

OUR UNION'S INTERNAL DISCUSSION FORUM

# G B #2 2008

GENERAL ORGANIZATION BULLETIN OF THE  
INDUSTRIAL WORKERS OF THE WORLD



**Run It Up The Flagpole, and See Who Salutes!**

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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 are welcomed to subscribe to the e-mail list of the General Executive Board, and follow the Board's activities.

To subscribe:

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

## INTERNATIONAL SOLIDARITY COMMISSION

Communicate with all ISC members at once by  
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## ORGANIZING DEPARTMENT

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## GENERAL DEFENSE COMMITTEE

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(513) 591 - 1905

# Official Notices

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## 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

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## 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](mailto: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](mailto:iww-list@iww.org)

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

To subscribe, point your web browser to:

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

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## Good Standing

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

# General Executive Board

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## GEB Chair's Report for January 2008

February 9, 2008

Fellow Workers:

Serving on the General Executive Board is no small job. But it is also not something so demanding that anyone who works full-time should feel that they don't have the time to run for a seat. There are tools and resources that make serving on the Board a less daunting role than a person may think and I will try to make this as transparent as possible in future reports.

Serving on the GEB is tasking, and I am honored that my fellow Board members have elected me to keep the GEB on task. The GEB recently held a winter meeting in Chicago where all members left with a lot of work to do. Minutes of this meeting will be made available soon, and the agenda is outlined below. FW GEBer Bryan Roberts (Edmonton) was the only Board member who was unable to attend the meeting, having just come on board the GEB the week before following the resignation of FW Arthur Miller (Tacoma).

To have the most productive meeting we could, the Board requested reports from committees and departments. From the turnout and content of those reports, the GEB was able to determine the committees that we'll need to get more involved with and those that are doing the work mandated to it. The more information we all have about what is going on in the union, the better the quality of our dialogue and decisions.

In addendum to the report of the 2007 Audit Committee, the Board received detailed financial records of GHQ that included recommendations for better bookkeeping. Upon those recommendations, GST Damron and I are working on a better method than the current practice, which the GST himself considers dubious, for how to pay the expenses of the union. The supplemental report also showed a better than budgeted for income for the current fiscal year.

In addition to the meeting, the GEB passed a motion that asks for all IWW shops under contract with an employer to send a copy of the contract to General Headquarters. The motion also instructs the General Secretary-Treasurer to send a letter (found below) to all branches that provides guidelines and support for members when they are in contract negotiations.

The Board also voted to support an organizing campaign in Britain's national health services by endorsing a voluntary assessment stamp to help raise money. Members can learn more about this by contacting FW Nick Durie, and also by meeting with Wobs involved in the campaign while at the 2008 General Assembly in London, England.

Finally, I'd like to tip my IWW hat to the members of the 2007 GEB. Their work to get the union on a fiscal year budget has given this year's Board a head start settling in to our roles.

In Solidarity,  
J. Krpan – x356510  
GEB Chair 2008

*Clarification of Corporate Lingo -*

"Must be detail oriented": You'll be six-months behind schedule on your first day.

## *Board Reports Received From January 1st through January 31st:*

AB	- Alexis Buss:	01/31/08
ND	- Nick Durie:	_____
HG	- Heather Gardner:	01/28/08
JK	- Jason Krpan:	01/27/08
AL	- Adam Lincoln:	01/31/08
BR	- Bryan Roberts:	_____
EW	- Evan Wolfson:	01/21/08

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## **Motions & Votes:**

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

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

*The text of motions previously published in the GOB is not included.*

I am counting votes issued after motions officially passed, failed, or expired, for the purpose of members seeing how Board members voted on particular motions. All motions listed (except the final one) have passed at the time of this report.

(An X indicates that the member has not voted yet.)

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### **JK-1: Winter meeting of the General Administration**

Filed: 2008-01-03

PASSED 2008-01-06

AB: Y   ND: X   HG: Y   AL: Y   AM: N   JK: Y   EW: Y                      5-1-0

The winter meeting of the General Administration shall be in Chicago, Illinois on Saturday, February 2 and Sunday, February 3, 2008. The meeting will be open to all members in good standing. A record of minutes will be kept and made available to the general membership of the IWW.

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### **AL-01: GEB Chair 2008**

Filed: 2008-01-06

PASSED 2008-01-08

AB: Y   ND: X   HG: Y   AL: Y   AM: Y   JK: Y   EW: Y                      6-0-0

Be it resolved that in accordance with Sec. 5(a) of the Constitution, the Chair of the General Executive Board for 2008 shall be FW Jason Krpan.

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### **JK-02: Agenda for the Winter Meeting of the General Administration**

Filed: 2008-01-15

PASSED 2008-01-31

AB: Y   ND: X   HG: Y   AL: Y   AM: A   JK: Y   EW: Y                      5-0-1

The agenda for the Winter Meeting of the General Administration, scheduled for February 2 and 3 in Chicago, Illinois, shall be as outlined below in this motion.

*(Continued on the next page.)*

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Agenda for the Winter Meeting of the  
2008 General Executive Board of The Industrial Workers of the World  
February 2 and 3 in Chicago, Illinois

1. Session A – Saturday 9:00 to 10:45

1.1 Introductions and orientations (30 minutes)

- 1.1.1 Reading of comments from previous GEBers
- 1.1.2 Duties of GEB members
- 1.1.3 Duties of GEB Chair
- 1.1.4 Clarify working rules

1.2 Reports (75 minutes)

1.2.1 GHQ and GST

- 1.2.1.2 Lease agreement
- 1.2.1.3 Workload and salary
- 1.2.1.4 Staff

1.2.2 Standing and Other Committees

- 1.2.2.1 Finance Committee
- 1.2.2.2 International Solidarity Commission (ISC)
- 1.2.2.3 Committee on Industrial Classification (CIC)
- 1.2.2.4 General Defense Committee (GDC)
- 1.2.2.5 Organizing Department (OD)
- 1.2.2.6 Literature Department (LD)
- 1.2.2.7 Conflict Mediation Committee
- 1.2.2.8 Committee on Constitutional Reform

1.2.3 Communications and Publications

- 1.2.3.1 The Industrial Worker (IW)
- 1.2.3.2 Solidaridad
- 1.2.3.3 The GOB
- 1.2.3.4 IWW.ORG System Administrator
- 1.2.3.5 Songbook
- 1.2.3.6 Official literature

1.2.4 Branches

- 1.2.4.1 Reports from any GMBs, Job Branches and Job Shops present
- 1.2.4.2 Branch Activities and Campaigns
- 1.2.4.3 Inactive Branches

1.2.5 Regional Organizing Committees (ROCs)

- 1.2.5.1 AusROC
- 1.2.5.2 BI-ROC
- 1.2.5.3 GLAM-ROC

2 Session B – Saturday 11:00 to 1:00

2.1 Other Outstanding Issues (60 minutes)

- 2.1.1 Review Audit Committee report
- 2.1.2 Other submitted reports
- 2.1.3 Manual on Policies and Procedures

- 2.1.4 Referendum and changes to the Constitution
- 2.2 Topics for discussion (60 minutes)
  - 2.2.1 The GEB and OD: who does what?
  - 2.2.2 Communication between Branches, the GEB and the GST
  - 2.2.3 Database
- 3 Saturday Lunch (60 minutes)
- 4 Session C — Saturday 2:00 to 3:45
  - 4.1 The 2008 GEB and IWW (30 minutes)
    - 4.1.1 Branch contact assignments
    - 4.1.2 Committee assignments
  - 4.2 Accountability (45 minutes)
    - 4.2.1 Literature Department accountability
    - 4.2.2 Campaign financial accountability
    - 4.2.3 GHQ, GST and GEB accountability
  - 4.3 Select and discuss main topic (30 minutes)
- 5 Session D – Saturday 4:00 to 5:45
  - 5.1 Discuss minor topics (45 minutes)
  - 5.2 Outstanding motions from 2007 GEB (15 minutes)
  - 5.3 Deal with any motions developing out of discussions (45 minutes)
- 6 Session E — Sunday 9:00 to 10:00
  - 6.1 Finances and Budget (30 minutes)
  - 6.2 General Assembly 2008 (30 minutes)
- 7 Session F — Sunday 10:15 to 12:00
  - 7.1 Strategy and Planning (105 minutes)
    - 7.1.1 Strengths, weaknesses, opportunities, and threats to the union
    - 7.1.2 GEB commitments
    - 7.1.3 Immediate goals
    - 7.1.4 The direction of the IWW
- 8 Sunday Lunch (60 minutes)
- 9 Session E — Sunday 1:00 to 3:00
  - 9.1 Cleanup and loose ends (60 minutes)
  - 9.2 Analysis of weekend and discussion of further meetings (60 minutes)



## Support Your Union . . .

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

*(Continued on the next page.)*

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## **EW-01: Letter to Branches on Violations of Article XI, Sec. 2 of By-laws**

Filed: 2008-01-21

PASSED 2008-01-31

AB: Y   ND: X   HG: Y   AL: Y   BR: X   JK: Y   EW: Y                      5-0-0

Resolved, that the GST issue the following letter on union letterhead by mail and e-mail, within one week of the passage of this motion, to all chartered branches and IWW groups which have petitioned or are expected to petition for branch status. The GST shall otherwise publicize this letter internally as he sees fit. The GST will report back to the Board by April 10, 2008 with a list of contracts received at GHQ, and a status report on what branches he has reason to believe are not in compliance with the Board's request for contracts. Said contracts will be made available for review to members of the Organizing Department and General Executive Board.

Dear IWW Members and Branches:

Over the last few years, the General Administration of the IWW, and the union as a whole, has attempted to provide greater institutional support to branches and groups engaged in organizing work. We have established the Organizing Department to assist with both practical organizing work, as well as assess our strengths and weaknesses as a union. The Organizer Training Committee, now a part of the Organizing Department, has provided one and two-day trainings to branches whose members seek to hone their organizing skills and discuss different ideas for building shop committees and industrial campaigns.

As IWW members discussed to some degree at the 2006 General Assembly, the union has not been as strong in providing strategic and institutional support to groups of IWW members who have already gotten organized to the point where they are actively engaged in ongoing job conditioning, negotiating over terms and conditions of employment, and, in some cases, negotiating collective bargaining agreements.

From this union's founding, the General Executive Board had the power to review any agreements entered into by the IWW or its subordinate bodies. In 1938, the IWW formally recognized that some Industrial Unions and branches might find it necessary to sign agreements for a set period of duration (time contracts), whether to consolidate gains or prevent raiding by other unions. Our Constitution and By-laws were amended at that time, by referendum, to allow for such practices.

One complication has been that the courts have frequently read no-strike clauses into labor agreements, especially where there existed a binding grievance process. As one might imagine, such grievance processes can have a chilling effect on direct action practices to resolve matters of shop and industrial concern.

However, such contractual terms, implied or explicit, are not forbidden in the union. As the General Executive Board, our duty is not to superimpose our judgment for that of the membership on such issues, but rather enforce the will of the membership as stated in the Constitution and By-laws of the organization.

In 1946, the membership decided to end the requirement of General Executive Board approval of contracts, but notably provided that contracts adhere to the following requirements:

### **ARTICLE XI (IWW By-laws)**

#### **Agreements**

Sec. 1. Each Industrial Union shall have power to make rules relating to agreements between its job branches and the employers.

Sec. 2. No agreement made by any component part of the IWW shall provide for a checkoff of union dues by the employer, or obligate the members of the union to do work that would aid in breaking any strike.



It appears Article XI, Section 2 of these By-laws has been frequently misunderstood. The general interpretation over the last fifty years has been that while IWW branches can sign no-strike clauses, they, at the very least, cannot obligate members or those covered by a collective bargaining agreement to cross another union's legitimate picket line.

This Section enshrined a core principle of the IWW, and indeed such principle was one reason why the union was formed. That is, the idea of the solidarity of labor – that the pitting of one group of workers against another by way of union scabbery was anathema to what was necessary to build a strong and powerful labor movement.

While this Board certainly does not encourage the signing of no-strike agreements, and indeed feels that they should be avoided whenever possible, it is responsible for enforcing Section 2, which prohibits both dues check-off and anything obligating the union to condone, enforce, or encourage union scabbing.

It has come to the Board's attention that at least one contract is currently in effect which obligates union members to cross the picket-lines set-up by other unions or groups of workers. While we have the highest confidence that the union would do whatever it could to prevent such occurrence, that does not change the fact that such contractual language is against both the spirit of the IWW and the specific language in the union's By-laws. Thus, the Board feels the need to take action to prevent such language from being included in future contracts.

One way to both prevent these types of occurrences is to make sure the union has copies of all collective bargaining agreements at General Headquarters. We can then reference language that has been used before and is acceptable and advisable when speaking with branches that might experience some difficulty in the negotiations process. This will further enable us to draw upon the experiences of our membership in this area, not only on this issue, but on a myriad of other issues related to collective bargaining agreements.

For example, in terms of language that would be acceptable under Article XI, Section 2 of the By-laws, the following provision is excerpted from the agreement between Madison Market and the IWW in Seattle:

*It is understood and agreed that refusal by any employee, covered by this agreement, to go through a picket line shall not constitute a violation of this agreement nor shall such refusal by an employee be cause for discharge or disciplinary action of any kind.*

We note that in at least one jurisdiction, such broad language has been called into question as applying to "illegal" picket lines, and such could be held to constitute a "hot cargo" agreement prohibited by the United States' National Labor Relations Act. Therefore, all branches which decide to negotiate contracts are advised to consult with a labor attorney who can advise as to the legality and effect of such contract language, and to permit them to negotiate the terms providing our members the greatest protection possible. Branches are also advised to consult the Organizing Department for further information and guidance. Please keep in mind that our international By-laws prohibit the union from administering a labor contract which compels its members to cross picket lines as a condition of their employment. We welcome ideas from branches as to how we can best deal with this issue in the future.

We have seen some excellent ideas in IWW contracts, and some things about which it is better to be charitable and say nothing. Even for those branches and future Industrial Unions who will eschew collective bargaining agreements, these contracts can be informative as to the kind of standards we would like to see in industries, as well as highlight the thought processes and behavior of the employing class, as illustrated by the phrasing of certain contractual provisions.

*(Continued on the next page.)*

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Therefore, in an effort to avoid future misunderstandings, implement the will of the union's membership, and uphold the IWW's Constitution and By-laws, please be advised that as of the date of this letter, the Board can no longer permit branches to execute collective bargaining agreements which provide for its members to cross picket lines, even if the chances of that occurring are slim to none.

Moreover, we need all branches who have shops where there are collective bargaining agreements in force, or where an agreement has expired but negotiations are taking place, to send to General Headquarters a copy of their current or last valid agreements by April 5, 2008. This will enable us to see what good ideas have been implemented, as well as discuss with branches any provisions which might be easily improved, or which appear troubling.

Again, we do not desire to punish any branch for signing an agreement, to date, with such provisions referenced above. We all share the blame for this. Rather, we desire to take prompt and decisive action to make sure branches and members are informed of this policy, so that such practices do not continue and so we can all better adhere to the principles and purposes of the One Big Union.

Yours in solidarity,  
General Executive Board  
Industrial Workers of the World

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### **ND-01: Resolution to issue NBS voluntary assessment stamp**

Filed: 2008-01-23

PASSED 2008-01-31

AB: Y ND: Y HG: N AL: Y BR: Y JK: X EW: X 4-1-0

That the GEB endorse the issue of a new voluntary assessment stamp to raise funds for the National Blood Service campaign, and that all extant union structures be appraised that this stamp has been issued. The stamp will cost £2 or \$3.

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### **ND-02: Internal & External Communications Strategy Review**

Filed: 2008-01-23

Expires: 2008-03-23

PENDING

AB: X ND: Y HG: Y AL: X BR: Y JK: X EW: X 3-0-0

That a review be conducted to look into:-

- 1) Our Internal Communications Strategy
- 2) Our External Communications Strategy
- 3) Our Strategy For Member Involvement, Orientation & Education
- 4) Our Strategy For Spreading Knowledge & Best Practice Across Our Organisation

#### **PARAMETERS**

- o The review will conduct a consultation with as many groups and chartered bodies of the union as possible in terms of (1); it will also conduct research amongst a statistically relevant number of persons among specific target constituencies, and see how our current communications are received, and it will evidence this (2).
- o The review will return with findings that not only denote the extant problems and preferred solutions, but supply the Board with case studies from comparable organisations, or comparable model solutions.

- o The review will analyse all current practices for the implementation of our communications strategies under all items. It will compare this information to extant published strategies, and widely assumed strategies and it will seek to document the efficacy of this implementation, examining the underlying reasons for success or failure. It will provide recommendations based on these findings for how each item should be dealt with.
- o The taskforce to conduct the review will consist of FWs Jason Krpan, Nick Durie and a further co-opted member of the General Administration.
- o The review will present its report in full to the GEB, with an abstract, executive summary and link to the final document to all contributing branches and the wider union.
- o The review will be completed by the 1st of May.

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### **JK-03: Reimburse FW Chernow**

Filed: 2008-01-27

PASSED 2008-01-31

AB: Y   ND: X   HG: Y   AL: Y   BR: Y   JK: X   EW: X   4-0-0

Move that the GST reimburse FW Jerry Chernow for the cost of his airfare when FW Chernow returned to GHQ to help remedy the bookkeeping system the weekend of January 25 to 27, as recommended by the 2007 Audit Committee.

## **GEB Branch Contacts - 2008**

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

**Alexis Buss:** Amherst IU 650, Boston GMB, Central NJ GMB, Edmonton GMB, Northern NJ GMB, NYC GMB, Ottawa GMB, Providence GMB, Toronto GMB, Upstate NY GMB, Washington DC GMB & Western Mass GMB.

**Nick Durie:** Albuquerque IWW, BI-ROC- Aberdeen IWW Group, Clydeside/Glasgow GMB, Dumfries IWW Group, Edinburgh GMB, and the Austin GMB, DFW IWW, Gainesville GMB & Pensacola GMB.

**Heather Gardner:** GLAM-ROC, Bay Area GMB, Fresno IWW Group, Los Angeles GMB & North Coast GMB.

**Jason Krpan:** Atlanta IWW, Central Illinois GMB (Champaign/Urbana), Montana GMB, Pittsburgh GMB, Twin Cities GMB & Waukegan IWW.

**Adam Lincoln:** AUS-ROC, BI-ROC - Leicester GMB, London GMB, Northwest (Greater Manchester) GMB, Norwich IWW Group, Tyne and Wear GMB & West Midlands GMB.

**Evan Wolfson:** Baltimore GMB, Chicago GMB, Carolina IWW, Denver GMB, Eastern Iowa IWW, Lancaster GMB, Madison GMB, Milwaukee GMB, Ohio Valley GMB, Phoenix GMB & Philadelphia GMB.

**Bryan Roberts:** Detroit GMB, Grand Rapids GMB, Lane County (Eugene) GMB, Olympia GMB, Portland GMB, Seattle GMB, Tacoma GMB, Vancouver GMB, Windsor IWW & Winnipeg GMB.

*In accordance with the Working Rules of the General Executive Board, which state that whenever any official communication takes place between four or more members of the GEB outside the standard forum of GA list, a full report of that meeting should be published on the GEB list and in the GOB for the benefit of the membership, the following minutes of the GEB Board Meeting in Chicago are offered . . .*

**Minutes of the Winter Meeting of the 2008 General Executive Board of  
The Industrial Workers of the World  
February 2 and 3 in Chicago, Illinois**

## 1. Session A – Saturday

Meeting called to order by FW J. Krpan at 10:10 AM CST in Chicago, IL.

## 1.1 Introductions and orientations

Board members Alexis Buss, Adam Lincoln, Jason Krpan, Evan Wolfson, Nick Durie, and Heather Gardner in attendance.

GST Mark Damron in attendance.

FWs Patrick Brenner and Jerry Chernow of the Finance Committee in attendance.

FW Krpan elected defacto chair of the meeting.

FWs Brenner and Weber were requested and served as recording secretaries.

1.1.1 Reading of comments from previous GEBers	Tabled
1.1.2 Duties of GEB members	Tabled
1.1.3 Duties of GEB Chair	Tabled
1.1.4 Clarify working rules	Tabled

## 1.2 Reports

### 1.2.1 GHQ and GST

#### 1.2.1.2 Lease agreement

### 1.2.1.3 Workload and salary

#### 1.2.1.4 Staff

GST offers a report on the conditions at GHQ:

GST Damron discussed that there may be a new purchaser of building but lease should not be affected for duration of rental term, to end December 2008. He further stated he performs work at least 40 hours per week, and there are a number of individuals who have been on the payroll, but the member working the greatest amount has been FW Lytle. He performs administrative work with PayPal, and performs other work at GHO as needed by GST.

### 1.2.2 Standing and Other Committees

#### 1.2.2.1 Finances Committee

Finance Committee Chair, FW Adam Welch, made a report to the board on February 1. The GEB has not had the time to read it yet.

FW Chernow handed out balance sheet and budget actuals compared with projected. FW Chernow explains documents in an oral report: Dues are looking good. The actuals are well above budgeted so far. So the financial situation is much better so far.

GEB asks GST about details of some of the expenses, in particular the GHQ wages.

Sato Fund and other funds discussed.

It was suggested that these funds are part of the budget and that they are coordinated and distributed better. If they are in the budget it will be easier to see some of this money going through the union.

**FW Wolfson will confer with FW Buss as to an agreement with the Sato Fund trustee to provide for clearer practices and procedures involved in approval and reimbursement of expenses.**

#### 1.2.2.2 International Solidarity Commission (ISC)

No report submitted.

The Board briefly discussed a planned trip to Haiti the ISC is working on, for which it desired further information

FW Justin Vitiello submitted a report from his trip to Mexico, and problems with the trip.

The Board noted its concern as to the delegation to Mexico and the resources of those who expected to receive the delegation. The Board discussed the difference between individuals on an ISC-sanctioned trip versus an IWW organized trip or delegation.

Discussion of ISC's role in representing the IWW in international delegations, and oversight process of GEB on ISC functioning and of the need of standards to be established for delegations.

Discussion of sanctioned trips vs IWW organized trip.

**FW Lincoln will discuss standards for delegations with Saku Pinta.**

**FW Buss will confer with FW Pesa about Mexico delegation.**

**FW Lincoln will draft a policy on ISC delegations.**

**FW Buss will ask FW Pesa to draft a report on the Mexico Delegation.**

#### 1.2.2.3 Committee on Industrial Classification (CIC)

No report submitted.

FW Wolfson proposes that FW Burrow, Chair of the CIC, be contacted and be made sure that the work of the Committee is being accomplished.

**FW Gardner will forward the e-mail from the CIC list to the board members.**

The Board will review the minutes from the 2007 GA for other nominees for CIC chair, and committee.

The Board discussed the need to make sure all committees were doing the work as assigned by the Assembly, and agreed it did have the power to remove Chairs who were not performing their duties, in order to effectuate the will of the Assembly in between meetings of Assembly.

**FW Krpan will contact FW Burrow seeking a report back by Feb 15th.**

#### 1.2.2.4 General Defense Committee (GDC)

The Board accepts the report of CST Kappas.

#### 1.2.2.5 Organizing Department (OD)

Written Report Submitted.

Discussion of Branch Liaison and Industrial Contact at Branch level system.

**FW Gardner will draft the motion to give the OD an interim budget until July 2008 of \$2,000, in addition to the amount that was already budgeted to the Organizing Training Committee (OTC).**

GST Damron reported that the OTC still has almost \$2,000 to spend for FY 07-08.

#### 1.2.2.6 Literature Department (LD)

*(Continued on the next page.)*

*(Continued from the previous page.)*

Written Report Submitted.

FW Buss discussed using net income from LD instead of income and expenses for budgeting.

Discussion of hours used for staffing at LD, and possible need to increase funding based on increased hours. FW Krpan suggested putting the entire catalog online to increase sales.

Discussion of relationship with Kerr Company, which claims the union owes it money. FW Buss reports the Literature Department's records indicate that Kerr owes the union money.

**FW Wolfson will contact Kerr to try to begin a resolution to the situation, working with the LD, which will provide documentation to FW Wolfson in this matter.**

Resolved, that FW Wolfson will not enter into negotiations with Kerr for any specific amount to resolve this matter without further contact with the Board.

Discussion of inventory of the LD, asset based vs title based.

Hungarian Literature Fund discussed. FW Penny Pixler offered an oral report. The fund has about \$30,000.

Union Literature discussed.

The GEB thinks it should fill the void of the Literature Committee since the committee was disbanded at the 2007 GA.

#### 1.2.2.7 Conflict Mediation Committee

Tabled

#### 1.2.2.8 Committee on Constitutional Reform

FW Brenner offered an oral report. The Committee has a few different ideas on how to move forward. Two proposals have been made. The committee hopes to have material ready by July for the GA to consider. FW Wolfson, also on the committee, offered an oral report.

FW Buss offered a suggestion that the committee report its proposed changes to the GEB and the GEB may approve those changes for the referendum and other items can be sent to GA. FW Wolfson agreed that the Committee could put forward any substantive or other changes to the Constitution to the Board for referendum, but that the committee's primary responsibility was to report to the General Assembly, as instructed.

#### 1.2.3 Communications and Publications

##### 1.2.3.1 The Industrial Worker (IW)

FW Moore and FW Bekken both submitted written reports to the GEB on the Industrial Worker.

In his report, FW Peter Moore wrote that he does not plan to run for another term. The GEB agreed that it needs to actively seek out potential new editors immediately so that they can be properly trained in advance of taking office. It was suggested the Branch Contact system should be used for this purpose.

The mailing is costing more and it takes about 30 hours an issue to coordinate the mailing. It needs to be addressed by the GEB. We should look into paying a mailing service company to handle the mailing for us if it fits our budget.

**FW Buss agrees to ask FWs Moore, Pesa, and Bekken to submit a report to the GOB and the email lists on what potential candidates are likely to encounter as IW editor.**

GST Damron offers a report on the costs of producing the IW.

The IW bank account in Philadelphia will be closed and moved to Cincinnati

##### 1.2.3.2 Solidaridad

FW Paul Bocking submitted a written report. No discussion on the report.

##### 1.2.3.3 The GOB

The GST plans on putting 10 issues out this year.

#### 1.2.3.4 IWW.ORG System Administrator

FW Gardner is developing a motion dealing with [iww.org](http://www.iww.org)

FW Gardener will ask FW Ongerth whether he would agree to compile a list of those with [iww.org](http://www.iww.org) login privileges, and verify their good standing in concert with GST Damron.

Discussion of members signing up via the web site.

FW Buss proposes form for submission of membership application online, where content of form is forwarded to both GHQ and local branch contact for a region from the website.

1.2.3.5 Songbook Tabled

1.2.3.6 Official Literature Tabled

#### 1.2.4 Branches

Written reports submitted and GST Damron submitted a written report.

FW Lincoln gave an oral report about new BIROC IWW branches, and one that had been dechartered.

GST Damron expressed that the North Jersey & Central Jersey GMBs may not be functioning as branches any more.

GST Damron noted that the Boulder, Colorado GMB should be de-chartered, because most of the members moved to Denver because their large Job Shop, Free Speech TV moved to Denver.

FW Wolfson suggested that rather than de-charter the branch, that a motion to merge the administrations be decided by the Board, where said administrations would then conduct business under the name of the Denver GMB, but the assets from the Boulder GMB could be retained by the new entity rather than being returned to the General Administration.

##### 1.2.4.1 Reports from any GMBs, Job Branches and Job Shops present

The Madison GMB submitted a report. No other reports submitted.

##### 1.2.4.2 Branch Activities and Campaigns

FW Gardner discussed that members of the LA GMB may be petitioning to form their own IUB based on the trucking industry.

##### 1.2.4.3 Inactive Branches

#### 1.2.5 Regional Organizing Committees (ROCs)

##### 1.2.5.1 AusROC

Reporting has increased. Sydney GMB has disappeared, ROC with only one branch.

FW Lincoln - AUSROC dues sharing agreement was never approved by Board, and GST Damron recommended that the board review the agreement and begin one with them.

##### 1.2.5.2 BI-ROC

Oral report by FW Lincoln:

Membership has stabilized, registered with government and can be represented by IWW in any shop. Wobblies are often active in trade unions.

Biggest membership is in Health & Education, followed by IU 650. Dual Card members. Education members, job branches in colleges & universities.

Health sector, establishing IUB in London. NBS campaign, 2 main health unions are making settlements, IWW is trying to fight back and stop closures of NBS centers and gain membership.

Meet in quarterly meetings, 4 standing officers, each branch elects delegates before the meeting.

*(Continued on the next page.)*

*(Continued from the previous page.)*

Making contacts with European organizations and unions. Workers initiative card exchange, gives WI members voice at BIROC meetings, no vote, possible beginnings of becoming a Polish ROC.

Working with alternative syndicalist unions in an informal way. Not taking sides in these disputes. Good dialog with FAU. Possible Irish Republic ROC in the future.

Produce almost all materials locally. Stabilizing membership. FW Lincoln is proposing a yearly membership card, instead of monthly. BIROC will have online integrated database operating this year.

FW Lincoln stated that the BIROC will want to re-negotiate their dues share split with the General Administration, because they are making most of their supplies now, instead of getting them from General Administration. A discrepancy was found between the BIROC constitution and the MPP of the GEB for dues amounts.

#### 1.2.5.3 GLAM-ROC

Slow, but steady growth. No dues sharing agreement, they have been chartered for about one year.

### 2 Session B

#### 2.1 Other Outstanding Issues

##### 2.1.1 Review Audit Committee report

Report Submitted, reviewed.

**The Board requests the Audit Committee issue an appended report to inform of recent developments and clarify prior statements.**

GST Damron discussed a new system of reimbursement for union expenses, as a result of the report.

FW Lincoln proposed that there should be a reimbursement form that is mandatory for all reimbursement checks that should be submitted. All reimbursements from GHQ should be processed by the GST, and all GST expenses should be cleared by the GEB Board Chair.

**MPP language will be worked on by FW Krpan & GST Damron.**

Discussion of co-signing checks for GST.

**FW Krpan will establish a system to exercise his oversight as GEB Chair on expenses and checks written from GHQ.** The Board agrees to find a third check signer as required by the constitution.

FW Chernow proposed that the finance committee be given monthly profit and loss statements, which GST Damron agreed to.

##### 2.1.2 Other submitted reports

Tabled

##### 2.1.3 Manual on Policies and Procedures

Tabled

##### 2.1.4 Referendum and changes to the Constitution

Tabled

Motion to adjourn made at 7:00 PM, until 9:00 AM tomorrow. - *Passes*

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## 6 Session E — Sunday 9:00

Sunday Session called to order by FW Krpan at 10:10.

FW Wolfson elected chair of this meeting unanimously.

Budget discussion changed to be discussed first. The time allotted has been amended to be 10 minutes for a report from FW Chernow and 10 for questions.

### 6.1 Finances and Budget

FW Chernow reads through items in the income and expenses. He points out several flaws of the current FY budget that the GEB may want to consider altering. There has not been any effort to do the fundraising that has been placed in the budget to balance it. The “uncollected lit income” item should not be in the budget. It should more appropriately be on the balance sheet. The finance committee will be making a draft budget, which will address these issues, to send to the GEB for approval before the end of the fiscal year. FW Buss suggests that the finance committee double check the dues income when making the budget, especially the first half of last year which was considerably lower than the last half of last year.

#### 6.1.2 Other submitted reports

Brought from the table. Report on the email lists discussed.

It is suggested that some of the lists are discontinued.

The GEB agrees to instruct FW Seymour to do what he is proposing in his report. **FW Gardner agrees to speak to FW Seymour on behalf of the GEB.** FW Durie recommends that email addresses of non-members on these list are retained.

#### 2.1.3 Manual on Policies and Procedures

Brought from the table.

**FW Wolfson will make a proposal to make minor revisions to the GEB working rules.**

There are still several policies that need to be approved by the GEB.

GST suggests that a human resources policy be created for our employees.

#### 2.1.4 Referendum and changes to the Constitution

Brought from the table.

Item was carried over from last year’s GEB winter meeting agenda. This item is not relevant to the 2008 GEB.

#### 2.2.2 Review and amend or accept the working rules

It is suggested that only emergency GEB motions are made outside of reports. The current GEB working rules allow for motions to be made outside the reports however, an amendment may be made.

## 4 Session C

### 4.1 2008 GEB and IWW

#### 4.1.1 Branch contact assignments

Mostly already complete. Inactive branches need to be struck from the list. A GEB member needs to make a formal motion.

There may need to be a better process for contacting unchartered IWW Groups. Regional contact system may help. Alternatives may be necessary. European GEB members have difficulty in contacting US Branches in general. We may need to change the procedure.

*(Continued on the next page.)*

*(Continued from the previous page.)*

GEB may use the OD to handle a lot of the organizing issues related to branch contacts now that the Department is established.

FW Wolfson asks that FW Krpan print out the list of branches during the break to discuss later and possibly rearrange the assignments.

GST made and sent a letter to the members who have IW bundles to pay for them in advance. He is instructed to send this letter to the GEB as well.

Meeting reconvened at aprox. 12:00 Noon

**FW Gardner and Krpan will work on the branch assignments, and get it out within the next week.**

#### 4.1.2 Committee assignments

Finance Committee -	FW Buss
ISC -	FW Durie
CIC -	FW Krpan
GDC -	FW Roberts
OD -	FW Gardner
Literature Department -	FW Wolfson
Conflict Mediation -	FW Krpan
CCR -	FW Gardner
IW -	FW Buss
Solidaridad -	FW Buss
IWW.Org -	FW Gardner
OTC-	FW Lincoln
General Assembly -	FW Krpan

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# International Solidarity Commission

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ISC Report for January

Greetings Fellow Workers,

First off, I'd like to introduce you to the 2008 International Solidarity Commission, which, very fittingly, is a truly international body. Mike Pesa, who hails from Philadelphia returns as the lone member from last year's ISC, serving as the representative for Asia and the Middle East. Daniella Jofré, from Toronto, Ontario (by way of Chile), will be the representative for the Americas. And myself, Saku Pinta of Leicester, U.K. (via Canada via Finland) will serve as the chair of the ISC and representative for Europe and Africa.

It is our hope that we can build on the past achievements of the ISC and make meaningful contributions in our efforts to help the union facilitate international worker-to-worker solidarity. To these ends, all of us have been busy making and renewing contacts in our respective divisions. We would like to thank Lauren Anzaldo and John Kalwaic, the two outgoing 2007 ISC delegates, for making the transition very smooth by providing us with indexes of international contacts, updating us on carry-overs, campaigns, finances, and giving us a solid breakdown of our tasks and responsibilities. FW Pesa has also been very helpful in this regard.

January has been a busy month for the ISC. We have responded to a variety of calls for solidarity – two from Poland, and one each from Bangladesh, Central African Republic, and Serbia – as well as authorising FW Saenz and FW Miller as delegates to the Andes region of South America and Haiti respectively (see motions below).

In addition, we have been busy preparing for the upcoming IWW solidarity delegation to Haiti April 23<sup>rd</sup> – May 5<sup>th</sup>. So far, we have 5 delegates who have agreed to represent the union on the delegation, and we have initiated a material aid drive (if you are interested in going to Haiti with the delegation, or can donate material or funds, please contact [solidarity@iww.org](mailto:solidarity@iww.org)). I must stress the fact that material aid to our fellow workers in Haiti is absolutely crucial, both as a show of solidarity, and practically, as Haiti is one of the most impoverished nations on earth.

For the OBU,  
Saku Pinta  
ISC Chair

[solidarity@gmail.com](mailto:solidarity@gmail.com)

SP-1 and SP-2 are resolutions written by outgoing ISC Europe representative John Kalwaic, and sponsored by Saku Pinta.

SP-1: Support for striking Budryk miners in Poland.

Motion: 08/01/08 Passed: 14/01/08 SP-YES MP-YES DJ-X

We the International Solidarity Commission of the Industrial Workers of the World send our support and Solidarity to the striking miners of the Budryk mine in Poland. We call on the state management of the JSW Budryk mine to negotiate with the workers. We call on the management to relent to the workers demands and raise the workers wages to that of the others workers in JSW mines. The ISC of the IWW sends its support and solidarity to the workers who have been occupying the Budryk mine since December 17.

*(Continued on the next page.)*

*(Continued from the previous page.)*

**SP-2: Condemnation of the Attack on the Auchan Workers Initiative.**

Motion: 08/01/08 Passed: 14/01/08 SP-Y MP-Y DJ-X

We the International Solidarity Commission of the Industrial Workers of the World condemn the attack on the Workers Initiative by the Auchan Hipermarket in western Poland. The ISC of the IWW Supports the right of the Polish workers to organize. The ISC of the IWW also supports lawsuits and actions by the Workers Initiative and their allies against Auchan Hipermarkets around the world.

**SP-3: Solidarity with Serbian worker-shareholders**

Motion: 15/01/08 Passed: 15/01/08 SP-Y MP-Y DJ-X

Dear Sir/Madam,

The International Solidarity Commission (ISC) of the Industrial Workers of the World (IWW) - an international, worker-run, democratic union - expresses solidarity with the over 1000 worker-shareholders of Zrenjanin factories Bek and Shinvoz, who have been engaged in factory occupations since October and December 2007.

The ISC condemns the method by which new factory owners force their companies into bankruptcy in order to effectively transfer ownership into private hands and nullify basic worker rights by cancelling union contracts.

The ISC urges President Boris Tadi, Minister of Economy and Regional Development Mla'an Dinki, Privatisation Agency Director Vesna D'ini, and Share Fund Director Aleksandar Gra'anac to do all in their power to cancel the privitisation contracts and ensure that the worker-shareholders of these factories are protected from the destitution inflicted by privitisation.

Furthermore, the ISC recognizes the intimate connection between political liberty and economic justice - the absence of one ensures the impoverishment of the other. In this regard, the protection of worker-shareholders is a positive step toward ensuring that the majority of working people of Serbia will not be dominated by the interests of the rich.

**SP-3: Solidarity with Central African Republic Public Sector Workers**

Motion: 16/01/08 Passed: 16/01/08 SP-Y MP-Y DJ-X

The International Solidarity Commission (ISC) of the Industrial Workers of the World (IWW) - an international, worker-run, democratic labour union - expresses solidarity with the USTC Central African Republic public sector workers, on general strike since January 2<sup>nd</sup>. We are alarmed by the fact that our fellow workers in the public sector have not been paid in 7 months, and urge the government of the Central African Republic to honor the agreements signed with the union on October 2<sup>nd</sup> and to cease all anti-union activity.

**MP-22: Solidarity with Striking Garment Workers in Bangladesh**

Motion: 18/01/08 Passed: 19/01/08 SP-Y MP-Y DJ-X

The International Solidarity Commission (ISC) of the Industrial Workers of the World hereby declares its support for the garment worker uprising that has erupted in the Mirapur industrial area of Dhaka, Bangladesh over the past several days. By striking, demonstrating and blockading the roads, workers have stood up for their human dignity and have succeeded in winning several important concessions from the bosses. The ISC congratulates the workers of Bangladesh on their recent accomplishments and encourages them to continue struggling for their rights.

The ISC echoes the garment workers' demands to be paid their wages and overtime bills by the first week of every month, extra pay for night-shift work, at least one guaranteed day off every week, and an assurance that no worker will be terminated without cause. We call upon all employers to negotiate in good faith with their workers and abide by all national and international labor laws and standards. We strongly urge the government of Bangladesh not to take any legal, police or military actions against worker pickets and demonstrations or to undermine the labor movement's efforts in any way. The ISC will continue to monitor the situation in Bangladesh and stands ready to support the workers in any way possible.

**MP-23: Isis Saenz as delegate to the Andes region of South America**

**Motion: 21/01/08 Passed: 21/01/08 MP-Y SP-Y DJ -X**

The International Solidarity Commission of the IWW authorizes Isis Saenz of the IWW Starbucks Workers Union as an official representative of ISC during her trip to several countries within the Andes region of South America beginning in July 2008. Fellow Worker Saenz will be travelling with ISC delegate Alex Van Schaick.

While in South America, Fellow Worker Saenz is encouraged to meet with independent unions and other worker-run organizations. She is asked to express the solidarity greetings of the ISC, share information, and take notes. Fellow Worker Saenz is expected to submit monthly reports to the ISC, including contact information for groups that she meets with, and if possible, photos. She is also encouraged to write about her experiences for Solidaridad, the Industrial Worker, and other IWW publications.

If authorized, Fellow Worker Saenz will be provided with an electronic copy of the ISC's Policies and Procedures manual.

**MP-24: Nathaniel Miller as Delegate to Haiti**

**Motion: 02/02/08 Passed: 02/02/08 MP – Y SP – Y DJ – X**

The ISC authorizes Nathaniel Miller, Secretary of the Philadelphia General Membership Branch of the IWW, to join the official ISC delegation to Haiti in April 2008. Fellow Worker Miller has extensive experience with international travel and has been an exemplary member of the IWW for several years. He will be provided with a copy of the ISC Policies and Procedures manual and will be subject to the same expectations and instructions as the other four delegates, as outlined in MP-20.

## ISC ASSESSMENT STAMPS

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# ISC - Mexican Delegation

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## On the ISC's delegation to the Mexican Maquiladoras

Last winter 2007, Mike Pesa, Ted Nebus, Lauren Anzaldo and I began organizing this delegation by mounting a fundraising campaign with the goal of raising enough money to offer substantial grants to any member of the delegation who would require assistance to meet the nearly \$1000 cost for participation in an ISC sponsored delegation to Mexico in support of Mexican *maquiladoras*. We didn't meet our ambitious target, but did raise from branches over \$500 specifically earmarked for the delegation, plus a share of additional money from the sale of ISC Assessment stamps. Ultimately, the single participant did not require any funding, however \$250 was sent to directly support the construction of a community organizing centre by one of the Committee for Justice for the Maquiladors' (CJM) grassroots committees that Justin visited in Mexico. The Philadelphia branch may have sent additional money.

In my opinion, the two biggest challenges we faced in organizing the delegation was recruiting people to participate in the delegation, and lack of communication between myself and the CJM (as the liaison) and between the delegation committee and prospective participants. We began in earnest to recruit for the delegation at General Assembly. This should have been started at least a couple months earlier. The time commitments of the delegation committee members prevented us from doing the work necessary to earlier on confirm dates, locations and costs with the CJM, which were necessary to really promote the delegation. Another obstacle was the cost of the delegation per participant, nearly \$1000 US, in order to cover the costs of the CJM driving us around, housing us in hotels and feeding us for a week. Communication delays between myself and the CJM also caused confusion and wrecked havoc with the final schedule.

Unfortunately, we never did have 10 people at any one time interested in the delegation. Although some members expressed interest, they realized they were unable to attend. Up until several days prior to the delegation, we believed we would be able to send four people. Three had to cancel on very short notice for various personal reasons. Both the CJM office in San Antonio, Texas, (where Justin's host, Martha Ojeda works as the executive director) and the CJM grassroots groups in the border towns and *maquiladoras* of Northern Mexico had already put in substantial time and resources for preparing to host us, and Justin had already purchased his plane ticket and made arrangements to travel, we and the CJM decided to carry out the delegation.

Justin has made clear his frustration in being the only person on the delegation, after the IWW had originally told the CJM we would be sending several people (the standard size for these delegations hosted by the CJM is 10). I personally share his frustration. The time I (and other delegation committee members) spent on organizing this delegation is relatively unimportant compared to the fact that through our collective incompetence, the IWW inconvenienced a number of people who still shared with us their very minimal time, resources and money. The *maquiladora* workers and community members of northern Mexico are among the poorest people in North America, yet they bought extra food, made arrangements and gave up their personal time while expecting a much larger delegation to share their struggle with.

Despite all this, as Justin reports, everybody he met was very welcoming and happy he was there. We are working people, many of us are just trying to make ends meet every month, and our organization has very minimal financial resources. Yet still, I feel we made a commitment to these comrades in the *maquiladoras*, and we didn't follow through as we should have. As the delegation committee, we should have been better aware of our own limits to what we are able to accomplish. I personally accept much of this responsibility.

The CJM may be doing a speaking tour through parts of the US, and if this happens, we are looking into how IWW branches can offer their support.

Paul Bocking

# *Industrial Worker*

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## **Industrial Worker Editor's Report**

**January 24, 2008**

The IW performs a valuable function for the union by getting IWW news and working class views into the hands of members and supporters the world over. I will seek to make this important work more self-sustaining over the next year.

### **Year of Changes**

2007 was a year of major changes for the Industrial Worker. The paper has a new look and focus with considerable positive feedback from members. People have said that the newspaper is more readable and accessible to the public, is a better organizing tool, has improved international coverage and has better reporting on IWW campaigns and activities. The criticisms received include that the IW is too focussed on IWW activities and lacks enough coverage of US trade unions. The former editor recently said the newspaper has become more insular and publishes less international coverage that shows a lack of concern to general working class issues and solidarity with other labour struggles.

With such a range of opinions, I decided to spend the time (delaying this report) and do a content analysis of the 2006 and 2007 newspapers, using the May06-Jan07 issues as a baseline for comparison with the May07-Dec08 issues. The results are as follows:

- IWW content increased from 28% of all articles published in 2006 to 38% in 2007.
- International coverage (non-US articles) increased by 21% from 2006, with a 32% increase in larger international articles from the previous year.
- US-centred labor stories dropped by 19%, although in 2006 nearly 50% of the US stories were very short articles or briefs. US-centred articles still count for 39% of the newspaper.
- Larger articles (more than 6 column inches) have increased by 27%, meaning that articles provide more in-depth information than small 2-3 paragraph briefs.
- Non-editor contributions have increased from 23% in 2006 to 61% in 2007, meaning a huge leap in participation with more and more IWW members writing their own newspaper.

Overall, these results provide a good basis for future discussions about the newspaper. In short, the newspaper has internationalized its coverage significantly yet maintained a balance with US-centred coverage, increased slightly the coverage of IWW activities (thanks in large part to more member contributions), and increased the length and depth of its articles as is appropriate for a monthly newspaper. I am particularly pleased to see the increase in participation as I believe an editor's job is to encourage members to develop ideas, write and then to edit, not to write the newspaper.

### **Saving money**

The rate hike and changes in the US postal service continue to provide a great deal of aggravation to our dedicated mailing crew in Philadelphia and extra expense to the IWW. Jon Bekken is trying to resolve this problem permanently before the February issue is mailed. I wish him the best in this task. I have heard that Philadelphia may not be able to sustain the mailing over 2008, so the GST and GEB should check with Philadelphia if this is still the case and look for other options to distribute the newspaper.

One way to save money is to spend less money on postage. The GST has written a letter to all bundle recipients with an invoice. People who don't respond or pay will be removed from the list. For exchange publications, in November I contacted by mail all of our partners.

*(Continued on the next page.)*

*(Continued from the previous page.)*

While most have replied or sent their publications, those who have not will be removed from the exchange list. The e-IW list now has 65 members, with many from Australia, Canada and the UK. Our target for 2008 should be to get another 100 members subscribed. I support GEB member Arthur Miller's proposals to include check boxes for the e-GOB and e-IW on the membership application and urge the GEB to vote in favour.

### **Raising money**

Assessment stamps: The simplest way for members to help the IW pay for itself is for 500 members to buy 1 or 2 of those 50-cent assessment stamps every month from their local delegate. That would raise \$3,000 each year to help pay for the IW.

Subscriptions: As promised, I have raised the subscription rates. The rates are still affordable by today's newspaper standards: \$18 for 10 issues, \$20 for 10 issues for international subscribers, \$24 for institutional subscribers (libraries, etc.). Steve Ongerth has updated the IW web page and PayPal with this new info. We are sorting out a problem with the new bundles sub rates on PayPal. As of December 2007, the IW has 123 subscribers (individual and library). I challenge our members to boost our subscription base to 246 by the end of this year, which would bring in another \$2200. I will design and post on the web site a subscription leaflet for local use as well as one to pay for prisoner subs, to help us achieve this goal. The GST and I will also work to ensure we have a way to send reminder notices to people whose subscriptions will be lapsing.

Ads: The constitution allows only ads from IWW members or shops, so I am going to call for more ads from members and branches. Several people have responded to the International Women's Day ad call and I intend to also make ad calls for future issues such as Earth Day, May Day/Injured Workers Day, etc.

Local sales: To help people raise awareness about where to buy the Industrial Worker in their communities, I designed a generic poster and posted it on my [iww.org](http://iww.org) blog for use by members. Using a localized poster has increased sales in Ottawa, maybe it will help others, too.

Bundles: We're encouraging people to order a regular bundle for local organizing and distribution. One-off bundles that don't go out with the regular mailing will be billed at 30-cents per newspaper to help offset the extra cost.

### **Publishing Schedule**

The content deadlines for the 10 issues of the 2008 Industrial Worker to be published will be: February 1, March 7, April 4, May 9, June 6, July 4, August 8, September 5, October 3, and November 7.

### **Second term in 2009?**

Carla and I are expecting another baby in June and I intend to return to full-time work in September. Under these circumstances, I do not expect to be able to run for a second term as editor. I encourage anyone considering taking a run for the job to email me at [iw@iww.org](mailto:iw@iww.org) to get an idea. It's challenging and, at times, controversial, but well worth the effort.

I must thank Mike Pesa, who was a solid co-editor and helped make the newspaper be what it is today. The Philadelphia mailing crew, led by Jon Bekken, Mike Pesa and Matt White, also must be thanked again for their dedication. IWW members really stepped up this year to make the IW their newspaper and it is a real pleasure to be a part of that effort. I did not expect to have so many submissions and I am grateful. I look forward to another exciting year, where the IW can be an organizing tool that inspires and informs members and the international working class.

For the OBU,  
Peter Moore

Editor, Industrial Worker



# Organizing Department

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**January Report:**

**February 7th 2008**

Todd Hamilton, ODB Chair

*Contacts:*

The ODB members have been busy establishing contacts, trying to update our contact information, and getting in touch with branches and groups we don't have contacts with. A broad assessment is that we have some level of contacts with most branches in North America, with particular weaknesses in the UK, Canada, the GLAMROC, and AUSROC.

*Organizing Department Liaisons:*

A majority of branches have Liaisons elected and more are reporting than a few months ago. The Board is in the process of trying to get a liaison for every branch, and regular reporting of all organizing related activity happening. Anyone interested in acting as the branch's liaison to the Organizing Department, should contact the OD for more details on the position.

*Industrial Contacts:*

More industrial contacts have been elected, and the list has been expanded. There is minimal reporting, and the system isn't at the stage of functioning yet, as the OD's time has been mostly allocated to the ODLs and the Summit, though we hope to work on the Industrial Contacts more as the work slows down soon.

*The Organizing Summit:*

The Board has been crafting the agenda with input from all over the union. We have been working with our point people in Toronto, and letting people know about the summit, what it takes to get there, and pushing for branches to prioritize in fund-raising for organizers to go, while taking into consideration developing organizers of color and women. An agenda will be available by the end of the month at the latest, and registration is due to start within two weeks. The Summit will consist of an inspirational Friday night event about alternative worker organizing, trainings in the basics Saturday morning, strategic and big picture discussions Saturday afternoon and day, and a day of break-out sessions on Sunday. We are asking people thinking of holding breakout sessions to draw up a plan ahead of time, find people to facilitate and structure discussion, prioritize what discussions you want to have, and draft some goals to bring out the discussions.

*Organizing Inquiries:*

The Board continues to receive contacts through [iww.org](http://iww.org) and referrals from fellow workers. These contacts are fielded by industrial contacts, branches, Board members, and organizers who work in similar industries. The volume is somewhat high, but as the Industrial Contact system picks up, it will become more efficient.

Solidarity,

Organizing Department Board.

---

*There is still time to make your travel plans . . .*

## **2008 Organizing Summit** **April 18th-20th in Toronto, Ontario**

***Registration Form on the following page . . .***

# Registration Form:

## *IWW 2008 Organizing Conference*

April 18-20, 2008      Toronto, Ont.

Name: \_\_\_\_\_ Member # \_\_\_\_\_

Address: \_\_\_\_\_

\_\_\_\_\_

Industrial Union: \_\_\_\_\_

Sectors in which you are interested in organizing (if different than your I.U.):

\_\_\_\_\_

Do you require a billet arranged for you? YES / NO

Any special billet requirements? e.g. No pets, accessibility requirements?

\_\_\_\_\_

Any special dietary requirements? Food allergies?

\_\_\_\_\_

Do you require translation? What language? \_\_\_\_\_

Will you need child care? YES / NO

# of children \_\_\_\_ Name(s) \_\_\_\_\_

\_\_\_\_\_

Age(s) \_\_\_\_\_ Language spoken (if not English) \_\_\_\_\_

*Allergies and special needs*

\_\_\_\_\_

Fees:    \$25 (solidarity)    \$20 (regular)    \$10 (unwaged and students).

*Please underline yours.*

*Mail completed form by March 31, 2008 to:*

*Marc Young, 88A Auburn Ave. Toronto, ON M6H 2L9 Canada*

# Committee Reports

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## Audit Report for Fiscal Year 2006-07

Prepared by Alexis Buss, Jerry Chernow, and Heather Gardner

The audit is a reflection of the IWW's bookkeeping practices. The following report is broken down into eleven categories.

This audit was difficult to perform as the union's bookkeeping is not contained in a single accounting program. We did what we could. Income is recorded in Quickbooks, expenses are recorded both in Quickbooks and a spreadsheet in Microsoft Excel.

### 1. Cash Accounts and Bank Reconciliations

#### *Headquarters Bank accounts*

Headquarters maintains two accounts for the union's expenses, plus a Paypal account. There is a checking account for general purposes, into which most money is deposited, including transfers from the Paypal account. There is also a Money Market account which accumulates interest. The "Philadelphia checking account" which appeared on balance sheets was closed on June 1, 2007.

We were told that bank reconciliations are performed by hand or in Excel (we were not given evidence of an actual reconciliation) instead of using Quickbooks, which means, among other things, that interest and service charges are not recorded in Quickbooks.

#### *IW*

An account for the Industrial Worker (IW) was opened in mid-June 2007 with \$2000 in start-up money coming from the Headquarters checking account. This account was opened under a GEB directive to provide a direct way to handle postage expenses for the mailing of the IW. GST Damron was asked about statements and expense records for this account, but he said he had never received any reports. The then-custodian of the account, Mike Pesa, was asked about the reports, and promptly provided the Audit Committee copies of the reports he sent to the GEB list. Mike also said that he mailed physical copies of IW receipts to GHQ, and had not been made aware of any problems by Mark.

None of these reports were consolidated into the overall union financial report, nor was the bank account's balance tracked in Quickbooks.

#### *Petty Cash*

There is no actual petty cash account or system. There is a cash wallet.

Petty cash-type transactions are recorded on an Excel spreadsheet, but not in Quickbooks.

#### *PayPal*

No statements or transaction records were provided, but the auditors did make a quick review of withdrawals from this account, and there were sixteen fund transfers in the fiscal year, all from the PayPal account to the union's checking account.

#### *Literature Department*

The Literature Department continues to have an entirely separate checking account. In December 2006, it underwent a separate audit. The Literature Department's reports are separate from GHQ's financial reports. However, sometimes income for the Literature Department, particularly payment on Literature Department invoices, are received at General Headquarters.

When this happens, Mark notifies the Literature Department committee of the payment so they can credit it on the invoice. Sometimes literature is sold from General Headquarters. This literature has been invoiced to Headquarters by the Literature Department, but it would appear that some of these sales are being recorded as new income, but instead as payments on the Lit Department invoices.

*(Continued on the next page.)*

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## 2. Credit Card

An American Express credit card with the imprint “Mark Damron IWW-GHQ” is used by Mark. The audit committee received statements for March 07 through October 07, but given that payments are recorded on the Excel spreadsheets beginning July 15, 2006, and the March credit card statement indicates a payment of \$2481.54, it is clear we don’t have all the statements that exist in the fiscal year. (July 07 through October 07 are outside of the fiscal year of our audit, but we examined them anyway).

The credit card raises a number of issues, which we will elaborate on below.

- A. The union is paying significant charges for credit card related fees, almost all of which are avoidable.
  - B. Many expenses are not reported to the union in identifiable ways on the financial reports.
  - C. Personal expenses are intermingled with union expenses.
- A. The union is paying significant charges for credit card related fees, almost all of which are avoidable. The card is not being paid in a timely fashion nor is its use being carefully considered, resulting in late charges, interest, and over-limit fees of \$363.08 over the eight months for which we have records. These charges are not being recorded under bank charges under the financial statements (the reported bank charges for sampled months were less than the American Express charges – for example \$29.93 was paid in March 2007 but no bank charges of any sort are reported; \$10.27 was paid in May, but \$8 was the reported bank charge); it is not clear what category or categories these charges are being reported under. In three months out of these eight, the bill was not paid off in full. For example, in May, the bill was \$1,086.34, but only \$1086.00 was paid. Carrying the .34 into the next month had the result of the union needing to pay finance fees on every single transaction until the account was again brought to a zero balance two months later. There is also likely an unavoidable annual charge, but none of the statements we received included how much it is.
- B. Many expenses are not reported to the union in identifiable ways on the financial reports. Most expenses charged to the credit card do not appear in any identifiable or systematic way on the monthly and annual financial reports, making it impossible to determine how much was spent on what without completely reconstructing the books.
- For example, at least \$1,891.71 was spent on auto fuel over the eight months for which we had records. When asked, FW Damron advised the committee that the GEB had authorized him to use the credit card to reimburse himself for gas for union-related errands. It is difficult to see how reimbursement for union-related errands, except for long-distance union business, could actually account for more than a few dollars a week. Although difficult to track precisely, the charges for gas appear to be divided among various expense accounts, which has obscured the cost.
- C. Personal expenses are intermingled with union expenses. The credit card, which is primarily paid for by checks directly from the union’s account to the credit card company, sometimes supplemented with a personal check from FW Damron, also contains many personal expenses. For example, the card has been charged for hundreds of dollars for hats, tobacco, groceries, jewelry repair and other clearly personal expenses. According to the notes on the credit card bills, \$1,102.31 has been paid by FW Damron for such expenses, but there is no clear identification of which expenses were reimbursed. (These payments are not processed through the union books; instead FW Damron writes a separate personal check directly to American Express.) Although the credit card statement does not provide sufficient detail for certainty, there are approximately \$3,000 of expenses during the eight months for which we have statements which cannot be clearly attributed to union business, and which cannot easily be tracked by the financial reports made to the membership.

In one clear instance, the union paid \$450 to Optimo Hat Company for which no reimbursement was received in the month it was charged. \$200 appears to have been paid toward this in the following month, and presumably the entire sum has now been repaid. However, the \$450 was carried as a balance, and so the union has been paying interest and finance charges at American Express's typical usurious rate — as of October 1 it was 30.25%.

### 3. Cash disbursements

In a random sampling, we were able to go from check stub to bank statement to Excel spreadsheet with all records matching. We were not able to compare the reports made by GHQ to this sampling, as the reports in Quickbooks did not match. All checked expenses were deemed legitimate, with the exception of the credit card payments noted above.

### 4. Expense reimbursements to members

In a random sampling, we were able to go from check stub to bank statement to Excel spreadsheet with all records matching. We were not able to compare the reports made by GHQ to this sampling, as the reports in Quickbooks did not match. All checked expenses were deemed legitimate.

### 5. Wages

Paychex and, as of May 2007, PayCor (payroll service companies) have handled payroll and tax payments for the IWW. No problems were found with either company.

### 6. Financial Reporting to Members

Financial reporting to members was made via the General Organization Bulletins (GOBs). Balance sheets were not always included in the GOBs. We examined 5 months' worth of reports at random. In each report there were many discrepancies with the figures in Quickbooks and with the Excel files. We will not list them all here for this report.

We also examined a random sample of branch reports to compare to income figures in Quickbooks. During the random sampling, we found that a report from Edmonton had not been ledgered in Quickbooks, although the funds were deposited.

### 7. Government Reporting

The 2006-07 LM-3 report to the US Department of Labor was examined and appears to be in good order when compared to the financial reports to the General Organization for General Assembly. However, we were unable to verify the report to Assembly itself was correct.

We also examined the surety bond and the IRS 990 Report.

### 8. Maintenance of Records

The federal government requires that financial records be retained for six years, and minutes retained permanently. Headquarters has done a good job in this respect.

### 9. Internal Checks

In order to maintain accountability for the general account, all checks should have two signatures. Currently, the only check signers are Mark Damron, as GST, and Richard Seymour, as GEB chair. The IWW Constitution also provides for a local non-Board co-signer, but there isn't one. Since Richard does not live near headquarters, he is unable to co-sign the checks. Instead, Mark calls Richard when unusual issues arise to seek his approval. Auditor Heather Gardner called Richard to confirm this process, and he did.

### 10. Security/Backups/Etc.

The GST indicated to the audit committee that disk back-ups are being made of all headquarters computer files on a regular basis, taking copies offsite as well. The office, itself, is relatively secure. Since the last audit, curtains were put on the windows and a more secure lock was installed. There is also a locking drawer in the finance desk. There are two keyed doors as well as an alarm system. All five paid staff have keys. Headquarters has liability insurance and the GST and office staff are appropriately bonded.

*(Continued on the next page.)*

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11. Auditor's suggestions

The audit committee recommends the following:

- 1) Hire, or train one of the existing part-time staff, to do the bookkeeping. This person must have working knowledge of Quickbooks. There should not need to be an overall increase in staffing hours to accommodate this, as the responsibility for bookkeeping would shift from FW Damron to someone else.
- 2) Quickbooks should be the sole method of record keeping, and the use of Excel spreadsheets to track expenses should be discontinued.
- 3) The audit committee recommends that the Industrial Worker bank account be closed down and the remaining balance be returned to headquarters. Expenses incurred in the postage and production of the newspaper can and should be paid for out of the Headquarters bank account.
- 4) Balance sheets should be included in every GOB and with every financial report.
- 5) Audit committee and finance committee member Jerry Chernow should return to headquarters as soon as possible to restore order to the books and make all necessary entries into the Quickbooks file, to make the program accurate for Fiscal Year 2007/2008. All documentation of previous fiscal years, including 2006/07, should be retained in order to produce comparison reports when necessary. Jerry's travel expenses should be borne by the union, he will donate his time.
- 6) All petty cash transactions should be entered into the petty cash account in Quickbooks.
- 7) Although we feel that eventually the Literature Department financial accounts should be integrated in with GHQ, we recommend that they remain separated at least until the next GHQ audit.
- 8) That payments made directly by the union for credit card bills be discontinued for the remainder of FW Damron's term.
- 9) That FW Damron present a comprehensive statement of all credit card expenses from the inception of the card to the most recent statement received, categorized in a fashion similar to the appended spread sheet, to the GEB at the Winter 2008 General Administration meeting.
- 10) That FW Damron present an explanation for all expenses, in particular the fuel category and expenses such as the ones itemized in the attached spreadsheet's "unexplained" category. The report should also note which expenses were paid by the union and which were paid by FW Damron, and the payment date. If the payment made was partial, this should also be noted. The Finance Committee should then make a report to the membership, along with any recommendations for reimbursement of funds to the union.
- 11) Reimbursements made to FW Damron from union funds should be physically co-signed by the GEB Chair.

# General Assembly 2008

Again, it may seem a bit unusual, as we normally do not begin discussing General Assembly this early, but this year, with Assembly held outside of North America for the first time, there are a number of issues which Branches and members planning to attend need to consider in advance.

*Passports:* Under new federal guidelines Passport applications can take months to process, and are mandatory if you are planning to travel to London for Assembly. For that reason, if you do not have a valid passport, and you even think that you might attend, it is not too early to begin the process immediately.

*Travel:* Flights overseas can be very expensive. If you are planning on attending GA, it might also behoove you to begin looking for deals or specials now. You have seven months . . . Don't let it creep up on you.

*Issues:* Because of the need to make travel arrangements sooner, we are going to need to actively consider issues and agenda items we wish to consider at this Assembly now. Your branch might want to start meeting and considering drafting proposals now, so that there will be plenty of time for discussion.

*Proxies and Branch Delegates:* Branches need to begin considering whether or not they are going to send a delegate to the convention, and if so, how they are going to choose that delegate and pay expenses. You also need to make sure that proxies are in order, and ready to go, so that votes can be properly registered at Assembly.

## The SATO FUND

A tireless fighter for social justice and the rights of working people, Charlene "Charlie" Sato taught at the University of Hawai'i until her death in 1996, and was an active member of the O'ahu General Membership Branch of the IWW.

The **Charlene Sato Memorial Fund** was established in her honor to support women members' participation in the IWW.

In the last two years over \$3,000 in financial aid as been laid out by the Sato Fund so that women in our union could take part in General Assembly and other union-related activities. In that same time, virtually no donations have come in to keep the fund viable.

### *DONATIONS ARE NEEDED.*

Those wishing to do so may donate to the Charlene Sato Memorial Fund. Checks should be made payable to "IWW" (mentioning the Sato Fund in the memo line), and sent to

General Headquarters - IWW  
P.O. Box 23085  
Cincinnati, OH 45223.

*Those wishing to apply for a grant from the Sato Fund to attend the 2008 General Assembly in London should send a request to GHQ, including the amount needed and what the funds will be used for, no later than June 1st.*

# General Headquarters

---

Since this GOB is already oversized, I will keep my comments short and to the point . . .

Packets went out to every Branch last month. Hopefully the information in these packets will give you an idea of how your branch fared administratively in 2007. With these packets was info on proper branch and delegate reporting, a letter from the GEB regarding contact language, and shop contracts, and a list of all branch members who paid dues during some part of 2007. There was also a worksheet/questionnaire, so that we have the most up-date information on file as to your branch contacts, delegates and shops. All branches need to return those to GHQ by the end of this month (March).

Delegate clearance forms also went in the mail at the end of February. Remember, all delegates who reported in 2007 are required to clear their credentials by the end of March, even if they are not currently serving, or planning to serve in 2008. It takes 2 minutes to fill out a clearance form, and a 42 cent stamp . . . so please, make sure you do your duty!



Peace Like a River,  
In Solidarity,  
Mark Damron

## Financial Report

---



**January 31, 2008**

### ASSETS

#### Checking/Savings

1014 • Fifth Third Bank checking 8,196.68

1015 • Fifth Third Bank Money Market 39,884.76

1030 • Petty Cash 132.49

**Total Checking/Savings 48,213.93**

#### Accounts Receivable

1200 • Literature Department A/R 36,305.40

**Total Accounts Receivable 36,305.40**

#### Other Current Assets

1110 • Inventory - Lit Dept. 28,000.00

1120 • Loan - NY GMB 3,000.00

1130 • Int'l Solidarity Commission 219.35

1140 • Sato Fund 3,279.23

**Total Other Current Assets 34,498.58**

**Total Current Assets 119,025.91**

### LIABILITIES & EQUITY

#### Equity

3000 • Opening Bal Equity 86,052.00

**Net Income 32,973.91**

**Total Equity 119,025.91**

**Total Liabilities and Equity 119,025.91**



## Profit and Loss - January 2008

### Income/Expense

#### Income

Fundraising Income	2,439.43	
Dues	7,385.50	
Assessments	85.00	
Organizing Fund	25.00	
Donations to IWW	65.00	
ISC	-232.00	
IW	79.00	
IU 450 Drive	6.00	
<b>Total Income</b>		9,852.93

#### Expense

<b>Labor Costs</b>		
Admin Wages	2,439.32	
Payroll Taxes	606.20	
Professional Services	152.81	
<b>Total Labor Costs</b>		3,198.33
<b>Rent and Facilities</b>		
Rent	700.00	
Maintenance	50.00	
Admin phone/fax/email	198.39	
Cellular	154.70	
Utilities	355.29	
<b>Total Rent and Facilities</b>		1,458.38
<b>Office Supplies</b>		51.64
<b>Postage Accounts</b>		
Admin Postage	48.73	
GOB Postage	209.67	
<b>Total Postage Accounts</b>		258.40
<b>Copier Lease</b>		1,941.38
<b>Travel</b>		96.46
<b>Organizing Drives</b>		104.28
<b>iww.org</b>		100.00
<b>Lit Expense</b>		746.00
<b>IW Expense</b>		
IW Mailing Stipend	600.00	
IW postage	766.85	
IW Expense - Other	1,946.98	
<b>Total IW Expense</b>		3,313.83
<b>Total Expense</b>		11,268.70
<b>Net Ordinary Income</b>		-1,415.77

# 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
	12/23	Will Schnak	07-1804	0	0	0	1	0	0	0	0
	12/29	Greg Lampark	07-1812	0	0	0	3	0	2	0	0
	01/01	Jay Bostrom	07-1665	5	0	9	1	4	0	0	0
	01/26	Tom Leventhall	07-1899	1	0	0	1	1	1	0	0
Bay Area	12/05	Adam Welch	07-1125	0	0	4	3	0	0	0	0
Bay Area	12/28	Dan Dumont	07-1402	0	0	3	0	0	0	0	0
Bay Area	12/31	Bruce Valde	07-1407	1	9	10	3	0	0	0	0
Bay Area	01/03	Sparrow	07-1848	0	0	0	10	0	2	0	0
Bay Area	01/03	Heather Gardner	07-1791	0	6	1	0	0	2	0	0
Bay Area	01/03	Slava Osowska	07-1778	0	0	12	0	0	0	0	0
Central Illinois	01/11	Dan Elgin	07-1301	0	1	0	5	0	1	0	0
Central Illinois	01/12	David Johnson	07-1624	0	0	1	0	0	1	0	0
Denver	01/09	Lowell May	07-1072	1	12	28	10	0	1	0	0
Detroit	12/19	Jim Rehberg	07-1670	0	2	0	1	0	0	0	1
Edmonton	12/01	Jeff Musgrave	06-1786	0	4	2	3	2	0	0	0
Edmonton	12/13	Alex McKie	07-1837	1	1	0	4	10	1	0	0
Edmonton	12/13	Gordie Thomas	07-1396	0	3	0	0	0	0	0	0
Grand Rapids	12/30	Cole Dorsey	07-1686	1	3	0	0	0	0	0	0
Grand Rapids	12/30	G. Akkerhuis	07-1843	0	0	0	6	0	0	0	0
Ohio Valley	11/24	J. J. Staples	07-1857	0	0	0	1	0	0	0	0
Ohio Valley	12/09	Chris Lytle	07-1771	0	0	1	4	0	0	0	0
Ohio Valley	12/09	Tom Kappas	07-1520	0	0	0	4	0	0	0	0
Ohio Valley	01/06	J. J. Staples	07-1857	0	0	2	0	1	0	0	0
Ohio Valley	01/10	Chris Lytle	07-1771	0	0	5	1	0	2	0	0
Ohio Valley	01/13	Tom Kappas	07-1520	0	0	0	3	0	1	0	0
Olympia	01/18	Brendan Dunn	07-1819	0	0	0	7	2	0	0	0
North Coast	11/21	Angie Hart	07-1705	1	0	0	2	0	0	0	0
North Coast	01/02	Jon Hansard	07-1886	0	1	0	0	0	0	0	0
Phoenix	01/05	Terry Hughes	07-1834	2	0	0	2	2	0	0	0
Portland	12/31	Ryan Gaughan	07-1789	2	0	7	0	0	0	0	0
Portland	01/01	R. Gaughan (ACH)	07-1789	0	5	17	8	0	0	0	0
Portland	01/04	Matt Jones	07-1716	0	0	1	0	0	0	1	0
Portland	01/04	Nick Neumann	07-1669	1	0	1	0	0	0	0	0
Seattle	11/07	Matt Adams	07-1896	2	0	26	6	3	4	0	0
Toronto	12/15	Rachel Rosen	07-1722	2	0	3	12	13	0	0	0
Twin Cities	12/04	Jeff Pilacinski	07-1735	2	4	5	0	0	0	0	0
Upstate NY	12/10	Greg Giorgio	07-1027	0	1	0	1	3	2	1	0
Upstate NY	12/31	Rochelle Semel	07-1059	0	0	2	0	0	1	0	0
Vancouver	11/27	Jasmin Mujanovic	07-1897	2	1	0	0	3	0	0	0
Vancouver	11/30	Gordon Flett	07-1496	1	9	0	6	0	0	0	0
Vancouver	12/19	Jasmin Mujanovic	07-1897	0	0	0	2	0	0	0	0
Vancouver	12/20	Gordon Flett	07-1496	0	12	0	4	0	0	0	0
Washington DC	01/19	Daniel Meltzer	07-1801	3	0	1	11	0	0	0	1
Washington DC	01/23	Vallan Anundson	07-1860	1	3	0	1	0	2	0	0
Washington DC	01/23	Brian McAteer	07-1823	0	0	2	6	0	1	1	0

# Notes From Delegates

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**Bay Area GMB:** Newly elected to the GE, so I am spending a lot of time with that. Also working on the IU410, and Education and Outreach. (Heather Gardner, January 2008) I am in contact with Will in Santa Cruz, and have been elected to help the Santa Cruz IWWs organize themselves. (Oliver Lanti, January 2008) December was a fairly eventful month for student workers. We had a follow up meeting with Cal Dining Management, and we actually have some victories to report. (Tristan Bunner, January 2008)

**Central Illinois GMB:** I am working with other students in Charleston on a series of Speak Outs this spring, and the Campaign branch is talking about having meetings down here every couple of months, which would be welcomed by the handful of members in the area. (Dan Elgin, January 2008) In the process of creating a branch web-site, and recently kicked off a Public Access Labor Program (LaborView). Initially the program will play pre-recorded labor DVDs from Labor Beat in Chicago and Labor on the Job in San Francisco, but we hope to soon be producing our own local labor news as well. (David Johnson, January 2008)

**Detroit GMB:** The Detroit Branch continues to be a shining light of solidarity to those who strike and organize. We do our work for One Big Union. (Jim Rehberg, December 2007)

**Grand Rapids GMB:** We continue Starbucks Organizing, trying to build a national campaign. (Cole Dorsey, December 2007)

**Ohio Valley GMB:** Continuing to work on building solidarity among workers at the Underground. I keep advocating collective action on grievances to management. (Tom Kappas, December 2007) I have been meeting with one of our newer Fellow Workers who works at Starbucks . . . not much has developed as of yet, but we have one or two prospective contacts. (Chris Lytle, January 2008)

**Olympia GMB:** Student workers in Oly are beginning to organize again. We have the IW hitting newstands downtown, and we continue to encourage workers to join the OBU. We also have a NorthWest Wobbly Meeting in the works, with workshops and organizer trainings. (Brendan Dunn, January 2008)

**Portland GMB:** The GMB hosted an Organizer Training on January 5 & 6, which was attended by workers in the restaurant and grocery industries. The development of organizing projects continues with workers from these industries. The branch is also gearing up for our annual planning meeting on January 13, where we will discuss our goals and strategy for the coming year. (Ryan Gaughan, January 2008)

**Seattle GMB:** The Branch is beginning to function normally again, and we are having regular socials. We have also started a new Direct Action casework group. (Matthew Adams, December 2007)

**Vancouver GMB:** The Branch is seeing considerable growth, with five new members in the last month and a half, and more on the way. (Jasmin Mujanovic, December 2007)

## A SOON-TO-BE COLLECTORS ITEM!!!

### The 2005 Centenary Edition of The Little Red Songbook

Produced for distribution at the 2005 Centenary Celebration, this edition of the Songbook was a very limited edition, and has never been offered for sale . . . until now.

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



**Industrial Workers of the World**  
**Post Office Box 23085**  
**Cincinnati, OH 45223**

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Maineville, OH 45039  
Permit# 12

**Contents:**

General Administration Contact Info .....	2
Official Notices .....	3
General Executive Board Report .....	4
International Solidarity Commission .....	19
<i>Industrial Worker</i> .....	23
Organizing Department .....	25
Committee Reports .....	27
General Assembly .....	31
GHQ/Finance .....	32
Delegate Reports Received .....	34
Notes from Delegates .....	35