



**GENERAL ORGANIZATION BULLETIN** OF THE  
**INDUSTRIAL WORKERS OF THE WORLD**



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

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### *The Industrial Worker*

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## GENERAL EXECUTIVE BOARD 2007

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

*richard@freegeek.org*

## INTERNATIONAL SOLIDARITY COMMISSION

Communicate with all ISC members at once by  
e-mailing [solidarity@lists.iww.org](mailto:solidarity@lists.iww.org).

Lauren Anzaldo      - *Chairperson*

110 North "F" Street  
Pensacola, FL 32501

*compassiontothecore@hotmail.com*  
(850) 417-2766

## ORGANIZING DEPARTMENT

For information or support regarding organizing, e-mail:  
[organizing@iww.org](mailto:organizing@iww.org)

Dan Elgin      - *Chairperson*

PO Box 841  
Charleston, IL 61920

*ghost@monkeywrenchbooks.org*  
(217) 549-1305

## GENERAL DEFENSE COMMITTEE

Tom Kappas      - *Secretary-Treasurer*  
*tacmota@aol.com*      (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

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## 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.

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### **[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 August 2007

September 10, 2007  
(on the road in Minneapolis)

Fellow Workers,

Since my last report the GEB has passed eight motions.

We passed a motion creating an agenda for General Assembly (SS-3), de-chartered a long dormant branch (RFS-7), approved two shop cards (MB-4 and 5), and endorsed a Sacco and Vanzetti commemoration event in Boston (albeit a few days late, MB-2).

We also agreed to register our union's labels and or symbols in order to help protect ourselves from others who wish to appropriate our name and symbols for profit. We will soon be calling for a volunteer committee to do the leg work associated with this resolution. (MB-3)

We passed the Organizing Department Formation Committee's suggested policies and procedures for the Organizing Department. (RFS-8)

An initial motion on a current fiscal year's budget was withdrawn and reworked, passing after GA (PB-4, RFS-9). This budget shows us with a tiny surplus, but will require us to raise \$4,100 in the next ten months to meet that goal.

Five of the seven members of the GEB were able to attend General Assembly in Chicago this year, and it was good to see so many IWWs from far and wide at the event.

Some members of the current GEB (including myself) will be stepping down at the end of this year, and there are several nominees that meet the constitutional requirements necessary to qualify for the job. I encourage all nominees, whether new to the board or old hands, to consider carefully the duties of the job and to note especially that to serve on the GEB requires that you take the time to communicate with other GEB members as well as the rank and file of the union, and that understanding how and when to compromise is extremely important. That said, the job is an important one for the union.

Yours for the OBU,  
Richard Seymour  
X355122  
GEB Chair

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### *Board Reports Received from through September 10th:*

MB	- Mike Bell:	08/10/07
PB	- Patrick Brenner:	08/23/07
AL	- Adam Lincoln:	09/04/07
BR	- Bryan Roberts:	08/29/07
SS	- Scott Satterwhite:	08/25/07
RFS	- Richard Seymour:	08/13/07
MW	- Matt White	08/28/07

**Motions & Votes:**

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

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

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

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

**PB-4: I.W.W budget covering fiscal year July, 1st 2007- August 30th 2008**

Filed: 2007-08-08 WITHDRAWN on 2007-08-23

Footnote: The title incorrectly shows the proposed budget ending on the wrong date. Since the motion was withdrawn, that doesn’t matter.

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**MB-2: GEB Endorsement of Sacco and Vanzetti Parade**

Filed: 2007-08-10 PASSED on 2007-08-29

AL: Y — BR: Y — MB: Y — PB: N — RFS: Y — SS: Y — MW: N — 5-2-0

Whereas the Boston I.W.W has endorsed and is working with organizations to coordinate the second annual Boston commemoration of Sacco and Vanzetti’s state execution,

Whereas Sacco and Vanzetti were executed for being immigrant workers and radicals,

Whereas the Boston I.W.W wish to make this event annual; that I.W.W members would be encouraged and enabled to participate:

Be it moved that the Industrial Workers of the World officially endorse this year’s Sacco and Vanzetti commemoration events in Boston, Ma, August 23rd through the 25th.

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**MB-3: Registration of Union Labels**

Filed: 2007-08-10 PASSED on 2007-08-26

AL: Y — BR: Y — MB: Y — PB: Y — RFS: Y — SS: Y — MW: Y — 7-0-0

Whereas the members of the I.W.W recognize the use of our labels and name on garments and goods by private parties for private profit,

Whereas labor organizations that work in partnership with the boss class use our label and name for profit,

Whereas situations have arisen in which unions have claimed ownership of symbols and labels in which the I.W.W has used for many years and thus we must protect membership and the Union from legal attacks,

Be it resolved that the Industrial Workers of the World shall register all union labels and or symbols that represent or pertain to the Industrial Workers of the World. The registration of labels will be registered in three classes:

*(Continued on the next page.)*

(Continued from the previous page.)

- Labor Union association services
- Paper products
- Garments

Labels to register shall include but are not limited to:

- “Industrial Workers of the World” & Initials I.W.W
- I.W.W Emblem
- I.W.W Universal Label
- I.W.W General Administration Seal
- Union Branch Seals, Industrial Union Seals

To insure that the Union is protected from stated above the GEB shall call for volunteers from the Union to set guidelines as to procedure in maintaining our labels. This committee will be comprised of 5 members in good standing. Once guidelines are made they shall be sent to the board for approval. Be it further resolved the GEB to authorize the necessary registration fees for the various classes to be registered.

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**MB-4: Approved Shop Card for “The Night Shift” Letterpress & Printing Shop**

Filed: 2007-08-10 PASSED on 2007-08-25

AL: Y — BR: Y — MB: Y — PB: Y — RFS: Y — SS: Y — MW: Y — 7-0-0

The GEB hereby grants an I.W.W Shop Card to The Night Shift letterpress & printing shop.

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**MB-5: Approved Shop Card for Libra Co-Operation Inc.**

Filed: 2007-08-10 PASSED on 2007-08-28

AL: Y — BR: Y — MB: Y — PB: Y — RFS: Y — SS: Y — MW: Y — 7-0-0

The GEB hereby grants an I.W.W Shop Card to Libra Co-Op Information Services.

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**RFS-7: De-charter Kansas City GMB**

Filed: 2007-08-13 PASSED on 2007-08-28

AL: Y — BR: Y — MB: Y — PB: Y — RFS: Y — SS: Y — MW: Y — 7-0-0

Whereas the delegate in Kansas City has informed us that the Kansas City GMB is not functioning, and the GST informs us that the Kansas City GMB has not submitted reports to GHQ in many months,

Be it resolved that the charter of the Kansas City GMB is hereby revoked, and the GEB appoints FW Fred Lee to collect the charter and any Branch property and to return the charter and property to GHQ.

## **RFS-8: Organizing Department Page for Manual of Policies and Procedures**

Filed: 2007-08-13

PASSED on 2007-08-28

AL: Y — BR: Y — MB: Y — PB: Y — RFS: Y — SS: Y — MW: Y — 7-0-0

### ***I. Role and Purpose***

The Organizing Department's role and purpose within the union will be to provide the means and support necessary for members to become effective organizers in their workplaces, within their branches and on an industrial level.

### ***II. Structure***

#### **A. Composition of Organizing Department**

The Organizing Department will be overseen by a five member Board. Three members of the Board will be nominated at the General Assembly and elected in the annual referendum. Two additional Board members each will be appointed from within respectively by the Survey and Research Committee and the Organizer Training Committee. Elected Board members will serve two-year terms and appointed board members will also serve two-year terms provided that they remain members of their respective committees.

#### **B. Working Rules**

The Organizing Department Board, the Survey and Research Committee and the Organizer Training Committee will use the following Working Rules:

1. The committee shall elect a chair from its membership.
2. All committee business shall be conducted through either written correspondence, which will be sent by e-mail, or phone conference calls.
3. Phone conference calls shall constitute a meeting of the committee if all members of the committee have been notified one week in advance that the meeting will take place and a quorum of members can take part in the conference call.
4. A quorum shall consist of 50% plus one of the members of the committee.
5. The only business that will require formal motions will the disbursement of funds or the recommendation that the Organizing Department initiate a new program. Motions need not be seconded to be considered.
6. No new program will be adopted or funds be disbursed without a majority vote of the committee.
7. An e-mail motion will have a voting life of 30 days, or until such time that a majority has passed or defeated a motion.
8. The chair of the committee shall tabulate votes, make a report on all motions and decisions, their current status, and how each member voted. The Chair of the Organizing Department Board will issue a monthly report to the GEB.

### ***III. Organizing Department Board and Sub-Committees***

#### **A. Duties of the Board and Sub-Committee**

The role of the Organizing Department Board will be to give overall oversight to the operations, finances and activity of the Organizing Department. As part of these responsibilities the Board will directly facilitate the tasks and projects adopted by the Board except those under the purview of the Organizer Training Committee and the Survey and Research Committee.

These committees will function as sub work groups as outlined below, select a chair and report to the Organizing Department Board. The Chair will provide to the GEB a general report monthly and a report on the activities of all campaigns quarterly.

*(Continued on the next page.)*

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Additionally the Chair will submit a proposed annual budget in time for the Winter GEB meeting.

#### **B. Qualifications for Board Members**

All candidates, whether standing for election in the annual referendum or for appointment by the GEB, must meet the following criteria:

- They must have organizing experience and submit a statement of their organizing experience for publication in the General Organizing Bulletin.
- They must remain in continuous good standing.
- That they understand that members who fail to fulfill their obligations are subject to the same recall procedures as any other IWW officer or may be removed by a two-thirds vote of the Organizing Department.

### **IV. Organizing Campaign Funding**

#### **A. Scope of Funding**

The Organizing Department will create a clear process to facilitate campaigns in seeking funding from the administration. Within the OD's budget, the OD Board can approve funds towards organizing campaigns up to 25% of the OD's total budget set for organizing. For all requests above this amount the OD Board will make a recommendation to the GEB for final approval. For each proposal submitted the board will assign a member to work with the campaign, help develop their proposal and/or campaign, if needed and provide regular oversight following approval.

#### **B. Criteria for Funding**

In order to receive funding a campaign must meet the following criteria:

- They must have organizing experience and submit a statement of their organizing experience for publication in the General Organizing Bulletin.
- It is an organizing committee that meets regularly.
- It is focused on a large shop, geographic region or industry of 200 plus workers.
- It has an outlined organizing strategy and analysis of the industry or group of workers being organized.
- There is a detailed understanding how funds/organizer will benefit campaign.
- There are a clear set of expected outcomes.
- There is a plan for campaign growth and self-sustainability after the funding period.
- There is an understanding that funding is contingent upon monthly campaign reporting and if reporting is not followed funding may be discontinued.

The Organizing Department will offer financial support to smaller campaigns who do not meet the size requirement with grants up to \$500 provided all other requirements are met.

#### **C. Accountability**

The Organizing Department Board will evaluate and hold accountable all campaigns that receive funding. On an on-going basis the Board will ask the following questions of the campaigns it is funding:

- Is it reporting monthly?
- Are the funds being effectively used?
- Is the campaign meeting its stated goals?
- Does the campaign need additional support?



- Are there similar campaigns elsewhere in the union?

## ***V. Organizing Department Projects***

### **A. Worker-Organizer Exchange Program**

The Organizing Department will run a worker-organizer exchange program.

The goals of this program will be to offer support to organizing campaigns, develop greater lines of communication between branches and facilitate worker-organizers in improving their skill sets. The Organizing Department will both solicit branches, individuals and campaigns to the program and welcome applications. The criteria for funding and facilitating an exchange will be those in Section IV.B.

Additionally the following criteria will apply:

- The worker-organizer involved has received formal sponsorship from both their home branch and the host branch. If the worker-organizer is not a member of a branch this requirement may be waived with the approval of the Organizing Department Board.
- There is a clear understanding of what the person/campaign/sponsoring branch will gain from the exchange
- There are clear expectations of what the hosting branch will provide such as housing, stipend, mentorship, and level of expected activity
- There is a division of matching funds between Organizing Department, host branch and sponsoring branch

### **B. Mentorship Program**

The Organizing Department Board will work with members of the Organizer Training Committee and Organizer Training Program to identify potential or existing workplace organizers and branch leaders who could use the support of a more experienced organizer. The Board will contact these individuals to see if they would benefit from mentorship. If they would the Board will pair the less experienced organizer with a more experienced mentor. The mentor will be expected to be in contact with the mentee at least twice a month. In order to facilitate this program the Organizing Department will maintain a list of all members of the union who are currently involved in organizing campaigns.

### **C. Campaign Mentorship:**

The Organizing Department Board will provide advice and support to campaigns as requested. Additionally, the Board will assign one of its members to work with all campaigns of more than 200 workers. The Board member assigned to such a campaign will be expected to be in contact with the campaign at least twice a month.

### **D. Organizing Summit/Regional Assembly**

Every other year the Organizing Department will sponsor, with the assistance of a local branch, a union-wide organizing summit. In the off years it will support branches in setting up regional assemblies.

### **E. Sister Branch Program**

The Organizing Department will identify branches working on similar campaigns or facing similar organizational issues and work to foster a relationship between them.

### **F. Future Programs**

The Organizing Department will adopt additional programs as it sees fit to fulfill its purpose. Possible future projects include: Wobbly Summer and expanded training programs.

*(Continued on the next page.)*

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## **VI. Sub-Committees**

### **A. Organizing Training Program**

#### **Purpose Statement:**

The Organizer Training Program (OTP) of the IWW will be administrated by a three member committee charged with overseeing the work of the body which will be called the Organizer Training Committee (OTC). Though the goals of the OTC remain fluid, since the needs of the union will grow and change, the present goals of the OTC will be to offer trainings for branches, groups and workplace organizing committees to increase capacity and skills to do workplace and industrial organizing. The OTC will strive to communicate the methods and ideas of solidarity unionism in all trainings and aspect of its work. The OTC will prioritize the recruitment and leadership development of trainers whom are leaders in workplace organizing campaigns and specifically those whom are women, people of color, and immigrants whose first languages are not English.

#### **OTP Budget and Finance Policy**

1. The OTC will submit a proposed budget to the GEB in January in time for the Winter GEB meeting.
2. Funds will come from the General Fund of the IWW. The GST will work with the OTC Chair to maintain a record of all funds spent. Cost overages, or expected ones, should be reported to the GEB as soon as possible.
3. Until greater funds allow, it will be the policy of the OTP when working with IWW branches or groups to do cost sharing. Branches are expected to contribute to the cost of the training as much as they can.
4. If the OTC allocates funds towards a training, the OTC will work with the branch to set a clear expectation of attendance.

#### **OTC Annual Meeting or "Training for Trainers"**

The OTC will hold an annual meeting to collectively evaluate its work and curriculum and train identified workplace and organizing leaders to become future trainers.

#### **OTC Election**

The GEB is responsible for appointing the members of the OTC annually. Each year at the Annual Meeting the OTC will sponsor an internal election by trainers and participants to recommend to the GEB future members of the OTC.

The Organizer Training Committee is charged with the following responsibilities:

1. Handling all requests for trainings. The chair will field the request, coordinate trainers, monitor planning of OT and do short and long term follow-up.
2. Keeping track of all available trainers in the union and facilitating communication among this group.
3. Assigning trainers to branches, shops, or regions in need.
4. Actively identifying areas that could benefit from trainings and making trainings available to these areas.
5. Functioning as a clearinghouse for all training materials and making materials available to branches in advance of trainings.
6. Working closely with trainers prior to trainings to ensure that they are prepared. This work should include, but is not limited to, reviewing the training agenda and the trainer's outline. It would also include notifying trainers and potential trainers for the OTC.

7. Organizing a conference call for trainers after each training to debrief, evaluate the training, and determine what follow-up needs to be done. The six month follow up with branch would be part of this follow up.
8. The OTC will hold an annual meeting to collectively evaluate its work and curriculum and train identified workplace and organizing leaders to become future trainers.
9. Moderating the OTC e-mail list, which includes all committee members and trainers. Also, run regular announcements in IWW publications to expand the number member trainers.
10. Reporting to the GEB and the general membership of the union on a quarterly basis.
11. Prepare a budget request for the GEB.
12. Transfer materials and contact information of trainers to future OTC members.

## B. Survey and Research Committee

### 1. Purpose

The Survey and Research Committee will consist of three members appointed by the General Executive Board. The purpose of the research committee will be to develop analyses of organizing strategies and tactics and support local campaigns in their research needs.

### 2. Projects

#### a. Organizing Writing Project

Every two years the Survey and Research Committee will publish the results of a union wide survey on a topic related to organizing. The report will both analyze the results of the survey and make recommendations based on its findings. Future topics of the survey might include: corridor campaigns, contract shops, solidarity unionism, understanding of what it means to be a member of the union, branch structure and operations.

#### b. Campaign Research

The Survey and Research Committee will assist in campaign research as appropriate. However, committee members will not be expected to perform campaign research themselves. Rather they will facilitate it by identifying and maintaining a list of members of the union willing to do campaign research. Organizers are encouraged to utilize the SRC for assistance in meeting the criteria for funding.

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## SS-3: Agenda for 2007 General Assembly of the IWW in Chicago

Filed: 2007-08-13

PASSED on 2007-08-26

AL: Y — BR: Y — MB: Y — PB: Y — RFS: Y — SS: Y — MW: Y — 7-0-0

*For a complete copy of the General Assembly Agenda, please contact General Headquarters.*

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*(Continued on the next page.)*

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## Support Your Union . . .

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

Your Red Card is not complete without some!



(Continued from the previous page.)

# **RFS-9: Adoption of budget for fiscal year July, 1st 2007 through June 30th 2008**

Filed: 2007-09-03

PASSED on 2007-09-05

AL: Y — BR: Y — MB: X — PB: X — RFS: Y — SS: Y — MW: Y — 5-0-0

The GEB hereby adopts the following budget covering the fiscal year July 1, 2007 to June 30, 2008.

## **Income**

Dues	\$89,000.00
IW Income	\$4,000.00
Literature Income	\$50,000.00
Lit - Uncollected Income	(\$1,805.65)
Expected Fund-raising Income	\$4,100.00
Organizing Fund/Donations	\$1,500.00
Other Income (Assessments, Etc.)	\$1,500.00
<b>Total</b>	<b>\$148,294.35</b>

## *Bank Charges*

Services and Fees	\$1,000.00
Canadian Conversion	\$1,000.00
<b>Total</b>	<b>\$2,000.00</b>

## *Internet*

IWW.ORG	\$0.00
email list service provider	\$100.00
Retailworker.com	\$0.00
<b>Total</b>	<b>\$100.00</b>

## **Expenses**

### *Wages and Expenses*

Wages	\$39,000.00
Health Benefits	\$4,800.00
Payroll Taxes	\$5,070.00
Payroll Expenses (Paychex)	\$1,000.00
GST Travel Expenses	\$1,500.00
Volunteer Expenses	\$500.00
<b>Total</b>	<b>\$51,870.00</b>

### *Facilities*

Rent	\$8,400.00
Phone/Internet	\$3,000.00
Cellular	\$1,000.00
Utilities	\$2,500.00
Alarm System	\$600.00
Post Office Box	\$36.00
<b>Total</b>	<b>\$15,536.00</b>

### *Office Expense*

Office Supplies	\$3,000.00
Membership Supplies	\$2,500.00
Postage (General Admin)	\$4,000.00
Postage (GOB)	\$4,000.00
Copier Lease	\$8,500.00
Office Equipment	\$1,000.00
Database/CASS Compliance	\$1,000.00
Equipment Repairs	\$200.00
Printing	\$500.00
Professional Services	\$0.00
Misc.	\$500.00
<b>Total</b>	<b>\$25,200.00</b>

## *Organizing*

OTC	\$2,500.00
ODFC/Organizing Department	\$0.00
Organizing Drives, Grants, Etc.	\$0.00
<b>Total</b>	<b>\$2,500.00</b>

## *Misc. Committee Expenses*

Assembly Expense	\$2,000.00
GEB Expenses	\$2,000.00
ISC Expenses	\$500.00
CIC Expenses	\$0.00
Other Committees (Audit, Etc.)	\$500.00
<b>Total</b>	<b>\$5,000.00</b>

## *Literature*

Lit - Facilities Rental	\$2,100.00
Lit - Wages	\$4,000.00
Lit - Inventory Database	\$0.00
Lit - New Inventory	\$15,000.00
Lit - Postage	\$6,500.00
Lit - Tabling Costs	\$0.00
Lit - Other	\$650.00
<b>Total</b>	<b>\$28,250.00</b>

## *Industrial Worker*

IW - Printing	\$7,820.00
IW - Postage	\$6,000.00
IW - Phone/Internet	\$150.00
IW - Office Supplies	\$200.00
IW - Philadelphia Mailing Stipend	\$1,090.00
IW - Editors Stipend	\$2,500.00
IW - Other	\$50.00
<b>Total</b>	<b>\$17,810.00</b>

**Expense Total \$148,266.00**

## 2007-2008 Budget Summary:

Income Total	\$148,294.35
Expense Total	\$148,266.00
Gain (Loss)	\$28.35



### GEB Branch Contacts

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

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

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

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

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

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

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

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

# Gold and Black Enamel Membership Button

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\$5.00 Each

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**IWW-GHQ, P. O. Box 23085, Cincinnati, OH 45223**

# Organizing Department

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August 12, 2007

## **One Big Union:**

Anyone may contact the Organizing Department (OD) by emailing [organizing@iww.org](mailto:organizing@iww.org) or mailing to:

IWW  
P.O. BOX 841  
Charleston, IL 61920

During the past two months the OD Board (ODB) has been continuing to help with a several campaigns and develop networks in a few industries. In several locations food coops and grocery workers are agitating. Contacts through the [iww.org](http://iww.org) site continue with one about every 3 days. This is a large number of contacts, even though these type of contacts work out beyond some email or phone tag about one in ten times.

A couple of ODB members helped with trainings in the Midwest and northwest U.S. and there have been a few visits to branches as well. The most focus, however, has been on getting word out to branches about our goal of having every branch elect an Organizing Department Liaison by General Assembly. These ODL's will be able to serve on the Organizing Department email list for communicating about current organizing and building our support systems for organizing beyond the local level.

In August there will be some effort to begin developing the Industrial Contact system so that when we get contacts in different industries, the workers can be put in contact with someone who is interested in supporting organizing in other locations within their industry. We continue to welcome Wobs to put their names in to be a contact for their industry.

## **On other OD matters:**

I plan to formally resign from my post as Chair and Member of the Organizing Department Board at a time after General Assembly that is convenient for the ODB. Several events in my life have made it clear that I will no longer be able to fulfill my duties.

Currently I serve as an appointee of the GEB. I have very much enjoyed the time I have spent on the Organizing Department Formation Committee and the resulting Organizing Department Board and would recommend it to everyone who wishes to further the support of organizing within the One

Big Union and has at least 5 hours per week to dedicate to these efforts. My deep apologies to the other members of the ODB and members of the branches in the Northeast and South US that I have fallen out of touch with in the past few months.

At General Assembly there will be time for nominations for the first group of ODB members who will be elected from the membership (with a term of two years). Please poll your home branch for anyone who may be interested in being nominated.

For One Industrial Union Grand,

Dan Elgin - ODB Chair

217-549-1305

## MOTIONS

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

No new or pending motions this month.

## COMMITTEE UPDATES

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The Survey and Research Committee continues to try to get more of the surveys released 3 months ago completed by branches. Please be sure your branch has submitted one at your next branch meeting if there is a branch in your area.

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## We Need Stories!



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

Stories and questions can be sent to John at [jbwob@yahoo.com](mailto:jbwob@yahoo.com).

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## ISC ASSESSMENT STAMPS

Beautiful full color stamps -  
designed by FW Ned Powell.

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

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

*Now available from GHQ. . .*



Fellow Workers:

I want to draw attention to two (often under-utilized) resources available to us. These are the following two email lists: ***iwv-news@lists.iww.org*** and ***alerts@lists.iww.org***

The first list, ***iwv-news@lists.iww.org***, is obviously for sharing news about IWW and IWW related organizing, public meetings, public forums, editorials, and the like. It can and has also been used for labor news potentially interesting to IWW members. If interested, you can subscribe here: ***<http://lists.iww.org/listinfo/iwv-news>***

The second list, ***alerts@lists.iww.org***, is intended as an “urgent action” announcement list, for the purpose of alerting IWW members and supporters to urgent actions, such as fund-raising appeals, calls for solidarity, and actions (such as strikes and pickets). You can subscribe to this list here: ***<http://lists.iww.org/listinfo/alerts>***

List traffic is frequent, but not overwhelming. If you believe that subscribing to either or both lists will overwhelm your email in-box, I suggest that you request “daily digest” mode for each list, and that will limit the email you receive to daily digests. Since both lists are meant for news and announcements /only/ digest mode should not impede the flow of information.

I strongly encourage each of you to subscribe to each list and encourage your fellow workers in the IWW and your allies outside of the union to subscribe to each of these lists. I encourage all subscribers to post your news and alerts to both lists as well. Let’s use these tools to build the IWW and strengthen our support base.

**Meanwhile, you can also utilize the IWW Websites to Publicize IWW Activity.**

Why we need to promote IWW campaigns and activity:

- (1) Visibility - Organizing depends on building leverage for the working class. Leverage is increased with public support. Making campaigns visible to the public helps build that support. Publishing news of our activity makes these campaigns visible. It is not the only means (and may not even be the /best/ means) by which we increase our visibility, but it is still a very useful tactic.
- (2) Inspiration - Many members of the IWW, including isolated members and members in less active branches are inspired by the activity of their fellow workers. Likewise, workers unsure about joining the IWW are more likely to be inspired and join if they see signs of positive IWW activity (even fighting back against an employer with hard-line anti-union tendencies can be inspirational).
- (3) Possible Drawbacks - If your campaign is not yet “public”, you do not want to draw attention to your activities. Therefore it is best to wait to publicize your campaign until you are ready.

To publish on iww.org, you need to have an iww.org website user account /with/ editing permissions. If you already have an account, but don’t have editing permissions, request them by responding to this message. If you do not currently have an iww.org user account, you may sign up for one by visiting the iww.org website.

Yours for the One Big Union,  
Fellow Worker Steve Ongerth

x344543

IWW.ORG Sysadmin - [www.iww.org](http://www.iww.org)

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



# GA Officer Nominations

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*The following are the nominations made at this year's Assembly and the current status of the nominees. All nominees required to accept or decline their nomination no later than September 19th, at which time a final list of nominees will be reported.*

## **General Secretary-Treasurer**

The following Fellow Workers were nominated to serve as **General Secretary-Treasurer** and have been found to be eligible for office, but have yet to announce whether or not they would accept the nomination.

Jon Bekken	Philadelphia	Mark Damron	Cincinnati
Walt Weber	Philadelphia		

The following Fellow Workers were nominated, but declined the nomination.

Jason Krpan	Chicago	Pat Brenner	Chicago
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## **General Executive Board**

The following Fellow Workers were nominated, have accepted nomination and have been found to be eligible for office.

Alexis Buss	Philadelphia	Jason Krpan	Chicago
Chris Lytle	Cincinnati	Arthur Miller	Tacoma
Bryan Roberts	Edmonton	Matt White	Philadelphia

The following Fellow Workers were nominated and have been found to be eligible for office, but have yet to announce whether or not they would accept the nomination.

Heather Gardner	Bay Area	Matt Jones	Portland
Adam Lincoln	BI ROC	Steve Ongerth	Bay Area
Robert Rush	Bay Area	Evan Wolfson	Pittsburgh

The following Fellow Workers were nominated and have yet to have their eligibility confirmed.

Jim Abbott	Detroit	Mike Bell	Atlanta
Sarah Bender	New York	Tristan Bunner	Bay Area
Nick Durie	BI-ROC	Lutz Getzschmann	GLAMROC
J. Hollingsworth	Ottawa	Joaquin Mariel	Austin
Penny Pixler	Chicago	Marc Young	Toronto

The following Fellow Workers were nominated, but were found to be ineligible, or have chosen to decline their nomination.

Robert Adams	Twin Cities	Marshall Arnold	Chicago
Paul Bocking	Toronto	Patrick Brenner	Chicago
Jon Baranski	Colorado	Burrow	Bellingham
James Crutchfield	New York	Dan Elgin	Central Illinois
Nick Driedger	Edmonton	Erik Forman	Twin Cities
Ryan Gaughan	Portland	Greg Giorgio	Upstate NY
Mike Hargis	Chicago	Nate Holdren	Twin Cities
Matt Kellard	Bay Area	Oliver Lanti	Bay Area
Tomer Malchi	New York	Jefferson Pierce	Bay Area
Drew Robertson	Eastern Iowa	Rachel Rosen	Toronto
Scott Satterwhite	Pensacola	Richard Seymour	Portland

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### **Organizing Department Board**

The following Fellow Workers were nominated, have accepted nomination and have been found to be eligible for office.

Jefferson Pierce	Bay Area	Todd Goodenow	Portland
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The following Fellow Workers were nominated and have been found to be eligible for office, but have yet to announce whether or not they would accept the nomination.

Harjit Gill	Bay Area	Evan Wolfson	Pittsburgh
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The following Fellow Workers were nominated and have yet to have their eligibility confirmed.

Nick Dreidger	Edmonton	Peter Montalbano	New York
Jeff Pilacinski	Twin Cities		

The following Fellow Workers were also nominated, but declined nomination or were found to be ineligible.

Alex Blitzer	BI-ROC	Cole Dorsey	Grand Rapids
Liz Clarkson	Chicago	Matt Kellard	Bay Area



## **WE ARE ALL LEADERS!**

### **International Solidarity Commission**

The following Fellow Workers were nominated, have accepted nomination and have been found to be eligible for office.

Eric Chester	Western Mass	Saku Pinta	Thunder Bay
Mike Pesa	Philadelphia	Alex Van Schaik	New York

The following Fellow Workers were nominated and have been found to be eligible for office, but have yet to announce whether or not they would accept the nomination.

Paul Boeking	Toronto	Diane Krauthamer	Central Jersey
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The following Fellow Workers were nominated and have yet to have their eligibility confirmed.

Rob Blow	BI-ROC	Dhruv Jain	Toronto
Daniella Jofre	Toronto	John Kalwaic	Philadelphia
Eric Larson	Providence	Bartok Ozog	BI-ROC

The following Fellow Workers were also nominated, but declined nomination or were found to be ineligible.

Lauren Anzaldo	Pensacola	Rhiannon Edwards	Edmonton
E. Maca Gallardo	New York	C. Mendoza-King	Detroit
Ted Nebus	Bay Area	John Shockley	Bay Area
Sharon Vance	Cincinnati		

### **General Defense Committee CST**

FW Tom Kappas of Cincinnati was nominated, accepted nomination and has been found to be eligible for office.

FW Harjit Gill of Oakland was nominated and is eligible for office, but has yet to announce whether or not he will accept the nomination.

FW Ken Miller of Pittsburgh was also nominated, but declined nomination.

### **Nominations for the 2007 General Assembly Site.**

The Twin Cities GMB was nominated to host the 2008 Assembly and has accepted the nomination.

The following branches have been nominated, but have neither accepted nor declined.

Gainesville, FL	Glasgow, Scotland
London, England	New York City, NY

The following branches have declined.

Chicago, IL	Madison, WI
Ottawa, Ontario	Portland, OR

# **Foodstuffs Workers I.U.460**

## **Organizing Voluntary Assessment Stamp**

### **Now Available from GHQ!**

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

**IWW**  
**P. O. Box 23085**  
**Cincinnati, Ohio 45223**



***Support your Fellow Workers in their Organizing efforts!***

# Fall Referendum

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## **Ballot Initiatives and Proposed Constitutional Amendments For Referendum**

**On the Fall Ballot you will see:**

### **Resolution to Amend Constitution for Non-Alphabetical Listing of Candidates.**

*The Assembly voted to accept the recommendations from the Ad Hoc committee on General Resolutions and to send the “Resolution to Amend Constitution for Non-Alphabetical Listing of Candidates” to referendum with the Assembly’s endorsement.*

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

### **Charges Reform – Item 1**

*The Ad Hoc Committee on Charges Reform issued two reports, one reflecting the view of the majority of the committee, and a second minority report.*

*The Assembly voted to accept the recommendations from the Minority Opinion of the Ad Hoc committee on General Resolutions, which contained an amended version of the Ottawa GMB Proposal on Charges, and to send that Proposal to referendum with the Assembly’s endorsement.*

This proposed disciplinary procedure will replace entirely General Bylaw Article III Charges Against Members of the IWW Constitution (p18) and require the full removal of Article III, Section 7 Charges Against General Officers (p8) from the IWW Constitution and the full removal of General Bylaw Article XIV Conflict Mediation Committee from the General Bylaws of the IWW (p20).

### **General Bylaw Article III IWW Disciplinary Procedure**

1. The purpose of this disciplinary procedure is to provide a constructive means for IWW members to hold other members and union officers accountable to the IWW Constitution.
2. This disciplinary procedure applies to all members in all units of the IWW. No member or officer of the IWW is exempt from this disciplinary procedure. All members are obliged to follow this procedure and exhaust all available appeals before taking any legal or other action against the IWW. All members are expected to cooperate in the orderly application of this disciplinary procedure and provide all assistance possible in the fair and just resolution of conflicts within the union. This disciplinary procedure shall in no way contradict the right of members to legitimately criticize IWW officers and the conduct of the union’s affairs.

#### **3. Definitions:**

- a) A unit is any body recognized by the IWW Constitution or its subordinate bodies.
  - b) A defendant is the member who is alleged to have committed an offense.
  - c) A plaintiff is the member making the allegation of an offense.
  - d) An appellant is a defendant convicted of an offense who has chosen to appeal the conviction.
4. Any member or officer can be found guilty of an offense against the IWW Constitution who engages in the following activities or otherwise violates the principles of the IWW:
    - a) Violates the IWW constitution and IWW bylaws or the bylaws of its units;
    - b) Obtains membership through misrepresentation or fraudulent means;
    - c) Advocates or aids the withdrawal of IWW members or units or urges the decertification of an existing IWW union with IWW members in good standing or transfer of union membership from the IWW to another union;

- d) Publishes or circulates, verbally or otherwise, false reports, rumors or misrepresentations concerning IWW members with respect to the affairs of the union or with the intent to damage or injure the union;
- e) Informs, assists, provides membership information without authorization or otherwise provides assistance to employers, the State or members of the ruling class;
- f) Misappropriates, misuses, damages or destroys IWW property, records and resources or engages in corrupt practices;
- g) Uses without proper authority the name or label of the IWW to solicit funds, sell products or to represent oneself as holding authority to speak and act for an IWW body;
- h) Wrongfully interferes with any officer or accredited IWW representative in the discharge of that person's duties;
- i) Willfully crosses picket lines or works for an employer during a labor dispute or participates in strike-breaking activities;
- j) Engages in behavior which constitutes harassment on the basis of class, gender, disability, race, ethnicity, sexual orientation or of a nature that brings the IWW into disrepute;
- k) Willfully attempts to prevent the application of this disciplinary procedure to resolve conflicts in the IWW.

### **Disciplinary Measures Available**

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

- a) written reprimands issued by the disciplinary committee, that can be published in the General Organizing Bulletin (GOB), at the discretion of the General Executive Board (GEB) chair or alternate, if the GEB Chair is being charged,
- b) fines or assessments of a reasonable amount to be paid to the appropriate IWW unit or units,
- c) suspensions for limited time periods (no more than 90 days),
- d) expulsion from the unit or from the IWW as a whole,
- e) removal from an officer post,
- f) ineligibility for officer posts for a fixed period of time or permanently,
- g) orders to do or to refrain from doing specified acts,
- h) provide a written apology,
- i) do community service.

### **Mediation**

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

a) If both parties declare that they are willing to mediate, the unit to which both parties belong shall assist the parties in selecting a mediator acceptable to both parties from within its ranks. The IWW unit shall reimburse the mediator for any reasonable expenses incurred in the process of conflict mediation.

b) The role of the mediator is to listen to both parties, gain a better understanding of the conflict and whether it is IWW-related, search for alternate ways to view the conflict and assist the parties in identifying ways to resolve the conflict. The mediator and the parties have up to 60 days to conduct the mediation.

*(Continued on the next page.)*

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- c) The mediator shall first meet separately or speak by telephone with each party to listen to each member's concerns. During these conversations, the mediator shall ask each party what they see would resolve the conflict and whether each party would be willing to meet with the other party in the presence of the mediator.
- d) Based on these conversations, the mediator will identify the next step, which could include, but not be limited to, the following: a second round of mediator-party conversations, a planned meeting of the two parties with the mediator or the closure of mediation.
- e) At the conclusion of mediation, whether successful or not, the mediator shall provide a brief written report to the relevant unit. This report shall describe the mediator's efforts, a summary of what the mediator learned in discussions (while respecting each party's privacy), the result of the mediation and, if necessary and at the mediator's discretion, any recommendations for action.
- f) If the mediation is not successful or one party refuses to mediate the conflict, the plaintiff may consider laying formal charges against the defendant.

#### **International Disciplinary and Appeals Committee (IDAC)**

1. The International Disciplinary and Appeals Committee (IDAC) is an independent body composed of five members elected by the general membership during the annual referendum. Nominations shall be accepted at General Assembly or in writing to the GST.
- a) An IDAC member whose term expires during a hearing shall complete the hearing to ensure a timely and fair resolution to the charges or appeal.
2. The duties of this committee are to:
  - a) Hear charges brought against a defendant that does not share any unit in common with the plaintiff aside from the international IWW.
  - b) Hear appeals filed by a defendant from a subordinate unit of the international IWW.
3. For each charges or appeals received, the IDAC will select three of its members to sit on the charges or appeal committee.
4. The IDAC shall conduct its hearings in accordance with the following procedures.
5. The IDAC shall report its findings to the parties involved, the GEB Chair, and the GST for publication in the GOB.
6. A defendant can appeal an IDAC decision to the General Assembly.

#### **How to File Charges**

7. In order to lay charges, the plaintiff must provide a clear, written statement of charges together with evidence, the contact information of witnesses and their statements regarding the offenses with which the defendants is charged. Failure to provide evidence supporting the charges may result in dismissal of the charges by the disciplinary committee.
- a) Charges laid against general officers must be filed with the IDAC. If the IDAC in large part is being charged, the GEB must select a mutually acceptable unit that agrees to try the charges. The GST may help the parties identify the unit.
- b) Charges laid against a member of the same IWW unit must be filed with the Secretary of the unit. If the Secretary is being charged, then the unit must elect another of its number to assume the Secretary's duties with regard to charges.
- c) Charges laid against a disparate member not affiliated with any IWW unit must be filed with the IDAC.
- d) This disciplinary procedure shall be applied in the first instance by the unit to which the plaintiff and defendant both belong, such as the local IWW group, Job Branch, General

Membership Branch, Industrial Union Branch, Industrial Union, Regional Organizing Committee or other recognized IWW unit. If the plaintiff and the defendant do not share any unit in common aside from the international IWW, the plaintiff shall file charges with the IDAC.

- e) If the plaintiff or defendant makes a reasonable claim in writing that she or he will not receive a fair hearing by the unit receiving the filed charges, the defendant can request an alternate administrative body, such as an Industrial Union or Regional Organizing Committee (ROC) or the IDAC, hear the charges..
- f) The plaintiff is responsible for establishing the defendant has committed the violation.
- g) The plaintiff must file charges within 90 days of learning of the alleged offense.
- h) No member shall be charged for the same offense more than once, unless the disciplinary committee failed to carry out its functions.

### **Functions of a Disciplinary Committee**

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

- a) The charges shall be read at the next regular meeting, at which time five members in good standing shall be elected to a disciplinary committee. The meeting chair shall conduct the election. All members in good standing except the plaintiff and the defendant shall vote in the election of the disciplinary committee. If the unit is ten members or less, a disciplinary committee can be composed of three members.
- b) If any member knows of a nominee's conflict of interest related to the defendant or the plaintiff, then the member must declare that potential conflict of interest for the unit to decide on the member's eligibility to be on the committee.
- c) The disciplinary committee shall hear the charges within 30 days of its election and will give the plaintiff and defendant at least 14 days notice of the date and time of said hearing. The disciplinary committee must provide a ruling within 60 days following the initial reading of the charges or the charges shall be dismissed, unless the defendant has consented in writing to the delay.
- d) The disciplinary committee shall determine its own practice and procedure but shall give full opportunity to the parties involved to present their evidence, make submissions on issues, ask questions of witnesses, and ensure they receive a fair hearing. The appeal committee must work under the principle that the appellant is innocent until proven guilty. The committee shall consider:
  - i) The statements of the plaintiff and defendant and the accompanying evidence,
  - ii) The impact of the conflict on the unit and on the IWW as a whole,
  - iii) If the dispute is directly related to the internal affairs of the IWW.
- e) As a preliminary matter, the disciplinary committee may decide on any objection to proceeding with the hearing, such as lack of evidence or failure to follow this disciplinary procedure, and dismiss the charges.
- f) If the plaintiff or the defendant does not appear at the hearing nor provide notice of not attending, the committee may dismiss the charges or proceed to hear the evidence and make a decision in the absence of either one or both of the parties.
- g) A hearing may be conducted by teleconference if the party or members of the disciplinary committee are unable to attend the hearing in person.

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- h) After the hearing, the disciplinary committee must make a decision to accept or reject the charges, recommend an appropriate disciplinary measure, notify immediately the plaintiff, defendant, and the secretary of the unit of its decision, and provide a written summary with decision and recommendation for the next business meeting of the unit. Disciplinary measures recommended should be fair and proportionate to the nature and impact of the offense.

### **How to Convict**

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

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

### **Appeal**

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

- a) The written appeal must contain:
  - 1. the parts of the decision being appealed and the reasons for the appeal;
  - 2. the date on which the unit involved voted on the recommendations of the disciplinary committee;
  - 3. whether the defendant requests a hearing and the desired location or teleconference or whether the matter can be decided based on written submissions;
  - 4. the remedy sought by the appellant.
- b) Upon receipt of the appeal document, the governing body's secretary or the IDAC shall appoint a three-person appeals panel. The appeal panel shall determine its own practice and procedure but shall give full opportunity to the parties involved to present their evidence, make submissions on issues, ask questions of witnesses, and ensure they receive a fair hearing. The appeal committee must work under the principle that the appellant is innocent until proven guilty. The committee shall consider:
  - i) The statements of the plaintiff and defendant and the accompanying evidence,
  - ii) The impact of the conflict on the unit and on the IWW as a whole,
  - iii) If the dispute is directly related to the internal affairs of the IWW.
- c) If the appellant requests a hearing, the appeal panel shall notify the appellant and plaintiff at least 30 days before the date set of the time and place where the appeal will be heard. The appeal panel may, at its discretion, decide to not hold a hearing or use alternate means such as a teleconference or email to hold a hearing.



- d) The travel and accommodation expenses of the appellant required to attend the appeal panel shall be borne by the appellant if the decision being appealed is upheld. The IWW unit that convicted the appellant shall bear the reasonable expenses of the defendant if the conviction is overturned.
- e) The appeal panel must reach a decision within 60 days of its appointment. The appeal panel's decision shall be reported to the appellant, plaintiff, the governing body as well as to the Secretary of the unit involved immediately. The appeal panel may recommend changes to the disciplinary measure. A written copy of the decision will be delivered to the members of the governing body within 7 days of the decision.
- f) The governing body shall vote in favor or against the appeal panel's decision at the next business meeting and, if necessary, vote in favor, to amend or against any disciplinary measures recommended by the appeal panel. If the vote is against the appellant, then the disciplinary measures come into immediate effect. If the vote clears the appellant, then disciplinary measures will be lifted immediately.

### **Final Appeal to General Assembly**

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

- a) The appeal panel shall determine its own practice and procedure but shall give full opportunity to the parties involved to present their evidence, make submissions on issues, ask questions of witnesses and ensure they receive a fair hearing. The appeal committee must work under the principle that the appellant is innocent until proven guilty. The committee shall consider:
  - i) The statements of the plaintiff and appellant and the accompanying evidence,
  - ii) The impact of the conflict on the unit and on the IWW as a whole,
  - iii) If the dispute is directly related to the internal affairs of the IWW.
- b) The travel and accommodation expenses of the defendant required to attend the appeal panel shall be borne by the defendant if the decision being appealed is upheld. The IWW unit that convicted the member and the unit that heard the appeal shall jointly bear the reasonable expenses of the defendant if the conviction is overturned.
- c) The Assembly appeal panel shall announce its decision and disciplinary recommendations to the plenary before the conclusion of the General Assembly.
- d) The General Assembly delegates must vote in favor or against the decision of the appeal panel and vote on the appeal panel's recommended disciplinary action. This decision will be final and noted in the General Assembly minutes.

### **Appeal by Referendum**

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

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

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## **Charges Reform – Item 2**

*The Majority Opinion of the Ad Hoc Committee on Charges Reform, which contained an amended version of the Philadelphia GMB Proposal on Charges, was initially rejected by the Assembly, but on reconsideration it was decided by the Assembly to send the Proposal to the Ballot for consideration by the membership without recommendation*

### **Article III: Charges Against Members**

#### **Sec. 1. Due process.**

Every person against whom charges are preferred shall be guaranteed at least the following rights:

- a. A presumption of innocence;
- b. Reasonable notice of what constitutes an offense; provided, however, that offenses against the principles, customs, peace, and welfare of this Organization, or against the interests of the Working Class, need not all be specified in advance in order to form the basis of charges;
- c. Written, specific charges, setting out the offense of which she or he is accused and the specific acts that constitute the offense;
- d. A reasonable amount of time in which to prepare a defense;
- e. A speedy, fair, and formal hearing, upon reasonable notice, at which the accused may present evidence, challenge the evidence of his or her accusers, and confront and cross-examine witnesses;
- f. A reasonable record of the proceedings against him or her;
- g. A meaningful opportunity for appeal; and
- h. A guarantee against being subjected to charges more than once for the same alleged act.

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

Sec. 3. Charges against a member who is not an officer shall be filed as follows, except as provided in Art III, Sec. 7, concerning charges of unauthorized exercise of the authority of officers:

- (1) If the accused is a member of a chartered Industrial Union or Industrial Union Branch, the charges shall be filed with the secretary of the Branch of the accused's Industrial Union, if any, having jurisdiction over the place where the alleged offense took place, or, at the option of the accuser, with the secretary of the Branch of which the accused is a member.
- (2) If the accused is not a member of a chartered Industrial Union or Industrial Union Branch, the charges shall be filed with the secretary of the General Membership Branch, if any, having jurisdiction over the place where the alleged offense took place, or, at the option of the accuser, with the secretary of the Branch of which the accused is a member.
- (3) If no Branch exists in the place where the alleged offense occurred, then the accuser shall file the charges with the secretary of the Branch of which the accused is a member.
- (4) If no Branch exists in the place where the alleged offense occurred, and the accused is not a member of any Branch, then the accuser shall file the charges with the General Secretary-Treasurer.

The GST shall promptly determine, in consultation with the parties, which Branch is the most convenient forum for the hearing, and shall forward the charges to the secretary of that

Branch. The GST shall report her or his decision to the parties in writing, and either of them may appeal the same within ten days to the General Executive Board, which shall determine within fourteen days what Branch shall hear the charges. Motions made under this paragraph shall not be subject to any standing rule of the GEB regarding the voting life of motions, and may be voted on outside of GEB members' official reports.

(5) Any objections to jurisdiction or venue shall be determined by the Branch to which the charges have been submitted, subject to appeal.

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

The charges committee shall set a date for hearing, provide all concerned parties at least 14 days prior notice of same, and collect all evidence both for and against the accused. The burden of proof shall be upon the charging party. At the end of their hearing the committee shall submit their findings together with the charges and evidence to the next regular meeting of the branch, at which time the membership will accept or reject their findings. All charges must be heard and acted upon within 90 days of their filing. Conviction on charges shall require a two-thirds majority vote by the committee hearing the charges. Ratification or rejection of a committee's judgment of conviction shall be by simple majority.

Sec. 5. The Industrial Unions and branches may adopt additional charges procedures consistent with these provisions, or providing for a standing charges committee. The GEB shall have the power to adopt rules of disciplinary procedure consistent with this Constitution.

Sec. 6. If the findings are accepted by both parties, a copy of the decision shall be sent to General Headquarters and entered into the union's records. Otherwise, appeal may be taken by either party to the Industrial Union Convention or IWW General Assembly, if the Industrial Union does not hold annual conventions, and from there to the general membership through referendum. Appeals shall be filed in writing with the GST within thirty days of the decision appealed from, and shall set out a summary of the reasons why the decision should be reversed. The GST shall promptly serve copies of the appeal upon the opposing party and the Secretary of the body from whose decision the appeal is taken. The party taking an appeal to referendum shall bear any costs above and beyond the issuance of a regularly scheduled ballot, including the publication of statements of not more than 10 pages on each side of the issue to accompany the ballot, but shall be reimbursed in full if the appeal is sustained by the membership. The body reviewing a finding of guilt and penalty can affirm both, overturn both, or affirm the finding of guilt and impose a lesser penalty.

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

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

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

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

*(Continued on the next page.)*

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## **Petitions**

The following Resolutions and Amendments were submitted as petitions, in accordance with the Constitution of the IWW for inclusion on the ballot . . .

### **Petition to Amend the Constitution to Change the Frequency of General Assembly.**

1. Shall the IWW Amend its Constitution to change the frequency of its General Assembly as follows:

Change Article III – Section 3(b).

- b) Nominations for General Secretary-Treasurer and members of the General Executive Board shall be made at the General Assembly of the IWW or through the mail with nominations closed by the adjournment of the General Assembly.

Insert “During a year when a General Assembly is held,” at the beginning of Section 3(b).

Insert “During a year when a General Assembly is not held, nominations will be made through the mail to General Headquarters” at the end of Paragraph 1 of Section 3(b).

Change Article VI – Section 1(a).

- a) Each year the IWW shall hold a General Assembly of the Union, the date and venue of the next Assembly to be set by the Assembly in session before its adjournment.

Replace “each year” with “every other year”.

*Petition submitted September 2, 2007 . . . Signed by 52 Confirmed Signators.*

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### **Petition for the Membership to pass the following Resolution.**

*Solidaridad* will be the official Spanish-language publication of the Industrial Workers of the World. The editor or co-editors of the publication will be elected annually by the General Membership, the one requirement being that editors must have, at least, a basic working knowledge of the Spanish language. Editors are responsible for recruiting additional volunteers to help with layouts, translations, proofreading, graphics, writing and promotional work as necessary.

The current editors will continue to serve provisionally upon the successful passing of this referendum, until the next election of officers.

*Petition submitted September 2, 2007 . . . Signed by 51 Confirmed Signators.*

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**Finally**, the Resolution to Amend Constitution to Update the Income Ceilings on Dues, which was proposed to the Assembly was rejected, and will not appear on General Referendum ballot.

*If You Don't Need*

**A UNION!**

*Then You Don't Need*

**A JOB!**

## **REAL Fans and IMPORTANT Alumni**

Since the inception of the SweatFree Baseball Campaign, we have hoped to connect the collegiate anti sweatshop work with the targeting of the home teams through the use of licensing agreements and communities identifying with specific logos. While the similarities that make the campaigns strong are great, there are also similarities that are problematic.

§ Most people don't like baseball. The player's salaries are too high. There is bitterness about the tax subsidies for the ballparks. They don't feel like "authentic" baseball fans if they don't care about the game.

§ Student organizers fixate on student turnover. The most experienced anti sweatshop activists graduate and cannot imagine a role for themselves on campus anymore.

What's happening is that we are excluding ourselves unnecessarily, talking ourselves out of a powerful position at a time when we have a mechanism to use it with greater effect than ever before. These feelings about baseball teams and student turnover are important and have to be addressed by organizers. It is not the job of an anti sweatshop organizer to validate these feelings but to transform them with an empowering perspective. That empowering perspective can come from the baseball and collegiate marketing professionals, who are selling identity, prestige and an illusion of accountability.

The baseball team, in its essence, represents the community. They are the Pittsburgh Pirates, and the Wt Wayne Wizards. Wherever they travel they presume the support of their base communities. They market civic pride and regional identification. No matter how any individual feels about their baseball team, the team will never challenge a self-identifying fan's legitimacy. Even though the MLB "owns" the team logos, the teams can never separate themselves from their logo's representation of the team and it's respective community. Doing so would be antithetical to every marketing strategy they have ever employed.

Collegiate sports, more than anything, are a vehicle for universities to mobilize their alumni bases. The single event that crystallized my hope for the anti sweatshop movement was when No Sweat! @ Indiana University leafleted an IU/Purdue football game. The alumni's interest in what students were doing is what struck fear into our administration and brought them to the table. The administration has to demonstrate to alumni that they are responsive to the current student body. Nothing concerned them more than that we would maintain relations with a group of outspoken alumni. United Students Against Sweatshops should be focused not on overcoming student turn over with new students, but on convincing new graduates to stay on board in meaningful ways. An ongoing campaign is what should bring new students in. The USAS alumni base maybe the largest and most powerful group of international solidarity activists in the world today. It is a specific organizing flaw that is rendering them useless.

At the 2006 All Star Game, Tim Stevens of the Black Political Empowerment Project wore a Pirates shirt and asked one simple question, "Who makes this?" There is no moral question about his purchase of that particular shirt. Our campaigns are not about consumer choices, they are campaigns focused on institutions we hold accountable because they choose to represent us. Let's not dilly-dally about who is a REAL fan or who is an IMPORTANT alumni. We are really important when we choose to be and these institutions can never deny us the identities they work so hard to sell. Sports and academia both claim to champion fairness and honesty. We are in the best possible position to leverage those values and be in solidarity of workers in the global apparel industry.

By Kenneth Miller

# Letters

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## **A Proposal: A Volunteer Literature Committee**

This committee should not be confused with the Literature Department.

Having our own published literature not only gets our message out but since we print it ourselves we make more money off it. My proposal to the GEB is to setup a volunteer literature committee to work on creating an IWW Publishing House by the means of publishing IWW literature and helping get our catalog out. Getting our catalog out to the right places can bring us in a lot more money. Back in the '80s I was a part of an international organization called the Survival Network and we made most of our operating money by the means of selling our literature to libraries.

The following is what I suggest:

1. The GEB appoint a contact person (for the GEB, GST and what not for reports) and an organizer. I can't be the contact person because sometimes my work gets into overtime and thus I don't have the time and because of my health which leaves me out of contact at times lying in a hospital. But I am willing to get things going as an organizer because I have done things like this before.
2. That an IWW Publishing House e-mail list be set up.
3. That the GEB authorize me to seek volunteers for the committee.
4. That the first piece of literature to work on be an "Anthology of Official Literature of the IWW." this one is easy because most of the work is already done. The Tacoma IWW group took most of the pieces of official IWW literature off IWW.ORG and made a publication out of them. We did not use one really old piece or the OBU pamphlet. So with this one you don't need to decide to make the pieces official because they are already official. We may want to add to this and I will submit two pieces to you for that. I propose to get this printed without using any money from our general fund. I would seek donations.
5. Information packets. Information packets are easy to put together, I have edited a number of them, and they give good background information on our struggles.
6. Up-dating old literature. We have had a lot of good literature in the past which would be useful again if we up-dated them.
7. Working on other publications like maybe an organizing anthology, a packet of IWW fliers which branches could use by just placing their contact information on them, historical pieces, workplace writings and so on.
8. Once this is up going a percentage of money made go into a printing fund for the publishing house.

So here it is. I am willing to do the work on getting this going, no cost to the organization and it could help with our money problems.

Arthur J. Miller



# General Headquarters

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## Word from GHQ...

There are really no “slow” periods at GHQ . . . We always have a full plate, and seem to be behind. But after a year in our current offices, we are beginning to make headway as to regular processes and procedures, and continue to work hard on behalf of our union. The Fellow Workers here in Cincinnati who help out at GHQ are real heroes . . . particularly FWs Tom Kappas, and Chris Lytle, who keep regular hours at the office and are the core of the GHQ staff, FW Lora Damron, who handles our GOB bulk mailings, and FWs Maria LeMaster, Marie Mason, and JJ Staples, who are always willing to lend a helping hand.

Although we are, for the most part, caught up on the day to day operations at GHQ, it is not always easy . . . There never seems to be enough time or sufficient resources to do everything with which we are tasked. But it is wonderful to be able to serve this union . . .

### Some Recommendations:

As we continue to grow, the union needs to give some serious consideration as to what it wants from its General Headquarters. This is true whether Headquarters is here in Cincinnati, or moved to some other city . . . whether the Branch that is near GHQ is small, or large.

I believe that we should have as “professional” a GHQ as possible, with proper equipment and staff to best serve the union as a whole. In my last two years as GST we have run across a number of difficulties here at GHQ, some of which can not be helped, but many of which can be corrected (or at least improved) if we have the time and I am sad to say, money. That said, I have some recommendations for smoother operations in the years ahead . . .

- 1) Our computers and other office machines should be properly networked, and adequate for the type of work done at GHQ . . . Database, Financial, as well as layout and design. The budget should include funds for regular servicing and upgrading of systems and software.
- 2) The union must upgrade its database, and make it more functional as to what it can do for the union. It needs to be CASS compliant, and ideally, the union should consider an integrated Database and Financial Program; which allows delegates and branches to submit reports electronically, and with approval of the GST for these reports to be input directly into the database.

This is not a new idea; in fact, it has come up repeatedly in the last five years as a key need for the union, often with the promise that someone is going to “volunteer” to take these issues on, or a committee will be formed to do this work. But it does not get done. Now we have gotten to the point where we need to fish, or cut bait.

- 3) We need to seriously develop a means of increasing our income to meet the financial obligations of the union. First, in chasing down outstanding funds owed to the union by branches and members, and by holding ourselves and our membership to higher standards of reporting, and dues accountability. We also need to be looking at other methods of raising funds; among suggestions that we must give consideration are increasing production and sale of literature and publications, and the establishment of a Foundation or non-profit to provide for certain aspects of the union’s mission.
- 4) The union needs to add at least one additional full time staff person to the GHQ Staff, so that we are able to set regular office hours at GHQ. This provides for a more “professional” office staff, will improve contact and response time for requests, and ideally free up the GST for other work, including fund-raising.
- 5) We also should seriously consider getting the salary and benefits to the level where they are adequate for future GSTs and staff to be able to support themselves and their families within reason.

(Continued from the previous page.)

6) The Manual of Processes and Procedures. This document has value for the union, but completion of the project has languished over the last couple of years.

There are still several key areas that should be covered . . . Not the least of which is a clear-cut personnel policy for the GST and all “paid” staff of the union. Other areas still outstanding include: *Policies and Procedures for the General Organizing Committee*; *Policies and Procedures for the Finance and Audit Committees* (proposed language for this section is still pending approval); *Policies and Procedures for the International Solidarity Commission* (proposed language also still pending); *Policies and Procedures for Regional Organizing Committees*, including a working agreement with the new German ROC; as well as *Shop Card* and *Cooperatives Policies*.

### **Branch Reporting:**

We have a number of growing and active Branches; and a number of new Branches forming. Since last Assembly we have chartered three new branches; the Central Illinois GMB, Providence GMB, and Washington DC GMB and a charter application is in the works from the Tacoma IWW Group. We also have groups in Montana, Nova Scotia, Atlanta, Dallas, and Houston that are working toward forming GMBs in those cities.

Meanwhile, Santa Barbara, Salt Lake City and Kansas City all had their charters revoked this year, and the Boulder GMB is making plans to merge with the Denver GMB.

Improving our branch reporting has been one of the priorities for us at GHQ in the last year. Although we have made improvements, having our branches reporting both regularly and properly continues to be an issue. The Constitution of the IWW stipulates that Branches should report all business to the General Secretary-Treasurer at least monthly, including copies of meeting minutes, financial report, etc. Sadly, most branches fall far short of this standard.

In 2006 only 20% of our 40 Branches managed to file monthly reports as required in the first half of the year, whereas in 2007, that number reporting every month is up to 30% of our branches, and over 50% have filed at least bi-monthly (or better), which is also a noticeable improvement. That still leaves far too many branches that are failing to report regularly.

Of our 44 branches or groups in the union we had 13 which reported only once in 7 months, and two that failed to report at all. We simply have to improve upon this number . . . we need to build a culture of accountability to one another and to the union. It is the only way we are going to sustain membership and grow

### **ROCs and the International IWW:**

We have seen real growth and renewed interest in the IWW in Europe in the last couple of years. The Bi-ROC is probably the fastest growing single entity within the OBU at present, and the new German Language Area Members Regional Organizing Committee (GLAM-ROC) is growing steadily in Central Europe as well.

In Australia, the situation is not as rosy. The AusROC continues to hold its own, but with a small membership spread across a rather large continent, growth and sustainability have been a problem.

Meanwhile, we have seen other interest in the IWW as well. The Starbuck’s Campaign has gained a loyal and vocal group of solidarity supporters in France and elsewhere from other radical unions. These workers have taken the battle of our brothers and sisters here in North America to Starbucks throughout Europe, truly live up to the concept of “global” solidarity. And the work of the ISC has greatly increased our allies throughout the world, with missions to Latin America, and Asia . . .



## **GOB:**

The GOB continues to be one of the most time-consuming tasks that we undertake regularly at GHQ. Gathering and formatting all the materials, producing a decent looking GOB, printing each issue in house, and preparing it for mailing is a nearly full time job in its own right for two weeks out of every month . . . And timelines and deadlines can be tough to hit.

The new e-GOB, which currently has 150 subscribers, will certainly improve the speed with which members who subscribe get updated information, and is a significant savings for the union as far as the actual cost of the GOB. But it does not reduce the amount of work that has to be done in order to put out the GOB. (In fact, adding another e-mail list to maintain, and new inputs into the database, etc, it probably makes more work for us here at GHQ, but the cost savings and the improvement of services to our members makes it worth the added effort.)

As we found last fall, this schedule is tight as we prepare for the fall issues, which are on a strict schedule surrounding the Fall Referendum. GOB #8 will be the Referendum GOB, and must be issued no later than October 15<sup>th</sup>. To that end, the deadline for submissions to that GOB, including all candidate statements, will be Friday, October 5<sup>th</sup>.

For November and December, we will return to the standard deadline of the 10<sup>th</sup> of each month for submissions.

## **In Closing:**

That said, good things continue to happen for the IWW and its members . . . But we often allow ourselves to focus on the negative; the lost battles, financial woes, in-fighting, personality conflicts and ideological differences. But all of these issues, which are simply a part of life and human interaction, can not take away our ultimate focus . . . that is BUILDING ONE BIG UNION OF ALL WORKERS!

We continue to grow, in fits and spurts it is true, but our membership seems more committed than ever to making the IWW a truly revolutionary LABOR UNION. And this is why we show up to work each day at GHQ . . . New projects are in the works, new organizing drives are taking root, and a new world, (built within the shell of the old), is on the horizon.



Peace Like a River,  
In Solidarity,  
Mark Damron

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

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

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

While they last, we are offering them for sale to members and branches, direct from GHQ, for \$5.00 a piece.

**Send you order to:**

**IWW  
P. O. Box 23085  
Cincinnati, OH 45223**

# Financial Report

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In 2007 we are making a change to bring the annual budget in-line with the fiscal year. Ideally this will make it easier to track expenses against the budget, and will allow the GEB and finance committees more time to produce a well thought out budget each year. To that end, the Board approved only a ½ year budget at the start of this year, and has recently completed a fiscal year budget for 2007-2008 (see GEB Report).

The attached Financial report is less than glowing, but not completely disheartening. The union continued to operate in the red through most of fiscal year 2006-2007, due in large part to a large budgeted deficit in calendar year 2006. However, the budget passed by the Board for the first half of 2007 brought us was closer to a balanced budget, as can be seen below.

<b>Income</b>	<b>Budget - 1<sup>st</sup> Half 2007</b>	<b>Actual - 1<sup>st</sup> Half 2007</b>
<b>Total Income</b>	\$69,000.00	\$62,190.88
<b>Expenses</b>	<b>Budget - 1<sup>st</sup> Half 2007</b>	<b>Actual - 1<sup>st</sup> Half 2007</b>
<b>Wages and Expenses Total</b>		
Wages, Benefits, Payroll Taxes & Expenses, and Volunteer Expenses	\$23,150.00	\$23,178.09
<b>Facilities</b>	\$7,750.00	\$7,895.74
Rent, Phone, Utilities, Etc.		
<b>Office Expense</b>		
Office & Membership Supplies, Postage Copiers & Equipment, Etc.	\$12,800.00	\$11,996.82
<b>Bank Charges</b>	\$1,000.00	\$265.08
Fees, Charges, and Foreign Cash Conversion		
<b>Internet</b>	\$100.00	\$0.00
<b>Organizing</b>	\$3,000.0	\$1,790.41
Organizing Department and OTC.		
<b>Committee Expenses</b>		
GEB, ISC and other committees, as well as Assembly expenses.	\$2,950.00	\$3,520.49
<b>Literature</b>	\$15,175.00	\$3,948.00
Expenses paid directly by GHQ.		
<b>Industrial Worker</b>	\$8,125.00	\$11,895.09
Printing, Postage, and Miscellaneous Expenses.		
<b>Expense Total</b>	<b>\$74,050.00</b>	<b>\$64,489.62</b>
<b>Income Total</b>	<b>\$69,000.00</b>	<b>\$62,190.88</b>
<b>Gain (Loss)</b>	<b>(\$5,050.00)</b>	<b>(\$2,298.74)</b>

This chart shows that the union is still averaging a deficit of about \$400 a month, but that is a significant improvement over our average in 2006, which stood at approximately \$2,000 a month.

As I have said before, we need to find a way to break out of this deficit spending. The easy answer is, "Spend less money," but reality is not so simple . . . The union must maintain and expand its programs if we want to grow, and therefore cutting spending is not the most desirable option. Meanwhile, attempts to balance the budget by raising dues or by a draconian balanced budget have all met with resistance, and for good reasons.

The best way to increase our income is to grow . . . and the best way for us to grow is to Organize! But again, that is another sort of “easy” answer that does not really address the problem.

Membership retention and stability has got to be an important part of this effort. In the first half of 2007 over 1,500 members paid dues for at least some part of the year, and in the last year and a half over 2,000 members have held Red Cards. Yet at last count only 640 members were in good standing with the union, and fewer than half of that number has been in continuous good standing. The first step toward rectifying this problem is for individual branches and delegates to hold themselves to the highest standards of accountability. Branches must report every month, because failure to do so leads to members falling behind, and eventually off the radar... Lost membership means lost revenue, and lost potential. Delegates must be more proactive . . . they need to actively contact members and collect dues, not wait for members to come to them. Ideally, every branch will assign its delegates a membership’ list of those members whom they, the delegates, are responsible for. By building a stable membership base, we can grow this union.

We also need to remember that as members of the IWW our financial responsibility to the union does not end at our monthly dues payments. Assessment stamps are a great way of raising additional funds for both Branches and the General Administration. I should never look at a Red Card and find a full page of dues stamps on one side and an empty assessment page beside it . . . Another area of concern is the use of the Sub-minimum dues category. This category is set up for particular hardship cases; those on disability, on strike, laid-off, or in sever financial crisis. This dues rate should not become a norm in a branch, yet some branches are reporting nearly half of their membership at the Sub-minimum rates.

There has also been talk about “creative” fund-raising for the union, and I am all for it . . . But ultimately we, the members, are responsible for the financial health of the IWW. Certainly this is a topic that every member needs to give some consideration.

**Account Balances as of September 1, 2007:** Cincinnati Money Market: \$37,432.67  
Cincinnati Checking Account: \$10,414.53



### Get One While You Can . . .

A few of the IWW’s 2007 General Assembly poster, created by FW Diane Reynolds, are still available . . . Funds raised from the sale of this poster will go to defray costs of General Assembly, and the General Organizing Fund of the union . . .

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

Mail checks to:

Waukegan IWW  
PO Box 274  
Waukegan IL 60079.

# 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
	03/08	Patrick Edelbacher	06-1832	2	0	2	16	0	1	0	0
	06/01	Cullen Brown	07-1856	0	0	3	0	0	1	0	0
	06/29	Seth Dietz	07-1822	1	0	2	0	1	0	0	0
	06/29	Nathan Moore	07-1877	0	0	0	0	0	0	0	0
	06/30	Patrick Edelbacher	06-1832	2	0	0	6	3	0	0	0
	07/07	Brian McAteer	06-1823	0	0	0	7	0	0	0	0
	07/30	Cullen Brown	07-1856	0	0	4	0	0	0	0	0
	07/31	Dennis Georg	07-1020	0	0	10	5	0	0	0	0
	07/31	Seth Dietz	07-1822	1	0	0	0	2	0	0	0
	08/07	Bradford Bowen	07-1611	1	0	0	2	0	2	0	0
	08/18	Patrick Edelbacher	06-1832	1	3	0	9	1	0	0	0
Boston	06/07	John MacLean	07-1874	0	0	2	10	0	3	0	3
Boston	07/08	Dominic GionnoneIII	07-1873	1	1	0	1	0	0	0	3
Central IL	07/14	Dan Elgin	07-1301	0	3	0	0	0	1	0	0
Central IL	07/15	David Johnson	07-1624	2	0	0	14	0	0	0	0
Denver	07/28	Lowell May	07-1072	1	1	0	0	6	0	0	0
Detroit	07/01	Michelle Diehm	07-1866	0	2	0	5	5	0	0	0
Detroit	07/01	Jim Rehberg	07-1670	0	1	0	1	0	0	0	0
Eastern Iowa	07/07	Drew Robertson	07-1746	0	0	8	4	6	1	0	1
Gainesville	07/15	Joseph N Richard	06-1765	1	0	1	2	1	0	0	0
Gainesville	07/15	James Schmidt	06-1829	0	0	0	1	0	0	0	0
Lancaster	06/30	Bruce Mark Nevin	07-1061	5	0	0	31	0	0	0	0
Lancaster	07/13	Bruce Mark Nevin	07-1061	1	0	0	6	0	0	0	0
Lancaster	08/09	Bruce Mark Nevin	07-1061	0	0	1	16	15	0	0	1
Lane County	06/13	Ed Gunderson	06-1795	1	0	1	2	0	0	0	0
Lane County	07/15	Nathan Moore	07-1877	2	0	1	3	6	0	0	0
North Coast CA	06/06	Angie Hart	07-1705	0	2	3	1	4	0	0	0
North Coast CA	06/07	Andrew Hamer	06-1704	1	0	0	7	1	0	0	0
Ohio Valley	06/28	J.J. Staples	07-1857	0	0	0	0	0	0	0	0
Ohio Valley	06/29	Tom Kappas	07-1520	0	0	0	1	0	0	0	0
Ohio Valley	07/04	Maria Disaster	07-1865	0	0	1	0	0	0	0	0
Ohio Valley	07/07	Chris Lytle	07-1171	0	0	0	4	1	0	0	0
Ohio Valley	07/14	Tom Kappas	07-1520	0	0	0	1	0	0	2	0
Ohio Valley	07/26	Chris Lytle	07-1771	0	0	2	2	0	0	0	0
Ohio Valley	07/26	J J Staples	07-1857	0	0	0	0	3	0	0	0
Ohio Valley	08/08	Maria LeMaster	07-1865	0	0	0	0	1	0	0	0
Phoenix	07/01	Terry Hughes	07-1834	0	0	0	2	0	0	0	0
Phoenix	07/13	Bill Krist	07-1429	0	0	0	0	0	0	0	0
Phoenix	08/01	Terry Hughes	07-1834	0	0	1	0	2	0	0	0
Phoenix	08/15	Bill Kist	07-1429	0	0	0	0	0	0	0	0
Portland	05/30	Gabe Triplett	07-1867	0	0	2	0	0	0	0	0
Portland(ACH)	05/31	Ryan Gaughan	07-1789	0	3	18	8	0	0	0	0
Portland	06/01	Nick Neumann	07-1669	0	0	6	5	0	12	3	0

Branch	Date	Delegate	Del#	Init	Max	Reg	Min	Sub	Asst	IW	Org
Portland	06/05	Eleanor Jones	07-1686	0	0	0	4	0	0	1	1
Portland	06/09	Matt Jones	06-1716	0	0	4	7	0	0	0	0
Portland(ACH)	06/30	Ryan Gaughan	07-1789	0	4	17	8	0	0	0	0
Portland	06/30	Gabriel Triplett	07-1867	1	0	2	3	0	0	0	0
Portland	06/30	Nick Neumann	07-1669	4	12	36	2	0	0	1	0
Portland	07/05	Ryan Gaughan	07-1789	0	0	1	0	0	1	0	0
Toronto	04/06	T. Burns	06-1798	0	0	0	12	8	0	0	
Toronto	06/22	Rachel Rosen	06-1722	0	5	2	3	8	0	0	0
Twin Cities	04/12	Steh\phan Holm	06-1756	0	18	0	0	0	0	0	0
Twin Cities	04/26	Wil Olsen	06-1818	0	0	0	7	0	1	0	0
Twin Cities	05/01	Erik Forman	06-1815	0	0	0	17	0	0	0	0
Twin Cities	05/03	Nate Holdren	06-1681	0	0	0	5	0	0	0	0
Twin Cities	05/26	Brian Janes	06-1816	0	0	3	0	0	0	0	0
Twin Cities	05/27	Phil Schrader	06-1817	0	0	2	0	0	0	0	0
Twin Cities	05/31	Jeff Pilacinski	05-1735	0	15	0	2	0	0	0	0
Twin Cities	06/05	Wil Olsen	07-1818	0	0	0	1	0	0	0	2
Twin Cities	06/05	Brian Janes	06-1816	0	0	7	0	4	0	0	0
Upstate NY	07/09	Greg Giorgio	07-1027	1	1	4	15	1	6	2	0
Upstate NY	07/31	Rochelle Semel	07-1059	0	0	4	0	0	0	0	
Washington DC	07/07	Brian McAteer	06-1823	0	0	0	7	0	0	0	0

# Notes From Delegates

## Delegates At Large

**Butte, Montana:** Still plugging along trying to educate Bushites, pie cards and wage slaves who falsely believe they are true capitalists. When I ask them if they work for wages they reply “yes” Then I explain to them they not capitalists b/c real capitalists sits on his ass and sucks the blood from working stiffs, he is absolutely nothing but be a parasite to working folks. (Dennis Georg - July 2007)

**Tacoma, Washington:** We are very excited about the childrens’ museum of Tacoma signing authorization cards with the IWW. We will soon be announcing the union and sending out press releases. Thanks for helping us out. We had a video showing in September and are proud to be nominating Arthur Miller to run for GEB of the IWW. (Patrick Edelbacher - August 2007)

## Branches

**Boston GMB:** In my first month as a delegate I got two FW’s up to date on dues and paid my own. I just returned to USSF in Atlanta and I continue to speak with documented and undocumented immigrants and workers in my area. ( John McLean - June 2007)

**Central IL GMB:** Our booth at the Urbana Farmers Market has been a success. We signed up two new members and have a list of about 15 names and addresses of interested but non-committal workers, who we will be sending copies of the IW for them for a few months. (David Johnson - July 2007)

**Denver GMB:** The Branch took part in a Starbuck’s Action at the Ani DiFranco concert here in July. We handbilled the lines of people waiting to get into the concert, passing out a couple of hundred flyers distributed, with the “Dignity and Respect” flyer on one side, and “Starvebucks” on the other.. Ani didn’t arrange the sponsorship and hadn’t been aware of it, but we also don’t yet know to what extent she’d be supportive of our cause. Her publicity group, Fleming Artists (who also handle Utah Phillips,) seems supportive, and they’re saying all the right things.

We had enough people to do the job, but a couple more would have been nice. As we were finishing up the police arrived . . . they weren’t nice, but no arrests.

We are still thinking about launching a Starbucks union drive locally, but we need to locate some pro-union Starbucks workers to spearhead the effort. (Richard Myers - August 2007)

## Branches (continued)

**Detroit GMB:** Greeting FW's! July has been a month of planning, socializing, and introspection. At the end of July we will be hosting an organizer training conference on the campus of Wayne State University. (Michelle Diehm - July 2007)

**Gainesville GMB:** After struggling with high turnover at a local grocery store the organizer involved quit working there though there is a possibility of gaining a few new members. We're also looking into organizing a local movie theater where there has been some interest amongst workers due to low pay, no health benefits, and incompetent management. (Joe Richard - July 2007) I went to the US Social Forum, but it was a "working trip" for me. I had to focus on my organizations issues so I didn't connect with other wobs. (James Schmidt - July 2007)

**Lancaster GMB:** Branch continues to grow. Film series rolls on... We are moving ahead with plans for our annual summer picnic. Wobfest which hopefully will bring new members, new and old together in a fun and informal atmosphere. (Bruce Nevin - July 2007) Raised a good amount of money at our Wobfest picnic. Proceeds will be sent to the NYC campaigns and the IWW Mexico Delegation. (Bruce Nevin - August 2007)

**North Coast GMB:** We had a fund-raising event for May 1st and did a screening of the TAKE. We're working on infant stages of our "Boss Watch" idea. (Angie Hart - June 2007) North Coast branch is dealing with turnover, increasing outreach, and getting our GMB more organized. We are involved with an ULP at the college of the Red Woods. Public Relations Board is still dragging ass, I got done with a temp job at Sun Valley floral farms where I noticed we were getting paid for at least 2 hours per shift. When we faced them they looked scared and then we filed a complaint and are still waiting. (Andrew Hamer - July 2007)



**Ohio Valley GMB:** Improvements to the branch's infrastructure are going slow, but we have set up an email list through iww.org and will hopefully soon see our first mailing of an OVGMB internal newsletter. (Chris Lytle July 2007) I have changed jobs and I'm starting all over again, so I only get paid the minimum wage. (Maria LeMaster - August 2007).

I have made some community contact with the local Interfaith Workers Center about the IWW Textile Workers Union. (Tom Kappas - July 2007)

On Bastille Day, FW Kappas and I led a discussion at a quarterly progressives brunch entitled "Direct Action gets the goods, The IWW, Solidarity Unionism, and the right to a decent living." (J.J. Staples - July 2007)

**Portland GMB:** The GMB re initiated 3 members who make up the worker owners of the Stumptown Print Shop which has an IWW job card and has printed materials with the IWW seal. Things are progressing for Portland IWW both in organizing and the development of the workers center at Liberty Hall. (Ryan Gaughan - July 2007)

**Upstate NY GMB:** Lots of doings with organizing of massage therapists and support staff at Lenox, Mass. health spas. Branch putting together info session on labor law and organizer training there in October. ( Greg Giorgio - July 2007)

# Notes and Notices

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## **We Mourn The Loss of a Fellow Worker**

On August 13th, 2007, FW Ryan Boudreau was killed in a tragic traffic Accident on the near South side of Chicago. He was hit head-on by a truck, and Died instantly. Ryan was a member of the Chicago Couriers Union, and was active In the Stop NICA and 135 S. La Salle campaigns.

On Friday, August 17th, 2007, a Memorial Ride was held for Ryan. Over 100 Messengers, family, and friends attended. A Ghost Bike was placed at the intersection where Ryan died. A Shrine was set up, with pictures, candles, and flowers. Friends and family spoke about him.

Ryan was well-loved by his fellow messengers and many other people he knew in The Loop. He is survived by his Partner, Jameelah Frazier, and two children, Jaden Boudreau, a 5 year old boy, and Ryah Boudreau, a 3 year old girl.

Donations may be made to the Ryan Boudreau Memorial Fund, which is intended to help Jameelah and the kids get stabilized financially during the next few months.

Please make checks payable to:

Industrial Workers of the World – Ryan Boudreau Memorial Fund  
POBox 18387  
Chicago, IL 60618

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## **Joe Hill Video on Youtube**

The IWW has always led the way in adapting its message to popular culture, and the same is true today . . .

So check out one member's efforts on YouTube . . .

<http://www.youtube.com/watch?v=pdSbKSQYXgo>

Hope you like it.

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## **WORKERS OF THE WORLD!!!! TRANSLATORS NEEDED!**

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

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

You can send an e-mail with your name, languages in which you are proficient, e-mail, phone number and availability to mingoslim21@aol.com; or call GHQ at (513) 591 - 1905.

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