

Constitution of the
International Association of Industrial Unions

DRAFT: FOR DISCUSSION ONLY

PREAMBLE

The working class and the employing class have nothing in common. There can be no peace so long as hunger and want are found among millions of working people and the few, who make up the employing class, have all the good things of life.

Between these two classes a struggle must go on until the workers of the world organize as a class, take possession of the earth and the machinery of production, and abolish the wage system.

We find that the increasing globalization of capital and markets makes the various national and regional Labour organisations unable to cope with the ever growing power of the employing class. Division among unions fosters a state of affairs which allows one country's workers to be pitted against another country's workers in the same industry, thereby helping defeat one another in wage wars. We find, moreover, that the existing international Labour bodies frequently aid the employing class to mislead the workers into the belief that the working class have interests in common with their employers, organize workers ineffectively upon the basis of craft or region, waste their energy and resources in fruitless political activity, or foment division within the working class through nationalism and disputes over political doctrine.

These conditions can be changed, and the interest of the working class upheld, only by an international association formed in such a way that workers in all countries can give effective mutual aid and co-operation to their fellow workers in any part of the globe, thus making an injury to one an injury to all.

Instead of the conservative motto, "A fair day's wage for a fair day's work," we must inscribe upon our banner the revolutionary watchword, "Abolition of the wage system."

It is the historic mission of the working class to do away with capitalism. The army of production must be organized, not only for the every-day struggle with capitalists, but also to carry on production when capitalism shall have been overthrown. By organizing industrially we are forming the structure of the new society within the shell of the old.

Knowing, therefore, that such an organisation is absolutely necessary for our emancipation, we unite under the following Constitution:

Article I. Name and Purposes

Section 1. The name of this organisation in English shall be the International Association of Industrial Unions, and in other languages it shall be an exact translation of the same.

Section 2. The purposes of this organisation shall be as follows:

- a. To unite in one international association all Labour organisations operating upon the principles of industrial unionism and class struggle;
- b. To promote communication, solidarity, and mutual aid among the international working class despite state borders, political conflicts, separate legal regimes, and differences of language, custom, and culture;
- c. To preserve the independence of its member organisations, in recognition of their different historical development, economic situations, and cultural circumstances;
- d. To secure the orderly adjustment of differences and conflicts which may arise among its member organisations;
- e. To carry on the struggle for the emancipation of the working class across political borders; and

- f. To build through its industrial organisations an administrative structure for the continuation of production after the abolition of capitalism.

Article II. Membership

- Section 1. The Association shall be open to all democratic labour organisations that organize actual wage-workers on the basis of industry, rather than craft or locality, and recognize the class struggle.
- Section 2. Member organisations shall be national, regional, or international industrial labour unions, or federations thereof, but shall not be merely local unions.
- Section 3. They must have been in continuous operation for at least three years, and must comprise no fewer than one thousand members in good standing, at the time of their application, and no fewer than five hundred members in good standing in any twelve-month period after admission.
- Section 4. They shall not be mere political, propaganda, or educational organisations, but shall organize actual wage-workers at the point of production, and shall actively pursue workplace control.
- Section 5. They shall be democratic in polity, and shall preserve control by their general membership through limits on consecutive terms of officers; general referenda for constitutional amendment; popular, industrial, or local initiative in legislation; and recall of officers by the membership or constituent bodies.
- Section 6. They shall provide in their by-laws criteria for determining and maintaining their members' good standing, and shall require for good standing at least the regular payment of dues in money, goods, or services. They shall maintain accurate records of their members' standing and shall report the same to the General

Executive at regular intervals, as the General Convention shall provide by law. No member of a member organisation who is not in good standing shall be counted in any enumeration of a member organisation's membership required by this Constitution or by the by-laws of the Association.

- Section 7. The compensation of their officers and employees, including benefits and perquisites of office, shall not exceed that of their highest-paid common members. Member organisations shall annually determine the highest and average compensation of their members, and shall report the same to the General Secretary-Treasurer in such form and at such time as the General Convention shall provide by law.
- Section 8. Member organisations shall not discriminate in admissions on the basis of any non-economic criterion other than overt action that is harmful to solidarity or inconsistent with the goals and principles of the organisation. Specifically, they shall not discriminate on the basis of race or ethnic origin, native language, religious or political belief, or sex or sexual orientation.
- Section 9. Organisations shall be admitted to membership according to a uniform process, upon a vote of the General Executive Council after due notice to all member organisations and a reasonable opportunity for member organisations to raise objections and have them heard by the General Executive Council. Upon the appeal of any two member organisations, the decision to admit or not to admit an applicant organisation shall be referred to a referendum of member organisations, in which case no rights of membership shall be granted to the applicant unless and until the decision of the General Executive Council has been sustained or reversed by the membership.
- Section 10. If more than one organisation qualified for membership in the Association exists within a single political territory, all may join the Association on an equal basis; but they shall be required to

work toward amalgamation, and to agree to an impartial mechanism for resolving conflicts over jurisdiction, policy, etc. If conflict between such organisations becomes detrimental to the good and welfare of the Association, either or both may be placed on terms or expelled.

Section 11. The Association shall not admit splinter groups or disaffected factions of organisations already affiliated with the Association, without the consent of the latter.

Section 12. Member groups may affiliate with other international associations whose purposes and practices are consistent with those of this Association.

Section 13. Member organisations shall make no alliances, direct or indirect, with political parties, anti-political organisations, or religious associations, and shall not seek to govern the religious or political beliefs or affiliations of their members; provided always that they may discipline their members for overt action that is harmful to solidarity or inconsistent with the goals and principles of the organisation; and provided further that member organisations may join or aid coalitions and associations that include religious associations, so long as their purpose is not primarily religious.

Section 14. They shall not endorse political parties or candidates; nor shall they allow political officers, candidates for political office, officers of political parties, or officers of anti-political organisations, to hold active membership; provided, however, that member organisations may admit unpaid officers of political and anti-political organisations in extraordinary cases, if such officers are actual wage-workers, and the admission of such officers will not create the appearance of political affiliation by the organisation. Member organisations shall promptly notify the General Executive of all such exceptions and their reasons for making them.

Section 15. Member organisations shall not be prohibited from endorsing or advocating specific state policies or actions, so long as such policies or actions are not injurious to solidarity, to the working class, or to the Association.

Section 16. Member organisations shall not allow the officers of labour organisations that do not organize on the basis of industry, or that do not recognize the class struggle, to hold active membership; provided, however, that member organisations may admit officers of such organisations in extraordinary cases, if such officers are actual wage workers who receive no compensation from the other labour organisation, other than reimbursement of expenses and rebate or waiver of dues, and the admission of such officers will not impair solidarity and organizing activities. Member organisations shall promptly notify the General Executive of all such exceptions and their reasons for making them.

Section 17. Unless otherwise specifically provided in this Constitution, Member organisations may decide for themselves how they shall exercise their votes and other powers within the Association, whether by plebiscite, executive action, legislation, or other means, consistent with their obligations under Section 4 above.

Article III. Referenda and Initiatives

Section 1. The General Convention shall enact by-laws, consistent with this Constitution, providing rules for holding referenda of the member organisations.

Section 2. Each member organisation shall cast one vote in any referendum.

Section 3. A referendum shall be held whenever an amendment to this Constitution is to be submitted to the member organisations, whenever the General Convention decides to submit any question to the member organisations, whenever demanded by one fifth of the member organisations, and whenever otherwise

required by this Constitution; provided, however, that no more than four referenda shall be required in any calendar year.

Section 4. The member organisations and their individual members may propose by-laws or resolutions to the Association by presenting to the General Secretary-Treasurer a petition, approved by one fifth of the member organisations, or signed by no fewer than five hundred members in good standing of three or more member organisations, of whom no more than half shall belong to any one member organisation. Measures so proposed shall be submitted to the member organisations on the next referendum ballot.

Section 5. All proposals to be voted on in any referendum shall be distributed to the member organisations, translated as may be required by this Constitution or the General Convention, not less than ninety days prior to the issuance of the referendum ballot on which they appear.

Article IV. Powers

Section 1. The powers of the Association, its component bodies, and its officers shall be construed strictly; no implied power shall be deemed to exist unless it is indispensable to the exercise of a power clearly enumerated in this Constitution; and any reasonable doubts as to the existence of a power shall be resolved against the existence of such power.

Section 2. The Association shall have the power to propose and enact by-laws consistent with this Constitution to govern its own operations and the expenditure of funds already under its control. By-laws affecting the activities of member organisations must originate with one or more member organisations.

Section 3. The powers of the Association shall be

- a. To adopt rules of procedure and discipline to govern its own activities;
- b. To adopt by-laws, consistent with this Constitution, governing the activities of the Association and the participation of member organisations in the Association's business;
- c. To levy reasonable taxes and assessments against member organisations, sufficient for the funding of its lawful operations, on a per-capita basis or any other equitable basis, taking into consideration the differing sizes, degrees of organisation, and economic situations of member organisations;
- d. To employ and compensate assistants to carry out the routine functions of its office;
- e. To secure and maintain a place for the conduct of its business and the preservation of its records;
- f. To conduct the normal operations of a business office, including the procurement of necessary licenses and insurance, engagement of professional assistance from accountants, lawyers, and the like, and such other necessary or customary activities in the ordinary course of business;
- g. To seek and accept donations and grants of money, goods, and services according to by-laws duly enacted by the General Convention;
- h. To acquire and dispose of real estate and other property according to by-laws duly enacted by the General Convention;
- i. To acquire and disburse funds according to by-laws duly enacted by the General Convention;
- j. To appoint speakers and other representatives;

- k. To establish, endow, and support educational institutions and other educational enterprises, including scholarships and fellowships;
- l. To establish publications, appoint their editors, and govern their policies and affairs;
- m. To provide by law for the accumulation and disbursement of funds for emergency aid to member organisations, including reasonable restrictions on the use thereof and rules for accounting therefor; provided, however, that no member organisation shall be required, as a condition of receiving such aid, to surrender any right of membership, or to obey any directive by the Association that would otherwise exceed the powers granted by the Association in this Constitution; and
- n. Such other powers as may be specifically enumerated elsewhere in this Constitution.

Section 4. The Association shall have no power to compel or prohibit action by any member organisation in affairs not directly affecting the good and welfare of another member organisation or the Association generally; provided, however, that the Association shall have the power to compel compliance with the Constitution and by-laws of this Association, and to punish violations thereof.

- a. The Association shall have authority to impose reasonable penalties and remedies upon member organisations that violate the constitution or by-laws of the Association, offend against the good order and reputation of the Association, or refuse to comply with its lawful decisions and directives.
- b. Such penalties and remedies may include censure, restitution, compensation, fine, suspension of membership, and expulsion from the Association, but may also include other reasonable penalties and remedies, which shall, however, be enumerated in

the by-laws of the Association and shall not be imposed *ex post facto*.

Section 5. The Association shall have broad power to resolve conflicts over jurisdiction or membership between member organisations.

Section 6. Decisions of the General Executive shall be appealable by any two members of the General Executive or any three member organisations, or one-third of them, whichever is less, to the General Convention; and the General Convention shall provide by law a procedure for the filing and hearing of such appeals.

Section 7. Decisions of the General Convention shall be appealable by any five member organisations, or by one-third of them, whichever is less, to a referendum of the member organisations; and the General Convention shall provide by law a procedure for the filing and hearing of such appeals.

Article V. Administrative Structure

The administration of this Association shall consist of a General Convention and a General Executive.

Article VI. General Convention

Section 1. The General Convention shall meet regularly, but not oftener than every three years, unless called into special session by the General Executive or any three member organisations, or one-third of them, whichever is less.

Section 2. It shall consist of delegates appointed by each member organisation, who shall have been members in continuous good standing of their respective organisations for eighteen months prior to their appointment; provided that any member organisation may appoint a member of another member organisation to serve as its delegate, so long as that person

would be qualified to serve as a delegate for her or his own organisation.

- Section 3. Each member organisation shall be entitled to the same number of delegates, which it shall appoint in a manner of its own choosing.
- Section 4. At the first General Convention, each member organisation shall be entitled to five delegates, but any General Convention may increase or decrease that number for the next General Convention, provided that the number shall not be fewer than two nor more than twelve.
- Section 5. No person may serve more than two consecutive terms as a delegate to the General Convention.
- Section 6. Each delegate shall have one vote in the General Convention; provided, however, that if a member organisation certifies that it is unable to send the full number of delegates to which it is entitled, it shall nevertheless have the same number of votes as the other member organisations, equally divided among its delegates.
- Section 7. The reasonable expenses of delegates to the General Convention shall be borne by the member organisations they represent; provided, however, that the General Convention may establish equitable means for assisting delegates in travelling to and from its meetings, and for relieving unexpected financial hardships of delegates during its sessions.
- Section 8. A simple majority vote shall govern in all matters before the General Convention, except as follows:
- a. A two-thirds majority shall be required to carry the following measures:
 - (1) to convict in disciplinary matters;

- (2) to expel a delegate from the General Convention or a member organisation from the Association;
- (3) to sustain an objection to consideration of a question;
- (4) to cut off debate;
- (5) to limit or extend the time for debate;
- (6) to rescind or amend a matter previously adopted; and
- (7) to discharge a committee before it has completed its work.

- b. A roll-call vote shall be held on the demand of one-third of delegates present and voting.

Section 9. The General Convention shall have the following powers, with such implied powers as may be indispensable to the effective exercise of the enumerated powers, and no others:

- a. To elect a presiding officer, a secretary, a sergeant at arms, and such other officers and assistants as may be required for the orderly conduct of its business;
- b. To appoint committees and define their powers and duties;
- c. To adopt rules of procedure for its meetings, including a parliamentary authority;
- d. To enact by-laws for the Association;
- e. To propose amendments to this Constitution;
- f. To elect the members of the General Executive and fix their compensation;
- g. To judge the qualifications of its members; and
- h. Such others of the powers enumerated in Article __, Section __., above, as may be appropriate to its work.

Article VII. General Executive

Section 1. The General Executive shall consist of a General Secretary-Treasurer and a General Executive Council.

Section 2. The members of the General Executive shall be nominated by the member organisations, and elected by the General Convention in its regular session, to serve until thirty days after

the close of the next regular General Convention, or until their successors take office, unless sooner removed.

- Section 3. Their election shall be by secret ballot.
- Section 4. They shall take office thirty days following the adjournment of the General Convention by which they are elected.
- Section 5. No person shall serve more than three consecutive terms in the General Executive.
- Section 6. The members of the General Executive shall be subject to recall at any time by vote of the member organisations.
- a. A recall election for any member of the General Executive shall be held upon the demand of one fifth of the member organisations.
 - b. A recall election for the General Secretary-Treasurer shall also be held upon a vote of no confidence by the General Executive Council.
 - c. Each member organisation shall have one vote per candidate in recall elections.
 - d. Recall of officers is not in the nature of discipline, and shall carry no penalty or disability beyond removal from office; provided, however, that recall of an officer shall not prevent disciplinary action in an independent proceeding.
- Section 7. In the event that a member of the General Executive is recalled, is removed from office, dies, or resigns, the General Executive Council shall appoint a substitute to complete the member's term.
- Section 8. In the event that more than two members of the General Executive are recalled, are removed from office, die, or resign within any ninety-day period, or more than four within any twelve-month period, a special election by the member organisation shall elect substitutes to complete such members'

terms, even if substitutes have been appointed by the General Executive Council, and the substitutes elected by the member organisations shall immediately take office.

Article VIII. General Executive Council

Section 1. The General Executive Council shall consist of no fewer than five, nor more than twenty-one persons, each of whom shall have been a member in continuous good standing of a member organisation for not less than three years prior to taking office.

Section 2. No more than two members, or two fifths, whichever is greater, of the General Executive Council shall belong to the same member organisation.

Section 3. The members of the General Executive Council shall receive from the Association compensation for their time spent actually in the service of the Association, at a rate not to exceed the average wage of the members of their respective member organisations; as well as their reasonable expenses incurred in the service of the Association. The General Convention shall adopt rules governing the incurring and reimbursement of such expenses, and shall require strict accounting for all such expenses.

Article IX. General Secretary-Treasurer

Article X. Revenue

Article XI. Relations Among Member Organisations

Section 1. There shall be free interchange of membership cards among member organisations, and the General Convention shall enact by-laws governing the registration of transfers of membership between member organisations.

Section 2. Member organisations shall extend solidarity and support to one another upon request, consistent with their respective resources and circumstances.

Section 3. The component industrial divisions of all member organisations shall establish direct lines of communication within and among their several industrial sectors, and shall continually work towards greater co-operation and solidarity.

Section 4. Member organisations shall honour and protect from misuse the labels and emblems of all other member organisations.

Article XII. Industrial Departments

Section 1. The Association shall establish an Industrial Department for each sector of industry in which two or more member organisations have established industrial divisions or unions comprising at least one hundred members in good standing.

Section 2. Industrial Departments shall be constituted in whatever form or forms shall best serve the purposes of the Association.

Section 3. Industrial Departments shall aid the respective industrial divisions of the member organisations in maintaining lines of communication and co-operation

Article XIII. Clearing Houses

Section 1. The Association may, with the consent and co-operation of the member organisations, establish clearing houses in the various monetary regions, for the purpose of reconciling accounts among and within the member organisations.

Article XIV. Relations With Other Organisations

Article XV. Discipline

Article XVI. Provisions Against the Event of War

- Section 1. In the event of war or other armed conflict between political states or other organized bodies claiming jurisdiction over the territories or membership of member organisations, it shall be the duty of all member organisations, their constituent bodies, and their members to exercise every reasonable effort within their power to bring an end to such conflict.
- Section 2. No member organisation shall advocate, endorse, or aid warfare or armed conflict except in defence against armed attack.
- Section 3. No member organisation shall be required or encouraged by this Association to commit or advocate acts of violence against person or property, except in defence against violent attack, nor to endanger the lives or liberties of its members.
- Section 4. Member organisations shall in all cases of armed conflict protect and defend the good and welfare of the international working class, and in word and deed maintain loyalty to the international working class above all political, religious, ethnic, or national allegiances.

Article XVII. Emblem and Seal

- Section 1. The Association shall devise and adopt an official emblem and seal, and provide rules for their use and display.
- Section 2. The General Secretary-Treasurer shall be custodian of the seal, and shall affix it to all official documents, contracts, and the like, which shall be of no force or effect without such seal.

Article XVIII. Languages

- Section 1. The General Executive shall conduct its daily business and incidental correspondence in the language or languages most

convenient for that purpose, as determined from time to time by the General Executive Council.

- Section 2. The General Convention shall conduct its business and keep its official records in international English, unless by majority vote any session shall designate another language for such purposes; provided, however, that if a session designates a language other than English, the General Executive shall ensure that its minutes and official records be translated into English. The Association shall make provision for simultaneous interpretation of all proceedings in the General Convention in such other languages as may be necessary, so that all delegates may fully understand and participate in the proceedings. The General Convention shall publish its minutes and official records in such language or languages other than English as may be necessary to inform the general membership of its member organisations of the sum and substance of its acts and deliberations.
- Section 3. All official documents, agreements, and general publications of the Association shall be published in international English, and shall be translated into such other languages as may be necessary to ensure that they be understood by the greatest possible number of members of its member organisations; provided that the Association may also issue special publications directed at readers of specific languages, which need not be published in other languages. In the event of conflicts between versions of translated documents, the English version shall govern.
- Section 4. Translations of such documents into or from Arabic, Chinese, English, French, and Spanish, as well as any other major international language designated by the General Convention, shall be made at the expense of the Association. The General Convention may provide for funds to assist in the procurement of translations from and into other languages, as the activities of the Association may require and its resources allow.

Section 5. The General Executive shall from time to time, but not less than every five years, compile a list of the languages in which the member organisations and their constituent bodies conduct their business. Member organisations shall regularly inform the General Executive of the languages current among their members, and the languages in which they conduct their business and write their official documents. Member organisations shall promptly inform the General Executive if they change or add official languages.

Section 6. The General Convention shall from time to time provide directions to the General Executive regarding the languages into which official documents, notices, and records shall be translated.

Article XIX. Publications

Section 1. The General Executive shall periodically, and not less than quarterly, publish a bulletin of its activities, together with official notices, referendum ballots, monthly and annual financial reports, and other business of the Association. The bulletin shall be distributed to all member organisations, which shall make it generally available to their members.

Article XX. Amendments

Section 1. Amendments to this Constitution may be made in the following manner.

Section 2. Amendments may be proposed by the General Executive, the General Convention, any two member organisations.

Section 3. In addition, individual members of member organisations may propose amendments by submitting a petition signed by [two hundred] or more members in good standing of no fewer than three member organisations. No more than half of the persons

signing such a petition shall belong to the same member organisation.

- Section 4. Proposed amendments shall be submitted in writing, in Arabic, Chinese, English, French, or Spanish. They shall clearly set out the text of the proposed amendment, clearly indicating the portion or portions of this Constitution to be amended, setting forth any existing language that is to be deleted or replaced. Proposed new articles or sections shall be identified as such. Each section to be amended or added shall be submitted on a separate sheet.
- Section 5. They shall be filed with the General Secretary-Treasurer, who must receive them not less than 180 days before the opening of the next General Convention.
- Section 6. The General Secretary-Treasurer shall promptly secure translations of all proposed amendments into such languages as the By-Laws may require, and shall distribute the proposals to all member organisations not less than ninety days before the opening of the next General Convention.
- Section 7. At the next General Convention, each proposed amendment shall be read before the Convention, and may be debated but not amended. If the Convention votes by two-thirds or more in favour of the proposed amendment, the proposed amendment shall be submitted to the member organisations on the next referendum ballot. If a proposed amendment is approved by a majority, but less than two-thirds of the Convention, it shall be laid over to the next General Convention, where it shall be again read before the Convention, in precisely the same form as that in which it was voted on by the previous Convention, and may be debated but not amended. If it is passed a second time by a majority vote, it shall be submitted to the member organisations on the next referendum ballot.
- Section 8. Proposed amendments submitted to the member organisations by referendum and receiving affirmative votes from a majority

thereof shall become part of this Constitution, and shall take effect immediately upon the certification of the vote by the Ballot Committee, unless the General Convention, in submitting a proposed amendment to the member organisations, shall specify a different date.

Section 9. At any time, two-thirds of the member organisations, or three-fifths of the General Convention, may call for a Constitutional Convention to propose a general revision of, or specific amendments to, this Constitution, as the General Convention in its call may stipulate. The General Convention shall provide by law for the election of delegates to such a convention, and shall also provide for the submission, in such manner as it shall prescribe and not sooner than ninety days after final adjournment of the Constitutional Convention, of the proposals of the convention to the member organisations.