

OUR UNION'S INTERNAL DISCUSSION FORUM

GOB #8 2007

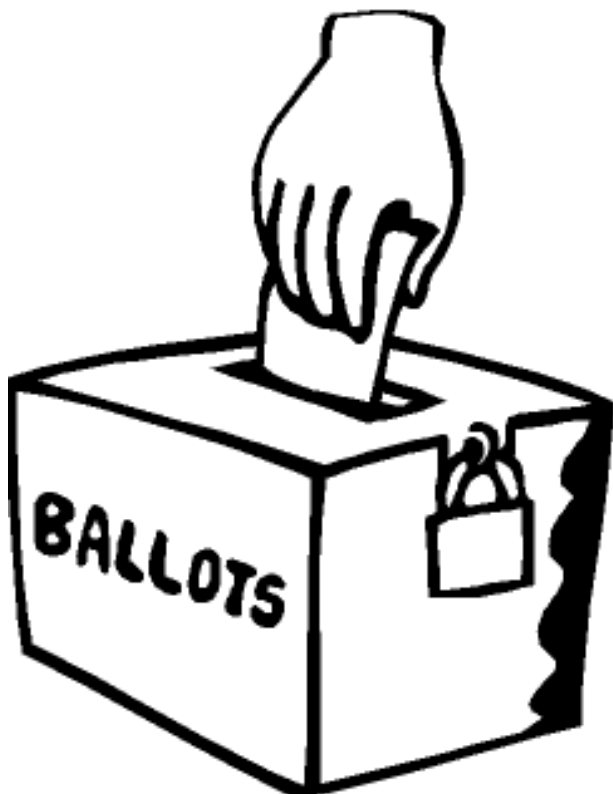


GENERAL ORGANIZATION BULLETIN OF THE
INDUSTRIAL WORKERS OF THE WORLD

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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*
110 North "F" Street
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GENERAL DEFENSE COMMITTEE

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Official Notices

What's a GOB?

For some of you, this is your first ever General Organization Bulletin — familiarly known to most members as the GOB.

The GOB comes out a minimum of eight times a year. It is the union's internal newsletter, an open forum for members to discuss issues of concern to the union. It also serves as a window into the General Administration. Through the GOB you can follow the actions of the IWW's General Executive Board (GEB), and read our monthly (and annual) financial reports. The GOB also publishes notices from delegates and branches; news of elections, and discussion of the issues; as well as news or reflections on IWW campaigns and projects.

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, (except that members shall have complete freedom to criticize the conduct of union officials without censorship, subject to the provisions of By-Laws Article III, Section 6a). Submissions in violation of this policy will be returned to their authors by the GST.

Remember, the GOB is our medium for union democracy — our way of making sure that all members have access to the information they need to decide IWW policy. The IWW is the only union that we know of to issue this sort of uncensored forum for its members. So welcome to the GOB, and to the community of Wobblies!

- Mark Damron, General Secretary-Treasurer

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 email 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 email 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](mailto:iww-list@iww.org) 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/](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.

International Solidarity Commission

October 6, 2007

The ISC in August looked toward further developing its connections and solidarity work in Latin America and Asia. ISC members voted to send \$100 in relief funds to assist garment workers in our ally union, the National Garment Workers Federation (NGWF), whose homes were inundated and who were without drinkable water after a massive flood in that country. The ISC also passed a resolution in support of the workers of Oaxaca, where ISC delegate Eric Larsen has been working, and took steps to implement plans to link the NGWF with the Central American Common Labor Platform (PSCC), a network of radical unions, to help build an informational exchange and, eventually, a cross-border garment workers' movement.

ISC members Lauren Anzaldo and Mike Pesa gave a presentation at the General Assembly to update the union on the ISC's activities. The ISC's work was well-received by fellow workers in attendance. GA also provided an opportunity for the ISC to distribute to delegates the new ISC assessment stamps and NGWF strike fund stamps. The ISC collected \$44.98 in general donations to support the commission's work and sold \$132 in ISC stamps and \$100 in NGWF stamps at GA. Delegates from throughout the union also left with \$105 worth of NGWF stamps and \$432 worth of ISC stamps that they will pay for as they sell. To all delegates who did so, please remember to remit monies to GHQ and clearly mark them as ISC or NGWF on your delegate forms. The ISC will be looking forward to the receipt of these funds to help us support international workers in need. FWs in the Bay Area, BIROC, Edmonton, Central Illinois, Ottawa, Chicago, Grand Rapids, Philadelphia, Upstate New York, Pensacola and Pittsburgh should see their delegates to purchase one of these attractive stamps. All others can get stamps through GHQ.

The ISC is often focused on the struggles of workers far away. However, the commission is tasked not only with communicating with like-minded unions but also with coordinating campaigns from within the IWW. Along these lines, the ISC in September passed a resolution calling for solidarity with FW Alex Svoboda, the Wob from Providence, R.I., who was viciously attacked by police while participating with members of her branch in a rally in support of New York workers. Svoboda suffered broken bones and has undergone several surgeries since her attack. The ISC is asking our allies to send greetings and, if they are able, financial contributions to Svoboda. The ISC also sends its warmest wishes to FW Svoboda as she recovers. We commend her for courageously acting in solidarity with her fellow workers. FW Svoboda's attack at the hands of police working in the interests of the boss class reminds us once again that *an injury to one is an injury to all* and that workers must stand together in the face of injustice.

For solidarity without borders,
Lauren Anzaldo, Chair
International Solidarity Commission

solidarity@iww.org

Support Your Union . . .

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

Your Red Card is not complete without some!



MP-13: Solidarity with the people of Oaxaca

FILED 08/09/07

LA-Y

JK-X

MP-Y

PASSED 08/13/07

The International Solidarity Commission of the Industrial Workers of the World (IWW) stands strongly in support of the groups that compose the VOCAL (Oaxacan Voices Constructing Autonomy and Liberty) Collective, the Other Campaign of the *Ejercito Zapatista de Liberacion Nacional* (EZLN), the Democratic Bloc of the APPO (Popular Assemblies of the People of Oaxaca), and all Oaxacan groups and unions that fight for democracy and worker-to-worker solidarity, and against corruption, capitalism, and all forms of oppression.

The ISC demands that the Oaxacan and Mexican governments free all political prisoners, including the recently detained David Vinegas of the VOCAL Collective and those prisoners who belong to the Popular Indigenous Council of Oaxaca — Ricardo Flores Magon (CIPO-RFM).

The ISC condemns the repression and continued low-intensity warfare carried out against Oaxacans, especially under Oaxacan governor Ulises Ruiz Ortiz and President Felipe Calderon, and condemns union and organization leaders who conspire with the governments of the world to repress ordinary Oaxacans and their allies, both in Mexico and throughout the world.

The International Solidarity Commission will work to make the violent acts of the Mexican government known to IWW members and to our communities around the world, and will take every step possible to support Oaxacans in their struggle.

MP-14: Flood relief to Bangladeshi workers

FILED 08/12/07

LA-Y

JK-X

MP-Y

PASSED 08/13/07

Be it resolved that the ISC immediately send \$100.00 from its operating budget to the National Garment Workers Federation in Bangladesh for the purpose of flood relief, to help NGWF members recover from the impacts of recent countrywide severe flooding.

This disbursement of money is in the spirit of the solidarity relationship that exists between the IWW and the NGWF. The ISC recognizes that an injury to one is an injury to all, and that we must stand by our fellow workers in Bangladesh not only in the face of attacks from the boss class but also in response to natural disasters that disproportionately effect workers.

LA-09 Statement of support for Sebokeng community struggle

FILED 08/22/07

LA-Y

JK-Y

MP-Y

PASSED 08/22/07

If passed, the following letter would be faxed to the mayor and ministry of safety and security and a copy sent to the ZACF

22 August 2007

Dear Officials:

The International Solidarity Commission (ISC) of the Industrial Workers of the World — a democratic, worker-led international labor union — is shocked and outraged at the South African government's response to the Aug. 14 protests of members of the Sebokeng community.

More than 1,000 people of Sebokeng were demonstrating their dissatisfaction with the ANC government's delivery of services to their community when some — including small children — were fired upon by police. Six people were seriously injured. Thirty-five people were arrested at the protest, and nine more community leaders who protested the arrests were then arrested for addressing the gathering.

(Continued on the next page.)

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The impoverished people of Sebokeng were crying out for the basic necessities of life when they were shot at with impunity and treated with utter disregard by a democratically elected government and police force acting frighteningly similar to the Apartheid regime. Not only are the government and police actions totally unacceptable, they violate basic human rights and flout both the Universal Declaration of Human Rights and the ANC's People's Charter. The ISC will not stand silent in the face of such repression.

We call on you as leaders of South Africa to comply with the people's requests for services and demand respect for the human rights of all.

Sincerely,

Lauren Anzaldo, Michael Pesa, and John Kalwaic
International Solidarity Commission, IWW

JK-08 Plea for solidarity with IWW member attacked by police

FILED 09/12/07 LA-Y JK-Y MP-Y PASSED 09/19/07

On August 11, 2007, a member of the Industrial Workers of the World (IWW) was attacked by police while participating in a solidarity demonstration with other members of her union.

Members of the Providence, Rhode Island, branch of the IWW and members of Students for a Democratic Society (SDS) were demonstrating in front of Jackie's Galaxy Restaurant in Providence. The restaurant was supplied by the HWH/Dragonland Corporation, which has been trying to bust IWW organizing among immigrant workers at their warehouses in New York City.

Providence police pepper sprayed several of the demonstrators. One demonstrator, Alex Svoboda, was wrestled to the ground and had her leg broken in three places. When she was sent to the hospital, the doctors said she might never walk again. Svoboda is not able to work due to her injury. She has no health insurance and has had to have three surgeries. Also, Svoboda was charged with three counts of felony. Her bills, both medical and legal, are mounting up.

The IWW has filed a lawsuit against the Providence police department on Svoboda's behalf.

Svoboda is a dedicated unionist and activist. The International Solidarity Commission (ISC) of the IWW is asking its allies around the world to send solidarity greetings and get-well messages to Svoboda. Greetings can be emailed to solidarity@iww.org and will be forwarded to Svoboda during her recovery.

Please also contact the ISC at the same e-mail address if you are able to make a financial contribution to help pay FW Svoboda's legal and medical expenses.

MP-15: Demanding the release of imprisoned Salvadoran health care union members

FILED 09/11/07 LA-Y JK-Y MP-Y PASSED 09/11/07

The International Solidarity Commission of the Industrial Workers of the World (IWW), an international, worker-run, democratic labor union, demands the immediate release of-and the dropping of all charges against-eight union members belonging to the Salvadoran General Hospitals Union (SIGEESAL). The SIGEESAL members in question are as follows: Ana Luz Ordoñez Castro, Mirian Ruth Castro Lemus, Elsa Yanira Paniagua, Noemí Barrientos de Pérez, Ana Graciela de Carranza, Jorge Emilio Pérez, Manuel Trejo Artero and Anemias Armando Cantadeiro.

These eight individuals were arrested on September 4, 2007 in connection with a July 6 demonstration against the privatization of El Salvador's national health care system in clear

violation of the constitutionally-recognized right to protest and International Labor Organization (ILO) agreements 87 and 98 (granting workers the right to organize and unionize), which have been formally ratified by El Salvador's Legislative Assembly. These brave unionists are now being held in jail on outrageous charges of public disorder and damage to private property. This unjust and unlawful detention must end immediately. The ISC calls upon the government of El Salvador to correct this situation and issue a public apology.

The ISC also urges El Salvador's political leaders to abandon their ill-conceived plan to privatize the national health care system and to create — in the words of Health Minister Guillermo Maza — a “zero unions” environment. Health care is an essential human need and a fundamental right of all people. It should not be taken out of the control of the public and put into the hands of private corporations whose only goal is to maximize profit. Likewise, health care workers work long and hard, devoting themselves to serving the needs of the community; if any group of workers needs and deserves a union, it is this one. The ISC pledges its full support for SIGEESAL and the Salvadoran Union Front in their struggle against privatization and exploitation. We applaud the efforts of these unions and we stand in solidarity with them.

MP-16: In defense of underground railway workers and union delegates

FILED 09/25/07 LA-Y JK-X MP-Y PASSED 09/28/07

The International Solidarity Commission (ISC) of the Industrial Workers of the World (IWW) — an international, worker-run, democratic union — expresses total solidarity with the workers of Buenos Aires' underground railway system, called the *subte*, and the delegates they have democratically elected. The ISC condemns the recent offensive against the delegate Néstor Segovia. The ISC furthermore urges Metrovias, the United States-owned company that runs Argentina's *subte*, to halt all proceedings against Segovia as well as all intimidation and attacks against other delegates.

We consider the *subte* workers struggle, demands and tactics to be legitimate. Metrovias is wrong to blame the delegates and denounce them as having a political agenda. The ISC joins the *subte* workers and their delegates in decrying the company's lack of investment in this incredibly important public service. The dismal state of the system's infrastructure and delays and other problems with service that the public must endure are wholly the responsibility of the company. The workers should not be blamed as their actions are entirely in the interests of the safety and security of the public.

The ISC calls on the *subte* workers' union, the *Unión Tranviarios Automotor* (UTA), to cease all proceedings against the delegates and to support the action of their members. The ISC pledges its full support for any measures decided democratically by the *subte* workers.

JK-09 Resolution in support of strike bike workers in Germany

FILED 09/27/07 LA-Y JK-Y MP-X PASSED 09/28/07

We the International Solidarity Commission of the Industrial Workers of the World send our full support to the staff workers of the occupied bicycle factory in the Thuringian Nordhausen. We also send our support to the anarcho-sindicalist union FAU (*Freie Arbeiterinnen- und Arbeiter-Union*/Free Workers-Union) and any other working ally of the newly occupied Strike Bike Factory. We call on the management of bike system GmbH and the government of the Federal Republic of Germany to recognize this newly formed cooperative and to end its claim on the factory. We give great regards to the workers on their use of worker self-management.

General Defense Committee

Oct 5th, 2007

The G.D.C. raised \$340.00 from memberships and assessments at the IWW General Assembly for FW Alex Svoboda in Providence, RI and FW Brendan Dunn in Olympia, WA. We also received \$60.00 towards this effort from a benefit concert in Cincinnati, Ohio. A decision from the Steering Committee is still pending as to how to allocate these funds but, the proposal from me was to send \$300.00 to Alex in Providence and \$100.00 to Brendan in Olympia.

I am sure most of you have heard what happened to Alex at during the Providence protest of the sweatshop conditions in NYC foodstuffs warehouses, while Brendan's only crime was to be carrying a black and red flag at a *World Can't Wait* rally and although his charges were dropped has incurred thousands of dollars in legal fees.

Steering Committee

If we are to be serious about providing support for our fellow workers and G.D.C. members we must be able to act quickly in times of hardship. Our current steering committee is appointed and busy with one hundred other things. If you think you have the time to put into helping out please consider being on the steering committee!

All good standing G.D.C. members who are a member also of the Industrial Workers of the World can be nominated for steering committee. The following guidelines for Steering Committee members are spelled out in the GDC by laws:

1. Nominees for the Steering Committee shall be a member of the IWW for 1 year, and a member of the GDC for at least 6 months prior.
2. Members of the GDC who are not eligible for membership in the IWW may be nominated to serve on the Steering Committee, but must have maintained membership in good standing for at least 2 years prior to nomination.
3. In the event that no nominee meets these requirements, then they shall be reduced to membership in the IWW and the GDC at the time of nomination.

There are four nominees so far: William Frazier (Sterling Heights, Michigan), Marie Mason (Cincinnati, Ohio), Kenneth Miller (Pittsburgh, Pennsylvania), and Kirsten Mayoh (Edmonton, Alberta).

If you would like to be nominated please let me know and I will add you to the list. We have an interesting year and I look forward to making the G.D.C. move forward. I will list all nominations in the November Defiant Spirit along with a ballot to cast for the vote.

I think also that its time individual GDC members attached to an IWW branch start thinking about bringing up the GDC at their business meetings. We now have 45 paid up GDC members for 2007. Let's keep it going and reach 100 by the end of the year!!!

As always if you have any suggestions, comments, or questions please address them to me at my email address tacmota@aol.com or my home phone at 513 541 2095.

Tom Kappas
CST – GDC

***Support the General Defense Committee
'cause the next head to be bashed in could be yours!***

The Industrial Worker

September 25, 2007

Conscious of our need to make the *Industrial Worker* and the IWW as a whole more sustainable, the *IW* will be making changes to reduce costs and raise income for our newspaper and ensure it remains accessible to all members and the wider public.

New Advertising Rates

In the November and May editions, the *IW* has called for IWW groups, branches and individuals to publish advertisements in solidarity with the occasion. These ads provide members a guaranteed place for their message in the newspaper and raises funds for the *IW*. The rates, well below commercial rates, were overdue for a boost.

I encourage all branches to consider publishing a small or large ad in the November edition or in any other edition of the newspaper. The rates are:

- \$12 for a 1 inch tall ad (1 column wide);
- \$40 for 4 inches by 4 7/8 inches; or
- \$90 for a quarter page.

New Subscription Rates

In response to the increased rates by the US postal service, I intend to raise the subscription rates for the *IW* as of January 1, 2008 as follows:

- Individual \$18 US for 10 issues/year (up from \$15 US)
- Library/institutional \$24 for 10 issues/year (up from \$20 US)
- Individual international \$20 US for 10 issues/year

So if you want to give someone a subscription as a gift or buy a subscription for your local library, get the deal and subscribe before January 1, 2008.

The following new categories will be added to the iww.org web-site:

- Monthly bundle order by Paypal: \$0.20 per copy for orders of 5 or more
- One-time bundle order by Paypal: \$0.30 per copy for orders of 5 or more

Any bundles that are not sent out in the regular mailing (\$0.20 per issue) will be billed at the \$0.30 per copy rate as it costs more to post.

Invoicing Bundle Mailings

GST Mark Damron and I will be vetting the people who receive IW bundles to confirm that people need the bundles being sent and that they are paying for them. Currently, there isn't a system to do that, so sorting that gap out and establishing a working billing process will result in savings on postage and also more revenue.

The Industrial Worker Electronic Distribution List

Steve Ongerth and I are implementing an idea that we hope will save more postage costs by distributing the *IW* newspaper by email, much like the GOB.

By subscribing to this list, the member agrees to receive their copy of the *Industrial Worker* by email in the form of a PDF instead of a print edition delivered by mail. The member will be removed from the print mailing list. If you do not know how to view a PDF file, please ask for help before subscribing to this list.

(Continued on the next page.)

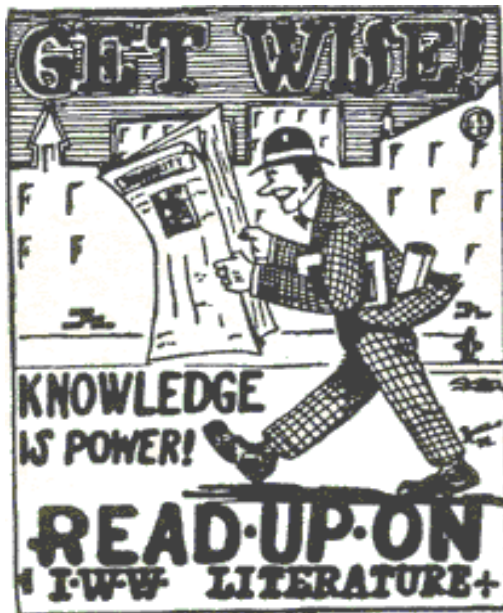
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Visit the following web page to sign up: <http://lists.iww.org/listinfo/industrialworker> Already, 25 people have joined up. This is a voluntary list, so if you decide this doesn't work for you after all, unsubscribe from the list and send ghq@iww.org your address and membership details.

Overall, these are some of the steps we are taking to lower costs and ensure that the *Industrial Worker* continues to reach and inspire all of our members with news and views by and for the working class.

As always, I look forward to hearing more feedback from people about the newspaper in the form of letters, submissions, comments, and so on. It's been a great ten months working for you as your editor. If you have any questions, please contact me at iw@iww.org.

In solidarity,
Peter Moore
Editor, Industrial Worker



READ THE INDUSTRIAL WORKER



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. . .

Candidate Statements

Contained within this issue you will find the ballot for this year's referendum . . . Aside from a number of issues and proposals that we need to vote on, this is also the time that we elect our officers for the coming year . . . To help you with your decisions, each candidate is afforded the opportunity to submit a candidate statement herein.

General Secretary-Treasurer

Mark Damron

I have again accepted the nomination for the office of General Secretary-Treasurer of the IWW in 2008, and thank those who have offered their support and encouragement.

As every GST must do, I will continue to try and be diligent in maintaining the union's financial, membership, and business records, and provide for the operation of the GHQ as the union's clearinghouse.

One of the greatest aspects of the IWW is the fact that we are all leaders . . . To that end we must continue to work to see that more ideas are discussed, and more voices heard within the union. We must build upon the strengths of our membership and utilize ALL the talents we have available.

This will be my last "constitutional" term in office, and I do not intend to run again. We expect a lot from the GST . . . But we have limited time and limited resources to offer. I hope that there are members who are already considering taking the time, and making the sacrifice to serve in the years ahead.

I again promise to give my all to making the most of the upcoming year; to work diligently, to represent the IWW honorably, to seek the guidance and input of the membership, and to uphold the duties of the office if it is entrusted to me . . .

In Solidarity,
Mark 'Cap' Damron



WE ARE ALL LEADERS!

(Continued on the next page.)

General Executive Board

Alexis Buss

Dear Wobblies:

I'm a candidate for General Executive Board because I believe we need a GEB that works closely with our branches to support organizing and help develop resources on the local level. The general administration of this union exists to support the IWW's work on the job, in our communities and industries, and I'd like to do what I can to make that a reality for our branches and organizing efforts.

I've worked as a printer, typesetter, props master for an opera company, a cashier and french fry maker at McDonald's, a telemarketer, a nightclub dj, a fund-raiser for a theater company, and a bunch of other jobs. I have served the union as an active member of my own branch (Philly), as a GEB member and as a six-term General Secretary-Treasurer since rejoining the IWW a dozen years ago during the Borders campaign.

I favor a balanced budget, but do not oppose making one-time expenditures to improve efficiency or create permanent resources that the whole union can use. I think the Board should have an active role in fund-raising for the organization. I understand our membership system, our bookkeeping, and how the various parts of the union function together. I like it when smart people get together and come up with creative ways to do what they want to do — perhaps I am not one of these smart people, but I do know smartness when I see it and I very much enjoy helping it flourish.

Should you like to reach me, email is best:

alexis.iww@gmail.com

In solidarity,

Alexis Buss

Nick Durie

Bottom-up democracy, strategic vision and targeted, industrial growth.

<http://iww2009.blogspot.com/>

As a union we have a lot we can be proud of. We place member control at the heart of our vision. We are here to fight for our members. We have a vision of how our workplaces should be run in a democratic society. We can, and will, build on these strengths.

The IWW is a small organisation, with few resources. We have an attractive and powerful long term vision, but too often we lack a strategy or vision for the present, to link our long-term vision of abolishing the wages system with our current capabilities. We can achieve our vision, but we need a plan to bridge the gap between the future and the present.

I believe in our vision, and I want to see a better world for the working class, so I think that the IWW needs to build on all those things we do well, and overcome the problems that we all know exist.

If I get elected I will push for bottom-up democratic discussion on where we go from where are right now. BIROC has trebled in size in a year, and we are now launching countrywide organising drives. We have started to get our house in order strategically and logistically, and the results of those efforts are coming through in increased membership and density in target industries.

That shows that with a few changes to the ways we do things, we can really achieve big results. With a few structural changes in the BIROC, as well as the continued hard work of many of our members, we have managed to treble in size in just over a year.

We can do the same internationally. We need a spring clean of some of the things which have been holding us back.

We have a vision of a better world and the role that we can play in creating it, but now we need that leadership and vision in our day to day practices.

I don't have all the answers to these questions, but I have a vision of how we as a union can begin to have the discussions necessary to develop those ideas.

When we involve as many people as possible that means that more of our ideas will be considered, and the very best developed. To that end I have started a website laying out my vision for structural change, in order to promote a conversation on these issues. That is my programme for election to the GEB, and I want to see your comments; only when we involve everyone in these discussions will we develop our ideas from the ground up. We need a real union-wide conversation on these issues, so that we can begin to be the organisation we all want to see, and that we all know we can be. It's time we realised our full potential. It's time we made the changes necessary to make that happen.

Bottom-up democracy, strategic vision and targeted, industrial growth.

<http://iww2009.blogspot.com/>

Heather Gardner

Don't vote for me just because I am a woman.

Vote for me because I am a good organizer, administrator and most importantly, a good wobbly.

I am not a politician. I have strong opinions about many of the issues that are discussed regularly on the email lists, but I have been too busy with work and the IWW (sometimes they are the same!) to have been able to share them with y'all.

So, here is what I think about several of the issues that I see as major issues in our union right now.

National/International Administration- The growing pains that our union is having is related

to the fact that we have had to organize regionally because of our small numbers. We are plagued by the dominant GMB and ROC structures which isolate us by city, state, country, region, language, etc. I am against the idea of having separate administrations for different regions.

We have a General Headquarters and a General Secretary Treasurer and a General Executive Board. We already are the One Big Union. Lets build strength within industries, not geographic regions.

Budget- It looks like our budget situation is improving. We have worked very hard to improve accountability in the Bay Area GMB in the last year, drafting a budget for the first time, and really trying to follow it. I know that I will make responsible decisions regarding budgetary matters on the GEB and will make sure that our priorities are funding education, literature and organizing programs. Administration is very important, as I know from my time as Bay Area Branch Secretary, but we need to make sure that it doesn't dominate our budget.

Solidarity,

Heather - x357961
heather@iww.org

Jason Krpan

After several months of working at a shop with an active IWW organizing campaign, 2 delegates convinced me to take out a Red Card and join the IWW. It is now 4 years, 3 changes of jobs, and 2 replacement cards later. During that time I have gained the experience to help move the union forward on practical administrative issues and assist members engaged in shop-floor organizing.

Administrative Experience

I served 1 term as Chicago Branch Secretary and spent hours on the phone and mailing letters each week to members and delegates so that I could:

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1. Introduce the IWW to new members to explain how this union differs from the business unions.
2. Correct bad mailing addresses to reduce costs and be sure members received everything their dues pay for.
3. Put Chicago Wobs in contact with others throughout the IWW who were working on the same projects.
4. Encourage and help along committee chairs with their work.
5. Flush out ideas with others who I can only rarely meet with.

Many a Chicago Wob told me I was good at BS. As a member of the GEB I will work with GHQ to do all the things I listed, but with a larger membership list. There are certain administrative responsibilities that branch secretaries and branch treasurers must perform. I have worked and will continue to work with local GMB officers to help them perform their duties, further membership development, and reduce turnover. However, I see the British Isles Regional Organizing Committee as a fantastic example for working outside of the GMB box in ways that have promoted cross-country industrial organizing and administering. As a GEBer, I will promote and advance an IWW whose membership is aligned by industry, rather than grouped by geography. The Organizing Department already tasked itself with this very issue assisting multi-shop campaigns that can be coordinated collectively. I would like to create more work for the OD and its supporters by turning more members on to it and by keeping branches informed of the work being done by the OD.

For being nearly formed, the Organizing Department is functioning quite well. But many other international committees need support. I'm thinking firstly of the Financial Committee, which must be given the ear of the GEB if the IWW is to have a budget that is at worst balanced. Cutting current expenses can only keep the union operating at a minimum. The fiduciary problem is too important for us to

keep going about it the way we have been. On my list of priorities, I file this as ranking near the top.

Other means to sustain our finances include reducing new member turnover, encouraging a culture of giving more money and solid planning for reoccurring expenses such as and the annual referendum and General Assembly. I'd like to see more manuals to explain how things are done. As a GEBer I will see to it that a manual is written for how to plan General Assembly, and I would like to have GEB member email accounts set up so that out-going members can pass off their existing work to newly elected board members. Constantly playing catch up, as we do year after year, keeps us from moving forward.

Improvements to our union's greatest under-used resource, iww.org, will help with all the things I mentioned. As a GEBer, I would like to work with our group of web administrators and other officers to better layout the website. But what all of the changes and improvements I've mentioned ultimately come down to is getting the membership more involved and taking the initiative. Part of this means that as a board member I have to keep in regular contact with my contact branches and forward information and connect people to the right areas of the IWW. As the main planner for this year's General Assembly I had only a list of 90 registered delegates to maintain contact with. (Getting 90 Wobblies to register for GA was itself a major accomplishment.) As a board member I am looking forward to an even larger list.

Keep it solid,
J. Krpan



Adam Lincoln

Comrades and Fellow Workers!

I am honoured to have been nominated as a candidate for the 2008 General Executive Board of the IWW.

I joined the IWW in 2001 and have been active in that time both in the Australian ROC and in the last 2 years since moving to London in the British Isles ROC.

Previously in Australia I was an Organiser for the Construction, Forestry, Mining & Energy Union for ten years; I was part of a militant reform group that ousted the leadership of the NSW CFMEU Forestry Branch 6 years ago. I organised and led many successful organising campaigns and industrial disputes in the timber manufacturing industry.

I am now employed as an organiser with a south London Trades and Labour Council, working on local trade union, social justice and community campaigns. I was recently elected for a second term as the IWW BIROC Secretary and as such have been working with my comrades in the UK to continue the impressive growth of the IWW in recent times in the UK. We are growing local groups, GMBs and forming industrial networks, particularly in health and education. Our priority this year is to continue to grow the union in the UK, chartering more branches and expanding our industrial networks.

I have been a member of the GEB in 2006 and 2007 and I have valued the opportunity to provide input from, and a point of view outside of the USA and Canada. As an international union, and with a significant number of IWW members now in the UK, I think it is important that the GEB reflects the diversity of the membership. In my time in the union I have had the chance to meet wobs from many branches in the union across Australia, the US, UK and Germany and I think I have a good feel for the diversity in the union and the need to find ways to be even more inclusive.

This year there are two candidates from the BIROC and I think it is great to see more interest and participation from UK wobs in the international affairs and structures of the union. I hope you will support us both.

Most of the current GEB are not standing for election again in 2008 and the reason I am standing again is to ensure that there is some continuity of experience in the 2008 GEB. The union faces a lot of challenges in the next 12 months, and a lot of opportunities as well.

In terms of the IWW going forward, as I said in the last two years' candidate statements, I will work toward encouraging the General Administration to fulfil its historic task and become a true international secretariat helping class-conscious workers from all round the world to bring themselves and their unions into the one big union. I will keep saying this and keep working for it. I think we are getting closer but much work needs to be done.

I will continue to stand firm against any attempts to let factional politics or personality cults influence the important work of the union. I am not a member of any political party or anti-political sect. I am only a wobbly and what I would like to see is a strong, international IWW.

I will be working hard with wobs in the UK and in Europe to support the growth of the IWW in Western Europe and hopefully beyond. I will be working to expand our contacts in Europe and forge good relations with like-minded unions and fellow workers.

I commit myself to working hard for the whole union should I be elected and to support the fantastic work of wobs in north America, Europe and Australia to build the One Big Union.

Solidarity and class struggle.

Adam Lincoln

x354714

London, October 2007

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Arthur J. Miller

The IWW is at a crossroads in its history. We have experienced significant growth in membership and organizing internationally but with our growth has come some problems. How far we are able to progress may depend upon how we are able to solve these problems. I believe that good solutions can be found in the balance of experience and new ideas. I have had a lot of experience, both in the IWW and outside of the IWW, that I believe I could be useful in dealing with our problems. This is why I am running for the 2008 GEB.

BACKGROUND

I have been a member of the IWW for 37 years. I have served two terms on the GEB and three terms as Secretary of the IWW's General Defense Committee. I served as a GMB Secretary, many years as a delegate and I am the Solidarity Coordinator of the soon to be Tacoma GMB. I have been involved in IWW organizing drives in the past. I have done a good deal of IWW writing including 50 articles for the IW. I have studied the IWW over the years and in my younger years sought out many old time Wobblies to learn from them.

I have been a dual-card Wobbly for most of the years since 1972 and have been an active member in five different AFL-CIO unions. I have also worked direct strike support for a number of different non-IWW strikes.

In regard to understanding the needs of publications like the IW, I have been involved with radical publications since 1967, including acting as co-editor of one publication, Bayou La Rose, for 28 years.

I have a lot of experience in building support for struggles, including 28 years working for Leonard Peltier, other Native struggles, anti-fascist support work, labor strike support and a number of political prisoner cases, and that experience would be useful to the IWW. I have had experience in other organizations that could be helpful in finding ways to do things at less cost.

My workplace experience ((where I have written about my workplace experiences I have included where those articles can be found) includes:

farmworker (<http://www.iww.org/culture/articles/wpl/berry.shtml>) , assembly line worker, zincstripper in the hard rock mining industry (<http://www.iww.org/culture/articles/wpl/bunker1.shtml>), wildcat oil rig roughneck (<http://www.iww.org/culture/articles/wpl/wildcat.shtml>), truck driver (both long haul and port driver) (<http://www.iww.org/culture/articles/wpl/truckin.shtml>), <http://www.iww.org/culture/articles/wpl/olddan.shtml>), environmental technician (<http://www.iww.org/culture/articles/wpl/newcarissa.shtml>), and over 25 years as a marine pipefitter in shipyards (<http://www.iww.org/unions/iu510/yardbird/>, <http://www.iww.org/culture/articles/wpl/dignity.shtml>)

An organization is unlike a machine in that it is moved by human desire. But it is like a machine in that it has parts that must work together in order for the whole machine to function. In order for the IWW to progress in the direction that we desire, it's parts must function well. There are five areas, which like that of a machine are all connected, that I believe I can help with.

UNION FINANCES

Most of our income comes from membership dues. Our membership are workers who work hard for their money and none of us get paid what we should get paid. We have many costs in our day-to-day survival and some of us have families to support. Though our union does need dues money to function, we must respect where the money comes from and make sure that not one penny is wasted.

Our finances have been a problem for many years. The 2007 GEB considered cutting issues of the Industrial Worker in half and cutting funding for the Organizing Department and the International Solidarity Commission. When I read this, I first gave thought to running for the 2008 GEB. The IWW is growing and I feel that it is a mistake to cut back on three things that are helping the IWW grow. Rather than do that I believe we need to take a good look at our income and find ways to be able to function within it while at the same time continue to support those things like the IW, OD and ISC that help us grow. In order to do that, if elected to the GEB, I would seek out the skills, experience, knowledge, and ideas of the membership to find ways to solve this problem.

Our greatest resource has been and will always be our members. As workers we build that which is built in industry and we service that which is serviced in industry and with those skills we should be able to create a functioning organization that is built around our needs. For this purpose I would seek to create a volunteer committee of members willing to help with this problem. There is no doubt we need to streamline our GHQ and the sending of our union money. The questions I will ask each on each thing we spend our union money are: Is this something we really need at this time? Is there some way of doing this at a lower cost? And is there other ways to pay for this? When faced with hard financial decisions because we are spending more money than we are taking in, the question is not always if something has merits in spending money on it, but rather is it needed now and is it more important than our other needs?

LITERATURE COMMITTEE (not to be confused with the Literature Department)

Having good union literature serves a number of purposes for our organization. First the IWW does not just create bargaining units, we also create Wobblies. That is the meaning behind our slogan: Education, Organization, Emancipation. It is hard to provide good education without our own literature. The IWW use to have good literature in print, but we now have very little left. Even our official literature is not in print. If it were not for iww.org most members would not even know we have official literature. Publishing our own literature will also help with our finances since by selling what we print we keep within the union more of the money. I was a part of an organization that made most of our money from selling literature to libraries.

This would also help branches and groups in that they would have good IWW literature for their tables. There are many non-IWW writers and publishers who seek to explain the IWW based upon their, non-IWW, agendas, but I believe we need to speak for ourselves and to do that we need our own literature. If elected I would want to work to help create an IWW Publishing House. The first step would be to get our official literature in print. I believe that this could get started without using General Administration money.

BUILDING SUPPORT FOR OUR ORGANIZING AND JOB ACTIONS

The better we are at supporting our organizing and job actions, the greater our growth of our organization we be and more stable members, which means more dues money and that is a good solution to our finances. First I would seek to create an Industrial Research Committee. Knowledge is power in industrial organizing. Knowing everything we can about the companies and the related issues will help the organizers on the ground be more effective.

Next, a Negotiations and Legal Advisory Committee. And last a Solidarity Committee; The better that we are at building solidarity the better our organizing and job actions will be. Having worked in building solidarity for struggles since the 1960s has taught me that good solidarity is something that has to be developed. This means resources, skills, knowledge and a functioning means to create the greatest possible solidarity. These committees would be volunteer committees. Most of the time the organizers need don't need just one idea of how to things. It would be more useful to offer a number of ideas to consider so such committees wouldn't need to vote on motions but instead they would gather knowledge and ideas to give to the organizers.

IWW.ORG

I'll admit to being internet/computer challenged, but I do recognize the great contribution IWW.ORG has made to our organization. I will support IWW.ORG and seek out the workers of IWW.ORG to gather their ideas on what would help our organization function better.

INTERNATIONALISM

The IWW is growing beyond North America which is a very good thing. This new growth presents new challenges for our organization. We know that at some point we will have to create better international organization because having just one administration will increase our costs, create an international load of work, and keep internationalism centralized in the U.S. We know through our workplace experiences that the closer things are to the point of production the better they function. Back in the old days the IWW had administrations outside of the U.S. such as our office in Chile.

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But administration of an international organization was hard back then because of communication. In today's world communication is not the problem it once was. I believe that the 2008 GEB should start working on this challenge.

As a GEB member I will do my best to read comments by members on any issue before the GEB or any issue they believe should be before the GEB and consider their point of view. Experience has taught me that even when, at some point of time I believe one way or another, that I need to leave open the possibility of changing my viewpoint based upon new information and ideas. I will be committed to serving my term and voting on all motions in the most timely manner possible. I will work to see that any possible follow-up created by passed motions is completed.

I do not see the role of GEB members as that of the leaders of the organization, but rather I see it as a job that needs to be done. As a worker, I view jobs as doing what ever that job needs to get done, but not as a means to be above any other worker. In my view, no worker is any more of a worker than any other worker, there are no second class workers. In my view, no Wobbly is any more of a Wobbly than any other Wobbly, there are no second class Wobblies. Each of us brings to this organization experience, skills, knowledge and ideas and all those things applied together is what makes up the IWW, past, present and into the future. Experience of older Wobblies is useful, but so are the new ideas of younger Wobblies.

Creating a balance between both will make our organization better. Since we seek to be an organization of the workers of the world, diversity is a reality we must face. The capitalist system uses diversity as a means to keep us divided. Rather than diversity being a weakness, we the workers of the world need to make diversity our strength. It has been my honor to have been a Wobbly and serve the IWW as I could, and if you think I could make a contribution to the IWW on the 2008 GEB it would be my honor to do so.

For The OBU
Arthur J. Miller
Ship Builders IU 320

Matt White

FWs,

I think I deserve another term as a member of the GEB because of my splendid service as first alternate. I really did a knock-up job of not doing anything. I think I'd be more effective with a full term. When I actually did get on the GEB I did about as much as I had when I was first alternate. Eventually when I got my bearings I became a decently mediocre GEB member. Attributes I possess that recommend me for the GEB include, but are not limited to: I can actually compromise, make reasonable decisions with the best long-term interest of the union in mind, breath, eat, etc., etc. I would like to do more than that especially when my work schedule opens up in about a month.

The major thing I'd like to see happen this coming year is, as always, that we put the IWW on firmer financial ground. The major question is though, how do we do that? The current GEB eventually made a compromise and produced a budget that if we fund raise enough and our projected income holds steady, we will break even. So do we cut costs or do we attempt raise funds from new sources? Hopefully we choose the latter.

In all probability there will be a great deal of experience on the next GEB, hopefully some younger members can a) learn the ropes and b) be pushed by the older members. Hopefully the older members won't take advantage of the newer members.

If elected I'll do my best. If I'm not elected, then I won't be upset as I believe the union will be well served by most of the other candidates.

Yours for the OBU,
Matt White

p.s. Vote for Jay Krpan.



Evan Wolfson

Fellow and Sister Workers:

I honored to be nominated to serve on the General Executive Board for 2008. I joined the union in January 2002 when I took out a red card while at a call center. I later came into the tail end of an organizing campaign at ACORN, and worked as a cashier at a grocery store for four years, where I was on the organizing committee for two IWW campaigns. I am currently the Branch Sec'y for the Pittsburgh GMB, and was Chair of the GEB in 2006 while finishing out a two-year stint on the Board.

I believe I have the knowledge of the IWW's structure and behavior, the temperament, and administrative skills necessary to make a solid contribution to the IWW as a member of the GEB. While Chair of the GEB, I was in the unenviable position of making many difficult decisions, but I believe my fellow and sister workers recognize that I attempted to do so fairly and consistently.

In the coming year, I would like to see the Board work more closely with the Organizing Department in order to discuss what effects policies and decisions will have on what should be our main objective right now, which is organizing workers to build industrial power. To do so with an eye to our ultimate goal as stated in the Preamble while preserving our principles of rank-and-file democracy, organizational accountability, and a vision for a new society, is always going to be a challenge, but one to which we all look forward.

One of my goals the two years I was previously on the Board was to help tighten-up our administration. By that, I mean greater responsibility for communication and execution of duties undertaken by members throughout the union, and especially those who seek greater positions of responsibility, both locally and as officers of the international administration. Just as in an organizing campaign, if we do not give ourselves a friendly push, it becomes easy to rest on what has been done rather than where we need to go.

Having been involved in organizing campaigns with the IWW, and having consulted on several others, I believe the IWW offers the working class an example of an organization that can help build, but not stifle, their desire for greater control on the job. One that doesn't shy away from putting our beliefs into practice in the here and now, while believing that will help build workers' power for coming struggles.

Workers who have been involved in widespread industrial and large-scale campaigns understand the time and resources it takes to maintain and broaden these efforts. Therefore, I would like to see the IWW make more of an effort to support our members who wish to put more of their time into our organizing campaigns and recognize that our best organizers are not always the ones with the most time on their hands to spare. We should not shy away from developing union-wide organizing strategies that allow for local innovation, but also allow for an opportunity to develop a real industrial plan of action to push ourselves forward.

While I recognize the financial difficulties the union has had in the last year, I do not think we should drastically cut our spending, as has been proposed by many Board members I know and respect. Rather, I think we need to get smarter with our spending. We need to rely upon the organs we have created to help assess where we have made gains, and how those gains have occurred. I fully support the Organizer Training Program, but also recognize we need to provide further support to workers who have already been engaged in open, organized battle with the bosses for some time.

Of course, the General Executive Board doesn't just devote itself to organizing issues. It cannot. It has the responsibility of making sure the union keeps running on a day-to-day basis. It must deal with legal issues which arise, must attempt to safeguard the assets of the union, provide a decision-making body for numerous opportunities for the union's activity between General Assemblies and referenda, help resolve conflicts between subordinate union bodies. Most importantly, it must uphold the IWW's Constitution.

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As some of you know, this is not always a pretty sight. However, it is essential to the continued function and vitality of the IWW.

I look forward to the opportunity to again contribute to the work of the GEB, and I am encouraged by the number and quality of the candidates for office this year.

I believe this speaks to the solid organizing we have been doing over the last decade. I look forward to working with all of you to help the IWW lead the way towards Industrial Freedom in 2008.

Yours for the OBU,
Evan W. Wolfson
X353983

General Defense Committee

Tom Kappas

I would like to thank Ken Miller for nominating me for the Central Secretary Treasurer for the G.D.C. The General Assembly really helped to push the committee forward and I think we will start to see some growth. With the increase of police brutality against our members all of us should start to see a REAL NEED for the G.D.C. If history is doomed to repeat itself, we must be prepared.

Over the past year as CST I have established some foundation for us to start to do the work that the organization was meant to do. We need to raise more defense funds for our members and we need every IWW branch to establish a defense local to handle these matters. All the administrative tasks will be in line with the start of the new year and our unions defense committee WILL be ready to handle matters quickly and with the greatest degree of solidarity for IWW members, GDC members, and our allies across the World.

As CST for next year these will be my goals. I would like to see us raise the Central Fund of the G.D.C. to \$10,000 by GA 2008, establish G.D.C. delegates and locals, and of course keep up to the constitutional requirements of the organization. All three of these goals require some commitment and discipline but, I think our membership is seeing the reality of creating the One Big Union and will help make these goals reality!

In Solidarity,
Tom Kappas - CST GDC

Organizing Department Board

Todd Hamilton

Fellow Workers,

My name is Todd Hamilton, and I am presently one of the appointed members of the interim Organizing Department Board. I joined the union in 2002, and have been a member of industrial unions, industrial organizing committees, and a general membership branch. Presently I live in Portland, my only branch to date, though I am leaving to pursue work in health care.

I'm proud to have served you all on the first ODB, and to run for election for the next year's board. I have organized at my workplaces in a library in 620, in a children's residential facility for 650, and in health care 610. I've helped out in intermodal trucking 530, other social service and private non-profit campaigns in 650, and restaurant organizing in 640.

These campaigns have been both shop-based and industrial. I've organized publicly for union recognition and contracts, as well as clandestinely for grievances through direct action and many things in between. I'm a trainer for the Organizer Training Committee, and have served as one of the 2006 International Solidarity Committee representatives.

As a member of the Organizing Department Board I worked to maintain regular contact with my branches and organizers in the regions I was assigned to. I tried to get organizers the materials, contacts, and support they needed to continue organizing or to start it fresh. This task was pretty hefty, and we sought to find a more permanent and participatory solution to this work. One of the first tasks I worked on was to build union-wide fund-raising for the NYC food distribution workers who were locked out.

These efforts drew thousands of dollars to the workers out of the solidarity work you all did. I also helped develop the ODB's system of Organizing Department Liaisons and Industrial Contacts, which are being put into place as we speak. The liaisons will serve as branches' voice in the Organizing Department as well as a way to connect local branches with others in regions, and provide a space to request and receive help on organizing. Industrial contacts will be able to answer organizing leads and requests based on their industry. Additionally they will work to keep regular contact with Fellow Workers in their industry, assist with organizing, and help sow the seeds of common organizing and industrial unionism. As the year is rounding out I'm attempting to help create a fund-raising committee that will build a rank-and-file network of fund-raising for organizing in the union and beyond, and consolidate organizing materials branches have developed to be easily accessible and usable for all in the union.

Nearly all of these ideas came from the wealth of knowledge that Wobblies have brought to the organizing department. In 2008 I would like to continue expanding the participation and utility of the organizing department for the broader union.

There will be an organizing summit to plan, in which I would push for work on building industrial campaigns and coordination, further trainings on topics like established shops, immigrant organizing, and gender in organizing, and strategic discussions of our successes and obstacles in recent organizing. As the Industrial Contact system becomes more grounded, the ODB could assist in developing industrial materials, meetings, and coordination.

Peter Montalbano

I would like to thank my fellow workers for nominating me to sit on this year's Organizing Department Board. I was very happy to see the creation of an Organizing Department in the IWW last year and I am excited for the opportunity to work closely with this new group in order to help facilitate a robust organizing strategy within our union.

I joined the IWW almost three years ago while working at a Starbucks in Manhattan's East Village. Though I had an affinity for the Wobblies even before I joined – I was attracted to the union's history of militancy, dedication to democracy, proud working-class culture and no-frills attitude – what appealed to me most was the IWW's uncompromising commitment to organizing. That is why I think the Organizing Department is so important for the union, especially during a time of resurgence such as the one we are now witnessing.

Since joining the IWW, I have been heavily involved in its organizing activities in New York City. I've spearheaded an organizing drive in my store, helped coordinate national fund-raising, media, outreach, and protest activities between branches, and hosted multiple Organizer Trainings in NYC, New England, and Canada. I've also worked as a rank-n-file organizer by talking to workers face-to-face, over the phone, and through email and bringing them into the union. I am grateful to have these experiences and I believe these activities have better prepared me for a seat on the ODB.

I am extremely pleased with the work of the

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ODB so far and with the direction in which it is heading. I've worked directly with the Organizer Training Committee over the past year to set up and host Organizer Trainings. The OTC's diligent work has made it easier to handle the logistical and financial aspects of these trainings. I've also spoken with members of the Strategic Research Committee about some new initiatives I would like to see materialize over the next year. Specifically, I would like to see the SRC take on campaign research and analysis to support current and future IWW organizing drives. Criteria for analysis could include some of the following: sustainability in membership growth, building supply-chain power, the role of solidarity unionism versus a shop militancy model in the context of different organizing drives, researching targets that are vulnerable to corporate campaigns, and taking on organizing drives that will increase the profile and visibility of the IWW. These initiatives will help the union engage in campaigns that challenge the debate over who is organizable, how to organize, and what the role of the labor movement should be in the new economy (because we all know that the Change to Win Federation sure isn't doing it!).

An Organizing Department that can compile all this information into non-binding organizing policy recommendations for local branches will not only help coordinate organizing activities throughout the union but will serve as a valuable resource for rank-n-file organizers on the ground who are nose-deep in the trenches.

In Solidarity,
Peter Montalbano

Jefferson Pierce

My name is Jefferson Pierce and I am running for a position on the Organizing Department Board. I joined the IWW in 2001 and have been a member of Branches in Portland, OR and the Bay Area, CA. I will be returning to my home town of Phoenix, AZ and am excited to organize with the Phoenix GMB again.

I have served the union in many capacities including Secretary –Treasurer of the Social Service Workers IUB in Portland, Secretary - Treasurer of the Education Workers IOC in Portland, Secretary of the Portland Industrial District Council, and interim Communications Officer of the Bay Area Branch. I was also an International Solidarity Commissioner for 2004. I have assisted many different IWW organizing campaigns and would like to do my part to build the IWW beyond the local level.

I was a supporter of the first IWW Organizing Summit in 2006 and intend to help convene a second in 2008. I enjoy supporting and advising IWW organizing campaigns on a day-to-day basis and will gladly lend my experience to those efforts. Embattled fellow workers in ongoing struggles need financial support and I intend to put my fund raising abilities to the test for them.

Our amazing Organizer Training Program has leaped to the next level and I will continue to support our Trainers and help them flourish. I have spent time encouraging new or inactive Branches and will encourage them in their IWW workplace organizing campaigns and assist them in building strong and dynamic local organization.

Both the Portland and Bay Area Branches have extensive experience with traditional election & contract campaigns as well as non-contractual 'Solidarity Unionism' campaigns. In supporting these fights, I have become convinced that the growth of the IWW must come from selective, limited use of elections and comprehensive contracts but universal, widespread application of innovative 'Solidarity Unionism' tactics. It would serve neither workers, IWW members, nor the Revolution if the OBU became a smaller, cheaper version of the business unions. We must encourage the push toward serious workplace organizing yet steer our course using a revolutionary compass.

In organizing with industry-based structures supplemental to the GMB, I've gained an understanding of the challenges that face the IWW as we grow.

I believe that the 'mixed-local' structure of the GMB has many uncalculated benefits for the IWW that must be retained in future IWW structures. However, I have become a firm yet cautious supporter of efforts to supplant the GMB-based system with industry-based structures. Here are four outstanding developments that, I believe, point the way forward for the IWW:

1. Trucker organizing in California, Illinois, the Northeast, and elsewhere
2. The leap toward a multi-branch Food Workers Industrial Union that encompasses the Starbucks Workers Union, the NYC Food and Allied Workers, and our efforts at numerous grocery stores, restaurants & cafes, and food processing plants
3. The Chicago Couriers Union and messenger organizing in Los Angeles, San Francisco, and Houston, among others.
4. Solid growth of the IWW in the British Isles and mainland Europe and their multi-branch organizing efforts

The fledgling Industrial Contact system and other innovative OD programs must support these campaigns and learn from their 'strikes and gutters'.

This year's ODB is the first year of an elected Organizing Dept. and only the second year of its existence. 2008 will be a crucial year for our fledgling Organizing Dept. In this year we have much to accomplish on our way to meeting the tasks set for the OD as well as expanding the programs we all want to see.

The rule I follow in building our union is to strive to replicate the strategies that have lead to victory and discontinue the practices that seem to lead to defeat. Thus, for the OD, any new programs we create mustn't be invented out of nowhere but be based on the best of what is already occurring.

I will serve the Organizing Department and the IWW to the best of my abilities and direct my efforts always toward emancipation of the working class.

Yours for the Cooperative Commonwealth,
Jefferson Pierce, X351964

Jeff Pilacinski

Fellow Workers –

My name is Jeff Pilacinski and I currently serve on our union's Organizing Department Board. The Organizing Department promotes effective communication, resource sharing, and mentoring across the many regions and industries where we're pushing for increased worker control.

As part of the OD, I spent a great deal of time corresponding with FWs in different branches and campaigns, while initiating contact and offering help to those who contacted the IWW for organizing assistance.

In doing this work, it became clear that our union needed better methods for supporting organizers in different regions while bolstering the existing networks between members organizing in the same industry. I helped build and implement the Organizing Department Liaisons program, whereby branches could regularly engage one another in their organizing activities and thus encounter needed resources, funds, and support that would be otherwise difficult to access. I remain dedicated to bringing the OD's Industrial Contacts program into being, as this program will mean a renewed push towards building meaningful organizing structures for FWs in the same industrial union. Members of IUs 460 and 640 are leading the way, and the OD must continue to support these FWs and encourage others in the IWW down this path.

I attended the Organizing Assemblies in Austin and Ottawa and I have helped facilitate trainings as a member of the Organizer Training Committee. The IWW's organizing efforts are an inspiration, and these efforts will continue to push me towards growing our union and our capacity to organize. I will continue working with and learning from other Wobblies in order to develop programs that mean growth for our union and strength within our ranks.

Solidarity forever,
Jeff Pilacinski

(Continued on the next page.)

International Solidarity Commission

Eric Chester

I have been a member of the IWW for more than twenty years, and the treasurer of the western Mass GMB for several years. I was also a member of the ISC during the 2005/2006 term. My primary responsibility then was to work with the European syndicalist unions.

I participated in the international syndicalist conference held just prior to May Day of 2007 in Paris. The conference was hosted by the French CNT-F. During the course of the conference, the CNT-F and the Spanish CGT-E made it known that they were interested in initiating a network of syndicalist unions that would also include the IWW and the SAC of Sweden.

It is my hope that my membership on the ISC in the coming year can move this project forward. With the global integration of the capitalist market, international solidarity has become a necessity. The IWW stands to gain enormously from participating in an international network of syndicalist unions. We could help plan the next international conference. We could join with other unions in organizing efforts targeting transnational corporations such as Starbucks. We could exchange articles for our publications.

These are only possible initial steps in an ongoing process. For now, the IWW needs to decide if it is prepared to move forward in its commitment to forging closer relations with other radical unions.

Eric Chester

Daniella Jofre

I strongly believe in union solidarity across borders and that is why I am running for the 2008 International Solidarity Commission (ISC). My life experience has also been across borders, migrating from North to South America, and back and forth. As a result, I am a Spanish and English speaker.

The reasons for being born in Canada are circumstantial; my family left Chile in 1973 to escape Pinochet's dictatorship, and later returned to grieve Allende's death. Being in Toronto now, however, is my own choice. I became a woman witnessing how neoliberalism was shaping a new form of democracy and decided to take action and make a difference working with women, workers and indigenous peoples.

These are the main reasons why next year I will be living back in Chile and going to Peru and Bolivia, as part of my work with Aymara indigenous communities in the Andes. Since 2001, I have worked in Arica, northern Chile, visited Argentina several times, and also traveled to Ecuador, Paraguay, and Brazil. Due to these experiences, I have learned about the precarious labour situation in South America. Therefore, my main interests working for the ISC are to build stronger union connections, bonding labour and indigenous movements in their common struggles, and helping to decolonize the North to South power relationships that have been feeding capitalism for the past centuries.

I have been a wobbly since April 2005 (IU 620) and active in the Toronto IWW branch for over a year. I learned more about North American labour history working with the Ontario Public Interest Research Group (OPIRG/GRIPO), in Peterborough. During the last year, I have also been a steward for a Canadian Union Public Employees local (CUPE 3902), representing teaching assistants as a graduate student of the University of Toronto. Currently, I work with Libra Knowledge and Information Services and Toronto the Better (www.torontothebetter.net), both Toronto based co-operative businesses where I have further developed my interests on worker collectives and cooperatives. As a truly international worker, I plan to promote the ISC in Canada, Chile and throughout South America.

Daniella Jo
October 2007

Mike Pesa

My name is Mike Pesa and I am running for re-election to the International Solidarity Commission. I was first elected to the ISC last November after having previously served in Central America in early 2006 as an ISC-appointed delegate to unions in that region.

I believe the ISC has accomplished a lot in the past year and that I have been a critical part of that success. I reconnected with my contacts from Central America and have begun to forge real strategic relationships between them and the IWW. I have been very involved in organizing the upcoming delegation to Mexico and I personally made sure that it became an official project of the ISC in order to give it more relevance to the union.

Although my primary responsibility this year has been to Latin America, I have also played a major role in organizing and following up with this May's historic meeting in Dhaka between the IWW and Bangladesh's National Garment Workers Federation (NGWF). I am now starting to involve our allies from Central America and Bangladesh in a productive, three-way dialog. Since this year's crop of candidates has several people with strong interest in Latin America and Europe, I would be very open to the possibility of bottom-lining Asia (and either the Middle East or Africa) instead of the Americas.

An important leadership skill in a rank-and-file union such as ours is to delegate responsibility. I can say with some confidence that I have done a good job doing this. In some cases, members have contacted us to tell us they are going on a trip abroad, and are willing to help out. I follow up vigorously with all such individuals and work with them to implement a plan that ensures their trip will advance our goals. In other cases, I take notice of important events or opportunities that none of the elected reps are able to attend and I seek out someone to represent us. In one case I even convinced a former member to rejoin the union in order to representatives.

In all cases, delegates are held accountable to the ISC and the union at-large by formal policies, procedures and reporting.

Our delegates have done some amazing work all over the world this year and I have given them my full support. I plan to continue this strategy in the next year.

The job of an ISC rep is time consuming—more time consuming than I initially realized. My two co-representatives, who have done an excellent job this year, both decided that they need to devote their time to other things next year. I considered making the same decision, and resolved that I would only run for re-election if I truly believed that my being on the ISC in 2008 would make a serious difference in the success of the union. After weighing all the considerations, I came to realize that as the sole member of the 2007 ISC to be seeking re-election, I have an important role to play in maintaining the continuity, momentum and knowledge base of the Commission. For this and other reasons, I have been strongly encouraged by many IWW members (even including some of the candidates who are running against me) to run again. With workers under fire (often literally) and epic struggles being waged everywhere, I feel an irrepresible urge to send a message to the world that “the IWW is coming” and we will heed the call of our fellow workers, wherever they may be.

If elected, my goals for next year would include: strengthening our existing relationships with other unions and bringing them to the next level, making our solidarity efforts reciprocal so that the IWW gains concrete support from its allies in addition to providing support to others (for example, Starbucks... this is an area that I wish we had done more in this year), working more closely with other IWW committees, bodies and projects, and continuing to expand our volunteer base and encourage more multi-member delegations.

One caveat: My biggest hesitation about seeking re-election was my frustration with the lack of response by branches and other large groups of members to calls for action from our allies.

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We have had incredible support from a number of individual volunteers and delegates, but much less from organizational units within the IWW. We only contact branch secretaries for very important projects and when we do we expect to hear back from them, even if the answer is “Sorry, we can’t help this time”. When Sweden’s SAC union asked us to hold educational pickets at local IKEA stores earlier this year, we contacted every branch and not a single person responded. When we called branches to ask for fund-raising support for the Mexico delegation we did get some great responses from several cities, but the majority of branches have still never gotten back to us. As a result, we are lagging far behind our fund-raising goals. When one or two IWW members get fired from Starbucks, our allies around the world respond as though it was one of their own members under attack. That’s the level of solidarity that we should be committed to. I don’t feel comfortable telling a union in El Salvador, Sweden, Bangladesh, or anywhere else that the IWW wants to build a solidarity relationship with them unless I believe that the IWW will hold up its end of the bargain.

So if you vote for me, I want you to commit to doing your part. At your monthly meetings, ask if anyone has been in touch with the ISC lately—and if the answer is no, make sure that changes. Consider subscribing to our low-volume email list. Scan our column in the Industrial Worker for action alerts. The ISC needs to step up and make our solidarity efforts concrete and results-driven. From talking to people, I know we all want that to happen. Our mission is nothing less than to make the concept of “one big union” (or at least “one big network of unions”) a living reality. To do that, we need the active support of our entire membership. If you agree with this principle I would consider it a great honor to have your vote.

Thank you.



Saku Pinta

I strongly believe in union solidarity across borders and that is why I am running for the 2008 International Solidarity Commission (ISC). My life experience has also been across borders, migrating from North to South America, and back and forth. As a result, I am a Spanish and English speaker.

My name is Saku Pinta, I am currently a union delegate with the Leicestershire General Membership Branch (BIROC) and have been a member of the IWW since 2002. It is an honour to accept the nomination to serve on the International Solidarity Commission.

I have lived and worked in Canada (I consider Thunder Bay to be my hometown), Finland, Italy and the U.K. as a cook, tree planter, bookshop clerk, English-language teacher, psychiatric hospital worker, assembly line drone and city worker, amongst other occupations widely varying in terms of usefulness and agreeability. I am now entering my second year as a post-graduate research student at Loughborough University where a good portion of my research will deal with the influence of the IWW on the post-1968 radical left in Europe.

I feel that I am capable of making a solid, practical contribution to the ISC and the union in serving as an effective liaison between the IWW and revolutionary unionists in Europe, while supporting the excellent work of the ISC in other parts of the globe. Specifically, I would like to concentrate on fostering better communication and solidarity with Workers Initiative (Poland), CNT-F and CSR (France), CNT and CGT (Spain), SAC (Sweden), while making links with other innovative working class organizations like the Chainworkers (Italy).

In addition to encouraging the continuation of European-wide Starbucks organizing, I would like to investigate other ways in which radical unions can collaborate industrially to support organizing drives, labour disputes, and other activity.

Alex van Schaick

I strongly believe in union solidarity across borders and that is why I am running for the 2008 International Solidarity Commission (ISC). My life experience has also been across borders, migrating from North to South America, and back and forth. As a result, I am a Spanish and English speaker.

I would like to thank my Fellow Workers for giving me the chance to serve on the International Solidarity Commission. I think the ISC represents one of our union's greatest assets, thanks to the diligent work of those who served over the last several years. If elected, I hope to continue their fine work building an international network of grassroots unions.

I joined the IWW about a year and a half ago. Since last fall, I have been heavily active in the organizing drives in New York City and I think that the knowledge and experience I have gained makes me a good candidate for the ISC. I have worked for the last 11 months as a barista at Starbucks. Recently, I have put even more energy into the IU 460 campaign in many areas such as planning large protests, fund-raising, administration, and organizing. In doing so, I've gained critical experience doing outreach to other unions, building solidarity and relationships of mutual respect without compromising any of the IWW's autonomy or perspective. Concretely, I've helped to secure the IWW's first office/meeting space in New York in ... well a long time I assume... in the office of IBT loc. 805, a rank-and-file oriented local of the Teamsters. I have worked with lead organizer Billy Randel to ensure that other unions respected our pickets at Giant Big Apple Beer and Top City Produce. And I have arranged for myself and other rank-and-file members of 460/640 to speak in front of the New York City Central Labor Council as part of our fund-raising efforts.

Unfortunately and fortunately, I will be leaving the New York City 460/640 (proto)IUB to head abroad to Bolivia on a grant for around 8 months or so. This will afford me the opportunity to focus my IWW-related energies on building solidarity with other unions in South America. I may also travel after my research is concluded to several other Andean countries before returning home. I think I can offer a lot to the ISC with my knowledge of Spanish and the fact that I'll be in the heart of South America for a while.

Regarding the overall course of the ISC, I support fully the current direction of engaging in strategic dialogue with other radical unions throughout the world. If elected, I would also like to discuss with fellow commission members and the IWW community as a whole some ideas about introducing a supply-chain analysis to our work. I know the organizing campaigns in New York seek to build our union's power in the food industry. I think that while we grow stronger in this industry we could also begin to build relationships with other unions and workers that grow and transport foodstuffs to New York's massive market.

In Solidarity,

Alex van Schaick – x359445

A SOON-TO-BE COLLECTOR'S ITEM!!!

The 2005 Centenary Edition of The Little Red Songbook

Produced for distribution at the Centenary Celebration last summer, this edition of the Songbook was a very limited edition, and has never been offered for sale . . . until now.

Get yours while while they last . . . Available from **GHQ**, for \$5.00 a piece.

General Assembly Site

London, England

The London General membership Branch would be delighted to host the 2008 General Assembly of the IWW.

The London GMB is by no means the largest branch in the British Isles Regional Organising Committee (BIROC) of the IWW, but is home however to many experienced and committed IWW members and we are confident we have the skills to provide a successful GA. At the recent BIROC quarterly meeting the nomination of London was discussed and it was agreed that subject to the London GMB agreeing to be nominated, the BIROC would consider a GA in London as a project of the whole BIROC and provide the necessary support. The BIROC has shown already that there are the resources and skills to run the union across the UK, and build new branches, represent members, and provide a positive example of how the IWW can be non sectarian and focused on organising workers.

The advantages of holding the 2008 GA in London would include:

1. This would be the first GA outside of North America in the history of the union and would set down a marker that the IWW intends to be a serious international union;
2. Participation at the GA would realistically be a mix of BIROC, GLAMROC, US, and Canadian wobs, allowing for time to not only conduct the business of GA but to set up a variety of social and business meetings before and after to further the international organising of the union;
3. A number of radical unions and organisations from Europe can be invited to London for 'fringe' meetings around the GA providing numerous opportunities to develop our international relations and contacts;
4. London is a fantastic city!

It might be said that there would be disadvantages for some North American wobs in attending versus holding GA inside the US or Canada. We would argue that where branches wish to ensure their participation that a mixture of fundraising and collecting of proxies could still enable attendance and that the advantages outweigh the disadvantages for the whole union in this instance.



The IWW already has a fund to assist the attendance of female delegates which could of course be utilised. I would expect the BIROC would look favourably on any proposals to help the attendance of wobs outside of Europe and of course we will always have wob couches across the UK for those that make it over. The London GMB would be prepared to hold GA either on the weekend it is currently held or earlier in the year if that is decided as the appropriate time for GA to be held. We are flexible with this.

Solidarity,

Adam Lincoln

(on behalf of the London GMB)

Minneapolis/St. Paul, Minnesota - USA

The Twin Cities General Membership Branch of the I.W.W. proposes to host the 2008 General Assembly of the One Big Union over the (U.S.) Labor day weekend the last weekend in August 2008.

The Fellow Workers here - in the land of the great I.W.W. 1916 Mesabi Strike, and the streets of the mighty 1934 Minneapolis Truckers Strike - are ready and able to serve as hosts for our Assembly.

The Republican National Convention which will begin two days after the General Assembly closes in St. Paul, MN poses some unique challenges and opportunities for our Union. We will work to make the most of the opportunities and deal with the challenges.

Solidarity!

Kieran F. Knutson

co-Secretary-Treasurer

Twin Cities General Membership Branch

Industrial Workers of the World

(as directed by the August 2007 - and affirmed at the October 2007 - Twin Cities GMB meeting)

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Referendum Discussion

Bi-Annual General Assemblies

I am not against moving to biannual assemblies in principle. However, this proposal has been so hastily drafted that it would derail much of our democratic process. It would give the GST de facto control over the nominating process during off years, providing no mechanism through which members can evaluate the slate of candidates taking shape, determine which nominees will go on the ballot in the event that there are too many, or hear appeals in the event that a candidate believes they are being improperly ruled ineligible.

The general assembly also has other duties, such as electing an audit committee to examine each year's books, which the proposal completely ignores. Assembly at present plays a central role in acting upon charges against general officers which the proposal does not consider, effectively stripping members of the right to have charges heard against every other set of officers. It does not even establish when we would begin skipping years.

In short, this proposal is ill-considered and would substantially disrupt the functioning of the union. It might well make sense to, for example, alternate general assemblies with regional or industrial assemblies or organizing summits, which could have a brief period set aside for conducting the urgent business of the union. But any such proposal needs to take into account the full range of responsibilities presently in the assembly's hands and provide clear guidance on how they are to be accomplished.

Jon Bekken, X331117

Charges Reform

Vote 'YES' on Amended Philadelphia Charges Reform Proposal

Fellow Workers,

Most of us could easily agree that the current charges procedure, as outlined by the IWW constitution, is a relic from another age. It has almost nothing to do with the current status of our organization, and has caused more than a bit of confusion. Our actual practice regarding charges is in contrast with the letter of the constitution. It is high-time to reform this procedure.

The question of how to reform the procedure is more complicated. There have been several extensive proposals, of which two were sent by the General Assembly to referendum. Unfortunately, this makes the issue more complicated; For either of the proposals to pass, they need to receive more than 50% of the vote. If there were only one charges reform proposal, statistically it would have an easier time of passing, as there would be only one option for those who are dissatisfied with the current procedure. With two, however, it becomes much harder for either of them to pass, as the 'yes' vote could be split.

As the member who moved for assembly to reconsider the Majority Report (the amended version of Philadelphia GMB's Charges Reform Proposal, "Charges Reform - Item 2" in GOB #7), I'd like to explain why I think that proposal should pass.

First of all, both proposals had a lot of support. Out of a committee of eight which considered all of the proposals sent, four were in favor of the amended Philadelphia proposal, while three were in favor of the amended Ottawa proposal. Due to parliamentary procedure, the Philadelphia proposal was the first to be discussed. It failed, but by a fairly narrow margin. Afterwards, the Ottawa proposal was discussed, and it seemed like many people voted yes simply so that at least one charges reform proposal would be on the referendum.

Even before I moved to reconsider the Philadelphia proposal, several other members were gathering signatures for a petition to put it to referendum.

Now for the substance of why I feel that the Philadelphia proposal should be adopted. Although I think that Peter Moore put a lot of work into the Ottawa proposal, and there are some ideas which are worth revisiting in the future, I think that it is a fairly drastic change from our current practice. The Philadelphia proposal, on the other hand, mostly rationalizes and spells out what our procedure has been for years, with some improvements. The reason this is important is that it solves the problem of our constitution and our practice being wildly different, but leaves us with a procedure which we are basically used to. If we adopt this proposal, it will be easy to keep considering other ideas about our charges procedure and incorporate them when necessary. If we make drastic changes to our procedure, it could be years before we work out the kinks in the new system and incorporate changes.

The Ottawa proposal contains some ambiguous language. For example: Section 3A states: "A unit is any body recognized by the IWW Constitution or its subordinate bodies," yet Section 7D states the following: "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." A local IWW group, however, is not a chartered or recognized body and is not recognized by the IWW or its Constitution. Also it is vague on the procedure of what would occur if both members shared a General Membership Branch and a Regional Organizing Committee, for example. In contrast, I think the Philadelphia proposal uses much more precise language.

The Ottawa proposal also says in Article six that "all units of the IWW must first attempt to resolve conflicts within the union between members or officers through mediation...mediation is by necessity a voluntary process." This is also ambiguous. It is a good sentiment when it comes to disputes that are primarily personal, such as if two members simply did not get along. However, if (for example) an officer is charged with theft of funds, there is nothing to 'mediate'. Either the charges have merit, and the officer should be removed from office or expelled, or there is no merit, and there should be no consequence to the officer. This also does not help, for example, with cases of sexual harassment, where the plaintiff should not be bound by a rule mandating an attempt at mediation.

The Ottawa proposal also stipulates the creation of the "International Disciplinary and Appeals Committee" (IDAC). This is a good idea on paper; however all of us are in this union to fight the boss class, and usually do not want to spend a year listening to disputes between members. Thus the members of the IDAC could tend to be either martyrs, or those people who enjoy hearing disputes between members, which is the last kind of person that ought to be on such a committee.

Also, the Philadelphia proposal is only 2 pages long as opposed to the 6 pages of the Ottawa proposal, yet is comprehensive. This basically means that if someone were trying to abuse the process, there is only one-third of the potential for abuse.

In short, I think the amended Philadelphia charges reform proposal ("Charges Reform - Item 2" in GOB #7) is a far more concise and easy to understand procedure.

I urge all Fellow Workers to vote 'YES' on the amended Philadelphia charges reform proposal.

Yours for the abolition of wage slavery,

Oliver Lanti

(Continued on the next page.)

Vote for the Ottawa Proposal–

First of all, thank you to the General Assembly delegates for their endorsement of the Ottawa charges reform proposal and for sending it to referendum. The Ottawa-Outaouais GMB also has solidly endorsed the proposal as amended at Assembly.

Last year, the Assembly mandated a committee to undertake charges reform and, of the four proposals put on the table, the Ottawa proposal is the most comprehensive and covers the most ground. You wanted reform and the Ottawa proposal is it.

Mediation can only be done effectively in person, which was the fundamental flaw of the Conflict Mediation Committee. This proposal revives the idea of voluntary mediation, empowering IWW local units to resolve conflicts this way, if both parties agree to participate. Should the Ottawa proposal pass, I am committed to drafting a mediation handbook for use by IWWs to make this option viable.

The Ottawa proposal defines the rights of the defendant to due process, the presumption of innocence, the right to defend oneself, to cross-examine witnesses and to appeal. It also sets reasonable timelines so that defendants can be assured of a quick resolution to the conflict.

This proposal provides a non-exclusive list of offenses so all members know what behaviour is chargeable, without restricting the union's ability to defend itself from someone who invents a new offense against the IWW.

The burden of proof lies squarely on the shoulders of the person laying the charges. So this proposal empowers charges committees to dismiss cases that lack evidence, are frivolous or irrelevant to the IWW.

The Ottawa proposal includes a statement that guarantees the right of members to "legitimately criticize IWW officers and the conduct of the union's affairs." So this charges process cannot be used to quash dissent.

This proposal also broadens the definition of bodies that can hear charges from the (currently non-existent) Industrial Union branches to the primary "unit" to which both members belong to clear up the jurisdictional confusion and to include GMBs, the ROCs in the UK and the German Language Area and any other new IWW body developed in the future. An important innovation introduced by the Assembly's ad hoc committee, which I support, is the removal of the GEB from hearing charges and giving that responsibility to a referendum-elected International Disciplinary and Appeals Committee (IDAC). This body would mostly hear charges and appeals resulting from conflicts between IWW members from different branches and charges against IWW international officers. It would provide a neutral and independent space for charges and appeals to be heard.

This proposal applies equally to officers and to members as we all belong to the OBU and are subject to its Constitution. There is no need to have one charges process for officers and one identical but separate process for members.

Finally, this proposal reads clearly and sets out the steps in a logical way that any member, new or experienced, could follow and understand. Clear language and process is important for a working class organization such as ours so that any member can fully participate in the affairs of the union and not feel at a disadvantage.

Voting for the Philadelphia proposal will leave unfinished business on the table and another year (or more) of charges reform and constitutional amendments.

Voting for the Ottawa proposal means that we can move on and get back to organizing and building the OBU, knowing that we have a coherent and understandable charges process for when conflict arises.

It is urgent that as many members as possible vote on this issue, so that we can have a clear majority in favour of one proposal or we'll be back at the beginning again. I encourage all members to read the two proposals, discuss charges reform at their group and branch meetings, ask questions (my email is pmoore26@yahoo.com, home telephone 1-613-729-1335), and decide what's best for the union.

Peter Moore

For Effective Charges Reform

I urge members to vote in favor of Proposal #2, and against #1. It is vitally important that we have a clear, democratic procedure for resolving disputes that is readily understandable by all members. The alternative is factionalism, rumors, and controversies that linger for years.

Proposal 2 updates and clarifies our current charges procedure, while adding language providing explicit protections for the rights of members facing charges, guidance on the sort of conduct which is chargeable, and clarification that charges committees can decide on remedies such as censure or restitution where more drastic measures are not necessary. It provides for prompt action on charges, clearly sets forth which body will have jurisdiction, requires the party bringing charges to present the charged party with all evidence that will be introduced, and sets in writing our long-standing presumption of innocence. It is a proposal designed to respond to concerns that have been raised over the past several years as members have worked with the existing process.

Proposal 1, on the other hand, is a cumbersome document that will be very difficult for members to implement in practice. It is in many ways contradictory, in part as a result of amendment in committee and on the floor of the General Assembly, which will make it almost impossible to implement.

For example, it simultaneously requires mediation of all offenses before charges can be filed (but how does one mediate with someone who is a hired informant, or is looting the union treasury?) and states that mediation is a voluntary process. It delays the timeliness with which charges can be acted upon, from the present 60 days to as much as 120 (including mandatory mediation). And it would transfer jurisdiction from the branch where the alleged offense took place to the branch to which the parties belong. This has the effect of denying the branch most directly affected by the offense and with the best access to witnesses and other evidence from acting upon the matter itself.

Under the proposal almost anyone could hear charges, such as IWW groups (which might be only one or two members), job branches (unchartered, ad hoc committees of members on a job to address immediate workplace conditions), and any other "recognized IWW unit" (presumably including committees and such). At present, and under Proposal 2, charges are heard only by chartered union bodies, which are required to have attained a certain membership, established bylaws for their governance, and otherwise have the structure and breadth of membership to provide for a fair and accountable process. Adding to the problem, parties bringing charges would be prohibited from appealing adverse decisions, even when the decisions are the result of clear violations of the constitutional process or pose a grave danger to the interests of the union as a whole.

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Proposal 1 also establishes a standing judiciary in the IWW to hear appeals and to hear all charges against union-wide officers and in cases where the parties are members of different branches. (However, there is nothing on how to process charges in the year between when the amendment would take place and when the body could be elected.) It will be extremely difficult to find qualified people willing to serve on such a body. The old union-wide conflict mediation committee attracted people who seemed to me to relish aggravating conflicts (and not many of them); the damage it was able to inflict upon the union was fortunately limited by the fact that most members were too sensible to bring disputes before it. The proposal also provides for a complete rehearing at both the appellate and General Assembly level, an extremely time-consuming and duplicative process that does not give proper weight to the findings of the original body that heard the charges. (The appellant should be able to challenge those findings, but they should not have to be re-established from scratch, several months after and potentially thousands of miles from where the offense occurred.)

It restricts the charges process to a pre-determined list of offenses which are on the one hand quite vague (what does it mean to provide assistance to the state or members of the ruling class – do I not do this every day when I report for work and pay my taxes?), and on the other hand do not explicitly prohibit some conduct which might be chargeable, such as assaulting other members or disrupting union meetings as a result of intoxication (both practices I have witnessed, and which are arguably covered by the provision “or otherwise violates the principles of the IWW,” but then why have so lengthy an enumeration of offenses?).

In short, Proposal 1 would seriously undermine our ability to fairly consider and act upon disputes within the union. On the other hand, Proposal 2 responds in a substantive way to the criticisms that have been leveled against the existing constitutional language, protecting the rights of all parties as well as the union as a whole.

Jon Bekken, X331117

Endorsing Charges Reform Proposal 1

The Ottawa-Outaouais GMB met on September 8 and resolved to support the Ottawa charges reform proposal as amended at the General Assembly in Chicago. This proposal is an improvement on FW Moore’s original draft. The proposal is clear and it is the one that makes the most sense. We urge all IWW members to vote in favour of this proposal and ensure that it passes so we can move from charges reform to processing charges in a fair and coherent way, while getting on with business.

For the One Big Union.
The Ottawa-Outaouais GMB

Foodstuffs Workers I.U.460

Voluntary Assessments



Now Available from GHQ!

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 |
|------------------|-------|--------------------|---------|------|-----|-----|-----|-----|------|----|-----|
| | 05/27 | Andrea Murphy | 05-1710 | 1 | 0 | 0 | 10 | 0 | 0 | 0 | 0 |
| | 07/02 | Patrick Edelbacher | 06-1832 | 3 | 0 | 4 | 11 | 0 | 0 | 0 | 0 |
| | 07/11 | Reko Ravela | 06-2100 | 0 | 0 | 12 | 0 | 0 | 0 | 0 | 0 |
| | 08/08 | Jay Bostrum | 07-1665 | 2 | 0 | 1 | 0 | 1 | 0 | 0 | 0 |
| | 08/20 | Greg McDonald | 00-1661 | 2 | 4 | 3 | 0 | 0 | 0 | 0 | 0 |
| | 08/24 | Matt McLaughlin | 07-1782 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 |
| | 08/28 | Nate Smith | 06-1783 | 3 | 0 | 6 | 8 | 8 | 3 | 4 | 0 |
| | 08/31 | Seth Dietz | 07-1822 | 0 | 0 | 0 | 6 | 0 | 0 | 0 | 0 |
| Baltimore | 06/07 | Josh Keogh | 07-1872 | 1 | 0 | 7 | 8 | 0 | 0 | 0 | 0 |
| Bay Area | 01/18 | Dan Dumont | 06-1402 | 0 | 0 | 0 | 11 | 0 | 0 | 0 | 0 |
| Bay Area | 05/24 | Dan Dumont | 06-1402 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 |
| Bay Area | 06/01 | Kim Koons | 07-1850 | 1 | 0 | 0 | 12 | 0 | 0 | 0 | 0 |
| Bay Area | 06/01 | Slava Osowska | 07-1778 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 |
| Bay Area | 06/01 | Bruce Valde | 07-1407 | 0 | 0 | 25 | 7 | 11 | 0 | 0 | 0 |
| Bay Area | 06/05 | Mike Donofrio | 07-1860 | 0 | 0 | 4 | 4 | 0 | 0 | 0 | 0 |
| Bay Area | 06/07 | Heather Gardner | 07-1791 | 0 | 0 | 0 | 23 | 0 | 0 | 0 | 0 |
| Bay Area | 06/07 | Jefferson Pierce | 06-1494 | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 2 |
| Bay Area | 06/07 | Steve Ongerth | 07-1138 | 1 | 9 | 0 | 0 | 0 | 0 | 0 | 0 |
| Bay Area | 06/08 | Pavl Zachary | 07-1794 | 1 | 5 | 1 | 7 | 0 | 0 | 0 | 0 |
| Bay Area | 06/10 | Oliver Lanti | 07-1790 | 0 | 4 | 4 | 0 | 0 | 0 | 0 | 1 |
| Bay Area | 06/10 | Cory Staviski | 05-1753 | 0 | 0 | 0 | 1 | 9 | 0 | 0 | 0 |
| Bay Area | 06/30 | Bruce Valde | 07-1407 | 1 | 29 | 27 | 10 | 0 | 0 | 0 | 0 |
| Bay Area | 07/05 | Dan Dumont | 07-1402 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 |
| Bay Area | 07/05 | Slava Osowska | 07-1778 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Bay Area | 07/06 | Dave Sapinsky | 07-1861 | 0 | 0 | 0 | 0 | 6 | 0 | 0 | 0 |
| Bay Area | 07/10 | Heather Gardner | 07-1791 | 1 | 0 | 0 | 8 | 0 | 0 | 0 | 0 |
| Bay Area | 07/17 | Steve Ongerth | 07-1138 | 1 | 6 | 0 | 0 | 0 | 0 | 0 | 0 |
| Bay Area | 07/30 | Bruce Valde | 07-1407 | 0 | 0 | 7 | 11 | 0 | 0 | 0 | 0 |
| Bay Area | 08/02 | Steve Ongerth | 07-1138 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 |
| Bay Area | 08/10 | Heather Gardner | 07-1791 | 0 | 0 | 0 | 16 | 0 | 0 | 0 | 0 |
| Bay Area | 08/22 | Oliver Lanti | 07-1790 | 0 | 1 | 2 | 0 | 0 | 0 | 0 | 0 |
| Boston | 07/07 | John MacLean | 07-1874 | 3 | 2 | 2 | 2 | 0 | 1 | 1 | 0 |
| Boston | 08/09 | Steve Kellerman | 07-1008 | 0 | 2 | 6 | 4 | 0 | 0 | 0 | 0 |
| Central Illinois | 06/10 | David Johnson | 07-1624 | 0 | 0 | 0 | 6 | 0 | 0 | 0 | 0 |
| Central Illinois | 07/14 | Dan Elgin | 07-1301 | 0 | 3 | 0 | 0 | 0 | 1 | 0 | 0 |
| Central Illinois | 07/15 | David Johnson | 07-1624 | 2 | 0 | 0 | 14 | 0 | 0 | 0 | 0 |
| Central Illinois | 08/29 | David Johnson | 07-1624 | 1 | 0 | 0 | 5 | 0 | 0 | 0 | 0 |
| Chicago | 06/03 | Penny Pixler | 07-1682 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| Chicago | 06/18 | Jason Krpan | 07-1709 | 1 | 11 | 12 | 5 | 2 | 1 | 0 | 0 |
| Chicago | 07/05 | Patrick Brenner | 07-1776 | 0 | 2 | 0 | 0 | 0 | 1 | 0 | 0 |
| Chicago | 07/07 | Penny Pixler | 07-1682 | 1 | 1 | 1 | 3 | 7 | 0 | 0 | 0 |
| Chicago | 07/17 | Jason Krpan | 07-1709 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 |
| Chicago | 08/03 | Joe Tessone | 07-1713 | 0 | 0 | 0 | 2 | 3 | 0 | 0 | 0 |
| Chicago | 08/10 | Penny Pixler | 07-1682 | 0 | 2 | 1 | 7 | 0 | 0 | 0 | 0 |
| Denver | 06/30 | Lowell May | 07-1072 | 0 | 0 | 12 | 6 | 2 | 0 | 0 | 0 |
| Denver | 07/28 | Lowell May | 07-1072 | 1 | 1 | 0 | 6 | 0 | 0 | 0 | 0 |
| Detroit | 08/13 | Jim Rehberg | 07-1670 | 0 | 3 | 0 | 1 | 0 | 0 | 0 | 0 |
| Edmonton | 06/01 | Gordie Thomas | 07-1396 | 1 | 26 | 5 | 1 | 3 | 0 | 2 | 0 |

| Branch | Date | Delegate | Del# | Init | Max | Reg | Min | Sub | Asst | IW | Org |
|------------------|-------|----------------------|---------|------|-----|-----|-----|-----|------|----|-----|
| Edmonton | 06/14 | Gordie Thomas | 07-1396 | 0 | 4 | 5 | 1 | 0 | 0 | 0 | 0 |
| Edmonton | 06/15 | Alex McKie | 07-1837 | 0 | 3 | 2 | 0 | 0 | 0 | 0 | 0 |
| Edmonton | 06/17 | Bryan Roberts | 07-1874 | 0 | 9 | 0 | 0 | 6 | 0 | 0 | 0 |
| Edmonton | 07/01 | Bryan Roberts | 07-1874 | 2 | 0 | 1 | 6 | 0 | 0 | 0 | 0 |
| Edmonton | 08/01 | Jeff Musgrave | 06-1786 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 |
| Edmonton | 08/06 | Mikhail Bjorge | 07-1841 | 1 | 2 | 0 | 9 | 0 | 0 | 1 | 0 |
| Edmonton | 08/09 | Nick Driedger | 06-1603 | 0 | 0 | 0 | 7 | 4 | 0 | 0 | 0 |
| Edmonton | 08/09 | Katherine McFatridge | 07-1835 | 0 | 3 | 0 | 1 | 0 | 0 | 0 | 0 |
| Gainesville | 07/15 | J. N. Richard | 06-1765 | 1 | 0 | 1 | 2 | 1 | 0 | 0 | 0 |
| Gainesville | 07/15 | James Schmidt | 06-1829 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| Gainesville | 08/19 | J. N. Richard | 06-1765 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 |
| Gainesville | 08/19 | James Schmidt | 06-1829 | 2 | 0 | 0 | 8 | 4 | 0 | 0 | 0 |
| Grand Rapids | 08/24 | Gerard Akkerhuis | 07-1843 | 0 | 0 | 5 | 4 | 0 | 0 | 0 | 0 |
| Grand Rapids | 08/26 | Cole Dorsey | 07-1686 | 1 | 0 | 0 | 3 | 0 | 0 | 0 | 0 |
| Lane County | 07/15 | Nathan Moore | 07-1877 | 2 | 0 | 1 | 3 | 6 | 0 | 0 | 0 |
| Lane County | 08/01 | Ed Gunderson | 06-1795 | 1 | 0 | 1 | 7 | 0 | 0 | 0 | 0 |
| Los Angeles | 06/13 | Jay Brophy | 07-1500 | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 |
| Los Angeles | 07/18 | Jay Brophy | 07-1500 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 |
| Madison | 06/13 | J. Chernow (ACH) | 07-1038 | 0 | 4 | 13 | 11 | 1 | 0 | 0 | 0 |
| Madison | 06/21 | John Peck | 07-1324 | 2 | 0 | 0 | 0 | 24 | 0 | 0 | 0 |
| Madison | 08/10 | J. Chernow (ACH) | 07-1038 | 0 | 8 | 27 | 19 | 2 | 0 | 0 | 0 |
| Milwaukee | 06/05 | Diane Reynolds | 07-1621 | 0 | 0 | 0 | 4 | 9 | 1 | 0 | 0 |
| New York Clty | 03/02 | Bert Picard | 06-1796 | 3 | 3 | 0 | 22 | 0 | 0 | 0 | 0 |
| New York Clty | 04/01 | Benjamin Ferguson | 07-1388 | 0 | 10 | 0 | 12 | 6 | 0 | 0 | 0 |
| New York City | 04/20 | Peter Montalbano | 06-1702 | 0 | 0 | 0 | 11 | 0 | 0 | 0 | 0 |
| New York Clty | 05/06 | Benjamin Ferguson | 07-1388 | 0 | 4 | 2 | 9 | 8 | 0 | 0 | 1 |
| New York Clty | 05/30 | Bert Picard | 06-1796 | 2 | 0 | 0 | 33 | 0 | 0 | 0 | 0 |
| New York Clty | 06/14 | Bert Picard | 06-1796 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 |
| New York Clty | 07/01 | Benjamin Ferguson | 07-1388 | 0 | 0 | 0 | 3 | 8 | 0 | 0 | 2 |
| New York City | 07/20 | James Curtchfield | 07-1406 | 0 | 37 | 0 | 0 | 0 | 0 | 0 | 2 |
| North Coast (CA) | 06/06 | Angie Hart | 07-1705 | 0 | 2 | 3 | 1 | 4 | 0 | 0 | 0 |
| North Coast | 06/07 | Andrew Hamer | 06-1704 | 1 | 0 | 0 | 2 | 1 | 0 | 0 | 0 |
| North Jersey | 04/30 | Chris Whalen | 07-1842 | 0 | 2 | 2 | 2 | 0 | 0 | 0 | 0 |
| North Jersey | 05/31 | Chris Whalen | 07-1842 | 0 | 3 | 3 | 3 | 0 | 0 | 0 | 0 |
| North Jersey | 06/31 | Chris Whalen | 07-1842 | 0 | 0 | 4 | 2 | 2 | 0 | 0 | 0 |
| Ohio Valley | 06/28 | Tom Kappas | 07-1520 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| Ohio Valley | 07/04 | Maria LeMaster | 07-1865 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| Ohio Valley | 07/07 | Chris Lytle | 07-1771 | 0 | 0 | 0 | 4 | 1 | 0 | 0 | 0 |
| Pensacola | 07/15 | Scott Satterwhite | 07-1390 | 0 | 0 | 2 | 10 | 14 | 0 | 0 | 0 |
| Philadelphia | 06/14 | Jon Bekken | 07-1034 | 0 | 0 | 3 | 7 | 0 | 0 | 0 | 0 |
| Philadelphia | 08/06 | Jon Bekken | 07-1034 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| Philadelphia | 08/13 | Mike Pesa | 06-1784 | 1 | 0 | 4 | 3 | 3 | 0 | 0 | 0 |
| Portland | 07/31 | Ryan Gaughan (ACH) | 07-1789 | 0 | 4 | 19 | 6 | 0 | 0 | 0 | 0 |
| Portland | 07/31 | Ryan Gaughan | 07-1789 | 0 | 1 | 3 | 0 | 0 | 0 | 0 | 0 |
| Portland | 08/01 | Matt Jones | 07-1716 | 0 | 0 | 8 | 3 | 0 | 0 | 0 | 2 |
| Portland | 08/02 | Nick Newmann | 07-1669 | 2 | 0 | 4 | 0 | 2 | 0 | 0 | 0 |
| Toronto | 08/05 | Dhruv Jain | 06-1809 | 0 | 0 | 0 | 0 | 12 | 0 | 0 | 0 |
| Upstate NY | 08/13 | Greg Giorgio | 07-1027 | 0 | 1 | 5 | 0 | 1 | 1 | 4 | 0 |
| Upstate NY | 08/31 | Rochelle Semel | 07-1059 | 0 | 0 | 2 | 0 | 0 | 11 | 0 | 0 |
| Vancouver | 04/30 | Gordon Flett | 07-1496 | 1 | 0 | 0 | 4 | 10 | 0 | 0 | 0 |
| Vancouver | 06/01 | Gordon Flett | 07-1496 | 1 | 5 | 14 | 0 | 12 | 0 | 0 | 0 |
| Vancouver | 06/30 | Gordon Flett | 07-1496 | 0 | 0 | 0 | 0 | 12 | 0 | 0 | 0 |
| Vancouver | 07/30 | Gordon Flett | 07-1496 | 0 | 0 | 0 | 0 | 12 | 0 | 0 | 0 |



The IWW . . . *Of the World*

The British Isles Regional Organizing Committee

Fellow workers/comrades,

MEMBERSHIP

The number of members currently in good standing in the BI-ROC continues to grow steadily. In fact between the July 2006 and July 2007 BIROC Annual Conference, membership increased from 172 members to 273, with a recent influx of new members in west Midlands, London, SW England, Glasgow and York.

Most importantly retention is holding firm, there was only one resignation during this period. 41 members have lapsed in 2007 but many of these will come back boosting our numbers, as much of this is down to tardiness in delegates reporting rather than real lapsed members. A key factor in our growth is the active role of BIROC regional Organizers in developing IWW members into groups and branches by mentoring and supporting new members and promptly following up leads and workplace issues.

PUBLICATIONS

Bread and Roses was published twice in the past 12 months – October 2006 and May 2007. The next edition is due to be published in October 2007. The magazine continues to improve with every issue and is distributed around the UK and internationally. The print run has been 500 issues but this will increase to 1000 for the next issue in October 2007. Wobs outside the UK are encouraged to subscribe, the cost for non-European subs is £16 (Pounds Sterling) for five issues. Cheques and subscription request including name and postal address should be sent to:

IWW BIROC, PO Box 1158, Newcastle upon Tyne, United Kingdom NE99 4XL.

The aim is to produce at least two editions a year.

The Internal Bulletin (BIROC GOB) is now produced regularly, and with massive thanks to FW Euan Sutherland and the Supply Depot for vastly improving both the quality and organisation of the IB. There were six issues published in 2006 and another three to date in 2007.

CERTIFICATION

The BIROC submitted our annual return to the UK Certification Office. The IWW remains a listed trade union. This continues to mean that the IWW is legally recognised in the UK and we are able to formally represent members and seek official recognition from employers under the various rules governing trade union recognition. In the past 12 months the IWW has represented numerous members in disciplinary hearings, appeals, and unfair dismissals. This has ranged from members working for Café Nero, Scottish Qualifications Authority, South West Trains, and The Works bookshop.

The IWW does not currently have collective bargaining recognition although this is probable within the next 12 months.

IWW BRANCHES AND GROUPS

As per the BIROC Constitution the following bodies of the union are recognised: Clydeside GMB; Edinburgh GMB, London GMB, Tyne and Wear GMB, Leicestershire GMB, NW (Manchester) GMB, Bradford Group, Hull Group, Aberdeen Group, York Group, Sheffield Group, Norwich group, west Midlands Group, Brighton Group.

(Continued on the next page.)

(Continued from the previous page.)

The BIROC has received charter applications from both the west Midlands Group and the York Group to establish GMBs. I expect both of these applications to be successful.

Lack of space time does not permit to record all the branch activity but details were posted in the last BIROC Internal Bulletin and posted on the GEB and IWW international lists.

ON-LINE MEMBERSHIP DATABASE

Following the BIROC Annual Conference, FW Philip le Marquand has been authorised to build a prototype membership system that can then be piloted as an on-line membership database that is fully interactive and user friendly cutting out much of the current paperwork and repetition of data entry that occurs at present. Philip is maintaining contact with the US sys admins and if the pilot is successful will be made available for the international union to use as well.

CAMPAIGNS / INDUSTRIAL NETWORKS

The BIROC currently is working on three significant organising campaigns. They are all industrial campaigns. There are two main industrial networks in the BIROC; IU 610 Health Workers and IU 620 Education Workers.

BARISTAS UNITED / STARBUCKS CAMPAIGN

I recently got back from a solidarity building visit to Paris and Germany to meet with the CNT-F, IWW GLAMROC and the FAU. These comrades are beginning to organise Starbucks workers and my hope is that with the recent endorsement of the campaign by No Sweat in the UK, plus the other groups supporting us, that we can build some Baristas United organising in the near future.

The Baristas United idea is very simple, to build upon the awareness created by the Starbucks Workers Union organising in the US, and the UNITE union organising in NZ to build a union for service workers in 660 in the UK. Because this campaign is not just based at Starbucks our recruitment and salting can be quite flexible. In addition the other goal is to provide solidarity actions in support of the Starbucks Workers Union. The strategy for the IWW is to build alliances with other organisations so that our limited resources can be multiplied far beyond our own limits. The tools going forward for the next 12 months will be national distribution of IWW recruitment material and targeted salting by the IWW and other organisations.

IN CLOSING

At this time the IWW in the UK is a growing and vital part of the IWW internationally and we hope to play our part in the continued re-birth of the One Big Union and to support our fellow workers to the best of our ability.

Solidarity and class struggle,
Adam Lincoln - X354714
Secretary



Report on the Development of the GLAMROC

1. Membership development and distribution

Five months after our ROC was chartered by the GEB, as the German Language Area Members Regional Organizing Committee of the IWW (GLAMROC) we have reached a size of 40 members now. Although there is still a good portion of fellow workers alone in one place, some groups have developed and could be built to officially chartered and working branches soon.

As an overview about membership distribution and branch development, I can give the following figures:

Colone group: 6 members and a delegate, regular meetings on a monthly base, a small but solid group, which has all potential to further growth. The Starbucks event in Colone with FWs Lincoln and Krauthamer was packed with around 30 people.

Frankfurt group: 7 members now, 2 of them joined as a result of the Starbucks event with FWs Krauthamer and Lincoln. The first attempts to build an IWW group here date back to autumn 2005. Results had been poor for a longer while, but look much better now. For the future, meetings on a monthly base are scheduled. The GLAMROC secretary functions as a delegate for the Frankfurt group.

Berlin group: In Berlin there are 5 Wobs right now. A delegate is elected and will start work in October. The group also organised a Starbucks event in July in cooperation with the Berlin branch of the FAU, which was attended by about 15 people.

Schweinfurt IU 440 Metal and Machinery Workers: This group has 5 members now and should be chartered as an Industrial union Branch. They plan to cover the metal industry in Bavaria, but are concentrated in Schweinfurt (northern Bavaria), where they are working at the Bosch Rexroth factory. The group is situated at the core of an independent workers group in that factory, which stands in competition with the IG Metall (the official metal workers union) and the Christian Metal Workers Union. They (the independent group) have one shop steward (who is also the delegate for the IWW metal workers) and publish a monthly paper which is distributed among the workers at the factory.

Munich group: 3 members now. Their plans for the autumn include monthly public meetings, legal advice for workers and first steps to activities at a textile production company and in the health care sector.

Furthermore: There are 2 members in Vienna (Austria), 2 in Zurich (Switzerland), and single members are in Ludwigshafen, Luxembourg, Dortmund, near Muenster, Hannover, Braunschweig, Bremen, near Hamburg, Kiel and Schwerin.

One member from Goettingen is moving to Edinburgh at the end of the month and will change to the BIROC.

2. Communication structures and media:

Membership communication and internal discussion

We have a public internet discussion group with 85 people (Wobblies, FAU comrades and many unorganized workers) but low activity and an intern group with 18 members signed in who are discussing there mainly organisational issues. 38 of the 40 members are reached by frequent e-mail newsletters of the ROC secretary. The GLAMROC annual conference will be held in Ginsheim near Mainz at the weekend of the 14th to the 16th of December. I think, the more we grow, the more necessarily we need quarterly delegate meetings like the BIROC has, to manage the various things that have to be organised. Until now, most decisions are taken through the internet in our internal group.

We have ongoing problems with getting delegate supplies, OBUs, constitutions, membership cards etc. from the US due to mailing problems and we hope we can start a cooperation with the BIROC and its new supply depot which makes us all more independent from the US mail and some troubles with the mainly US focussed IWW structure.

„Propaganda“ media

In February, our website www.wobblies.de went on-line and soon became our most important agitator. I think, the majority of our new members came through the website. We also produced an introduction leaflet (6.000 copies), which got some positive reactions. On Mayday 1st, we distributed the first issue of „Brot und Rosen“, our own magazine, but were not able to bring out a second one yet. We also have plans for some brochures, but we don't have enough people who can do the layout work for all this.

3. And more?

We have no organizing drives, campaigns or anything else yet, because everything is still very fresh and fragile here. There are many plans and ideas, but we'll need some time to find our way.

This short report was concentrated on technical and some structural aspects. There could have been mentioned much more, which would more include union strategy, practical class struggles (for example the recently failed ver.di strike at the Deutsche Telekom, the train drivers strike which still has to begin in the next days, our relation to the trade union left and the FAU (which is okay but was never discussed by us on a formal level) etc. etc. I'll cover some of these issues at the BIROC meeting or answering your questions

There are some interesting, but in many cases frustrating developments in the German trade unions and there is a renaissance of strike activities here and although the institutionally bound trade unions are mostly unable to organise these struggles in a consequent way and successfully, this new development of the last one or two years brings also some good perspectives for us.

In Solidarity,
Lutz Getzschmann
(GLAMROC Secretary)



Kalpona Akter of the Bangladesh Center for Workers Solidarity met with Celeste Taylor and Kenneth Miller of the Pittsburgh Anti Sweatshop Community Alliance in the early morning hours of September 11, 2007. She was on a tour of the United States, with other international labor unionists, sponsored by the US State Department. This photo is in front of the New David L Laurence Convention Center in downtown Pittsburgh. Kalpona is holding a copy of the IWW's 100 Years book given to her that morning by the members of PASCA.

ISC Mexico Delegation

This delegation is being organized by the IWW's International Solidarity Commission and the Coalition for Justice in the Maquiladoras www.coalitionforjustice.net. On this trip you will meet with activists and organizers from Mexican community and labor organizations as well as veterans of strikes and conflicts along the border region.

Examples of possible groups and places the delegation might visit:

The Unique Front of United Workers for Labor Vindication (FUTURO) of Valle Hermoso.

Maquiladora workers from Custom Trim, Sony, Delphi, Teleflex, Springfield Wire, TRW, Jabil Global, & Lajat.

Ninfa Deandar, president of the independent newspaper La Manaña.

The clinic of the Derechos Humanos Colonia.

When: On November 19, we leave the US border town of McAllen, Texas for Mexico. We return to McAllen on November 26.

Cost: \$1,100 per person, which includes all travel from McAllen, Texas, plus all hotels, meals, and transportation inside Mexico. Transportation to McAllen, Texas and travel insurance is not included.

Travel Grants: If you cannot afford the trip, apply anyway and ask for financial assistance.

Important: If you require financial assistance or are unsure if you are qualified, you are still strongly encouraged to apply. Spanish speaking ability, international experience, and organizing skills are all helpful but they are not strict requirements. If you are an IWW member in good standing and you are interested in participating, then please don't hesitate to apply! If you have any questions, contact the ISC at solidarity@iww.org.

Donations: Can't go, but you want to show your support? Help fund this delegation by backing an IWW who wouldn't otherwise be able to go. If you can help, please contact FW Ted Nebus at x351912@gmail.com or the ISC at solidarity@iww.org.

How to Apply:

All IWW members must be in good standing as of August 31, 2007, to apply. Women and people of color are encouraged to apply.

Send an application including your name, contact information, IWW membership number, and short statement of why you want to go by email to solidarity@iww.org or to:

IWW Mexico Delegation
c/o Paul Bocking
173 1/2 Blantyre Ave.
Toronto, ON
M1N 2R6 Canada



Notes and Notices

WANTED: WOBBLY GEEKS & DESIGNERS

I have begun using the Drupal content management system (see drupal.org) to create an internal and external website for my branch. The internal section is functioning fairly well.

I would like to collaborate with others to possibly produce an install profile which would allow every branch of the union to have a fully-functioning website easily and with very little expertise, yet would allow for expansion as needed by specific groups.

Some features I think are important:

- * Easy content-management
- * Restricted access for different levels of users
- * Secure members-only section for confidential information
- * Use OpenID to facilitate sharing of information and files between branches
- * Easy file sharing within the branch
- * Intuitive design
- * Public websites designed thoughtfully with the public in mind
- * Replace clunky email lists with forums
- * Create coherent group calendars

I have already done a significant amount of work towards this but HELP from coders, developers, designers or just plain keeners would be a tremendous asset in order to make this project shareable with the rest of the union. I personally have very little programming and database skills and have already brought the project quite far so if you are willing to learn that's all it takes! If there are any PHP/MySQL folks out there, I would love to hear from them too!

I have lots of ideas about this and would love to share them with you as well as find out what you think about this idea.

Please email me if you are at all interested: Gwen@iww.org

Looking for IWW Literature

Greetings All,

The Tacoma GMB is looking for IWW Literature for our literature table and for our web site (tacoma.iww.org).

We are looking for pamphlets or information packets that we can buy bulk copies of or that we can reprint. If you can help please send me a message to: [**bayou@blarg.net**](mailto:bayou@blarg.net).

We are also looking for IWW fliers that we can use here by changing the contact information on them. We hope to put together a packet of fliers that other branches and groups can use by adding their contact information on them. Please send them by e-mail or by postal mail to:

Tacoma IWW
P. O. Box 5464
Tacoma, WA 98415

2007 Referendum Tally Sheet Ballot Number: _____

Voting Tips:

- 1. Follow the instructions on the ballot.
- 2. Make sure that you record the Ballot Number and your votes on this tally sheet.
- 3. If you are voting in October, your dues must be paid through September. If you are voting in November, your dues must be paid through October.
- 4. If the label on this envelope does not reflect your current dues status, have a delegate fill out the bottom portion of the voucher envelope.
- 5. If you are writing in a candidate, make sure that you have checked with them and that they are willing to serve, and that they are eligible for office.
- 6. Make sure that you allow for delivery time so that all ballots are received at GHQ by November 30th.
- 7. Do Not Wait To Vote! Do It Now!
- 8. Mail your completed ballot to: IWW - Attention: Ballot Committee, P. O. Box 23085, Cincinnati, Ohio 45223

Part I: Election of Officers & Assembly Host Site

General Secretary-Treasurer

- ☐ Mark Damron
- ☐ Write In: _____

Organizing Department Board

- ☐ Jeff Pilacinski
- ☐ Todd Hamilton
- ☐ Jefferson Pierce
- ☐ Peter Montalbano
- ☐ Write In: _____
- ☐ Write In: _____

International Solidarity Commission

- ☐ Saku Pinta
- ☐ Alex van Schaik
- ☐ Mike Pesa
- ☐ Daniel Jofre
- ☐ Eric Chester
- ☐ Write In: _____

General Defense Committee - Central Secretary-Treasurer

- ☐ Tom Kappas
- ☐ Write In: _____

General Executive Board

- ☐ Nick Durie
- ☐ Heather Gardner
- ☐ Arthur Miller
- ☐ Matt White
- ☐ Jason Krpan
- ☐ Bryan Roberts
- ☐ Evan Wolfson
- ☐ Alexis Buss
- ☐ Adam Lincoln
- ☐ Write In: _____
- ☐ Write In: _____
- ☐ Write In: _____
- ☐ Write In: _____
- ☐ Write In: _____
- ☐ Write In: _____

2007 General Assembly Host Site

- ☐ London
- ☐ Minneapolis?St. Paul
- ☐ Write In: _____

THIS IS NOT A BALLOT.
BALLOTS MUST BE RECEIVED AT GHQ BY NOVEMBER 30TH TO BE COUNTED.

Part II: Resolutions

A) *Solidaridad*

Shall the Industrial Workers of the World adopt the resolution regarding the publication of Solidaridad?

☐ **YES** ☐ **NO**

Part III: Constitutional Amendments

A) Candidate Order on the Ballot

Shall the wording of the IWW Constitution regarding candidate order on the ballot be changed?

☐ **YES** ☐ **NO**

B) Petition to Amend the Constitution to Change the Frequency of Assembly.

Shall the IWW Amend its Constitution to change the frequency of its General Assembly?

☐ **YES** ☐ **NO**

C) Charges Reform.

Two different Proposals for Charges Reform appear on this ballot, below. At the end of this section you are asked to vote for either Proposal 1, Proposal 2, or for "No Change" in the current constitutional language.

☐ **ACCEPT PROPOSAL 1** ☐ **ACCEPT PROPOSAL 2** ☐ **NO CHANGE**

IN THIS ISSUE

Contents:

General Administration Contact Info 2

Official Notices 3

International Solidarity Commission 4

General Defense Committee 8

The *Industrial Worker* 9

Candidate Statements 11

Referendum Discussion 30

Delegate Reports Received 35

The IWW Around The World 37

ISC Mexico Delegation 41

Notes and Notices 42

Referendum Tally Sheet 43

