrating how fast NOT to ride a bike within a city. Though in and of itself of little threat to anyone and/or arrest still must be handled with caution for it's ability to call in for more trouble and frustrated backing. (See the Advice Messenger)

Reprint by "The Predator," 6-27 on www.kids-entertainment.com - ship://www.kidsentertainment.com - used with permission of Mike Rodden's Scott House, Thank, Scott!

## Dr. Crank, the Advice Messenger

**Q: Dr. Crank, is it evil to be a scab at a company where the pro-union messengers are in the minority?**

**A:** Listen dumbass, I can only assume the company in which you are working is in Phoenix, and I can only assume that it is they the management that is telling you that the pro-union forces are in the minority. The truth of the matter is that Pro has been involved in a serious campaign to get rid of the union ever since they signed a contract a year ago.

**Ask yourself if Pro wishes to do an union how did a contract get signed there in the first place? I've seen it occur in this time for a number of years and I've seen first hand how "good" Pro treats its employees. In the last two years past bakers were required to pay a deposit on their radio and pagers which were taken directly out of their checks, paid only \$7 cents on some downtown deliveries, given no vacation or holiday pay, paid no overtime and fired for whatever bullshit reason Phoenix came up with, and the list of abuses goes on and on. At this crap just so just Fuck, the owner of Pro, could go on being a rich bastard off of the sweat of his employees.**

**Pro-Mess management has been involved in a serious smear campaign against the union for a while now. Using such illegal tactics as having employees circulate a petition to dissolve the union on company time, and using such lies as "The union is why we can't pay more money" and "If we get rid of the UMW [Pro-union which you recognize under] then we can join the hospital."**

**Believe me, Pro wants no part of any union and is willing to let you whatever it is necessary to remove the UMW because if the don't they will actually have to pay the employees more money and give them good benefits, and maybe Mr. Rich will make a little less money. God forbid. Remember the same day delivery business is not one in which the company provides a substantial part of the product. The product is the service**

**that, the labor of the delivery person to be exact. The company only provides some one to answer the phone and take orders and other minor things. The employees are entitled to a lot more than they are getting in this industry. So to answer your question: Yes, I would be evil. Now, get lost.**

**Q: Dr. Crank, a friend of mine tried to run from the police on his bike and didn't get away. Is pointing away from the cops a good idea?**

**A:** Listen dumbass. The police have radios and they can call other police on them to catch you if you attempt to get away. They are also in general pretty angry, again, hope people who really don't like it when you attempt to get away from them, so if they catch you they might try to beat the crap out of you just for the hell of it. I don't know what this friend of your's was trying to prove/maybe he was drunk or stupid or possibly both but even if you are a great rider and could possibly elude the cops the best scenario that it is very hard to do and the results of getting caught are not that fun.

**The best thing to do is simply pull over and take the ticket then be on your way. They don't cost that much. I mean most of us know how easy it is to elude one car or maybe in the perfect situation to evade the police completely, but these situations are rare and most likely you would have to pull off some of the most amazing moves known to man -**

**emergence to get away and not getting killed in the process. It is simply not worth it.**

**Just pull over, take the ticket and get lost or let them want to give you and pay the ticket if you get one and then that's the end of it. However if you run from them and get caught the results are not that desirable unless you like the color orange and bad peanut butter and jelly sandwiches and being confined to a room the size of a closet. Now get lost, rock!**

Have a question for Dr. Crank, our all-knowing

## POP QUIZ! ANSWERS FROM ISSUE #11

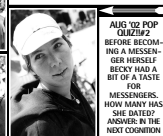
**POP QUIZ #1:**  
KNOWN AS TWICE THE MAN OF MOST MEN TAJ HAS TWICE BEEN FIRED FROM ONE COMPANY. WHAT COMPANY IS IT?  
ANSWER: WESTERN!

**POP QUIZ #2:**  
BEFORE BECOMING A MESSENGER STUD, QUARTER WAS IN THE ENTERTAINMENT INDUSTRY. IN WHAT CAPACITY?  
ANSWER: HE WAS A CANNY!



## ! NEW POP QUIZ!

**AUG 102 POP QUIZ #1:**  
SINCE RETIRING AS A MESSENGER SCOTT HAS BEEN WORKING IN WHAT PROFESSION?  
ANSWER: IN THE MEAT COOKERY



## ! NEW POP QUIZ!

**AUG 102 POP QUIZ #2:**  
BEFORE BECOMING A MESSENGER BECKY HAD A BIT OF A TASTE FOR MESSENGERS. HOW MANY HAS SHE DATED?  
ANSWER: IN THE NEXT COOKERY



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TNRHEFOURTHQOPUKICKAKOOCBRNLOOMISOWN  
FCAPSTOLOUKTLLTJUUMRPETHTNEETEHNDO  
HYELATRHUEIZYFOPLALDZYBGLWYACCKIRHOB  
TWGUEAXPTNMNFZHHENZUNAHIOBLARRGUAAL  
EVTECDZTROHRTTFRDOENOGNRTUOICRABBETE  
IKENIRAMUBORFWACOUWSECGNMUFBMODSSHXW  
EJUWJNSTONMLPPEEDCCNOTEAVERTEHRBEEH  
YNHOHNLFAETPSANCARLOSRSRFEZLYABALNS  
TARBDTTYCYWUHYZADTLRNATJOGFOLTMHEWRTQ  
NUNLNSDTTKTBLRBOYWEZKUNFIULFOXSDYU  
EMOEPEPNNLNOGLSVNPEUNEUNZVERSITYDTK  
WRVTEHTNEETHOZEHCTELIMAMOXDZLTVFARHC  
TEEBTLPAWSDHVMRCKUFBDONLEOPGTDBENHIX  
SHREYHQTMTUTTAITTSORRHLLNKRKBNNEOARW  
ROZWNORGBADNONOHETVFETDCCOREXNBS  
IPUKSHMLPABDDLEVLBERCWMITTRKOSHETLN  
FBAZTYNOLLAYCRABERKNZEACBLDYOFBESGTHU  
YAHHEIZALUOLKCVNTKTTTCBRZURNBYXDEOUR  
YZGONNEBFURLOZOOXBNJLHUNGSHPLONARMPB  
NIZETOWDTEFNASHAPOLEONCBPOZHTLOBSRLO  
BRHBOPTVHGXOYBMEQUVIZOSTWUTIEYTHAK  
UOBLRDEWNOIDFDOYLEELEVENTHANEZVEKALO  
THGBRBRXRALSTONUNNPSTWENTYSEVENTH

"THE STREETS OF SAN FRANCISCO PART IIX" By Gary G. Smith

1. BARRACLOUGH	21. GUNTER	41. HARRIS	61. HARRIS
2. BARRACLOUGH	22. GUNTER	42. HARRIS	62. HARRIS
3. BARRACLOUGH	23. GUNTER	43. HARRIS	63. HARRIS
4. BARRACLOUGH	24. GUNTER	44. HARRIS	64. HARRIS
5. BARRACLOUGH	25. GUNTER	45. HARRIS	65. HARRIS
6. BARRACLOUGH	26. GUNTER	46. HARRIS	66. HARRIS
7. BARRACLOUGH	27. GUNTER	47. HARRIS	67. HARRIS
8. BARRACLOUGH	28. GUNTER	48. HARRIS	68. HARRIS
9. BARRACLOUGH	29. GUNTER	49. HARRIS	69. HARRIS
10. BARRACLOUGH	30. GUNTER	50. HARRIS	70. HARRIS
11. BARRACLOUGH	31. GUNTER	51. HARRIS	71. HARRIS
12. BARRACLOUGH	32. GUNTER	52. HARRIS	72. HARRIS
13. BARRACLOUGH	33. GUNTER	53. HARRIS	73. HARRIS
14. BARRACLOUGH	34. GUNTER	54. HARRIS	74. HARRIS
15. BARRACLOUGH	35. GUNTER	55. HARRIS	75. HARRIS
16. BARRACLOUGH	36. GUNTER	56. HARRIS	76. HARRIS
17. BARRACLOUGH	37. GUNTER	57. HARRIS	77. HARRIS
18. BARRACLOUGH	38. GUNTER	58. HARRIS	78. HARRIS
19. BARRACLOUGH	39. GUNTER	59. HARRIS	79. HARRIS
20. BARRACLOUGH	40. GUNTER	60. HARRIS	80. HARRIS

PUZZLE NOTE: \*  
1) NAME, 2) CIRCLE, 3) NAME, 4) CIRCLE, 5) NAME, 6) CIRCLE, 7) NAME, 8) CIRCLE, 9) NAME, 10) CIRCLE, 11) NAME, 12) CIRCLE, 13) NAME, 14) CIRCLE, 15) NAME, 16) CIRCLE, 17) NAME, 18) CIRCLE, 19) NAME, 20) CIRCLE, 21) NAME, 22) CIRCLE, 23) NAME, 24) CIRCLE, 25) NAME, 26) CIRCLE, 27) NAME, 28) CIRCLE, 29) NAME, 30) CIRCLE, 31) NAME, 32) CIRCLE, 33) NAME, 34) CIRCLE, 35) NAME, 36) CIRCLE, 37) NAME, 38) CIRCLE, 39) NAME, 40) CIRCLE, 41) NAME, 42) CIRCLE, 43) NAME, 44) CIRCLE, 45) NAME, 46) CIRCLE, 47) NAME, 48) CIRCLE, 49) NAME, 50) CIRCLE, 51) NAME, 52) CIRCLE, 53) NAME, 54) CIRCLE, 55) NAME, 56) CIRCLE, 57) NAME, 58) CIRCLE, 59) NAME, 60) CIRCLE, 61) NAME, 62) CIRCLE, 63) NAME, 64) CIRCLE, 65) NAME, 66) CIRCLE, 67) NAME, 68) CIRCLE, 69) NAME, 70) CIRCLE, 71) NAME, 72) CIRCLE, 73) NAME, 74) CIRCLE, 75) NAME, 76) CIRCLE, 77) NAME, 78) CIRCLE, 79) NAME, 80) CIRCLE

LANCET MAKES IT ALL THE WAY TO PARIS BUT FORGETS HIS LOCK

By ROB (GROVER) SAVOY

Well even if Lance doesn't realize you and you prefer workingman-like splinter Eric Zabel or breakaway artist Laurent "Jajo" Jalabert, it is still worth appreciating the qualities that make Armstrong the phenomena that he is. Armstrong is light and strong and he trains like hell. I think it is clear to everyone that this rider does not take his abilities for granted. Here is a man who trains like he's still fighting cancer, fighting for his life. He applies the best of science, medicine and fitness to winning the race just the way he beat cancer.

He has some physiological gifts. His genetics. His heart is larger than an average man's, meaning more blood can be pumped to his muscles. He has long femurs (upper leg bones) giving him more leverage over the pedals. And his VO2 max is measure of

his bodies ability to absorb oxygen) is near the highest measured. Apparently Armstrong has the same genetic output as Jan Ullrich, but he is 20 lbs lighter. Some points, less weight wins in the fight against gravity.

So what's up with that climbing style? Some cyclists will tell you it's best to stay seated on a climb as long as possible, avoiding the extra motion that comes with getting out of the saddle. This seems to be

Ullrich's main strategy in the saddle, push a big gear. Armstrong on the other hand is out of the saddle pushing a smaller gear much faster, fast enough to cover ground more quickly. "Usually" this makes your arms and shoulders hurt?", I'm thinking watching him climb. "His lower back must be killing him!" I think the answer here is a strong abdomen and upper body. Since the tour has started (and since my wedding) I've been doing sit-ups, or crunches, and it has really helped my climbing (like my wife thinks it makes me more of an adult).

New Lance is not a splinter and far from weak. Splintering is the Tour only gets you points toward the green jersey, a kind of secondary prize along with the polka dotted jersey for climbers. Lance is only chasing for number one, the yellow jersey.

The thing is Lance has been able to dominate the Tour since he won it as well as the climbing stages. Most riders could do one or the other about time this tends to be on the flat where a bigger rider has the advantage. A bigger, and presumably stronger, rider has the advantage of a lot more power without much more wind resistance than a smaller rider with less power. This is why someone like "Milo" Massimo Pantani dominated the mountains and bigger riders, as they're called, who time trials and sprint.

So Lance dominates hills and time trials, and not sprints. And I am doing sit ups. Oh, so how can he be so good? (Dang!) He really has to just learn to go on faith here while from the fact that he is most commonly and credibly to repair the dough are so spaced-apart that a test for them would be developed in my opinion. Could he be that fit to lose motivation for doing these sit-ups.

Source taken from the cover photo by CTC Graphic

NOTHING COMPARES TO THE SIMPLE PLEASURE OF A BIKE RIDE. JOHN F. KENNEDY

THE NICK (Browns) with a message: MESSING THE RIBBY FIND

Thanks to the generosity of an anonymous donor, the SPBMA has established a relief fund for injured messengers, based on the following qualifications:

1. Any messenger injured on or off the job may apply for an one-time relief check of up to \$500 per injury based on need, to be used for, but not limited to, paying medical expenses, lost food cost and other personal living expenses.
2. The injured messenger must apply in person, or if not able to, may need a representative.
3. Applicants must be voted for by a majority of the general body at the general meeting. The SPBMA maintains any correspondence to the fund along with your regular membership dues, to keep the fund on track in terms of all other needs.



# A bicycle ambulance speeds into action Five-minute briefing: bike ambulances

By Julian Lee EXCERPT from Times Online July 24, 2002

A fleet of six bicycle ambulances designed to beat traffic jams and get to hospitals more quickly was launched today in London. The Cycle-Traffic ambulance Unit - the first of its kind in the world - was the brainchild of Tony Cych, a passionate cyclist and lawyer who is for a former British and European BMX racing champion. Tony Cych talks to him

What will you treat with the bicycle ambulances and where will you treat them?

We'll be patrolling the streets around Leicester and Tottenham squares. Soho and Covent Garden, mainly for the first aid to treat through car accidents and we can then race to the scene. We reckon we can get to people within two minutes. We can then assess whether or not they need ambulance treatment and, if they don't, then we can call the ambulance off and save a lot of time.

Will the ambulance unit save the NHS money?

It costs us £146 every time we send out an ambulance. Our service is particularly for people who without our 15th-century bicycles such as signs and this but we can be on hand to help with serious injuries until the ambulance gets there.

Have they the bike ambulance come to professionalism?

Hopefully we will have to mount the pavement but we are all trained bike riders and were through a test to ensure that we won't be missing anyone down. Hopefully we won't have to treat anyone for such an injury.

Have they you want your cycle-ambulance team?

They are all passionate and they all had to complete a physical test, overseen by myself. You have to prove you can control a bicycle, mount and dismount safely and do a 'bicycle hug' - that's when you get into wheels to lift off the ground to jump over an obstacle.

Will your ambulance take the carrying device?

Oh yes, and flashing blue lights. Apart from these additions and the pavement, it looks much like any other ambulance. The stars will be the same as the ones on ambulances but quite a few police officers. We are not looking to challenge the traffic, only to make people aware that we are there. We don't want to scare anyone.



Photo from Times online

What will you carry in your cycle ambulance?

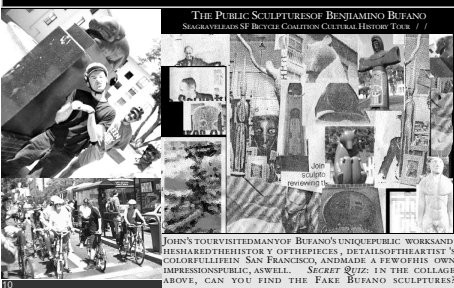
We have three panels - one on top of the frame at the back and two at the side. We carry a whole range of 15th-century equipment from oxygen and defibrillators to resuscitate a heart to bandages and a range of drugs to treat people suffering from angina or asthma.

What inspired you to set up the cycle ambulance unit?

I was really, from my experience as a lawyer and riding around London, you get to a point where you can't get out of the traffic. I thought if I could combine that with my experience as an ambulance paramedic, then it would be a great idea to build a unit.

What is the main aim for the bike ambulance?

Well to get this up and running and see if other ambulance services want a similar unit. I am going to be doing a lot of work with the Metropolitan Police, which is piloting a bicycle unit service, and I am also showing another police force which is interested in going on two wheels.



(UNTITLED)  
SMALL QUAL MOST  
DESTRUCT  
(ONEMORE SECOND  
YOU WOULD ABEEFUCT)  
GODDAM I CRY FOR  
FUCKER LIKE YOU,  
BREAK WEAR TANDY  
BONES WITHOUT A MOMENT  
TO LOSE  
CAN YOU SEE THE WORLD  
PAST THE END OF YOUR  
WINDSHIELD?  
HOW WOULD IT FEEL  
TO BE A VICTIM OF STEEL  
TO HATE THE ESSENCE  
OF WHAT YOU LOVE AND  
CRAVE  
I GUESS I'M MY  
VERY OWN SLAVE  
UNLIKE YOU THOUGH I SEE  
THE BONDS I'VE PUT  
ON MYSELF  
YOU THINK YOU'RE FREE,  
SADLY IT'S  
TOILING AWAY  
STEALING A DREAM  
I'D SHOW YOU A MIRROR  
IF I COULD STAND YOUR  
SCREAMS...

JOEL (HILBILLY) BOSTIC  
31, THE DIRTY ONE



Photo from 1980s. Looking back, thinking about



Photo from Times online

What will you carry in your cycle ambulance?

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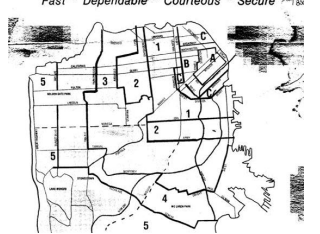


Photo from 1980s. Looking back, thinking about

### First Legal Update: Courts Rules in Favor of Messengers!

by C. "Nellie" Nelson *(cont'd from p. 1)*

post a conspicuous notice at the First Legal office of the violations of the company.

Unfortunately, the judge stopped short of issuing a hanging order. A hanging order requires the company to bargain a contract with the union. It's the strongest remedy the NLRB can prescribe to correct the effects of unfair labor practices. The Board only issues hanging orders where there have been serious labor law violations AND the union can prove it had majority support before the violation occurred.

Although Judge Kennedy states that First Legal's conduct "has rendered a fair representation decision impossible," he found some uncertainty about one of the cards signed back in November 2000. Since there were exactly 50% + 1 cards signed, questioning the validity of one card cast the union's majority status.

The ordered remedies were to take effect within 14 days of the decision, by June 28. However, we're still independent contractors, no one's been reinstated or reinstated, and the notice of violations has not been posted. From this I'd guess that First Legal will try to appeal the decision (which would be ridiculous, since they had so little to go on in the first place, and since the court found so overwhelmingly against them).

We'll know soon whether an appeal is being filed, probably around the time Caplan goes to prison. The one positive aspect to an appeal is that there is a slim possibility for the signer of the card in question to finally, putting to rest the majority issue and resulting in a hanging order. It is more likely, however, that we'll need a new union election to begin bargaining a contract.

So once we know whether First Legal's appealing, there are a couple courses of action possible. If they're not appealing, unfair labor practice will need to be filed for not following the court's order. If they are, we need to be a little creative in figuring out the next strategy, especially in the short term. I think that challenging TC classification is a good place to start from. They seem to think that if they keep trying to prosecute the inevitable, workers will lose interest, but many of us are optimistic that this case will set a precedent for other companies, and make it that much easier for other messengers.

### Forget the Beer, Give Me a Whiskey

BY JOHN KENDA

The trip to Scotland started out well enough. Christian and I were at the airport here in Minneapolis with an hour to spare, got no hassle at all about the bike boxes and were comfortably ensconced in the airport bar getting our jacks on. We rolled over to the gate after a while only to find out that we were this close to missing the connecting flight to Chicago where we were scheduled to meet the Old (AKA Damon) and go over to Scotland for Glasgowpolo.

Damon showed up in good order for the flight from Chicago to Glasgow. The flight wasn't too eventful except that I had brought a bottle of Evian with me for the long ride which maybe wasn't the best idea. Getting the spins on an airplane is no fun at all and the stewardess quickly learned to ignore us. We got to Glasgow eventually and ran into Dr. Eric Wilson (former SF courier) in the line for customs. After the baggage belt stopped we were left with no sign of Damon's bike so after filling out the interminable paperwork we started to pass through the final UK customs checkpoint and then we were off to the land of McEwan and whiskey. Or so we thought.

Dr. Wilson, Christian and I made it through the checkpoint with no trouble. We started to suspect something was amiss after an hour had passed and there was still no sign of Damon. Her Majesty's Customs had detained the Old, and now they wanted a shot at us as well. A cop who was all business came out and asked if we were associates of



ECMC 2002 Dublin

anyone anywhere. The Scots very solicitously told us that here in Scotland comes in something called a "jail." I am still a little confused about such small beers but I suppose not everything is supersized the same as in the US. It was pretty funny and after a while the Scots stopped trying to interpret the bar for us and just let us drink.

A stack of Americans showed up for the event including Miss America, the same three Texans you see at all of these things, the aforementioned crew from the trip of doom. Other folks included Mike and Mark from Toronto, Marvin T. Monkey Crispy and Robin from London, a few assorted Germans and Austrians and Danes and Dutch and Irish and ... One of German kids had one of the best mullets I have ever seen. I still don't know his name as we were just calling

(cont'd p. 1)

### Forget the Beer, Give Me a Whiskey

BY JOHN KENDA *(continues from p. 10)*

him Kennedy for the whole 3 weeks but here's to him for sticking such a severe style. If you see him in Copenhagen buy my man a beer and tell him we said what's up. That haircut was just tough. We also made all the Euros say "show me your papers" in their best WW2 movie accent. That just doesn't stop being funny and they were good natured about it if a little confused. The Scots went well out of their way to honor my friend and fellow Package King Big Guy Al Johnston. Al died in March and didn't make the trip and the Glasgow guys put a logo honoring him on the event shirt and made a beautiful banner for the karaoke night for him. Words can't express how good it made me feel to think that folks who for the most part don't even met him would be so good to our departed friend. Jim McCarthy from Toronto has been living in Glasgow for the past year and I think it made him feel better about missing the festival by being all this far. I sure appreciated it. We had a great time in general and the Scots threw one hell of a party.

Groundskeeper Al's friends are good guys that you should go visit right now. The racing was low-key and really enjoyable. I am starting to think that low key events like this that bring folks together without the crazy suspense and competition of the CMWC are the way to go. It'd be smaller but a hell of a lot more manageable for everyone involved. The midjet bike racing was especially fun and it was nice to see Miss America with the spirits. We even managed to get in some tourism along with all the mayhem. The Scots allege that they invented the bicycle and some folks went and saw the thing over at the Museum of Transportation. I managed to miss it for various reasons but the pictures of it were cool. There was also a guided trip out to the distillery that the right honorable James "Mystery" Tai led everyone to. He promptly

posted upon arrival at the distillery and then went in and drank a pint load of whiskey, led everyone back home again and posted again. Other "Mystery" Tai high-lights from Glasgowpolo include him setting himself on fire to win the 30-gallon contest and his victory in the male race. James drank all night and all day and still beat everyone by a huge margin which is pretty impressive. Every time I saw him he was looking some different and he was charming and hospitable at all times. James, if you are out there reading this in some dimly lit bar here's to you, my friend. Those of us who were on the trip still talk about you with a large amount of awe and you really should come get up with us on our home turf sometime. That goes for all of our Scottish hosts. Brian, Paul, Jim, Xander, Bertie, Ross, Shenna, Andy the African and the kid with the mohawk are all credits to our sometimes fractious community. I have left a ton of things out of this narrative and a story really can't do the trip justice. But thanks to everyone in Scotland and come see us over here sometime-se miss you already. CMWC2002, the 10th annual, is in Copenhagen. Denmark 8/29-30/02 check out the details at [www.cmwc2002.dk](http://www.cmwc2002.dk)



Paul took the leading for Birmingham's photo. Glasgow's Gipsies

### ripoff check list

If you work for a typical messenger company, you're being ripped off.

- Do you:
- \*Get overtime pay (time-and-a-half) if you work more than eight hours in a day?
- \*Get at least a half-hour break for lunch each day?
- \*Have to pay a deposit on your pager or radio?
- \*Get paid for maintenance and repair on your vehicle?
- \*Get paid for parking, tolls and public transit?
- \*Have to pay for the use of company vehicles?
- Does your employer call you an independent contractor when you're really an employee because they control your work?
- Have you had to wait more than three days to get paid after you left a job?

The law says that all workers' combination or locally should get breaks, overtime pay, reimbursement for work expenses and prompt payment when they leave. You don't legally or change deposits of any kind to work (except under very limited circumstances). Free transportation can be used for their own buses and condition of work. Employers often subvert these provisions by making the workers pay for their own transportation and avoid paying benefits and keep workers from unionizing.

You can do something about it. The ELMC and the NLRBA want to make the messenger industry fairer and see that you get what's yours. We'll help any messenger make a claim with the California Labor Commissioner. Call us, ELMC at (415) 775-2033 or (415) 333-6666 or (415) 642-1912.

MEN: ACCORDING TO RESEARCH DONE AT THE UNIVERSITY OF BRISTOL, ENGLAND, MEN WHO HAVE SEX THREE OR MORE TIMES A WEEK CUT THEIR RISK OF HEART ATTACK AND STROKE BY 50%.

WOMEN: OF COURSE SHE KNOWS IT IS GOOD FOR HER. ENJOY STRESS AND CHOLESTEROL BUSTING UP OXIDATION AND ENERGY HAPPENING FUN.