

OUR UNION'S INTERNAL DISCUSSION FORUM

GOB #6 2007



GENERAL ORGANIZATION BULLETIN OF THE
INDUSTRIAL WORKERS OF THE WORLD



SEPTEMBER 1st - 2nd
UNIVERSITY OF ILLINOIS *at*
CHICAGO

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The General Executive Board of the IWW is accessible to all members. You may write to Board members and request an explanation of their votes. You may also write to them and ask that they sponsor a motion on behalf of you, your group, or branch. Only the Board Chair's summary of motions and votes is reported in the GOB. If you would like to see a specific Board member's report, or receive a full set of all Board member's reports, please write to GHQ. We request that you include a few dollars for every month's reports you want. Members can subscribe to the General Administration e-mail list - write to:

richard@freegeek.org

INTERNATIONAL SOLIDARITY COMMISSION

Communicate with all ISC members at once by
e-mailing solidarity@lists.iww.org.

Lauren Anzaldo - *Chairperson*
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Official Notices

What's a GOB?

The GOB is the union's internal newsletter, an open forum for members to discuss issues of concern, and as a window into the General Administration. Submissions can be sent by e-mail to mingoslim21@aol.com with "For the GOB" as the subject line, or by postal mail to:

General Headquarters - IWW

Post Office Box 23085
Cincinnati, OH 45223 - U.S.A.

By long-standing IWW policy, submissions may not include *personal* attacks against other members. Submissions in violation of this policy will be returned to their authors by the GST.

- Mark Damron, General Secretary-Treasurer



ON THE COVER...

On the cover is the general art for the IWW's 2007 General Assembly poster, created by FW Diane Reynolds... Funds raised from the sale of this poster will go to defray costs of General Assembly, and the General Organizing Fund of the union...

You can purchase an IWW General Assembly 2007 Poster for \$10 and support the IWW. Mail checks to:

Waukegan IWW
PO Box 274
Waukegan IL 60079.

Literature Sales & Merchandise

Inquiries regarding orders or payments should be addressed and sent to:

Literature Department c/o IWW
4530 Baltimore Avenue
Philadelphia, PA 19143

Industrial Worker Deadlines

The IWW's monthly newspaper deadline is the first Friday of every month, with the paper mailed usually by the third Friday of each month. IWW branches and groups are encouraged to report on their activities and send graphics and photos. Share your article and in-depth feature ideas with the editor by e-mail or post before the deadline, please.

Send submissions to:

The Industrial Worker
PO Box 52003,
298 Dalhousie St.
Ottawa, ON K1N 1S0 Canada
or by e-mail to iw@iww.org as plain text within the message.

Maintain Your Membership On-Line

If you visit <http://www.iww.org/dues.shtml>, you will find that you can pay your dues directly to GHQ via PayPal, an on-line secure transaction service. There's also an option to "subscribe" to your dues, so that every month the transaction is automatic. New members can also join through the internet.

iww-list@iww.org

The iww-list is an e-mail list for Wobblies. The list is not moderated, but it is filtered for spam. I'd like to encourage folks with e-mail to subscribe. You'll get an interesting mix of news, ideas, and calls for action.

To subscribe, point your web browser to:

<http://lists.iww.org/mailman/listinfo/iww-list>

Good Standing

The address label on your envelope tells the last month for which GHQ has a record of your dues. If you believe you have paid for additional months, please check the list of delegates reporting (in this GOB) and with your delegate to make sure your dues have been forwarded to GHQ.

General Executive Board

GEB Chair's Report for July 2006

July 16, 2007

Fellow Workers,

This month the General Executive Board passed two motions. One (RFS-5) defined expectations for managing the Literature Department of the union, which after dues income is our largest revenue source. The text of the motion is identical to the previously stalled KF-4.

We also passed a motion (RFS-6) recognizing FW Matt White as the replacement for outgoing board member FW Kevin Farkas. This motion was not strictly necessary, since the terms for filling the position are clearly outlined in the constitution, but the motion does report the fact that this has happened and gave fellow board members a chance to welcome FW White to the board.

FW Lincoln also introduced a motion (AL-5) which attempts to clarify the current status of FW Joshua Freeze's appeal of charges against him heard by the Philadelphia branch. This motion is still pending but should pass or fail soon.

Looking forward, the GEB has a busy month ahead. We need to pass a working budget for the fiscal year, and are already quite tardy in doing that. And we need to outline the agenda for General Assembly.

I remind all members of the union that General Assembly will be held in Chicago on September 1-2. Everyone is encouraged to attend and to register early so the local committee there can make logistical arrangements. Reservation forms can be found in the last GOB or on-line at:

http://www.iww.org/PDF/GeneralAssembly/GA_2007_form1%5B1%5D.pdf

If you have a copy of the form from the last GOB it was not clear, but should be sent to GENERAL ASSEMBLY 07 c/o Waukegan IWW, PO Box 274, Waukegan, IL 60079. Do it now if you haven't already.

Yours for the OBU,
Richard Seymour
x355122
GEB Chair

Board Reports Received from through July 7th:

MB	- Mike Bell:	06/11/07
PB	- Patrick Brenner:	07/05/07
AL	- Adam Lincoln:	06/27/07
BR	- Bryan Roberts:	06/09/07
SS	- Scott Satterwhite:	06/08/07
RFS	- Richard Seymour:	06/11/07
MW	- Matt White	n/a

Motions & Votes:

Y = Yes; N = No; A = Abstain; X = No Vote Yet BIRT = abbreviation of "Be It Resolved That"

A date following a motion whose result is still pending indicates the date the motion expires.

The text of motions previously published in the GOB is not included. I am counting votes issued after motions officially passed, failed, or expired, for the purpose of members seeing how Board members vote.

I am counting votes issued after motions officially passed, failed, or expired, for the purpose of members seeing how Board members voted on particular motions. (These six had all passed at the time of the last official report.)

RFS-5: Requirements for Managing the Literature Department

Filed: 2007-06-18

PASSED on 2007-07-05

AL: Y — BR: X — MB: Y — PB: Y — RFS: Y — SS: N — MW: N — 4-2-0

It shall be moved that the GEB adopt the following terms and conditions under which the Literature Department is to be managed.

These terms and conditions shall form the basis of any Agreement between the General Administration and any branch that wishes to manage the Literature Department. The GEB may, upon its discretion, revise these terms and conditions as it sees fit.

Management of the Literature Department

TERMS & CONDITIONS

The Literature Department shall remain a department of the IWW; the General Administration shall retain ultimate authority over its management and assets. No branch shall directly profit from the Literature Department, nor shall Lit. Dept. assets become interdependent with branch assets.

Accountability

- A management term may be for two years, with the option of renewal based upon the managing branch's ability to meet or exceed the expectations set forth and agreed upon by the parties.
- The GST, having responsibility for union assets, will have general oversight of LD operations and assets.
- The managing branch will name a managing Lit. Dept. Coordinator (LDC) before any Agreement is complete. The LDC will be recognized by the GEB at the time any Agreement is approved.
- The LDC will have responsibility for managing the day-to-day operations of the LD and will serve as the official liaison between the LD and the General Administration.
- The local branch must establish a LD Committee to locally advise the Coordinator.
- At the direction of the GST, the LDC will make monthly reports to the GST and the local LD committee. An appropriate report will be published in each issue of the GOB. These reports must include all income and expenses, as well as a summary of transactions and customer issues. Reports must include complete cash flow and account balance information. There should also be a section showing an accounts receivable aging report that lists dates on outstanding accounts (i.e., how much of the money owed to the union has been owed for less than 30 days, 31-60, 61-90, and more than 90 days).

(Continued on the next page.)

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- A total asset inventory report (merchandise inventory and operational items such as computers, phones, furniture, etc.) will be made available to the Board before the end of each fiscal year.
- Ensuring adequate property insurance for LD assets will be the responsibility of the GEB.

Staffing, Hours, & Customer Service

- The LD should be staffed by a minimum of 2 fully trained staff that can handle all aspects of the Dept.
- Staffing hours should be sufficient to complete the LD's business effectively and efficiently. It is suggested that 15 to 18 hrs/wk of both paid and volunteer hours, perhaps more during peak sales periods, is sufficient.
- Compensation for staff will be paid and documented as hourly wages. The GEB will provide the LD with sufficient monies for the purpose of wages.
- E-mail, voice-mail, and regular mail should be checked at least twice per week.
- The LD should have its own phone number, fax number, and E-mail address.
- A record of customer inquiries and/or complaints must be kept on file at the LD.
- Response time for customer inquiries and/or complaints should be within 3 business days. The GST and LDC are responsible for sharing such information with each other in an attempt to ensure mutual communication and to provide good customer service. It is not the responsibility of the GST to handle customer service issues on a regular basis.
- The LD will be responsible for all transactions, consignments, invoices, accounts receivable, and accounts payable.

Orders, Shipping, & Inventory

- Within three months of an Agreement, the LD will implement and use a computer-based inventory program to track inventory (description, pricing, quantity). The GEB will work with the LD to secure such a system.
- Merchandise inventory reports shall be generated quarterly and made available upon request.
- Detailed invoices showing status of merchandise, monies paid and owed, etc. will be included with every full or partial order fulfilled. A copy of each invoice will be kept at the LD.
- Orders for branches will include invoices and suggested retail price listings.
- The managing branch will maintain a post office box.

Financials, Banking, & Record Keeping

- As requested by the GEB, the managing branch will propose an annual operating budget and adhere to the actual budget set by the Board.
- The LD will operate on a fiscal-year schedule.
- All staff should be trained in the area of banking and record keeping consistent with running a small mail order retail book/merchandise store. Specifically, the staff should be familiar with QuickBooks and PayPal, commercial banking procedures, and wholesale purchasing and distribution.
- There will be a separate bank account for the LD and this account will be used for purchasing inventory, mailing, supplies, and other operational expenses. The GST will have full access to the bank account, and will receive copies of the bank statements as they are received by the LD.

- Monies owed to GHQ will be remitted regularly on or about the 1st of each month. Monies will be deposited into the LD bank account on a weekly basis. The LD bank account will maintain an operating balance of no more than \$10,000. All monies in excess of this amount will be sent directly to GHQ. The GST will be responsible for proper accounting of all payments and funds related to the LD.
- All financial records, checks, and cash will be kept in a secure location, and all electronic data must be backed up at least once per month. Back up copies of files must be kept off site.
- All bank statements and accounts will be reconciled monthly.
- The managing branch will establish a plan to actively reduce accounts receivable and LD debts.

Other Considerations

- Along with a budget, the LDC will present the GEB with an Annual Business Growth Plan. This Plan will describe how the branch will achieve short and long-term goals, how it will increase visibility & advertising, find new markets and sales opportunities, decrease operating expenses as well as accounts payable and receivable, and how the LD will serve the special needs of branches.
- Where suspected managerial problems arise, the General Administration and the branch will establish a performance improvement plan and enter into a probationary period for not less than three (3) months. If at the end of the probationary period the LD has not satisfactorily fulfilled its obligations, the GEB reserves the right to terminate the Agreement.
- Upon the end of an Agreement, the managing branch will agree to provide a complete inventory of all LD assets and materials, and it will agree to ensure packing, shipping, and orderly transfer of all assets as directed by the GEB. The GEB will agree to bear the costs as necessary to move the LD.

RFS-6: FW White Replaces FW Farkas on GEB

Filed: 2007-06-18

PASSED on 2007-06-19

AL: Y — BR: Y — MB: Y — PB: Y — RFS: Y — SS: Y — MW: X — 6-0-0

Whereas FW Kevin Farkas has been nonresponsive to repeated requests to file his constitutionally required monthly reports to the GEB,

Be it resolved that FW Farkas is now dropped from membership in the GEB, and that he be replaced by first alternate FW Matt White of Philadelphia in accordance to the IWW constitution, Art. III, Section 3(g).

AL-5: FW Freeze Appeal to 2007 GA

Filed: 2007-06-27

Expires: 2007-08-26

PENDING

AL: Y — BR: X — MB: X — PB: Y — RFS: X — SS: X — MW: X — 2-0-0

Whereas FW Joshua Freeze was charged by FW Jon Bekken and a charges committee was selected from the Philadelphia GMB, a charges hearing was held, sanctions were imposed on FW Freeze by the Philadelphia GMB which he violated; and

Whereas FW freeze appealed his charges via E-mail on March 20, 2007 to the GEB, which was forwarded to the GHQ; and

(Continued on the next page.)

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Whereas KF 04 is currently board policy regarding non action by the General Administration on charges until the 2007 General Assembly;

Be it resolved that the appeal will be heard at the 2007 General Assembly and the GST is instructed to preserve the status quo regarding the membership of FW Freeze until the appeal, this motion and charges reform proposals are reviewed and acted upon by the General Assembly.

GEB Branch Contacts

GEB members can assist your branch with projects you would like to do, help you navigate the administrative aspects of the union, and connect you with resources. This is a list which Board members are assigned to which branches. If your branch isn't listed, please call Headquarters.

Mike Bell: Amherst 650, Atlanta Group, Boston GMB, LA GMB, Pittsburgh GMB, Providence GMB, Upstate NY GMB, Washington DC Group.

Patrick Brenner: Chicago GMB, Detroit GMB, Central Illinois GMB, Iowa Group, Madison GMB, Milwaukee GMB, North New Jersey GMB, Twin Cities GMB.

Adam Lincoln: AusROC, BI-ROC, European IWW Groups.

Bryan Roberts: Edmonton GMB, Grand Rapids GMB, North Coast GMB, Ottawa GMB, Tacoma IWW Group, Toronto GMB, Vancouver GMB, Winnipeg GMB.

Scott Satterwhite: Austin GMB, Baltimore GMB, Dallas Group, Gainesville GMB, Central Jersey GMB, New York GMB, Pensacola GMB, Philadelphia GMB.

Richard Seymour: Bay Area GMB, Lane County (Eugene) GMB, Olympia GMB, Portland GMB, Salt Lake City GMB, Santa Cruz Group, Seattle GMB

Matt White: Albuquerque Group, Boulder GMB, Denver GMB, Kansas City GMB, Lancaster GMB, Ohio Valley GMB, Phoenix GMB, West Mass GMB.

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Special Referendum - Spring 2007

Ballot Committee Report

Committee Convened at 1 PM on Sunday, July 1, 2007.

Committee Members: FWs Chris Lytle, J. Staples and Ed Lytle

182 Ballots were received at GHQ, of which 175 were ruled as valid.

Seven ballots were determined to be invalid for the following reasons:

1. Ballot No. 001792: This ballot was sent with no voucher envelope and no way of ascertaining the good standing of this member.
2. Ballot No. 001296: Headquarters received a tally sheet from the GOB, no actual ballot.
3. Ballot No. 001109: Headquarters does not have the member in current good standing, no delegate voucher.
4. Ballot No. 103118: Headquarters does not have the member in current good standing, no delegate voucher.
5. Ballot No. 001809: Headquarters does not have the member in current good standing, and the delegate voucher was not vouched by a delegate.
6. Ballot No. 001630: Headquarters does not have the member in current good standing, and the delegate voucher was not vouched by a delegate.
7. Ballot No. 102176: Headquarters does not have the member in current good standing, and the delegate voucher was not vouched by a delegate.

2007 Special Referendum – Dues Structure and Nomenclature

QUESTION 1 -	INDUSTRIAL UNION DUES CLARIFICATION	102 YES
	CONSTITUTIONAL AMENDMENT	67 NO
QUESTION 2 -	NEW DUES RATES CONSTITUTIONAL AMENDMENT	77 YES
		97 NO
QUESTION 3 -	NEW DUES CATEGORY CONSTITUTIONAL	58 YES
	AMENDMENT	117 NO
QUESTION 4 -	NOMENCLATURE RESOLUTION	52 YES
		120 NO
QUESTION 5 -	NOMENCLATURE CONSTITUTIONAL AMENDMENT	53 YES
		119 NO
QUESTION 6 -	INSERT RELEVANT WORDING FROM ARTICLE XII	
	INTO ARTICLE VIII, DROPPING OUTDATED	83 YES
	REFERENCES TO OLD DUES SCHEDULE	84 NO
	CONSTITUTIONAL AMENDMENT	
QUESTION 7 -	REPEAL ARTICLE XII CONSTITUTIONAL	72 YES
	AMENDMENT	92 NO

Last year the Ballot Committee recommended that more members make an effort to vote and check their standing before sending in their ballots. The committee this year strongly reaffirms this recommendation.

The committee completed the count at 5:15 PM, and voted unanimously to release this report to the GEB.

International Solidarity Commission

International Solidarity Commission Report

June 2007

In June, the ISC continued its work on two important projects: the upcoming IWW delegation to Northern Mexico and IWW relations with the National Garment Workers Federation (NGWF) of Bangladesh.

ISC members are actively fund-raising in support of the Mexico delegation this fall. Wobblies on the delegation will meet Mexican maquiladora workers and union members on the U.S.-Mexico border in an effort to deepen IWW understanding of and relationships with the Mexican labor movement. Dates for the delegation will be announced soon. If branches or individual Wobs would like to donate to or help raise funds for this important cause, please e-mail the ISC at solidarity@iww.org ASAP.

The ISC has also participated in conference calls following up on FW Jason Fults' report of his meeting with Amirul Haque Amin, secretary of the NGWF. The ISC, with FWs Kenneth Miller of Pittsburgh and Greg Giorgio of Upstate New York, discussed strategies for deepening the solidarity relationship with the Bangladeshi garment workers' union. Ideas include using reports from factory workers in Bangladesh to bring heat on U.S. brands whose clothing is made there and helping to facilitate meetings between the NGWF and Latin American garment workers.

ISC assessment stamps are out now! We have a \$3 single-slot stamp and a \$6 double-slot stamp, both pictured here. FW Ned Powell designed the stamps. Money raised from the stamp will benefit projects such as the two mentioned above, as well as other ISC work. Please contact GHQ right away to order your stamps.

The ISC would also like to remind Wobs that there are still NGWF Solidarity Baseball assessment stamps left. Money from those stamps goes directly to the NGWF strike fund. e-mail Greg Giorgio at ggblackcat27@yahoo.com to order those.

Also in June, the ISC passed resolutions in support of Charlotte, N.C., UAW wildcat strikers and South African public sector workers on a massive general strike.

In solidarity,
Lauren Anzaldo

Chair - International Solidarity Commission
solidarity@iww.org

ISC ASSESSMENT STAMPS

Beautiful full color stamps -
designed by FW Ned Powell.

Buy a \$3 single-slot stamp . . .
or a \$6 double-slot stamp.

Help to support the vital work of
the International Solidarity Commission.

Now available from GHQ. . .



Motions and Votes

JK-06 Resolution in Support of Charlotte UAW Wildcat

6/12/07

LA-A JK: YES MP-YES PASSED: 6/13/07

We the International Solidarity Commission of the Industrial Workers of the World, send our full support in favor workers who struck against the LLC freightliners In North Carolina. In March 2007, Freightliner workers at North Carolina's Rowan plant walked off the job in an "unauthorized" UAW strike over safety issues and benefits. The ISC-IWW condemns the LLC for not negotiating with the workers about safety issues. We also condemn the LLC for trying to cut many of the workers' benefits, as well as the LLC freightliner company's attempt to lay off large numbers of its employees. We highly encourage the leadership of the UAW to support its rank and file workers when they strike. We call on the LLC company to re-hire the 11 identified leaders of the April "wildcat" and call on the UAW as well as other unions to support all of the 700 workers and their families who went on strike.

JK-07 Kieran F. Knutson ISC Representative in France and Spain

6/13/07

LA-A JK: YES MP-YES PASSED: 6/14/07

We, the International Solidarity Commission of the IWW, appoint Kieran F. Knutson of the Twin Cites GMB I.U. 560 (should he chose to accept) as official representative of the IWW in France and Spain, while he is visiting the CNT and the CSR in France as well as the CNT and CGT in Spain, and any other union he encounters while in Europe. Kieran is also encouraged to write a short report about his encounters and submit it to the ISC.

LA-07: Support for public sector strike in South Africa

6/19/07

LA- YES JK: YES MP- A PASSED: 6/19/07

The International Solidarity Commission (ISC) of the Industrial Workers of the World – a democratic, worker-led international labor union – supports the massive public sector strike in South Africa as workers fight for a higher wage and improved services. This fight is part of a larger struggle to overturn a larger system of inequality in which legislators vote for raises for themselves at the expenses of workers who run the schools, hospitals and other services.

The ISC condemns the government's attempts to intimidate striking workers by issuing dismissal notices, as well as the use of police brutality against picketers. We endorse the workers' demands that any agreement reached to conclude this strike must also include the reinstatement of all fired workers.

We commend the display of solidarity shown by the approximately 1 million workers who are rallying together for an improved quality of life and the collective good of all fellow workers.

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International Solidarity Commission Report

July 2007

July saw the ISC trying to keep up the momentum on our work with our comrades in Bangladesh, as well as formalize the details for the upcoming IWW delegation to Northern Mexico in November.

ISC members participated in two teleconferences in July. One was a follow up on two ISC delegates' meetings with Bangladesh representatives of two organizations: the National Garment Workers Federation and the Bangladesh Workers Solidarity Centers. The other call was the third quarterly ISC telephone conference to discuss commission business. Both calls helped the ISC to further its efforts to build and solidify the IWW's relationships with workers internationally.

I will be attending the General Assembly next month as ISC representative and will give a presentation on the commission's work to date and plans for the future. The ISC will have a table at GA. Be sure to stop by to purchase new assessment stamps and other goodies we are selling to raise funds for upcoming ISC projects. We will also have information and applications about the Mexico delegation in November.

I look forward to seeing everyone at GA (my first)!

In solidarity,
Lauren Anzaldo

Chair - International Solidarity Commission
solidarity@iww.org

Motions and Votes

LA-07: ISC statement in support of Community Collective Bargaining 07/03/07

LA- YES JK: YES MP- YES PASSED: 07/03/07

July 11, 2007 marks one year since the Pirates Baseball Club hosted the All Star Game and promised the people of Pittsburgh that they would investigate working conditions in the factories sewing Pirates apparel. As the Pittsburgh General Membership Branch of the IWW reminds the Pirates at their July 8 game at PNC Park against the Chicago Cubs, Pittsburgh has high standards for workers' rights. The City's Sports and Exhibition Authority has recommended the investigatory protocols of the Workers Rights Consortium (WRC), disclosure of wages and factory locations, truly independent investigations, and a commitment to the factories where investigations take place.

The International Solidarity Commission of the Industrial Workers of the World stands alongside the Pittsburgh Anti Sweatshop Community Alliance and SweatFree Communities in requesting that all unions and solidarity organizations support workers sewing their Major League Baseball (MLB) teams' apparel by holding their Home Teams – rather than MLB — accountable for workers' rights. MLB is amongst the largest licensers of copyrighted logos in the world. If MLB had any sincere concern workers rights, it would already be following WRC protocols, and previous investigations would have been more substantial than the public-relations-white-washes workers have experienced thus far. The Home Teams represent the people in their respective cities, and it is the Home Teams that will be held accountable for the working conditions in factories sewing team apparel.

It is up to each community to hold its Home Team accountable for sweatshop conditions in factories sewing team apparel. The ISC extends greetings of solidarity to all workers sewing baseball merchandise. The ISC will receive testimony from workers sewing apparel with any of the team logos and distribute that testimony to unions and solidarity organizations for presentation to their respective baseball teams. To that end, the ISC wants to familiarize workers with the MLB logo that appears on all licensed merchandise.

The National Garment Workers Federation of Bangladesh and the Bangladesh Center for Worker Solidarity have already provided specific testimony about the factories in which their members work sewing Pirates/Major League Baseball apparel. One year after the Pittsburgh Pirates promised to investigate working conditions, the team has dropped the ball, which makes the occasion of the 2007 All Star Game a sad day for the people of Pittsburgh.

At the pinnacle of the baseball season, when all eyes are focused on San Francisco, the ISC urges baseball fans, unions and solidarity organizations to leverage each team's efforts to represent them and hit a home run for workers rights. By community collective bargaining with the Home Teams, we can set a new standard for accountability in the global apparel industry.

The ISC invites unions and solidarity organizations to join us in Chicago on Labor Day weekend for a SweatFree Baseball strategy session. We invite union activists to draw on the ISC as a resource when preparing apparel industry solidarity trips to Latin America and the Caribbean.

MP-11: Reimbursing Jason Fults for Travel Expenses

07/04/07

LA-YES JK: X MP- YES PASSED: 07/05/07

Whereas, the ISC holds \$400.00 in reserve for the specific purpose of covering travel expenses for delegates

Whereas, Fellow Worker Jason Fults recently made a trip to Bangladesh to do important work for the ISC, significantly strengthening our relationship with the National Garment Workers Union (NGWF)

Whereas, FW Fults incurred many expenses (far exceeding \$400.00) on his trip and has requested the \$400.00.

And whereas, there are presently no other applications, claims or proposals pending that would compete for this money,

BIR that the ISC immediately disburses the aforementioned \$400.00 to FW Fults and commends him for his efforts.



SOLIDA

(Continued on the next page.)

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MP-12: Condemning capture of community leaders in El Salvador

07/05/07

LA- YES JK: X MP- YES PASSED: 07/11/07

I am writing to express my grave concern about the recent actions of repression carried out against the rural population in the Municipality of Suchitoto, as well as the violent and arbitrary capture of community leaders.

The disproportionate police reaction against the population came in response to a non violent protest against the privatization of water, a legitimate expression of social discontent toward policies that hurt the people. This type of repressive action gives evidence of the violation of human rights and threats to the freedom of organization and expression. Beatings, arrests, searches, persecution and helicopter fly-overs bring to memory the most difficult moments for the rural population during the past armed conflict, and I am alarmed by this step backwards in the process of building democracy that was proposed with the signing of the peace accords.

As well I want to denounce the violent arrests of 14 people including leaders from the communities and the non-governmental organization, CRIPDES, among them Marta Lorena Araujo, Rosa MarÃa Centeno, MarÃa Haydee Chicas, and Manuel Antonio RodrÃguez. I ask that you respect their physical and moral integrity, and follow the just process of law that leads to their immediate release. It is also of extreme concern that the government might charge peaceful protestors with terrorism and organized crime. I urge you to drop all those charges.

Finally, I want to express my solidarity with the rural communities and with CRIPDES in their work for the social and economic development of the country, which I have seen to be very important for the construction of lasting peace and democracy. I reject any direct or indirect allegations that try to link CRIPDES with terrorist activities, or with the case of Mario Belloso and the events of July 5, 2006.

MP-13: Colin Bossen as ISC rep to Zapatista Encuentro

07/14/07

LA- YES JK: YES MP- YES PASSED: 07/15/07

The ISC authorizes FW Colin Bossen to act as an official representative of the ISC while attending the 2007 Zapatista Encuentro in Chiapas, Mexico.

The ISC requests that FW Bossen take notes at the encuentro, establish new contacts with relevant groups and individuals and extend our greetings to the participants of the encuentro. FW Bossen is asked to submit a report to the ISC after the conference. He is also encouraged to write an article about the Zapatista Encuentro for publication in the Industrial Worker, *Solidaridad*, and on iww.org. FW Dunn is being provided with a copy of the ISC's policies on representatives.

General Defense Committee

Fellow Workers,

The General Defense Committee of the I.W.W. needs your support! In order to carry out our work we need a strong Defense Fund. We know that historically union movements have been smashed with the greatest force and we must be prepared.

The current status of the G.D.C. has tapered off a bit the past quarter, with about 25 dues paying members for 2007. New membership applications have gone down the past few months but, our general fund stands at about \$1900.00. Not a bad start.

I have been in contact with a few G.D.C. members from Madison, Portland, and Pittsburgh, and also the British Isles R.O.C. Several of us have talked about a Caucus forming for General Assembly and for IWW members to bring \$10.00 to sign up the G.D.C. I have in my possession a couple hundred cards and have presented the goal of the union to raise \$10,000 by the end of the year. If every past G.D.C. member paid dues for 2006 and 2007 we would be very close!

The steering committee voted to help a fellow worker with an \$80.00 check to in Milwaukee to pay a fine for his ticket. He was in an unpermitted march and got arrested. He requested the G.D.C. pay an \$80.00 balance on the ticket and because of his financial situation if he could not pay he would have gone to jail.

Overall the progress with the G.D.C. has been good and for me according to plan. I recently put out the first DEFIANT SPIRIT newsletter since winter 2005. You can get one from the G.D.C. or if you are a dues paying member you should've gotten one in the mail. Nominations for the 2008 G.D.C. steering committee will be happening in the coming months if you are a G.D.C. member you should think about doing your part and helping out. You can send nominations to my personal e-mail address or to the G.D.C. mailbox.

Anyhow... Send in \$1, \$3, \$5, \$10, \$20 to the G.D.C. for some assessment stamps or hold a benefit! So, let's get the ball rollin' because the next head to be smashed could be yours!

In Solidarity,
Tom Kappas

Central Secretary-Treasurer – GDC
tacmota@aol.com

Steering Committee Members

Mark Damron – General Secretary- Treasurer. IWW

Richard Seymour – Chair of the General Executive Board - I.W.W.

Support Your Union . . .

Attractive (and Colorful) Historic Assessment Stamps are available from GHQ . . .

Your Red Card is not complete without some!



There are now over 120 subscribers to the Electronic GOB e-mail list. This is a good start, but we need to increase the number of subscribers to the list if we're going to truly save the IWW money and time enough to fight our deficit and refocus more of our priorities on organizing.

At least 10 times a year, the IWW has to spend a lot of money on paper, ink, staples, copy production, mailing labels, and postage. GHQ has to spend hours producing, printing, copying, collating, and mailing the IWW's General Organizing Bulletin. While the GOB is a crucial and required set of monthly reports due to the membership by its administration, it costs the union a lot of money and contributes to our operating deficit. It also creates an enormous workload at GHQ.

To help the IWW reduce its operating deficit, we have created a new e-mail list so that members can receive their GOB electronically instead of through the mail. Switching to an e-mail-delivered General Organizing Bulletin will save the union money and time and help us organize more effectively.

Some of you may not read your GOB regularly, and I wouldn't doubt that a good number of members *never* read their GOB. While I would discourage members from neglecting their official union reports, it's understandable that some members choose not to read their GOB. If you are one of these members, please, switch to an E-GOB and subscribe to the GOB e-mail list. That way you can read your GOB if you wish and save paper as well. It will also be delivered to you much more quickly.

To receive an Electronic GOB instead, please subscribe to the Electronic GOB e-mail list:

<http://lists.iww.org/listinfo/gob-list>

To join this list you must:

- (1) Be a member of the IWW in good standing; and
- (2) Provide your name, x-number, and a phone number where you can be reached. (You will probably get a follow-up e-mail asking for the x-number in most cases, because the e-mail list program only requires a name and e-mail address. We apologize for the hectoring, but the x-number allows GHQ to quickly filter their lists).

Furthermore, by subscribing to this list, you agree to forego receiving your GOB in print form (except for those GOBs that include IWW referendum ballots).

To see the collection of prior postings to the list, visit the <<http://lists.iww.org/private/gob-list/>>Gob-list Archives. (The current archive is only available to the list members.)

Yours for the One Big Union,
Fellow Worker Steve Ongerth

x344543

IWW.ORG Sysadmin - www.iww.org

DONATE TO IWW.ORG - <http://www.iww.org/en/help/donate>

General Assembly 2007

General Assembly Update

General Assembly will be held in Chicago, Labor Day Weekend (September 1st & 2nd).

Wobblers,

General Assembly is less than a month away . . . We are closing off Advanced Registration as of August 17th. To ensure that you do not have to play Baby Jesus and try to find room at an inn (most Chicago hotels are booked for U.S. Labor Day Weekend—I know, I checked), please get your form in to the Waukegan PO Box immediately. Even then, housing can not be guaranteed.

As of today, 34 IWWers have registered. If you have submitted a GA 2007 Registration Form, you will get either a follow up e-mail or phone call within 10 days of submitting your form from either myself or the Wob you will be staying with if you requested housing.

In the spirit of Chicago politics, register early and often, and encourage all Wobs to do so, too.

Keep it Solid,
Jason Krpan
Chicago GMB

The SATO FUND

A tireless fighter for social justice and the rights of working people, Charlene “Charlie” Sato taught sociolinguistics and pidgin and creole studies and served as Chair of the Ph.D. Program in Second Language Acquisition at Department of ESL at the University of Hawaii until her death in 1996, and an active member of the O’ahu General Membership Branch of the IWW. The Charlene Sato Memorial Fund was established in her honor to support women members’ participation in the IWW.

This year seven Sister Workers applied for assistance to attend Assembly by the deadline, and three additional requests have arrived since. Four awards have been confirmed, and the others are all under consideration ...

The Sato Fund, which is maintained in an account separate from the general funds of the union and receives no funding in the union’s general budget, currently has around \$4,500 to its account. Our greatest desire is to help everyone that applies, but this year the average request is for \$200, and if all the funds requested for 2007 are allocated funds that balance will be cut almost in half.

So if you . . . the members of this union . . . consider the Sato Fund a worthwhile project, you are encouraged to help replenish it with your donations.

Those wishing to donate to the Sato Fund should make their checks payable to “IWW” (with the words ‘Sato Fund’ on the memo line of the check), and sent to General Headquarters - IWW, P.O. Box 23085, Cincinnati, OH 45223.

(Continued on the next page.)

Proposals and Resolutions

A number of items were submitted to the 2007 General Assembly by various committees, branches and individuals, including three separate proposals dealing with the Charges process. All of these items were sent to the various Branches of the union to encourage discussion of these issues in advance of Assembly so that they might send informed members with instructions, suggestions and modifications that will improve the quality of our union.

The texts of the actual proposals are printed here so that each member may have a chance to consider them before Assembly . . .

Resolution on Automated Clearinghouse (ACH)

Submitted by the Madison General Membership Branch

Whereas, the IWW has long been in need of achieving sound financial footing; and

Whereas, in this day and age many union members already pay their utilities, various membership dues, and other bills through some sort of electronic payment system; and

Whereas, many IWW members are not in easy reach of their Branch delegate on a regular basis to keep their dues paid up and current; and

Whereas many Branch delegates spend huge amounts of time chasing after members for the dues each month when their time could be better spent organizing and signing up new members; and

Whereas, once a member falls behind in his/her dues then he/she often simply stops paying and/or participating altogether and then may withdraw from the organization; and

Whereas the world-wide system known as Automated Clearinghouse (ACH) provides a simple and inexpensive means by which members can automatically pay their dues each month; and

Whereas a number of Branches have already successfully implemented an ACH system for their Branch which has greatly assisted the Branch in achieving some financial stability and predictability;

Therefore, Be it Resolved that the IWW GHQ and Executive Board will make every effort to assist each Branch in setting up an ACH system; and

Be it Further Resolved that the GST or the GST's authorized representative will personally speak with all current and future Branch Secretary-Treasurers to explain the ACH system, its advantages to the union, its members and delegates; and

Be it Further Finally Resolved that the GHQ will set up an ACH of its own so that members who are not affiliated with any Branch — or members affiliated with a Branch that lacks a local ACH system — will have the opportunity to pay their dues directly to GHQ through the ACH system. For members affiliated with a Branch, the GHQ will rebate to the Branch the Branch's share of the member's dues. The GHQ's ACH system will operate in addition to the GHQ's PayPal system, already in operation, so that members who do not have a PayPal account or are unfamiliar with the Internet may also arrange automatic dues deductions.

Resolution on Accessibility for Visually Impaired Members

Submitted by the Leicester General Membership Branch

This Assembly recognizes that a strong union is built upon its membership and that full participation of all members is thus an important goal.

To facilitate this participation, this Assembly moves that consideration should be given to accessibility of print materials (literature, rigging etc.) and websites.

This Assembly notes that factors affecting accessibility include

- Contrast between text and background
- Size of type
- Choice of font

This Assembly also notes that the needs of Braille users and audio users would help in this goal.

Proposal on Charges Reform

Submitted by the Charges Reform Committee

<TEXT IN ITALICS IS EXPLANATORY ONLY>

<REPLACE ARTICLE III OF THE GENERAL BY-LAWS WITH THE FOLLOWING:>

ARTICLE III - Grievances and Charges

Sec. 1.

(a) Any member in good standing may file a grievance against any other member. A grievance must be submitted in writing to the Secretary of the grievant's Industrial Union Branch (or General Membership Branch if not a member of an IUB). If a grievance involves the Branch Secretary, it may be submitted to any branch delegate.

(b) A member who belongs to no local branch and wishes to file a grievance shall contact the General Secretary-Treasurer, who shall assist the grievant in identifying the nearest or otherwise most appropriate IUB (or else GMB) with which to file the grievance.

(c) The Branch Secretary or delegate shall read the grievance at the next regular business meeting of the branch. The branch members present shall then determine if the grievance meets the criteria as an allegation of a chargeable offense, or else appeal to the GEB to make a ruling in its stead.

(d) In order for a grievance to be ruled an allegation of a chargeable offense, the branch or GEB must determine that the grievance:

1. Was first submitted within 60 days of the alleged incident or behavior or the date that the grievant should have reasonably known of the alleged incident or behavior.
2. Is supported by substantial direct evidence and/or the signed statement of at least one corroborating witness, which, if not rebutted, would establish all elements of the allegation.
3. Concerns an issue that cannot be effectively addressed and remedied through mediation or the action of a meeting of the branch or any other union body or committee.

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4. Demonstrates that harm has occurred or will occur due to the alleged incident or behavior and specifies a desired remedy or remedies.

5. Alleges one of the following offenses:

- a. Crossing a picket line when a strike is in force.
- b. Misappropriating or misusing union funds or property, including refusing to deliver charters, supplies or funds when surrendering a union or branch charter.
- c. Acting as an informer in the interest or employ of a security or law enforcement organization or employer.
- d. Revealing confidential union matters or misrepresenting the union in a public forum with intent to cause harm to the union or any of its members.
- e. Engaging in extra-Constitutional actions with the intent of interfering with the legitimate functioning of the union and the rights of its members.
- f. Engaging in violence, physical intimidation or threatening behavior against other members.
- g. Violating the Constitution and Bylaws or any binding decisions and policies of the union or any union body to which the member belongs.
- h. Gross malfeasance of elected or appointed office, to include, but not to be limited to unauthorized use of union property, failure to disclose conflicts of interests for personal financial gain, pattern of gross abuse and neglect in the execution of duties, willful mishandling of election materials.

(e) Within 7 days of any ruling regarding a grievance, the Branch Secretary or GEB Chair must notify the grievant and the accused of the result. Within 15 days of receiving such notification, either party may appeal the ruling to the GEB if the Board has not already ruled on the matter.

<The MPP might suggest a timeline for the GEB to make a ruling on a grievance when requested>

(f) A grievance that does not meet the criteria as an allegation of a chargeable offense shall be dealt with at the local branch level or else referred to the Conflict Mediation Committee.

<This presupposes a reconstituted CMC as the Constitutionally defined place to take grievances. It might also be recommended that branches create their own grievance procedures as part of their by-laws>

Sec. 2.

(a) Once a branch or the GEB has ruled that a grievance is an allegation of a chargeable offense, the Branch Secretary shall file charges on behalf of the accuser with the Branch Secretary of the IUB (or else, GMB) to which the accused belongs, pending any appeal. Charges against a member belonging to no branch shall be filed with the GEB, pending any appeal. Charges against a member belonging to the same branch as the accuser shall be considered filed upon approval of the branch motion ruling the grievance chargeable, pending any appeal.

Charges must be filed within 30 days of the ruling on the grievance and shall be in writing, setting forth the offense alleged and the specific acts which constitute the

offense, together with the names of witnesses and their statements regarding the alleged offenses, the desired remedy or remedies, as well as the details of the ruling declaring the grievance chargeable. Copies shall be kept for the branch records and sent by registered/certified mail or by personal delivery in the presence of a witness to the accused. Charges against General Officers shall be filed and heard as specified in Article III, Section 7 of the Constitution.

(b) When the member charged does not belong to a branch that can provide for a hearing or when either the accuser or the accused petitions the GEB in advance that the branch with which charges were filed cannot provide a fair hearing, the GEB shall provide arrangements for a hearing, and shall seek agreement between the charged and charging parties on these arrangements.

(c) The Branch Secretary shall read the charges at the next regular business meeting of the branch hearing the charges, where a committee of 5 members in good standing shall be elected to hear the charges. No party to the charges shall take part in its selection, provided, however, that either party may object to any person's serving on the committee, in which case the branch shall appoint a substitute if it finds the objection well-founded. The meeting shall have the option of suspending the accused from any elected or appointed office pending a hearing.

<The MPP and Branch Secretary's manual should perhaps include a step-by-step guide to grievances and charges>

(d) Within 7 days of its establishment, the charges committee shall elect a chairperson and set a date for a hearing on the charges, which shall be no fewer than 15 nor more than 60 days from the date of the meeting at which the charges were read. The chairperson shall promptly inform the accuser and accused in writing of the date set for the hearing.

<The MPP might specify what happens if a hearing does not take place within the specified time>

(e) At the hearing, the committee shall receive all relevant evidence for and against the accused. The members shall then deliberate privately and adopt findings and recommendations.

<The MPP might provide more guidance for a charges committee – process, what happens if some parties cannot or will not attend, whether the parties are allowed to cross-examine witnesses, and so on>

(f) In its findings the charges committee must recommend either dismissing or upholding the charges. In finding against the accused, the charges committee shall recommend one and only one of the following:

1. Censure.
2. Restitution requiring the accused to remedy the offense in word or deed.
3. Suspension (up to a maximum of 90 days).
4. Suspension with a recommendation of expulsion.

In finding for the accused, the charges committee may recommend censure or an order of restitution against the accuser if it determines that the charges were filed frivolously or maliciously.

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(g) The charges committee shall present its findings and recommendations to the next regular business meeting of the branch, where the findings shall be debated, amended if necessary, and either approved or rejected. The Branch Secretary shall forward the results immediately to the accuser, the accused, the GST, and any relevant branch or body to which the accused belongs.

<The MPP might specify what happens if a branch rejects a finding of innocence – does it automatically go to an appeals committee?>

(h) In approving an order of restitution, the branch may elect to append a suspension to take effect only if the member does not comply within a reasonable time, pending any appeal.

(i) In approving a suspension with a recommendation of expulsion, the branch may suspend the accused indefinitely until the matter of expulsion is decided. The branch shall forward its recommendation for expulsion to the GEB, who shall place the question of expulsion before the Regional Organizing Committee or Industrial Union with jurisdiction over the member, the General Assembly, or the general membership via referendum at its discretion and pending any appeal. The decision of any of these bodies on an expulsion shall be final.

<The MPP might clarify what the GEB does in such cases and according to what timeline and also procedural details involved in decisions on expulsions>

(j) A branch adopting a finding for the accused in which it was determined that the charges were filed frivolously or maliciously may demand reasonable restitution from the branch that preferred the charges, including any costs associated with hearing the charges.

(k) A suspended member shall have no voice or vote on any union matter except within the context of a hearing or appeal, but shall continue to pay dues. In situations where union membership is a condition of employment, suspension from membership shall not require removal from the job, however expulsion from membership shall require removal from the job, subject to any applicable laws.

Sec. 3. *<APPEALS>*

(a) Either party may appeal the action of a branch on charges by filing, within 30 days of such action, a written Notice of Appeal with the GST. Any suspension or motion of censure enacted by a branch shall remain in effect pending appeal, unless the branch stays its judgment.

(b) Appeals shall be promptly acted on by the GST and the GEB and heard by an independent appeals committee composed of a minimum of 5 members in good standing. If no standing committee exists, the GEB shall provide arrangements for the election of an appeals committee, and shall seek agreement between the charged and charging parties on these arrangements. No party to the charges shall take part in its selection, provided, however, that the accuser or the accused may object to any person's serving on the appeals committee, in which case the body electing the committee or else the GEB shall appoint a substitute if it finds the objection well-founded.

<This section allows for the existence of a standing appeals committee (perhaps elected by the GA) or for the election of an ad hoc committee on a case-by-case basis. The MPP could provide more guidance in regards to the GEB's role in the latter>

(c) Within 7 days of its establishment, the appeals committee shall elect a chairperson and set a date or timeline for hearing the appeal. The chairperson shall promptly inform the accuser and accused in writing of the date or timeline.

<The MPP might specify a time frame and what happens if a hearing does not take place within the specified time>

(d) The appeals committee shall receive and review all relevant evidence for and against the accused and all decisions made and actions taken on the charges to date. The members shall then deliberate privately and adopt findings, which it shall forward to the accuser, the accused, the GST, and any relevant branch or body to which the accused belongs. An appeal must be finally disposed of within 60 days of the filing of a Notice of Appeal, unless the appellant agrees to extend the deadline. The decision of an appeals committee is final unless overturned by the General Assembly or by the general membership via referendum.

<The MPP could further specify a procedure for an appeals committee – precisely what evidence it receives, whether new evidence is allowed, whether it is a new hearing or more of a procedural review, under what conditions can/should it overturn/amend the decision of a branch, and so on>

(e) The cost of an appeal shall be borne by the organization in the first instance, but if the appeal is decided against the appellant, the appellant shall be required to reimburse reasonable costs.

Sec. 4.

(a) No member or General Officer shall be subject to more than one set of charges for the same alleged act. Any member or General Officer against whom charges have been filed shall have the right to present evidence, challenge the evidence of his or her accusers, and cross-examine witnesses and shall be presumed innocent until the charges have been disposed of and all appeals exhausted.

(b) The accuser, the accused, and any witness shall have voice but no vote in ruling on a grievance and may not serve on any committee hearing charges or appeals to which they are a party.

(c) Any person or body who is party to or otherwise involved in hearing a grievance or charge may appeal to the GEB to make a ruling clarifying or enforcing the grievance, charges and appeals procedures as described in the Constitution and these By-laws.

(d) No publicity shall be given on any charges until all appeals have been exhausted, or the time for filing an appeal has expired. The last body to hear the charges, or, where the last appeal was to the general membership, the GEB, shall then order whatever publicity is necessary on the case. Nothing in this section shall prevent a notice of suspension or expulsion from being published in the General Organization Bulletin pending appeal, but such notice shall not state the nature of the charges, and shall expressly state if an appeal has been filed.

(e) It shall be optional for each chartered Regional Organizing Committee and Industrial Union to make its own By-laws regarding internal grievances and charges.



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<REPLACE ARTICLE III, SEC.7 OF THE CONSTITUTION WITH THE FOLLOWING:>

Article III - Charges Against General Officers.

Sec. 7.

(a) Charges against General Officers shall begin as grievances to be filed and ruled upon per Article III, Sections 1 and 2(a) of the General By-laws.

(b) Charges against a General Officer shall be filed on behalf of the accuser by the Branch Secretary with either the GEB or the GST who shall at once send a copy to the accused by registered/certified mail. An officer against whom charges are preferred may be suspended from office by the GEB pending disposal of the charges.

(c) Charges against a General Officer shall be heard by an independent charges committee composed of a minimum of 5 members in good standing. If no standing committee exists, the GEB shall provide arrangements for the election of a charges committee, and shall seek agreement between the charged and charging parties on these arrangements. No party to the charges shall take part in its selection, provided, however, that the accuser or the accused may object to any person's serving on the committee, in which case the body electing the committee or else the GEB shall appoint a substitute if it finds the objection well-founded. Within 7 days of its establishment, the charges committee shall elect a chairperson and set a date for hearing the charges, which shall be no fewer than 15 nor more than 90 days from the filing of charges. The date of the hearing shall at once be forwarded to the accused and the accuser.

<As in the proposed language for members' appeals, the issue of what body should elect a committee is purposefully left open to maximize fairness and flexibility. It might make some sense to elect a standing "Charges & Appeals Committee" to hear appeals from members and charges against officers. Alternatively, a reconstituted CMC might be given the responsibility of electing charges and appeals committees from its ranks>

(d) At the hearing, the charges committee shall receive all relevant evidence for and against the accused. The members shall then deliberate privately and adopt findings.

<The MPP might provide more guidance for a charges committee – process, what happens if some parties cannot or will not attend, and so on>

(e) In its findings the charges committee must either dismiss or uphold the charges. In finding against the accused, the committee shall order one and only one of the following

1. Censure.
2. Restitution requiring the accused to remedy the offense in word or deed.
3. Suspension (up to a maximum of 90 days).
4. Suspension with a recommendation of expulsion.

In finding for the accused, the charges committee may order censure or restitution against the accuser if it determines that the charges were filed frivolously or maliciously.

(f) The chairperson of the charges committee shall forward the committee's findings immediately to the accuser, the accused, the GST, the GEB, and any relevant branch or body to which the accused belongs.

(g) In ordering restitution, the charges committee may elect to append a suspension to take effect only if the officer does not comply within a reasonable time, pending any appeal.

(h) In approving a suspension with a recommendation of expulsion or recall, the charges committee may suspend the accused indefinitely until the matter of expulsion or recall is decided. The charges committee shall forward its recommendation to the GEB, who shall place a question of recall before the general membership via referendum, pending any appeal, and a question of expulsion before the General Assembly or the general membership via referendum at its discretion and pending any appeal. The decision of the general membership or General Assembly shall be final.

<The MPP might clarify what the GEB does in such cases and according to what timeline and also procedural details involved in decisions on expulsions>

(i) A charges committee finding for the accused in which it was determined that the charges were filed frivolously or maliciously may demand reasonable restitution from the branch that preferred the charges, including any costs associated with hearing the charges.

(j) A decision of a charges committee may be appealed to the next General Assembly or to the general membership via referendum at the option of the appellant. A written Notice of Appeal must be filed with the GST within 30 days of the decision being appealed. The judgment being appealed shall remain in force pending appeal.

(k) The cost of an appeal shall be borne by the organization in the first instance, but if the appeal is decided against the appellant, the appellant shall be required to reimburse reasonable costs.

Proposal on Charges Reform

Submitted by Peter Moore on behalf of the Ottawa GMB

This proposed disciplinary procedure will replace entirely General Bylaw Article III Charges Against Members of the IWW Constitution (p.18) and require the full removal of Article III, Section 7 Charges Against General Officers (p. 8) from the IWW Constitution and the full removal of General Bylaw Article XIV Conflict Mediation Committee from the General Bylaws of the IWW (p.20)

General Bylaw Article III IWW Disciplinary Procedure

1. The purpose of this disciplinary procedure is to provide a constructive means for IWW members to hold other members and union officers accountable to the IWW Constitution.

2. This disciplinary procedure applies to all members in all units of the IWW. No member or officer of the IWW is exempt from this disciplinary procedure. All members are obliged to follow this procedure and exhaust all available appeals before taking any legal or other action against the IWW. All members are expected to cooperate in the orderly application of this disciplinary procedure and provide all assistance possible in the fair and just resolution of conflicts within the union.

3. Definitions:

- a) A member in bad standing must have tendered a written resignation from the IWW as a whole before charges were laid to be exempt from this process.
- b) A unit is any body recognized by the IWW Constitution or its subordinate bodies.
- c) A defendant is the member who is alleged to have committed an offense.

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- d) A plaintiff is the member making the allegation of an offense.
 - e) An appellant is a defendant convicted of an offense who has chosen to appeal the conviction.
4. Any member or officer can be found guilty of an offense against the IWW Constitution who:
- a) Violates the IWW constitution and IWW bylaws or the bylaws of its units;
 - b) Obtains membership through misrepresentation or fraudulent means;
 - c) Institutes, urges or advocates that a member of any IWW body take action in a court of law against the IWW, its officers or its members with regard to the union's affairs without first exhausting all remedies and appeals in this Disciplinary Procedure, Constitution and in the IWW;
 - d) Advocates or aids the withdrawal of IWW members or units or urges the decertification of an existing IWW union or transfer of union membership from the IWW to another union;
 - e) Publishes or circulates, verbally or otherwise, false reports, rumors or misrepresentations concerning IWW members with respect to the affairs of the union or with the intent to damage or injure the union;
 - f) Informs, assists, provides membership information without authorization or otherwise provides assistance to employers, the State or members of the ruling class;
 - g) Misappropriates, misuses, damages, loses or destroys IWW property, records and resources or engages in corrupt practices;
 - h) Uses without proper authority the name or label of the IWW to solicit funds, sell products or to represent oneself as holding authority to speak and act for an IWW body;
 - i) Wrongfully interferes with any officer or accredited IWW representative in the discharge of that person's duties;
 - j) Willfully crosses picket lines or works for an employer during a labor dispute or participates in strike-breaking activities;
 - h) Engages in behavior which constitutes harassment on the basis of class, gender, disability, race, ethnicity, sexual orientation or of a nature that brings the IWW into disrepute;
 - i) Willfully attempts to prevent the application of this disciplinary procedure to resolve conflicts in the IWW.

Disciplinary Measures Available

5. An IWW disciplinary committee can recommend, but is not limited to, any of the following disciplinary measures against members convicted of wrongdoing:

- a) written reprimands issued by the disciplinary committee, that can be published in the General Organizing Bulletin (GOB), at the discretion of the General Executive Board (GEB) chair or alternate, if the GEB Chair is being charged,
- b) fines or assessments of a reasonable amount to be paid to the appropriate IWW unit or units,
- c) suspensions for limited time periods (no more than 90 days),
- d) expulsion from the unit or from the IWW as a whole,
- e) recall from officer posts,

- f) ineligibility for officer posts for a fixed period of time or permanently,
- g) orders to do or to refrain from doing specified acts,
- h) provide a written apology,
- i) do community service

Mediation

6. All units of the IWW must first attempt to resolve conflicts within the union between members or officers through mediation. Mediation is a constructive dialogue facilitated by a mutually agreed third party, with the goal of finding a resolution to the conflict that is suitable to both parties. The precondition of successful mediation is the willingness of both parties to resolve the conflict through mediation.

- a) If both parties declare that they are willing to mediate, the unit to which both parties belong shall assist the parties in selecting a mediator acceptable to both parties from within its ranks. The IWW unit shall reimburse the mediator for any reasonable expenses incurred in the process of conflict mediation.
- b) The role of the mediator is to listen to both parties, gain a better understanding of the conflict and whether it is IWW-related, search for alternate ways to view the conflict and assist the parties in identifying ways to resolve the conflict. The mediator and the parties have up to 60 days to conduct the mediation.
- c) The mediator shall first meet separately or speak by telephone with each party to listen to each member's concerns. During these conversations, the mediator shall ask each party what they see would resolve the conflict and whether each party would be willing to meet with the other party in the presence of the mediator.
- d) Based on these conversations, the mediator will identify the next step, which could include, but not be limited to, the following: a second round of mediator-party conversations, a planned meeting of the two parties with the mediator or the closure of mediation.
- e) At the conclusion of mediation, whether successful or not, the mediator shall provide a brief written report to the relevant unit. This report shall describe the mediator's efforts, a summary of what the mediator learned in discussions (while respecting each party's privacy), the result of the mediation and, if necessary and at the mediator's discretion, any recommendations for action.
- f) If the mediation is not successful, the plaintiff may consider laying formal charges against the defendant.

How to File Charges

7. In order to lay charges, the plaintiff must provide a clear, written statement of charges together with evidence, the contact information of witnesses and their statements regarding the offenses with which the defendant is charged. Failure to provide evidence supporting the charges may result in dismissal of the charges by the disciplinary committee.

- a) Charges laid against general officers must be filed with the GEB chair. If the GEB chair is being charged, the GEB must elect another of its number to assume the Chair's duties with regard to the charges.

If the GEB as a whole or in large part is being charged, the plaintiff and defendant must select a mutually acceptable unit that agrees to try the charges. The GST may help the parties identify the unit.

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- b) Charges laid against a member of the same IWW unit must be filed with the Secretary of the unit. If the Secretary is being charged, then the unit must elect another of its number to assume the Secretary's duties with regard to charges.
- c) Charges laid against a disparate member not affiliated with any IWW unit must be filed with the GEB chair.
- d) This disciplinary procedure shall be applied in the first instance by the unit to which the plaintiff and defendant both belong, such as the local IWW group, Job Branch, General Membership Branch, Industrial Union Branch, Industrial Union, Regional Organizing Committee or other recognized IWW unit. If the plaintiff and the defendant do not share any unit in common aside from the international IWW, the plaintiff shall file charges with the GEB chair. If the defendant makes a reasonable claim in writing that she or he will not receive a fair hearing by the unit receiving the filed charges, the defendant can request of the GEB chair that the charges be filed with an alternate administrative body such as an Industrial Union or Regional Organizing Committee (ROC) or the GEB.
- e) The plaintiff is responsible for establishing the defendant has committed the violation.
- f) The plaintiff must file charges within 180 days of learning of the alleged offence.
- g) No member shall be charged for the same offence more than once, unless the disciplinary committee failed to carry out its functions.

Functions of a Disciplinary Committee

8. On receipt of the charges document, the unit's secretary must sign and date receipt and immediately provide a copy to the defendant and a copy to the GEB Chair. The secretary will place the filing of charges on the agenda of the next meeting and duly circulate the agenda to all members in good standing of the unit.

- a) The charges shall be read at the next regular meeting, at which time five members in good standing shall be elected to a disciplinary committee. The meeting chair shall conduct the election. All members in good standing except the plaintiff and the defendant shall vote in the election of the disciplinary committee. If the unit is ten members or less, a disciplinary committee can be composed of three members.
- b) If any member knows of a nominee's conflict of interest related to the defendant or the plaintiff, then the member must declare that potential conflict of interest for the unit to decide on the member's eligibility to be on the committee.
- c) The disciplinary committee shall hear the charges within 30 days of its election and will give the plaintiff and defendant at least 14 days notice of the date and time of said hearing. The disciplinary committee must provide a ruling within 90 days following the initial reading of the charges or the charges shall be dismissed, unless the defendant has consented in writing to the delay.
- d) The disciplinary committee shall determine its own practice and procedure and may seek and accept such oral or written evidence as it, in its discretion, considers proper, subject to the requirement that the defendant and plaintiff be entitled to a fair and impartial hearing.

The disciplinary committee must work under the principle that the defendant is innocent until proven guilty. The committee shall consider:

- i) The statements of the plaintiff and defendant and the accompanying evidence,
 - ii) The impact of the conflict on the unit and on the IWW as a whole,
 - iii) The length of the dispute,
 - iv) If the dispute is directly related to the internal affairs of the IWW.
- e) As a preliminary matter, the disciplinary committee may decide on any objection to proceeding with the hearing, such as lack of evidence or failure to follow this disciplinary procedure, and dismiss the charges.
 - f) If the plaintiff or the defendant does not appear at the hearing nor provide notice of not attending, the committee may dismiss the charges or proceed to hear the evidence and make a decision in the absence of either one or both of the parties.
 - g) A hearing may be conducted by teleconference if the party or members of the disciplinary committee are unable to attend the hearing in person.
 - h) After the hearing, the disciplinary committee must make a decision to accept or reject the charges, recommend an appropriate disciplinary measure, notify immediately the plaintiff, defendant, and the secretary of the unit of its decision, and provide a written summary with decision and recommendation for the next business meeting of the unit. Disciplinary measures recommended should be fair and proportionate to the nature and impact of the offence.

How to Convict

9. The decision and recommendations of the disciplinary committee will be read at the unit's next business meeting. The unit members in good standing shall vote on whether to accept or reject the decision and, if it is a finding for conviction of the defendant, vote to accept, amend or reject the disciplinary measures recommended by the committee. The decision of the unit shall be noted in the meeting minutes.

- a) If not present, the defendant and plaintiff shall be notified within 24 hours of the decision. The agreed upon disciplinary measure shall come into effect immediately upon notification of the defendant. This disciplinary measure will not interfere with the defendant member's right to appeal. A member expelled from the unit or the IWW as a whole will be suspended pending appeal, unless the member represents a grave danger to members of the IWW or the IWW as a whole.
- b) No publicity beyond the unit should be given to any conviction until the defendant either has exhausted the appeal process, waived appeal or let the appeal period lapse.
- c) The plaintiff may not appeal a finding of not guilty nor the discipline imposed upon a convicted party by the unit.

Appeal

10. The defendant may appeal the conviction and any discipline by filing a written appeal within 30 days to the secretary of the unit's governing body, such as an Industrial Union secretary, ROC secretary or the GEB Chair.

- a) The written appeal must contain:
 - i) the parts of the decision being appealed and the reasons for the appeal;

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- ii) the date on which the unit involved voted on the recommendations of the disciplinary committee;
 - iii) whether the defendant requests a hearing and the desired location or teleconference or whether the matter can be decided based on written submissions;
 - iv) the remedy sought by the appellant.
- b) Upon receipt of the appeal document, the governing body's secretary or the GEB Chair shall appoint a three-person appeals panel. The appeal panel shall determine its own practice and procedure but shall give full opportunity to the parties involved to present their evidence, make submissions on issues, and ensure they receive a fair hearing. The appeal committee must work under the principle that the appellant is innocent until proven guilty. The committee shall consider:
- i) The statements of the plaintiff and defendant and the accompanying evidence,
 - ii) The impact of the conflict on the unit and on the IWW as a whole,
 - iii) The length of the dispute,
 - iv) If the dispute is directly related to the internal affairs of the IWW.
- c) If the appellant requests a hearing, the appeal panel shall notify the appellant and plaintiff at least 30 days before the date set of the time and place where the appeal will be heard. The appeal panel may, at its discretion, decide to not hold a hearing or use alternate means such as a teleconference or email to hold a hearing.
- d) The travel and accommodation expenses of the appellant required to attend the appeal panel shall be borne by the appellant if the decision being appealed is upheld. The IWW unit that convicted the appellant shall bear the reasonable expenses of the defendant if the conviction is overturned.
- e) The appeal panel must reach a decision within 90 days of its appointment. The appeal panel's decision shall be reported to the appellant, plaintiff, the governing body or the GEB as well as to the Secretary of the unit involved immediately. The appeal panel may recommend changes to the disciplinary measure. A written copy of the decision will be delivered to the members of the governing body within 7 days of the decision.
- f) The governing body or the GEB shall vote in favor or against the appeal panel's decision at the next business meeting and, if necessary, vote in favor, to amend or against any disciplinary measures recommended by the appeal panel. If the vote is against the appellant, then the disciplinary measures come into immediate effect. If the vote clears the appellant, then disciplinary measures will be lifted immediately.

Final Appeal to General Assembly

11. The defendant may appeal the governing body or GEB's conviction and any disciplinary measures by filing a written appeal within 30 days to the GST for a hearing at General Assembly. The GEB will put the election by the General Assembly delegates of a three-person appeal panel on the first day of the agenda. Once the appeal panel is elected, the GST will provide its members with copies of the written appeal, the charges and the decision of the governing body or the GEB.

- a) The appeal panel shall determine its own practice and procedure but shall give full opportunity to the parties involved to present their evidence, make submissions on issues, and ensure they receive a fair hearing.

The appeal committee must work under the principle that the appellant is innocent until proven guilty. The committee shall consider:

- i) The statements of the plaintiff and appellant and the accompanying evidence,
 - ii) The impact of the conflict on the unit and on the IWW as a whole,
 - iii) The length of the dispute,
 - iv) If the dispute is directly related to the internal affairs of the IWW.
- b) The travel and accommodation expenses of the defendant required to attend the appeal panel shall be borne by the defendant if the decision being appealed is upheld. The IWW unit that convicted the member and the unit that heard the appeal shall jointly bear the reasonable expenses of the defendant if the conviction is overturned.
 - c) The Assembly appeal panel shall announce its decision and disciplinary recommendations to the plenary before the conclusion of the General Assembly.
 - d) The General Assembly delegates must vote in favor or against the decision of the appeal panel and vote on the appeal panel's recommended disciplinary action. This decision will be final and noted in the General Assembly minutes.

Appeal by Referendum

12. The General Assembly delegates may, at their discretion and only with an appeal of great importance to the IWW as a whole, defer voting on the appeal panel's recommendations and send the Assembly appeal panel's recommendation to the annual referendum ballot.

- a) The GST will publish the Assembly appeal panel's full findings and recommendations in the ballot GOB alongside statements from the appellant and the plaintiff.
- b) The results of the referendum will be reported by telephone to the appellant and plaintiff and to the members by email and in the GOB with the referendum results. The referendum result on the appeal will be final and noted in the records of the IWW General Administration.

Resolutions sent by Philadelphia GMB to 2007 General Assembly

Amend Constitutional Provisions on Charges Against Members

Amend IWW By-Laws Article III to strike current language and substitute:

Sec. 1. Charges preferred against any member not a General Administration official of the Industrial Workers of the World for conduct in violation of the Constitution and By-Laws of this organization, or in violation of its principles, shall be disposed of as follows:

Sec. 2. All charges by one member against another member shall be in writing, stating the facts and available evidence, and providing the names of witnesses and their statements regarding the offenses with which the accused member is charged. The accused member shall be furnished with the charges and any statements or other evidence by mail with proof of delivery, in the presence of a witness, or by email if the accused acknowledges receipt.

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Sec. 3. Charges shall be filed with the Industrial Union Branch or General Membership Branch of which the accused is a member, provided that that branch is in the city or industrial district where the alleged offense took place. Where the alleged offense was through correspondence or otherwise not tied to a particular locality, charges shall be filed with the branch of which the accused is a member. If the accused is not a member of a branch within that jurisdiction, then the charges may be filed with any IWW branch in the city or industrial district, provided that if there are two or more such branches the trial branch shall not be the one to which the accuser belongs.

In the event that no Branch has jurisdiction, the General Secretary-Treasurer shall arrange for a neutral branch or other union body to hear the charges, and shall seek agreement between the charged and charging parties on those arrangements. The GST shall report her or his decision to the parties in writing, and either of them may appeal the same within ten days to the General Executive Board, which shall determine within fourteen days what Branch or union body shall hear the charges.

Sec. 4. The branch with which the charges are filed shall elect a charges committee of not less than three and not more than five members. The charged and charging party shall have no vote in the election of the committee, nor are they eligible to serve on it. However, either party may object to any person's serving on the committee. If the Branch finds such an objection to be well-founded, it shall appoint a substitute.

The charges committee shall set a date for hearing, provide all concerned parties at least 14 days prior notice of same, and collect all evidence both for and against the accused. The burden of proof shall be upon the charging party. At the end of their hearing the committee shall submit their findings together with the charges and evidence to the next regular meeting of the branch, at which time the membership will accept or reject their findings. All charges must be heard and acted upon within 90 days of their filing.

Sec. 5. Any chartered union body may adopt additional charges procedures consistent with these provisions, or providing for a standing charges committee.

Sec. 6. If the findings are accepted by both parties, a copy of the decision shall be sent to General Headquarters and entered into the union's records. Otherwise, appeal may be taken by either party to the Industrial Union Convention or IWW General Assembly, if the Industrial Union does not hold annual conventions, and from there to the general membership through referendum. The party taking an appeal to referendum shall bear any costs above and beyond the issuance of a regularly scheduled ballot, including the publication of statements of not more than 10 pages on each side of the issue to accompany the ballot, but shall be reimbursed in full if the appeal is sustained by the membership.

Sec. 7. If the charges are found to have merit, the branch may impose appropriate penalties such as censure, restitution of any misused funds, suspension of membership not to exceed one year, expulsion, and/or other remedial action.

Sec. 8. Unless the trial branch decides to suspend implementation of its decision pending appeal, any penalty shall take full and immediate effect while any appeals are pending.

Sec. 9. Chargeable offenses include but are not limited to crossing a bona fide picket a line of any union, misuse of union funds, attempting to deliver an IWW organizing campaign to another union, the use or threat of violence against other union members, and the circulation of accusations of chargeable offenses without substantiating same through the charges process so that an official determination can be made as to the merits.

Sec. 10. There shall be no publicity of pending charges in the Industrial Worker or other external media of the IWW.

Amend Constitution to Provide for Non-Alphabetical Listing of Candidates

Insert the following sentence in Article III, Sec. 3(b), immediately following the reference to Article IX, Sec. 2, and preceding the requirement that space be provided for write-in candidates on the ballot: "Candidates for General Administration office shall be listed in random order."

Amend Constitution to Update the Existing Income Ceilings on Dues

Amend IWW Constitution Article VIII (8) section 2i as follows:

subsection 1: replace \$1,000 with \$1,500;

subsection 2: replace \$1,000 with \$1,500, and \$2,000 with \$3,000;

subsection 3: replace \$2,000 with \$3,000.

Establish Special Committee on Constitutional Modernization

Resolved that Assembly establish a special committee to examine the IWW Constitution, identify areas where amendments or other developments have introduced contradictions in its language or left ambiguities in how the Constitution is to be applied, and submit through the *General Organization Bulletin* and to General Assembly proposed amendments to correct these deficiencies.

The committee shall be composed of not less than five and not more than nine members, including a chairperson elected at Assembly. The committee may fill vacancies by majority vote. Any member not reporting at least once every 60 days shall be deemed to have resigned from the committee. The Committee shall conduct its business over an email discussion list publicized in the *GOB* and open to any member in good standing, although the committee may place limits on posts if necessary to efficiently conduct its business.

In its proposals, the Committee shall present language that to the best of its ability preserves the intent of the present Constitutional provisions. (If it feels that substantive changes are needed, those shall be issued as separate proposals.) Where it is necessary to amend the Constitution to reflect the union's current size and resources, those amendments shall preserve the union's capacity to grow into its industrial union structure within the framework of the present Constitution, as amended. In order to ensure the opportunity for due deliberation on all proposals, no more than three articles shall be put up for amendment in any calendar year. Any amendments sent to referendum shall appear on the regular Fall ballot.

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Proxy Votes at Assembly

It seems that every year there is some confusion as to what constitutes a legitimate “Proxy” vote at Assembly. Please note; if you intend to send your proxy with another member of the union to Assembly, or if your branch intends to send a delegate, or delegates with proxy votes on any of these issues, that proxy instructions should be specific as to the issues covered and the intent of the member issuing the proxy, and that each member’s proxy should include complete member information, including X number and signature. Proxy votes are verified as to eligibility just as are delegates who are present. Members attending Assembly may carry any number of Proxy votes, but they can not carry a “blanket” proxy.

To help your branch in this matter, a sample proxy form is included below.

2007 General Assembly Proxy Form

I, _____, a member in good standing of the _____
(name of branch) of the Industrial Workers of the World, do hereby authorize FW/SW
_____, to cast my vote regarding the proposal listed below:

☐ Accept Proposal: _____
☐ Reject _____

Provided,

☐ in its original form ☐ amended to the satisfaction of the sponsor
☐ in any form ☐ at the proxy deliverer’s discretion
☐ other: _____

Signature: _____ Date: _____

X-Number: _____

Also remember that all greetings from Branches, discussion papers, suggested amendments to proposals, or other agenda items for Assembly need to be at GHQ on or before August 20th.

Looking forward to seeing you all in Chicago.

General Discussion

Forming a Network of Syndicalist Unions

On the weekend before May Day, the CNT-Vignoles hosted an international conference for revolutionary syndicalists. I was lucky to be able to attend as part of an IWW delegation. The event was inspiring, with upwards of five hundred attending, the great majority of whom were young activists. Most came from France, but there were also delegations from the CGT of Spain, the Swedish SAC, and the IWW. In addition, there were informal groups from the German FAU and the British Solidarity Federation.

After several days of workshops, all of us joined the CNT-F contingent marching through the streets of Paris on May Day. The CNT contingent was the second largest, with well over one thousand marching behind our banner calling for direct action and the end to capitalism. Since the march was held only days before the final round of the French presidential election, most contingents carried signs calling for the defeat of the conservative candidate, Nicolas Sarkozy, thus implicitly endorsing the Socialist Party candidate, Segolene Royal. The CNT was one of the few participating groups to reject the politics of the lesser evil.

The success of the Paris conference once again highlighted the importance of deepening international links between syndicalist unions. In addition to providing a hospitable venue for anti-authoritarian radicals to meet each other, and to engage in in-depth discussions, the conference workshops laid the groundwork for activists working in the same industrial sector to begin to formulate a common program.

I participated in a workshop of teachers that drew more than eighty people. After a lively discussion of the growing threat presented by the privatization and commercialization of schools and colleges, the workshop resolved to call for an “Education Day” to take place in the fall of 2008. The idea is to hold a coordinated set of demonstrations on the same day in several countries around a common set of demands. “Free Public Education Funded by Taxing the Rich” and “Critical Thinking Not Test Taking” are two components in the tentative list of demands.

The IWW had the opportunity to present its work around Starbucks at one of the workshops, and to ask other unions to join it in this effort. Even before the conference, CNT-F had organized a day of protest when dozens of union activists went to several Starbucks sites in Paris to protest the firing of several IWW organizers. Since the conference, the CGT of Spain has started a protest campaign directed at Starbucks.

These are the first tentative steps toward a genuine international solidarity, but a great deal more needs to be done. During the last few years, CNT-F, CGT-E, and SAC have convened several meetings, sometimes with the participation of the IWW, with the goal of furthering international connections. At the Paris conference, representatives of the CNT-F and the CGT-E indicated that they intended to proceed further. They are proposing the formation of a formal network of syndicalist unions that would also include SAC and the IWW. This network would develop programs that would enable the four unions to work together on a range of common projects.

The development of such a network would mark a quantum step forward. The project needs to be fleshed out, with specific proposals for how the four unions can work more closely together. Possible common activities include the exchange of articles for publications, holding future conferences (perhaps for specific industrial sectors), organizing drives aimed at specific transnational corporations, and sending unified delegations to meet with radical anti-authoritarian organizations in the developing countries.

If the network is to become a reality, it will require resources. Participating unions will have to provide funds for travel, and for a staff person who can coordinate the network. The extent to which funding is forthcoming will provide a clear signal as to how important the success of the network is to the participating unions.

The IWW has a great deal to gain by joining such a network. Our union is considerably smaller than the other three. Furthermore, in the United States, where most IWW members live, the radical Left is small and marginalized. In much of Western Europe, the situation is substantially different. Nevertheless, the IWW can significantly contribute to the network. The Wobblies provide an entry point into English speaking countries, as well as a proud history of militant struggles.

Participation in the network would not prevent the IWW from forming ties to unions outside of the network who wish to cooperate on a specific project. The IWW would still try to interest a wide range of other unions in helping with the Starbucks campaign. At the same time, the IWW would place a priority on its relations with the three other unions within the network, forging ties that on many levels extending beyond the limits set by work on a specific project.

Ultimately, the goal would be the creation of a new international of syndicalist unions. Needless to say, this is an ambitious project, and the connections between the four unions would have to be far stronger than they are now before this could become a viable option. Nevertheless, it is an important goal, one that should be kept in mind. For now, we can decide to make international solidarity a critical priority.

Eric Chester

IU460 Assessment Stamps

Simply mail \$10.00,
earmarked for the I.U. 460
campaign, to:

IWW
P. O. Box 23085
Cincinnati, Ohio 45223



Support your Fellow Workers in their Organizing efforts!

Modern Slavery

Dear FWs,

In the American Civil War, some 500,000 people perished - North and South, white, black, Hispanic and Native American - from battle wounds, disease and malnutrition. Supposedly the aim of what became a national disaster was the abolition of involuntary servitude in North America. Lately however, despite the blood and suffering of the past, it appears that slavery has made a comeback.

According to a recent report by the Human Rights Center at the University of California Berkeley, at least 10,000, if not tens of thousands of people are currently enslaved as forced laborers within the United States. The majority are girls and young women of Chinese, Mexican and Vietnamese ethnicity, almost half of whom are forced against their will to engage in prostitution. Most of these "hidden slaves", as the report calls them, are held in brothels, work camps and isolated sweatshops for some two to five years - some for far longer.

The exploitation and degradation of these victims by the maggots who "own" them is facilitated, according to the Human Rights Center, by the inability or unwillingness of the US government to enforce its own immigration laws, and by what the report calls "the increased permeability of borders".

Perhaps those of us who join the Wall Street Journal-George Bush Open Borders jamboree might want to consider this inconvenient truth before they wave another sign.

Solidarity,
Martin Comack



We Need Stories!

The Organizing Department has begun to gather IWW organizing stories. The goal of the project is to collect and arrange stories by IU, geography, and type of workplace or grievance so future organizing campaigns can benefit from past experiences. Why not send us yours? We welcome short stories, long stories, new stories and old, partial and full successes, just give us the who, what, when any analysis of what was done well and not so well.

Stories and questions can be sent to John at jbwob@yahoo.com

General Headquarters

Word from GHQ...

I had hoped to have the Fiscal Year 2006-2007 Financial Report ready for this issue of the GOB, but two things have held it up . . . First, space; as this is the biggest issue of the GOB that we have printed in the last two years, already, chock full of Assembly news and proposals. Second, it simply is not ready. *Mea Culpa!* It will be available at Assembly, which is yet another reason for you all to attend, and I promise it will be the feature attraction of the September GOB.

Meanwhile, work at GHQ continues apace. We actually are beginning to accomplish some of the goals we set for ourselves when we first took over this job ages ago . . . Was it really only a year and a half? But there is still much work to be done . . . Both organizing in the field, and in improving our processes and procedures to serve you better.

I Look Forward to seeing you all at General Assembly,

Peace Like a River,

In Solidarity,

Mark Damron



Financial Report

May- 2007	★	★	★
Income		Expense	
Initiations	649.50	Admin Wages	2,465.96
Max Dues	2,862.00	Benefits	400.00
Reg Dues	2,280.00	Payroll Taxes	799.70
Min Dues	1,827.00	Payroll Expenses	88.37
Sub-min Dues	241..50	Rent	700.00
Misc. Assessments	185.50	Phone/Fax/Etc.	101.00
Total Dues Income	8,045.50	Cellular	89.56
Other General Admin Income	127.00	Alarm/Security	30.99
Organizing Fund Donations	73.00	Utilities	197.33
Total General Admin. Income	8,145.50	Bank Charges/Canadian Conversion	28.75
IW Subs	140.00	Office Supplies	153.46
IW Bundles	142.00	Equipment Leasing & Repairs	804.72
IW Donations	100.00	Postage	280.33
IW Press Assessments	22.50	Total Admin Expense	8,548.55
Total IW Income	404.50	Total OTC Expense	95.81
Total Income	8,660.00	Total Literature Expense	614.00
		Total IW Expense	2,331.67
		Total Expense	11,309.03

Account Balances as of June 1, 2007:

Cincinnati Money Market: \$ 47,383.43
Cincinnati Checking Account: \$ 4,207.23

Delegate Reports Received

This report shows which delegate reports have come in to General Headquarters since the last GOB was published. The date listed is the date the delegate put on his or her report, most usually the last day they collected dues on the report. The delegate number's prefix (the two-digit number) tells you the year the delegate last cleared his or her credentials.

It is a good idea to check your mailing label on this GOB, where you will find the last dues that Headquarters has recorded for you. If the label doesn't match your membership card, you can look and see if your delegate sent in his or her report. If the report is listed, but the date of the last dues paid on your label isn't correct, please contact Headquarters.

Branch	Date	Delegate	Del#	Init	Max	Reg	Min	Sub	Asst	IW	Org
	05/08	David Temple	06-1640	0	24	0	0	0	0	0	0
	05/23	Colin Bossen	07-1286	0	0	0	5	0	0	0	0
	05/29	Seth Dietz	07-1822	2	0	0	10	6	0	0	0
	06/06	Braden Cannon	06-1503	3	0	0	1	4	0	0	0
	06/18	Matt McLaughlin	07-1782	0	0	0	6	0	3	0	0
	06/21	Brooks Ballenger	06-1811	0	6	10	0	0	0	0	0
	06/26	Frederic S. Lee	06-1018	0	6	0	0	0	0	0	0
Bay Area	03/06	Jefferson Pierce	06-1494	0	33	0	4	0	0	0	0
Bay Area	04/01	Bruce Valde	07-1407	0	0	20	7	0	0	0	0
Bay Area	04/01	Adam Welch	06-1125	0	0	0	11	0	0	0	0
Bay Area	04/12	Pavl Zachary	07-1794	4	1	0	7	9	4	0	0
Bay Area	04/20	Lars Ortegren	05-1672	13	0	12	15	0	0	0	0
Bay Area	04/30	Tara Bratton	07-1849	3	0	0	2	1	0	0	0
Bay Area	04/30	Kimberly Koons	07-1850	2	0	0	3	0	0	0	0
Bay Area	05/03	Steve Ongerth	07-1138	0	0	5	0	0	0	0	0
Bay Area	05/03	Slava Osowska	07-1778	0	3	3	0	0	0	0	0
Bay Area	05/04	Dan Duumont	07-1402	0	0	3	0	0	0	0	0
Bay Area	05/04	Dean Dempsey	07-1506	0	0	0	3	0	0	1	1
Bay Area	05/05	Oliver Lanti	07-1790	0	0	2	0	0	0	0	0
Bay Area	05/06	Heather Gardner	07-1791	0	2	0	3	0	1	0	0
Boston	05/01	Justin Kelley	07-1781	6	0	7	11	4	3	0	0
Boston	06/10	Justin Kelley	07-1780	6	0	7	11	4	1	0	0
Boston	06/10	Dominic Giovonne	07-1873	0	3	0	0	0	0	1	1
Boston	06/10	Steve Kellerman	07-1008	0	2	0	8	1	1	0	0
Boston	06/11	Matthew Andrews	07-1719	0	0	4	0	0	0	0	0
Central IL	05/12	David Johnson	06-1624	0	0	0	21	0	2	0	0
Central IL	05/15	Dan Elgin	07-1301	0	1	0	0	0	0	0	2
Central NJ	11/06	Andrew Spina	06-1747	0	0	0	11	4	2	0	0
Central NJ	12/06	Bryce Anderson	06-1745	0	0	14	1	3	0	2	0
Central NJ	02/22	Andrew Spina	07-1747	0	0	0	1	0	0	0	0
Central NJ	03/29	Andrew Spina	07-1747	0	0	0	3	0	0	0	0
Central NJ	04/15	Bryce Anderson	07-1745	0	0	0	3	0	0	0	1
Chicago	04/27	Jason Krpan	06-1709	0	0	6	3	0	0	1	0
Chicago	04/31	Raven Adler	05-1708	0	0	0	1	2	0	0	0
Chicago	05/01	Matt Zito	06-1714	0	5	0	0	0	0	0	0
Chicago	05/06	Penny Pixler	07-1682	0	0	0	1	0	0	0	0
Chicago	05/13	Patrick Brenner	07-1776	0	0	0	7	5	1	0	0
Chicago	05/26	Jason Krpan	06-1709	1	12	0	0	9	0	0	0
Chicago	06/01	Joe Tessone	07-1713	0	0	8	9	0	0	0	0
Chicago	06/12	Penny Pixler	07-1682	0	0	0	1	0	0	0	0
Denver	05/26	Lowell May	07-1072	0	18	0	0	0	0	0	0
Detroit	04/01	Ellen Chase	06-1542	0	2	0	2	1	0	0	0
Detroit	05/01	Ellen Chase	06-1542	0	5	6	2	2	3	0	0
Detroit	06/01	Michelle Diehm	07-1866	0	2	0	2	1	0	1	0
Detroit	06/07	Jim Rehberg	07-1670	0	1	3	0	0	3	0	0

Branch	Date	Delegate	Del#	Init	Max	Reg	Min	Sub	Asst	IW	Org
Edmonton	05/09	Bryan Roberts	06-1674	0	12	0	0	0	0	0	0
Edmonton	05/09	Nick Driedger	06-1603	0	0	0	20	0	0	0	0
Edmonton	05/10	Gordie Thomas	06-1396	2	22	11	27	1	0	4	0
Gainesville	05/06	James Schmidt	06-1829	0	0	0	2	0	0	0	0
Gainesville	05/06	Joseph Richard	06-1765	1	0	0	7	0	0	0	0
Gainesville	06/05	Joseph Richard	06-1765	0	0	2	3	0	2	0	0
Gainesville	06/06	James Schmidt	06-1829	0	0	0	9	2	0	0	0
Grand Rapids	05/08	Cole Dorsey	06-1686	0	0	0	5	0	0	0	0
Grand Rapids	05/08	Gerrard Akkerhuis	07-1843	0	0	0	3	0	0	0	0
Grand Rapids	06/03	Gerrard Akkerhuis	07-1843	0	0	0	4	0	0	0	0
Grand Rapids	06/25	Gerrard Akkerhuis	07-1843	0	0	0	4	0	0	0	0
Lane County	05/09	Ed Gunderson		2	0	7	0	4	0	0	0
Los Angeles	12/06	Jay Brophy	07-1500	1	6	0	0	1	0	0	0
Los Angeles	01/17	Jay Brophy	07-1500	1	0	0	18	7	0	0	0
Los Angeles	02/10	Jay Brophy	07-1500	0	0	0	6	6	0	0	0
Los Angeles	03/17	Jay Brophy	07-1500	0	0	2	0	0	0	0	0
Los Angeles	04/11	Jay Brophy	07-1500	0	0	0	2	11	0	0	0
Los Angeles	05/09	Jay Brophy	07-1500	2	12	2	0	0	0	0	0
Madison (ACH)	05/01	Jerry Chernow	07-1038	0	7	22	2	0	0	0	0
Madison	05/01	Jerry Chernow	07-1038	1	3	0	6	0	0	0	0
Madison	05/16	John Peck	07-1324	0	0	0	15	0	0	0	0
Milwaukee	03/01	Skip Porter	07-1777	0	0	0	12	0	0	0	0
Milwaukee	04/19	Diane Ryenolds	07-1621	0	0	0	2	0	0	0	0
Milwaukee	04/20	Gregory Lampark	07-1812	0	0	0	5	0	0	1	0
Ohio Valley	05/31	JJ Staples	07-1857	0	0	0	0	0	0	0	0
Ohio Valley	06/03	Chris Lytle	07-1771	2	1	2	12	0	1	0	0
Ohio Valley	06/04	TomKappas	07-1520	0	0	0	1	0	0	0	0
Olympia	05/11	Bendan Dunn	06-1819	1	0	0	7	0	0	0	0
Pensacola	04/27	Scott Satterwhite	07-1390	0	0	1	8	1	0	0	1
Philadelphia	03/20	Alexis Buss	06-1036	0	0	0	1	0	0	0	0
Philadelphia	04/01	Michael Pesa	06-1784	0	0	4	0	0	0	0	0
Philadelphia	04/12	Matt White	06-1614	1	0	0	11	0	0	0	0
Philadelphia	04/16	Jon Bekken	06-1304	1	1	0	0	0	0	0	0
Philadelphia	04/21	Jon Bekken	06-1034	0	6	0	0	0	5	0	0
Philadelphia	05/08	Michael Pesa	06-1784	0	0	3	0	2	0	0	0
Phoenix	04/28	Terry Hughes	07-1834	3	0	3	1	3	0	0	0
Phoenix	05/03	Bill Krist	07-1429	0	0	0	0	0	0	0	0
Phoenix	06/03	Terry Hughes	07-1834	0	0	2	3	3	1	1	0
Phoenix	06/05	Bill Krist	07-1429	0	0	0	0	0	0	0	0
Pittsburgh	04/01	Bret Grote	07-1855	2	0	2	2	4	0	0	0
Pittsburgh	04/01	Kenneth Miller	07-1488	0	0	0	1	0	1	0	0
Pittsburgh	04/15	Clark Clagett	07-1853	0	0	0	5	0	1	0	0
Pittsburgh	04/15	Laney Trautman	07-1854	3	0	0	1	6	0	1	0
Pittsburgh	04/25	E.W.Wolfson	07-1546	1	0	2	1	1	0	0	0
Portland (ACH)	04/30	Ryan Gaughan	06-1789	0	3	16	8	0	0	0	0
Portland	04/30	Ryan Gaughan	06-1789	5	0	2	0	0	0	0	0
Portland	05/04	Nick Neumann	07-1669	1	0	8	1	0	0	0	0
Portland	05/07	Matt Jones	06-1716	1	0	5	0	0	0	0	0
Upstate NY	04/19	Greg Giorgio	06-1027	0	1	7	0	0	0	0	1
Upstate NY	04/30	Rochelle Semel	07-1059	0	0	4	0	0	0	0	0
Upstate NY	05/14	Greg Giorgio	07-1027	0	1	14	2	2	0	0	0
Upstate NY	05/31	Rochelle Semel	07-1059	0	0	2	0	0	5	0	0
Upstate NY	06/11	Greg Giorgio	07-1027	0	1	4	0	1	2	1	0
Upstate NY	06/30	Rochelle Semel	07-1059	0	0	0	0	0	1	0	1
Winnipeg	02/13	Patirck McGuire	06-1128	0	0	0	12	0	0	0	0
Winnipeg	03/13	Garth Hardy	04-1592	0	0	5	4	0	0	0	0
Winnipeg	04/10	Garth Hardy	04-1592	0	0	0	0	6	0	0	0
Winnipeg	05/08	Patrick McGuire	06-1128	0	3	1	12	0	0	0	0

Notes From Delegates

Boston GMB: Shop organizing at a print shop goes well. Meeting of organizing committee the weekend. (Justin Kelley, June 2007) I am organizing with FW Ian Vallance on the job with help from Billy Randall. We are trying to help one worker get his job back. I plan to take action this week against a new policy to dump spoiled produce instead of giving it to employees and Food Not Bombs. (Matthew Andrews, June 2007)

Central Illinois GMB: Our May Day event at our local Indy Media Center that we co-sponsored with the Central Illinois Jobs with Justice chapter and the Graduate Employees Union was a success. We had a May Day Haymarket photo exhibit with speakers and bands. We raised over \$635.00 for the Colm Selmer Elkhart Indiana Workers Support Fund. (David Johnson, May 2007)

Central NJ GMB: Our branch has been suffering due to the loss of several key members from traveling. We are still meeting and still have several organizing projects and hope to play a support role in the new opened Gilberto Soto Memorial Center. (Bryce Anderson, May 2007)

Chicago GMB: Things are going well in Chicago; the CCU has had several actions against a local building with unfair security practices, and another Starbuck's store went public. We are also busy planning General Assembly . . . (Greg Ehrendreich, July 2007)

Gainesville GMB: I took in dues, sold union buttons, books, and gave out literature at the Minimum Wage Strike. We got a good response for our Minimum Wage strike Campaign for 2008. (James Schmidt, May 2007) Just got back from a trip visiting North Eastern GMB's and we are very excited about organizing this summer. We considering organizing movie theatres and a local grocery store. (Joseph Richard, June 2007)

Grand Rapids GMB: First Grand Rapids Starbucks store goes union this month . . . We will be delivering our demands to the store manager on the 16th. Looking to increase communication with other Michigan branches and hopefully hosting an organizer training this summer. (Cole Dorsey, May 2007)

I have continued working on the Starbucks campaign with other baristas. Tabling June 9th at the Farmers Market. I continue collaborating with SDS. Plan on being in the Labor Day Parade 2007. Waiting for a response from the labor board on the ULP filed by the SWU members. (Gerard Akkerhuis, June 2007)

Ohio Valley GMB: We put on a benefit show at the South Gate House and I piped up to give a thumbnail introduction of the OBU. (J.J. Staples, May 2007)

I am still agitating my bosses and co workers around safety and health issues at the Underground Sports Shop. I have been threatened with termination twice but no action has been taken. The response has been positive with the purchase of up to date fire extinguishers, a first aid kit, and a gas leak being fixed. We still have a long was to go though. I will be placing an ad in a local newspaper to get contacts for an I.U. 410 Organizing Committee. (Tom Kappas, June 2007)

Olympia WA: A workers collective is being set up through the Poor Peoples Union as an alternative to temp work agencies. We're busy on the ground organizing in the restaurant industry and hope to have a well functioning GMB by the end of the summer. (Brendan Dunn, May 2007)

Pensacola GMB: Discussed new ways to bring in new members. FW Ardis has to work on this. Also have talked about raising money for NYC GMB fight against Amersino and possibility naming our GMB after Helen Keller. (Scott Satterwhite, April 2007)

Pittsburgh GMB: Working on Solidarity Night at PNC Park. (Kenneth Miller, April 2007) The branch is going through some growing pains with several of our more involved members having to cut back on volunteer time. Still good potential for IU 650 campaign and perhaps more with Foodstuffs and Restaurant Workers. Discussions about obtaining office space. (E. Wolfson, May 2007)

Upstate NY GMB: The branch had a nice time with our “a union man” video and concert w/ George Mann and Julius Margolin. Taking our Wobbly show on the road for two showings in May. Working on a couple of projects and picketing @ Starbucks. OBU (Greg Giorgio, April 2007) The Branch picketed the local Circuit City store May 1st and got radio and newspaper in our call to boycott the greedy capitalists over their layoff of 3400 by seniority and other dirty tricks. Starbucks Picket to honor national day of action and 3rd. anniversary of organizing was accompanied by drumming and a store visit to talk to the workers. A lead may develop into a contact there. (Greg Giorgio, May 2007)

Picketing Starbucks regularly each month and our second solidarity picket with spa massage therapists (two IWW’s) in Lenox Mass. Send our second \$1000.00 to NYC IWW Warehouse Workers this week. WE NEVER FORGET! (Greg Giorgio June, 2007)

Detroit GMB : Attended “Picket Line” for helping out UAW car dealer. Locked out workers and refused to negotiate a contract. Worker writes event at Detroit Riverfront and tabled for IWW. Dave Moore, 90 years old, spoke from the 1930’s Ford Hunger strike. (Jim Rehberg, June 2007)

Winnepeg GMB: Busy with May works. Celebrating the 60th year anniversary of Emma Goldman’s first visit to Winnepeg. The branch is organizing a hip hop, rock, and a film screening. FW Fox is currently in Ottawa for a Canada Organizing Conference. (Garth Hardy, April 2007)

Delegates-At-Large

Connecticut: I’ve been at Starbucks now for about a month and a half, and there are seeds of potential here. I’m making progress mapping the store. (x357733, June 2007)

Iowa: Our group has been doing well over the past month by keeping busy with developing a new flyer, discussing whether or not to move forward as some sort of a regional organizing committee (as opposed to a branch) and how we can get some new organizing drives started.

We have had some rough spots however, we have lost some members and a few others are gone for the summer. We plan on reinvigorating some existing campaigns and generally getting our name out there more in the area. With General Assembly coming up some a lot of the members out here are excited to attend for the first time. (Drew Robertson, June 2007)

Maryland: This summer I am working for the AFL-CIO and plan on recruiting IWW organizers. I am working with student groups against Starbucks. (Seth Dietz, May 2007)

Nova Scotia: The IWW in Halifax continues to grow. With just eight wobs we are just shy of a GMB. We expect to sing up more members soon. In the meantime, we are working on a few projects for the summer: a banner making session, organizer training, and a benefit show. Soon, the IWW will be well established in Halifax. (Braden Cannon, June 2007)

South Carolina: We have set up a separate email account charlottewobblies@yahoo.com) and held our first informational meeting on June 29th. Our next step is to establish a P.O. Box at the nearest post office. The city of Charlotte has a large underground culture centered mainly around music and it is a very close-knit group. We are looking to take advantage of this opportunity and get those people involved as our base, and then grow from there. It is also our goal to learn Spanish and to recruit members that already speak Spanish. There is a large Latino population in the area and we would like to reach out to these people as well. (Jay Pennell, July 2007)

Notes and Notices

Share With Your Fellow Workers Across The Pond . . . BI-ROC Publications Available

The new edition of the BIROC Rule Book is now available, and if any Wobs outside the BIROC area with access to US\$ would like a copy, send \$3 cash to: The Night Shift, 36 Bow Street, Oldham OL1 1SJ, England. About \$2 of that is overseas postage, so you are getting a bargain!

We will be publishing a BIROC edition of the One Big Union pamphlet within a month thereafter, exchangeable from the same address for a \$5 bill.

WORKERS OF THE WORLD!!!! TRANSLATORS NEEDED!

We've received several requests lately for Spanish speaking organizers and translators — especially requests for assistance with ongoing IU460 campaigns. There have also been recent requests for materials in French, Chinese, Polish, and Portugese . . .

The need is URGENT . . . if you are a bi-lingual member of the IWW, and can make some time available to your Fellow Workers, either to translate existing materials, or help create new materials, please get in touch with GHQ immediately.

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Headquarters will compile a list, and make it available to the ISC, Organizing Department, and branches with immediate needs . . .

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