



Organizer Handbook  
*People's Liberation Training Committee*

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# Member Expectations

To effectively accomplish our goals as an organization, PLTCOM requires dedication and discipline from its members. A member's participation in the work is the difference between a revolutionary organization that makes changes in their community and a social organization that does nothing of importance. Outlined below are base expectations for members. These expectations are the bare minimum to maintain membership.

## Probationary Policy

Should a member fail to meet the expectations set below, they will be placed on probationary status. A meeting will be held with the Committee Director to discuss what issues the member may be having that prevents their full participation. The Committee Director will submit a report to the Central Committee with their recommended course of action. The Central Committee will review the report, make any adjustments needed, and send the final decision back to the Committee Director and member to be implemented.

The goal of the probationary policy is not to be punitive, but rather to dissect the issues that may be going on and attempt to correct them. However, members failing to meet the guidelines set forth in the probationary report may be removed from the organization.

## Grounds for Removal

Certain violations of the member expectations policy warrant immediate removal from the organization. Those include:

- sexual assault
- sexual harassment
- bigotry
- discrimination on the basis of gender, race, or sexual orientation
- violence towards another member
- association with right wing or fascist groups

Other violations of the member expectations policy will be addressed using the probationary policy. Should a member fail to meet the guidelines set in the probationary report, the member and Committee Director, will come before the Central Committee to discuss the situation. The Central Committee will then decide whether to remove the member, or to continue with another probationary report. Should a member fail to meet the conditions of the second probationary report, they are removed from the organization.

## Membership Tiers

### Provisional

Provisional members have freshly joined the organization. They cannot vote. To move from

Provisional to Voting, a member must participate in ED101: Introduction to Scientific Socialism. The requirement can be waived through participation in a Party with an equivalent education component, or at the discretion of the Central Committee.

## **Voting**

Voting members have completed the political education requirement to participate in PLTCOM activities, and are expected to join at least one, but not more than two total, working groups or committees. For more information on working groups and committees, [click here](#).

Voting members are ineligible to hold leadership positions, and must complete the full member requirements to become a full membership to hold office.

## **Full Member**

To become a full member, a voting member must join a Marxist-Leninist or Marxist-Leninist-Maoist party, or show proof that progress has been made towards joining a party, or proof that no party exists in the area. Full members can hold leadership positions in the organization.

# **Full Member Requirements**

## **Committee or Working Group meetings**

Committee or Working Group meetings should be held monthly, at a minimum. Members need to attend 75% of committee or working group meetings held during a year to remain a full member. If this is not met, member status will revert to provisional status.

## **Workload Requirement**

Full members are required to join one committee or working group and participate fully in the work being done.

## **Party requirement**

All members must join a party within 6 months of joining PLTCOM, or have documented progress towards joining, or provide evidence there is no suitable party in their area.

# **On Inter-Organizational Discourse**

## **Experience Thus Far**

In the course of our development, it has been an ideological struggle between the interests of socialist construction, and those that do not share this interest. As a result, the rise of antagonism to the science to socialism has resulted in the liberal rejection of ideological struggle. As most popular "socialist" organizations are not structured according to democratic centralism, nor are they actually oriented toward revolution, they not only allow, but actively promote a philistine perspective.

"Socialist" in the sparsely politically conscious moment can mean anyone from a Sanders supporter to Stalin. Even anarchists try and consider themselves "socialist." What a socialist actually is, which Marx and Lenin definitively put on a scientific basis, is that person who supports the interest of scientific socialist construction. If someone does not explicitly give support to scientific socialist construction then there is little reason to believe that they actually do have such an interest.

When dealing with comrades who do have such an interest, but there is a disagreement keep this in mind: Do your words help unite or divide those with the interests of scientific socialist construction? You must always come from the perspective of unity, and only at this point, once such explicit unity has been made known, can criticism begin to distinguish between what is right and what is wrong, where the wrong is fully acknowledged as a mistake, and a unity on a new basis is established.

## Combating Liberalism

The manifestation of antagonistic contradictions within the organization is a serious threat. What is considered otherwise normal social behavior elsewhere under capitalism can lead to disastrous consequences. Potentially throwing the whole organization into a crisis beyond saving. This is why any issue that a comrade has must absolutely be brought up at any point which should have the utmost serious focus. The process of "Unity-Criticism-Unity" outlined above is how we deal with this, but to avoid voicing concerns will only lead to a deepening of tension, the transformation of a non-antagonistic contradiction into antagonistic.

To avoid confrontation over incorrect views is tantamount to a criticism of scientific socialism because the ideological struggle has been rejected, and philistine views are allowed to continue festering into an inevitable antagonistic contradiction. There is an acknowledgment of a mistake but no course of correction. Without a correction how can these views change? Do they just change magically on their own? No, they are changed by an external force.

Therefore it is **mandatory** that in the course of organizational work that *full members* serve as mentors for the *new members* and vigilantly stand guard against a liberal apathy for ideological struggle and appropriately correct comrades that display incorrect ideas. What is correct and incorrect is generally learned by two methods: social practice, and scientific experiment. The ideas that succeed are those that are right and the ideas that fail are incorrect. A simplistic but accurate consideration to any context. Where to succeed is desirable and failure is not in relation to our social practice.

Scientific socialism is not an abstract dogma, its is consciously maintained to coincide with existing reality. It evolves dialectically to reflect the objective conditions of its environment. So too, must we work to correct our ideas to reflect a world in motion.

Full members are required to join one committee or working group and participate fully in the work being done.

# Committees and Working Groups

PLT-COM functions through its committees and working groups. All members should participate in at least one working group or committee to help with the organization's workload.

## Committees

Committees are long standing functional groups that have been deemed critical to the mission of PLT-COM. Committees are composed of a director, responsible for the direction of the committee, and its members. The process committees work through to outline goals and accomplish tasks is outlined [here](#)

### Current Committees

- Political Education Committee (PEC)
- Firearms Education Committee (FEC)
- Legislative Committee (LC)
- Security Committee (SC)

## Working Groups

Working groups are short lived committees that have a specific set of goals and tasks to accomplish, and dissolve once their duties are fulfilled.

## Formation

### Committees

Committees can be formed by petitioning the Central Committee. The petition must include: \* The new committee's composition, requirements to join the committee, how often it should meet, and the duties of the committee \* The requirements and duties of the new committee's directors, along with how the director is elected and their term length and limits. \* The names of the founding members of the committee \* 1-3 candidates for the committee director position

# Committee Process

This document provides a general outline of the process committees should implement to effectively set and meet goals.

## Conduct an Investigation

After being elected, new committee directors should investigate the needs of the organization. Recommended approaches include polling the members of your committee, who should have a better understanding of what is needed at the ground level, and by polling the membership directly using the forms at [survey.pltcom.org](https://survey.pltcom.org). You should ask open-ended questions like:

- What needs are currently unmet in your local community, that could be met by this committee?
- What are some projects you've seen around the community that could be better implemented by an explicitly socialist organization like PLT-COM?
- Are there gaps in your knowledge that could be filled by this committee?
- What is the current political climate locally? Are there any actions this committee could take to put pressure on capitalist power structures OR remove pressure from the working class?

Directors should submit regular reports on committee progress to the Central Committee. These should be continuously reviewed, and used to guide your investigation or to assess a new project's efficacy.

## Synthesize information and formulate a 1 year plan

At the conclusion of the investigation period, the committee should meet to digest and synthesize all of the information gathered. The committee should create concrete short, medium and long term goals, with estimated completion dates, goal breakdown, estimated materials, monetary costs, or any other needs to accomplish the goal.

For example:

At the conclusion of its investigation, the National Political Education Committee (NPEC) has decided the organization needs a course on US intervention in Venezuela, because of escalating US aggression towards Venezuela. This being an immediate need, it's addressed as a short term goal. The committee needs to gather the data for the course, write the presentation, instructor notes, and class materials. The committee also needs to decide who is teaching the courses (will it be every chapter, individually, select chapters to prepare for an action, or an at-large course) and what medium will be used.

Each of the aforementioned items could be broken down as followed:

**Goal: Build course on US intervention in Venezuela Start Date: 1/1/2020 Deadline for completion: 1/31/2020**

<b>Task</b>	<b>Projected Completion Date</b>	<b>Needed materials</b>	<b>Assigned committee members</b>
Gather Information			
Prepare presentation, course materials, instructor notes			
Decide course format			
Decide course availability			
Decide course instructors			

A complete 1 year plan will have a bullet-point list of each short, medium and long term goals, with tentative completion dates, listed on the first page as a synopsis. Each following page will have a short purpose section to explain why the committee has set this goal, and a complete breakdown of each goal as outlined above.

When the 1 year plan draft is finished, it is submitted to the Central Committee for review.

## Debate and Voting

After review, the Central Committee will release a cumulative 1 year plan for the organization. Members will have 30 days\* to discuss and debate the 1 year plan. At the close of the debate period, the feedback taken from membership will be used by the committee to make changes and finalize the 1 year plan. The 1 year plan will be sent back to the Central Committee for a final round of debate. At the close of debate, the plan is finalized and will be implemented as written.

## Changes to the 1 year plan after implementation

After implementing the 1 year plan, committees should file reports detailing their progress towards completing the goals of the 1 year plan. In some cases, the plan may need to be changed because of unforeseen events or by missing deadlines. In other cases, goals may be completed ahead of schedule and committees may want to add goals.

Should the 1 year plan need to be changed, committees should petition the Central Committee to change their 1 year plan. The petition should state the following:

- The proposed change(s) to the 1 year plan
- Why the change is needed
- What caused the goal to change and how it can be avoided in the future (If applicable; For example, underestimated time required for drafting of materials, lack of members to complete tasks, poor weather caused low turnout, etc)
- A new draft of the changed goal (whether added or changed)

The CC will review the petition, and help adjust goals as needed. Should a new goal be added, the



draft plan will go through the same debate and voting process as new 1 year plans.

# Elections

It is extremely important that PLTCOM members participate in the selection of their leadership. However, direct election of leadership can quickly turn into a popularity contest, which should be avoided. To balance these two requirements, the election procedure below has been implemented.

## Committee Directors

Any person pursuing nomination for committee directorship must submit an application.

The committee members will nominate 1-3 other members to lead the committee after reviewing the submitted directorship application.

The Central Committee will review the nominations, conduct interviews and vote on the most qualified candidate. The candidate winning a majority of votes from the nominating committee will be chosen as the winner.

# Firearms Education Committee (FEC)

## Composition

The FEC is composed of PLTCOM members who meet the requirements listed below in the requirements section, and have applied for the committee. The committee is lead by the [Firearms Education Director \(FED\)](#)

## Requirements

Members must submit an application to join the committee. The application asks the following questions:

- How much, and what kind of, experience do you have with firearms?
- How many hours per week, on average, are you willing to commit to this committee?
- How many committees are you already a member of?

These questions are meant to assess the applicant's ability to participate in the committee and to develop a training plan for the further development of the applicant's firearms proficiency, with the aim of heightening their capacity to contribute. Importantly, members will **NOT** be excluded for lack of firearms experience.

## Meetings

The FEC should meet at least monthly to discuss the progress on the goals set in the One Year Plan

## Duties

- Assist the FED in the drafting of the committee's One Year Plan
- After coordinating with the FED on a personal training plan, successful completion of the goals enumerated therein
- Take responsibility for executing tasks on the One Year Plan and complete them in a reasonable timeframe

# Firearms Education Director (FED)

## Requirements

- Sufficient training to conduct at least the Intro to Firearms course, with a plan for more advanced training
- Completion of ED101: Introduction to Scientific Socialism <sup>[1]</sup>
- Membership in a PLTCOM-recognized Marxist-Leninist party or pre-party formation <sup>[2]</sup>
- Additional training permitting the instruction of more advanced courses.

## Duties

- Facilitate the regular meeting of the [Firearms Education Committee \(FEC\)](#)
- Submit regular reports on FEC activities to the Central Committee
- Track training of committee members
- Encourage chapter and committee members to take additional training beyond the minimum requirements
- Hold FEC members accountable for completing goals outlined in the One Year Plan
- Coordinate scheduling of courses on a regular basis to ensure members meet minimum training requirements
- Ensure sufficient training of committee members so they can conduct courses
- Attend the regular meeting of the Central Committee

## Terms and Election

The FED is nominated by the committee members, and follows the standard [elections process](#).

A FED serves for a 1 year term, at which they will automatically be included in the next election process, unless they formally announce they are running for another position or do not wish to run again.

FEDs have no term limits.

[1] This requirement comes into effect after the rollout of the ED101 course

[2] If there is at least one nominee meeting this recommendation, it becomes a requirement.

# Political Education Committee (PEC)

## Purpose

Political education of PLTCom members is the sole mission of this committee. It will provide all members a course in capitalism first and scientific socialism second followed by a course on party work. It will also maintain a comprehensive digital library of marxist political material as well as a physical library as possible.

## Structure

Only *full* members <sup>[3]</sup> can hold these positions:

- Committee Chair
- Librarian
- Teacher(s)

## Meetings

This committee will meet at a minimum of 4 times per month to discuss and plan educational curriculum.

## Reports

This committee will submit a report to the Central Committee every other meeting detailing: work hours, meetings held, students, and a summary of events.

## Courses

The specific structure and coursework is up to the discretion of the committee, but for each of these courses, the works stipulated in the course information **must** be used.

## Requirements

Everyone on the committee **must** be able to prove comprehension of *any* material they submit. Anyone considered for the committee must also be able to demonstrate an education in the works above either through PLT-Com or elsewhere. People should only teach what they are themselves proficient in. As well, this committee should work with lower level committees to provide assistance and guidance for their local educational efforts.

[3] please see [the full member requirements](#) for more details.