



**Industrial Workers of the World**  
**General Assembly-Meeting Minutes**  
**September 1<sup>st</sup> and 2<sup>nd</sup>, 2007**  
**University of Illinois, Chicago**

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*Minutes prepared by: Ryan Gaughan, X352987*

## **IWW General Assembly**

September 1<sup>st</sup> and 2<sup>nd</sup>, 2007

University of Illinois, Chicago

Minutes prepared by: Ryan Gaughan, Portland GMB

September 1<sup>st</sup>

*Call to Order:* 10:53 a.m.

### *Election of Temporary Chair and Recording Secretary*

Chair: Pat Brenner

Rec. Sec.: Adam Welch

*(nominations accepted by acclimation)*

### *Election of G.A. Credentials Committee*

Jon Bekken, Mike Hargis, Fred Lee

*(nominations accepted by acclimation)*

### *Election of G.A. Rules Committee*

Jim Crutchfield

*(nomination accepted by acclimation)*

**#1 M/S:** *Carries:* That the Chair appoint additional members to the G.A. Rules Committee.

*(Chair appoints Dan Elgin and Evan Wolfson)*

### *G.A. Credentials Committee Report*

- 102 Delegates registered
- Committee recommends that future G.A. Proxy Forms include lines for Delegate verification of members' Good Standing.

**#2 M/S:** *Carries unanimously:* To accept the report the G.A. Credentials Committee.

### *Reports to the General Assembly*

British Isles Regional Organizing Comm.: Anthony Ince, verbal report

IU 640/460 organizing: Alex Van Skite, Drew Robertson, v/r

Bay Area, CA, GMB: Heather Gardner, Oliver Canti, Jefferson Pierce, Gabe Wilson,  
Dean Dempsey, v/r

Bellingham, WA: Burrow, v/r

Providence, RI, GMB: Mark Gray, v/r

Twin Cities GMB: Brian Janes, v/r

Ottawa GMB: Gwen, v/r

Chicago, IL, GMB: Greg Ehrendreich, Al Urbanski, Joe Tusoni, Liz Clarkson, v/r

Upstate NY, GMB: Greg Gigorio, v/r

Gainesville, FL, GMB: Joe Richard, v/r

Edmonton GMB: Bryan Robert, v/r

Ohio Valley, OH, GMB: Tom Kappas, v/r

Pensacola, FL, GMB: Scott Saterwhite, v/r  
Madison, WI, GMB: Jon Peck, Matt Orwick, v/r  
Central Illinois, GMB: Dave Johnson, v/r  
Detroit, MI, GMB: Michelle, v/r  
Austin, TX, GMB: Glen, v/r  
Philadelphia, PA, GMB: Alexis Buss, v/r  
Portland, OR, GMB: Ryan Gaughan, verbal and written reports  
General Defense Committee: Tom Kappas, verbal and written reports  
Toronto GMB: Paul Bocking, verbal and written reports  
“Starbucks Union”: Daniel Gross, v/r

*Report from G.A. Rules Committee*

Amendments to G.A. rules proposed. *Accepted by acclimation*

*Election of Permanent Chair and Co-chair*

Pat Brennar, Jim Crutchfield. *Nominated and approved by acclimation*

*Election of Permanent Recording Secretary*

Ryan Gaughan, *nominated*, Peter Moore, *nominated*

Tally of votes: Ryan Gaughan (29), Peter Moore (27)

*Break. Reconvened at 12:38p.*

**#3 M/S: Carries:** To amend G.A. Agenda to include emergency motion from Philadelphia GMB regarding fiscal budget of the General Executive Board.

**#4 M/S: Carries unanimously:** To accept the G.A. Agenda.

**#5 M/S: Failed:** To print out amended Rules to G.A., and distribute copies to Delegates.

\*\*\*Rules Comm. prints out minimal # of copies and tapes them to the wall.\*\*\*

\*\*\*See Appendix 2, Item 1 for approved G.A. Meeting Rules.\*\*\*

*Break for lunch at 1:23p. Reconvened at 2:23p.*

*Questions on Report of General Secretary Treasurer-* Mark Damron

*Questions on Report of General Executive Board Chair-* Richard Seymour

**#6 M/S: Carries:** To skip the Questions on Reports from the General Defense Committee, Conflict Mediation Committee, and iww.org.

*Presentation and Questions on Report from General Defense Committee-* Lauren Anzaldo, Mike Pesa.

*Questions on Report from the Editor of the Industrial Worker-* Peter Moore, Mike Pesa

*Questions on Report from Finance Committee-* Jerry Chernow

*Questions on Reports from the Organizer Training Committee and Interim Organizing Department- Jeff Pilisinky, Nate Holdren, Tomer M., Adam Welch, Todd Goodenow*

*Questions on Report from Literature Department- Alexis Buss*

**#7 M/S: Carries:** To eliminate “breakout” discussion for IU groups, and to shorten break on the Agenda to 15 minutes.

*Break. Reconvened at 4:55p*

**#8 M/S: Carries by acclimation:** That the report from the Committee on Industrial Classification be postponed until a written report can be printed and distributed to G.A. Delegates.

*Questions on Report from Charges Reform Committee- Drew Robertson, Richard Seymour*

*Striking of Inactive Committees*

**#9 M/S: Carries:** That only the standing committees that reported to this year’s Assembly are still considered “active”.

*Election of Charges Committee to hear appeal of FW Freeze’s charges*

**#10 M/S: Carries:** To accept Mike Hargis (Chicago), Bryan Roberts (Edmonton), Robert Adams (Twin Cities), Keiran Knudtsen (Twin Cities), Kirsten Mayo (Edmonton), and Janet Miller (Chicago) to hear the appeal.

**#11 M/S: Carries:** That the following Ad Hoc committees be created to handle Resolutions and Proposals.

General Resolutions (*Accessibility for Visually Impaired Members, Constitutional Amendment for Non-Alphabetical Listing of Candidates, Establishment of Special Committee on Constitutional Modernization.*)

Wade Harman (N. Dakota) *Nominated for Chair, accepted by acclimation.*

Charges Reform (*Proposals from 2006 G.A. Charges Reform Committee, Philadelphia GMB Resolution on Charges Against Members, Ottawa Proposal for a New Disciplinary Procedure.*)

Jim Crutchfield (New York) *Nominated for Chair, accepted by acclimation.*

Membership Dues (*Resolution on Automated Clearinghouse-A.C.H., Constitutional Amendment to Update the Income Ceiling on Dues.*)

Adam Welch (Bay Area) *Nominated for Chair, accepted by acclimation.*

*Good and Welfare*

*Adjournment: 6:11p*

**IWW General Assembly**

September 1<sup>st</sup> and 2<sup>nd</sup>, 2007

University of Illinois, Chicago

Minutes prepared by: Ryan Gaughan

September 2<sup>nd</sup>

*Call to Order:* 10:53 a.m.

*Questions on Report from Committee on Industrial Classification – Burrow*

*Nominations for IWW General Secretary Treasurer*

**Accepted:** Mark Damron

**Pending acceptance:** Walt Weber, Jon Bekken

*Nominations for IWW General Executive Board*

**Accepted:** Alexis Buss, Jason Krpan, Sarah Bender, Robert Adams,

**Pending acceptance:** Nick Durie, Adam Lincoln, Matt Jones, Jon Biranski, Matt White, Eric Forman, Bryan Roberts, Arthur Miller, Drew Robertson, Steve Ongerth, Heather Gardner, Robert Rush, Mike Bell, Steve Kellerman, Tristan Burnar, Lutz Getz, Mauriel (?), Evan Wolfson, Marshall Arnold, John Hollingsworth, Chris Lytle, Mark Yound, Rachel Rosen, Jim Abott

**#12 M/S: Carries:** To suspend Nominations for G.E.B. to the end of the Agenda, prior to Good and Welfare.

*Nominations for IWW Organizing Department*

**Accepted:** Jefferson Pierce, Nick Drieger, Jeff Pilansky, Todd Goodenow, Peter Montlean

**Pending acceptance:** Alexander Blitzer, Evan Wolfson, Harjit Gill, Liz Clarkson

*Nominations for IWW International Solidarity Committee*

**Accepted:** Saku Pinta

**Pending acceptance:** Ted Nebus, Todd Lowe, Rhian Edwards, Paul Bocking, Mike Pesa, John Kalwaic, Eric Larsen, Daniella Jofre, Dhruv Jain, Erin Chester, Lauren Azandlo, Isis Saenz, Partek Ozeg, Alex Van Schaizk, Eliezer Maca, Sharon Banze, Carmen Mendoza-King, Jonathan Shockely, Diane Krauthemer

*Nominations for IWW General Defense Committee, General Secretary*

**Accepted:** Tom Kappas

**Pending acceptance:** Harjit Gill

*Nominations for IWW Conflict Mediation Committee*

**Nominated:** Paul Poulus, Bob Helms, Colin Bossen, Wade Hannon, Todd Goodenow, Jake Miller.

**#13 M/S: Carries:** To only accept nominations to the C.M.C. from candidates present at the G.A.

**#14 M/S: Carries:** To appoint Wade Hannon, Jake Miller, and Todd Goodenow to the IWW Conflict Mediation Committee.

*Nominations for IWW Audit Committee*

**Nominated:** Jerry Chernow, Alexis Buss, Heather Gardner, Jennifer Kellard.

**Elected:** Jerry Chernow, Alexis Buss, Heather Gardner

*Nominations for IWW Finance Committee*

**Nominated:** Jerry Chernow, Adam Welch, Pat Brenner, Richard Seymour, Arthur Miller, Bill Bumpus

**#15 M/S: Carries:** To elect all nominees to the IWW Finance Committee as a slate.

**#16 M/S: Failed:** To reconstitute the IWW Literature Committee.

*\*\*\*The Lit. Comm. was formally dissolved as a result of G.A. 2007 motion #9. This motion was an attempt from the meeting floor to re-form the committee.\*\*\**

*Nominations for Chair of the IWW Committee on Industrial Classification*

**Nominated:** Burrow, Jim Crutchfield, Mike Wilco

**Elected:** Burrow

*Nominations for Standing Committees*

None.

*Nominations for site of 2008 IWW General Assembly*

**Accepted:** Minneapolis (Minnesota)

**Pending acceptance:** Glasgow (Scotland), London (Britain), Madison (Wisconsin), New York City (New York), Chicago (Illinois), Gainesville (Florida), Ottawa (Canada), Portland (Oregon)

**#17 M/S: Carries:** That nominated Branches shall decide which dates they wish to host the G.A., and shall indicate those dates alongside their Branch names as printed in the G.O.B. and on the General Referendum ballot.

*Break. Reconvened at 12:35p.*

**#18 M/S: Carries:** To amend the Agenda to hear the findings from the Charges Committee on the appeal of FW Joshua Freeze until after lunch.

**#19 M/S: Carries:** To hear the findings from the Ad Hoc committee on “General Resolutions” before lunch.

*Recommendations of Ad Hoc committee on General Resolutions*

**#20 M/S: Carries by acclimation:** To accept the recommendations from the Ad Hoc committee on General Resolutions to the “Resolution on Accessibility for Visually Impaired Members”.

\*\*\*See Appendix 1, Item 1. Resolution to be printed in IWW General Organization Bulletin.\*\*\*

**#21 M/S: Carries:** To accept the recommendations from the Ad Hoc committee on General Resolutions to the “Resolution to Amend Constitution for Non-Alphabetical Listing of Candidates”.

\*\*\*See Appendix 1, Item 2. Proposed amendment to be sent to membership in General Referendum.\*\*\*

**#22 M/S: Carries unanimously:** To accept the recommendations from the Ad Hoc committee on General Resolutions to the “Resolution to Establish Special Committee on Constitutional Modernization”.

\*\*\*See Appendix 1, Item 3.\*\*\*

**#23 M/S: Carries:** To accept the recommendations from the Ad Hoc committee on General Resolutions to the “Philadelphia GMB Emergency Measure Resolution-Budget.”

\*\*\*See Appendix 1, Item 4.\*\*\*

*Nominations for Chair of IWW Special Committee on Constitutional and Bylaws Maintenance*

**#24 M/S: Carries:** That Matthew Zito be appointed as Chair to the IWW Special Committee on Constitutional and Bylaws Maintenance, and that additional volunteers to the committee be appointed as a slate.

**Additional members:** Matt White, Evan Wolfson, Pat Brennar

*Break for lunch at 1:30p. Reconvened at 2:37p.*

*Charges Committee on the appeal of FW Joshua Freeze*

**#25 M/S: Failed:** To accept the recommendations of the Charges Committee.

\*\*\*See Appendix 1, Item 5. Appeal to findings of Philadelphia GMB Charges Committee is denied. Joshua Freeze is expelled from the IWW. Due to the controversial nature of this item of business, Co-Chair Jim C. requested that I record the number of votes: Yes- 16, No- 50.\*\*\*

**#26 M/S: Failed:** To publish the “minority report” of the Charges Committee in the minutes.

*Break. Reconvened at 4:05p.*

*Recommendations of Ad Hoc committee on Membership Dues*

**#27 M/S: Carries:** To accept the recommendations from the Ad Hoc committee on Membership Dues to the “Resolution on Automated Clearinghouse (ACH)”

\*\*\*See Appendix 1, Item 6. Resolution to be printed in IWW General Organization Bulletin.\*\*\*

**#28 M/S: Carries:** To reject the “Resolution to Amend Constitution to Update the Income Ceilings on Dues”, as recommended by the Ad Hoc committee on Membership Dues.

\*\*\*See Appendix 1, Item 7. Proposal will not appear on General Referendum ballot.\*\*\*

*Recommendations of Ad Hoc committee on Charges Reform*

**#29 M/S: Failed:** To accept the recommendations from the Majority Opinion of the Ad Hoc committee on Charges Reform (Philadelphia GMB proposal).

\*\*\*See Appendix 1, Item 8.\*\*\*

**#30 M/S: Carries:** To accept the recommendations from the Minority Opinion of the Ad Hoc committee on Charges Reform (Ottawa GMB proposal).

\*\*\*See Appendix 1, Item 9.\*\*\*

*Caucus Reports*

Women's Caucus- Stephanie Basile, verbal report. (FW Basile is recognized as Chair by the Women's Caucus).

IU 460/650 Organizing Caucus- Verbal report.

*GST Report on the Eligibility of Nominees*

**#31 M/S: Carries:** That the Charges Reform Committee be reconstituted.

**Nominations for C.R.C. Chair:** Peter Moore, Jim Crutchfield

**Elected:** Peter Moore

*Re-opening of Nominations for General Executive Board*

**Nominated, pending acceptance:** Penny Pixler, Dan Elgin

**#32 M/S: Carries:** That the Majority Report of the Ad Hoc committee on Charges Reform be added to the General Referendum.

\*\*\*See Appendix 1, Item 8.\*\*\*

*Good and Welfare*

**#33 M/S: Carries:** To adjourn the General Assembly at 6:40p.

*Delightfully off-key rendition of "Solidarity Forever"*



# **Appendix 1**

## **Resolutions and Proposed Constitutional Amendments**

### **Item 1: Resolution on Accessibility for Visually Impaired Members**

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

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

This Assembly notes that factors affecting accessibility include

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

This does not mean that we are banning red & black and/or small print. We will make a good faith effort to make accommodations as practical in printed and web-based materials

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

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### **Item 2: Resolution to Amend Constitution for Non-Alphabetical Listing of Candidates.**

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

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### **Item 3: Resolution to Establish Special Committee on Constitutional and Bylaws Maintenance**

Resolved that Assembly establish a special committee to examine the IWW Constitution, identify areas where amendments or other developments have introduced contradictions in its language or left ambiguities in how the Constitution is to be applied, and submit through the *General Organization Bulletin* and to General Assembly proposed amendments to correct these deficiencies. In addition, the special committee is instructed to give all due consideration to clarity and accessibility of language in their proposed amendments, keeping in mind the working class rank & file nature of our union.

The committee shall be composed of not less than five and not more than nine members, including a chairperson elected at Assembly. The committee may fill vacancies by

majority vote. Any member not reporting at least once every 60 days shall be deemed to have resigned from the committee. The Committee shall conduct its business over an email discussion list advertised in the *GOB* and open to any member in good standing, although the committee may place limits on posts if necessary to efficiently conduct its business.

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

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#### **Item 4: Philadelphia GMB Emergency Measure Resolution-Budget.**

**Whereas** the GEB budget for the present fiscal year eliminates all spending on organizing and organizing support;

**Whereas** the budget calls for doubling the price of the Industrial Worker while cutting publication to six issues per year;

**Whereas** the budget eliminates operating funds for the International Solidarity Commission;

**And Whereas** the budget increases staffing and other expenses at headquarters while slashing spending on outreach and organizing;

**Therefore be it resolved** that the General Assembly urge the Board to maintain publication of the Industrial Worker at a minimum of ten (10) issues per year, and provide adequate support for the work of the Organizing Department and International Solidarity Commission.

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#### **Item 5: Charges Committee on the appeal of FW Joshua Freeze (Majority opinion)**

\*\*\*Findings of Charges Committee are rejected by the 2007 G.A.\*\*\*

The Committee recommends that the General Assembly find:

1. Not to censure Jon Bekken
2. It be accepted that the Philadelphia branch did have jurisdiction to bring charges against Joshua Freeze.
3. That the January 14 forwarded email did constitute a chargeable offense.
4. That Joshua Freeze's actions did not warrant expulsion from the IWW.

(Committee vote of 5-1, with FW Hargis wishing to note his opposition.)

The Committee also recommends a censure of FW Freeze by a 5-1 vote, with FW Hargis wishing to note his opposition.

The Committee further recommends that the General Assembly instruct FW Freeze to refrain from circulating accusations that Jon Bekken and Alexis Buss have personally profited from their positions within the IWW, in accordance with the motions passed by previous General Assemblies. Furthermore, if FW Freeze does not refrain from such actions the Committee recommends his expulsion from the IWW.

(4-2 vote of the Committee, with FW's Knutson and Hargis wishing to note their opposition.)

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#### **Item 6: Resolution on Automated Clearinghouse (ACH)**

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

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

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

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

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

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

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

**Therefore, Be it Resolved** that the General Assembly advises branches to strongly consider the benefits of establishing an A.C.H. system for dues collection; and,

**Be it Further Resolved** that the Portland GMB and Madison GMB (branches currently utilizing A.C.H.) work collaboratively to create an educational document for other branches in the union who are considering establishing an A.C.H. system. Portland and Madison Branch Secretary Treasurers shall further aid inquiring Branches by mentoring them on the pros and cons of A.C.H. dues collection.

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## **Item 7: Resolution to Amend Constitution to Update the Income Ceilings on Dues**

\*\*\*Proposal rejected by 2007 G.A., and will not appear on General Referendum ballot.\*\*\*

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## **Item 8: Majority Opinion of the Ad Hoc Committee on Charges Reform (Philadelphia GMB Proposal).**

\*\*\*This proposal was initially rejected by the 2007 G.A., but was later approved by motion #32. This is the text of the proposed constitutional changes adopted by the 2007 G.A., and will appear in the General Referendum.\*\*\*

Your committee finds itself deeply divided regarding the proposals presented to us. All have merit, and are obviously the product of serious thought and considerable effort. At the same time, all are subject to significant criticism in one or more particulars from one or more members of the committee. Your committee therefore finds itself unable to recommend any proposal as a final resolution of the controversies that have arisen over the charges process in recent years.

Because the issues involved are complex, the proposals lengthy, and our allotted time very short, your committee has agreed to recommend provisional action to the Assembly, along with re-committal of the proposals to the Charges Reform Committee.

Specifically, your committee recommends submission to referendum of the Philadelphia proposal, with certain amendments, as a temporary measure to resolve the most critical issues, while the Charges Reform Committee gives further consideration to the various proposals that have been offered. It is the specific recommendation of your committee that the Charges Reform Committee should not consider itself limited in any way by this committee's recommendation, or the Assembly's or membership's adoption of the amended Philadelphia proposal.

## **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.

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**Item 9: Minority Opinion of the Ad Hoc committee on Charges Reform (Ottawa GMB proposal).**

\*\*\*This is the text of the proposed constitutional changes adopted by the 2007 G.A., and will appear in the General Referendum.\*\*\*

There is a mood for change and we think the political will to make it happen. As the minority report, which includes members of the Charges Reform Committee, Drew Robertson and Richard Seymour, we recommend that the General Assembly vote to put the Ottawa charges reform proposal as amended in committee on the ballot.

In the ad hoc committee, we agreed that it is important that only one proposal get sent to ballot or it risks having neither proposal getting a majority, thus putting the whole charges reform process back another year. The Ottawa proposal as amended includes a new independent body, the International Disciplinary and Appeals Committee that will deal with charges and appeals between branches, and remove the GEB and GST from involvement in charges. The Ottawa proposal is not a stop gap proposal like the Philadelphia proposal. It is ready to go and would be a big step forward for the union. We doubt that a better proposal will come up if we go through another year of charges reform revisions.

We urge the delegates to vote against the Philadelphia proposal and send the Ottawa proposal to referendum.

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.
- 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.

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:

- 2.the parts of the decision being appealed and the reasons for the appeal;
- 3.the date on which the unit involved voted on the recommendations of the disciplinary committee;
- 4.whether the defendant requests a hearing and the desired location or teleconference or whether the matter can be decided based on written submissions;
- 5.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.

## **Appendix 2**

### **G.A. Meeting Rules and Miscellaneous Reports**

#### **Item 1: RULES OF THE ASSEMBLY**

1. Robert's Rules of Order shall be the standard upon which all decisions shall be made.
2. Members desiring to speak shall rise if able, unless otherwise directed by the chair, and remain standing until a speaker is recognized.
3. Only registered and credentialed delegates may have the floor.
4. No delegate shall speak twice on a motion until all delegates have had a chance to speak. Speakers shall keep their comments to three minutes unless granted more time by the assembly, and shall be told when their time is up by a timekeeper.
5. Questions (points of information) are not in order when a speaker has the floor. All such points should be held until the end of each speaker's presentation.
6. A point of order (procedural point) can always be made when another delegate has the floor. If the chair is in doubt regarding a point of order, it may be submitted to the assembly.
7. When a motion has been made and seconded, the chair must either rule it out of order or put it to the assembly for discussion.
8. The secretary shall record the maker of each motion, except for incidental motions, and may require a written copy of any motion placed on the floor from the motion's proposer.
9. The maker of a motion reserves the right to a closing argument before the question is put to a vote.
10. Voting shall be by voice unless a delegate or the chair calls for a show of hands or division of the house. One-third of delegates present and voting may demand a roll-call vote.
11. A majority vote shall decide all questions, except on the issue of adding emergency measures to the agenda.
12. All nominees shall rise if able and be recognized when nominated.
13. Members need not be present to be nominated. Absent nominees shall be notified within three days of the close of Assembly, and shall accept or decline within fourteen days.

14. No additional motions or issues may be placed on the floor of the Assembly until all of the business on the agenda has been given proper consideration.
  15. No delegate shall be present at the Assembly while under the influence of intoxicating liquor or drugs.
  16. The GEB shall have the power to amend and approve minutes. The Secretary of the Assembly shall submit the minutes to the GEB for approval within twenty-one days of the close of assembly. The GEB shall act thereon within thirty days.
  17. Reconsideration of a matter already decided is a new item of business to be handled after completion of the agenda.
  18. The GST shall be responsible for securing a copy of all nominations and ballot items as soon as assembly is adjourned.
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**Item 2: Report from IWW British Isles Regional Organizing Committee**

*\*\*\*Report submitted via G.E.B. email list on Sept. 5, 2007\*\*\**

Industrial Workers of the World,  
British Isles Regional Organizing Committee  
PO Box 1158, Newcastle upon Tyne, United Kingdom NE99 4XL  
[rocsec@iww.org.uk](mailto:rocsec@iww.org.uk) [www.iww.org.uk](http://www.iww.org.uk)

**OFFICIAL REPORT TO 2007 IWW GENERAL ASSEMBLY**

30 August 2007

Fellow workers/comrades,

It is with pleasure that I submit this report to the 2007 General Assembly of the Industrial Workers of the World.

**MEMBERSHIP**

The number of members currently in good standing continues to grow steadily. In fact between the July 2006 and July 2007 BIROC Annual Conference, membership increased from 172 members to 273. Actual membership is approximately 30 more than this due to recent influx of new members in west Midlands, London, SW England, Glasgow and York but I do not have all the details at the time of writing. Membership continues to grow steadily helped by the growing presence of new IWW groups and delegates in the west Midlands, York, Sheffield, Dumfries, Aberdeen and SW England, meaning new members are often able to meet and plan with other wobs locally instead of being an isolated member. Most importantly retention is holding firm, there was only one

resignation during this period. 41 members have lapsed in 2007 (no payment received). Many of these will come back boosting our numbers as much of this is down to tardiness in delegates reporting rather than real lapsed members. I guess real lapsed members to be about 10-15 of this total. My best guess is the true membership in good standing (once I receive outstanding reports and applications) is **230-240 members**. A key factor in our growth is the active role of BIROC regional Organizers in developing IWW members into groups and branches by mentoring and supporting new members and promptly following up leads and workplace issues.

The BIROC owes some money to the Literature Department, although it appears that many invoices from the Lit dept report had in fact been paid in 2006 as per my report to the 2006 GA. The remainder will be paid in the next month once the discrepancies are sorted out.

The current balance of the BIROC account is approx. £4,300.

## **OFFICERS**

At the 2007 BIROC annual referendum ballot the following BIROC Officers were elected for a one year term 1 July 2007 – 30 June 2008:

FW Adam Lincoln – Secretary

FW Louise van der Hoeven – Treasurer

FW Dek Keenan – Northern Scotland Regional Organizer

FW Nick Durie – Central Scotland Regional Organizer

FW Graham Moss – Northern England Regional Organizer

FW Blow – Central England Regional Organizer

FW Ant Ince – London / SE England Regional Organizer

FW Frank Syrratt – Southern England Regional Organizer

FW Ilyan Thomas – Wales Regional Organizer

FW Phil Wharton is Editor of the official organ of the BIROC – *Bread & Roses*



## **ADDITIONAL NON – EXECUTIVE BIROC OFFICERS**

FW Becca Kirkpatrick - IU610 Health worker Secretary

FWs Bob Miller and Anthony Ince - IU620 Education Co-Secretaries

FW Philip Le Marquand – Website Administrator

FW Euan Sutherland – (provisional) Supply Depot Officer

Signatories to the BIROC Bank Account are FWs Adam Lincoln, Louise van der Hoeven and Phil Wharton.

None of the BIROC Officers receive payment for their duties.

## **PUBLICATIONS**

*Bread and Roses* was published twice in the past 12 months – October 2006 and May 2007. The next edition is due to be published in October 2007. The magazine continues to improve with every issue and is distributed around the UK and internationally. The print run has been 500 issues but this will increase to 1000 for the next issue in October 2007. Wobs outside the UK are encouraged to subscribe, the cost for non-European subs is £16 (Pounds Sterling) for five issues. Cheques and subscription request including name and postal address should be sent to IWW BIROC, PO Box 1158, Newcastle upon Tyne, United Kingdom NE99 4XL. The aim is to produce at least two editions a year.

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

## **CERTIFICATION**

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

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

## **IWW BRANCHES AND GROUPS**

As per the BIROC Constitution the following bodies of the union are recognised:

Clydeside GMB; Edinburgh GMB, London GMB, Tyne and Wear GMB, Leicestershire GMB, NW (Manchester) GMB, Bradford Group, Hull Group, Aberdeen Group, York Group, Sheffield Group, Norwich group, west Midlands Group, Brighton Group.

Whilst, as per the IWW Constitution formal bodies such as GMBs, IUBs and Job Branches are recognised, groups of IWW members in a locality without a chartered branch who meet regularly are also recognised for the purposes of electing one delegate to represent them at meetings of the BIROC. Only chartered branches may retain a dues share.

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

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

**WEBSITE – <http://iww.org.uk>**

FW Philip le Marquand (Tyne and Wear GMB Branch Secretary) is now working as the website administrator following the BIROC Annual Conference and is maintaining the current site and working to set up a new site. The new website will be a Drupal content management system. Essentially it will be open to all members to contribute to and use without having to understand the technicalities of websites.

## **ONLINE MEMBERSHIP DATABASE**

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

## **BIROC SUPPLY DEPOT**

At the BIROC Annual Conference this year it was agreed that we set up a BIROC Supply Depot. This was proposed to solve existing supply problems and help build an efficient distribution network for our One Big Union. Initially this Supply Depot will be dealing with membership supplies.

The Depot has already started to supply delegates with dues stamps, assessment stamps and Delegate Report sheets. Currently it is co-coordinating the reprinting of the contents of new members' packs (aka rigging). These packs will include a copy of the BIROC Rule Book, The International Constitution, Wobspeak and OBU pamphlet, membership card and members badge. These should be available very soon. Once the supply of membership rigging is functioning well, other areas of literature and merchandise will be examined and distribution regularised.

The BIROC is about one month away from full self sufficiency with membership supplies and rigging.

## **CAMPAIGNS / INDUSTRIAL NETWORKS**

The BIROC currently is working on three significant organising campaigns. They are all industrial campaigns.

There are two main industrial networks in the BIROC; IU 610 Health Workers and IU 620 Education Workers.

### **IU 610 HEALTH WORKERS – NATIONAL BLOOD SERVICE CAMPAIGN**

The recently active and rapidly growing west Midlands Group has been at the forefront of what was initially a local campaign by health workers in the west Midlands. A number joined the IWW (in addition to being members of UNISON trade union) because they wanted to unite health workers across the occupational and trade union divides (trade unions have high membership density in this sector but do not cooperate effectively) and in particular lead a rank and file revolt against the plan by their employer – National Blood Service (NBS) – to centralise into three collection centres across the UK resulting in massive job losses and reduction in services to patients. The west Midlands Group Secretary Becca Kirkpatrick is the lead organiser for the IWW and has been building 610 membership inside the NBS. She has also taken on national responsibility for the IU 610 network.

A blog for the campaign is here: <http://nbs-sos.blogspot.com>

This features news and explanation as well as a link to an online petition and protest photo gallery.

Please make an effort to circulate this link widely to your contacts as awareness-raising is still extremely important. The contact email address is [iww.nbs@googlemail.com](mailto:iww.nbs@googlemail.com)

The latest breaking development is that management have announced they will review the centralisation plans, meaning they will call off developments, to look again at the costing figures and options for lab reconfiguration. This is undoubtedly a victory which would not have happened without wide opposition to the risky proposed cuts.

However compulsory redundancies are still taking place.

The IWW is getting a lot of credit for the fact that our members working at NBS are leading the campaign against the proposed closures and redundancies. This is much more than a solidarity campaign. The IWW is building 610 membership with a view to creating a 610 network inside the NBS initially and then throughout the whole National Health Service (NHS). The NHS is the largest employer in the UK. The BIROC Annual Conference decided to make this a national campaign and a strategic organising priority.

\* Two weeks of action across England is about to commence. Branches will be at the forefront of this activity.

\* Branch Delegates will receive a detailed brief providing information on what media to target with press releases, which sites to distribute leaflets to, and how to report this back to the national 'fortnight of action' rank and file website.

\* 25,000 fliers have been printed and will be distributed to branches by the weekend.

\* A rank and file newsletter will be distributed to branches by next week - this is for distribution to NBS staff.

### IU 620 EDUCATION WORKERS – CRICHTON CAMPUS CAMPAIGN

Clydeside GMB has been organising, with IWW members working at Glasgow University – Crichton Campus, to oppose the proposed closure of the campus. The main trade unions involved have all opposed the proposed closure of the campus but have been very ineffective in organising a grassroots response and slow to seize the political leverage possible by building such a campaign. As in the health industry, trade union membership density is high but workers are divided across occupational and geographic lines. This is currently the primary focus of the Clydeside GMB, and is part of a developing strategy to organise the 5000 or so workers at Glasgow University.

40 jobs are under threat - including those of active IWW branch members - and the IWW has played a major co-ordinating and support role in the campaign, which has seen civil society groups throughout Dumfries and Galloway, students, lecturers, politicians and various professional bodies come together.

The campaign has started to build international links and this has so far enabled us to carry out some major actions.

Tactics which have emerged have started to coalesce into a coherent strategy for the campaign.

1. Target high profile events in order to Raise Visibility / Cause Embarrassment
2. Lobby (our political masters have power here to intervene, but need to be pressurised)
3. Activate the UCU and other unions to act
4. Organise community support
5. Develop our own media at work, and in the community

Taken together then, these measures are starting to develop a really serious campaign, where without the IWW there would have been much less activity and chance of success. The union, however small at the moment, is clearly growing and developing, and we have received praise from staff members and students alike for our stances, and for the support we have offered, and we have recruited a number of new wobblies as a result.

Even if we don't win a total victory in the campaign, these measures have developed the organisation and have engaged with the long process, in this workplace, of developing solidarity and power for working people.

#### **PARTIAL VICTORY!**

The campaign has already had some success (although temporary). Glasgow University is to reopen undergraduate admissions next year. Thanks to the Scottish Executive and Education Minister Fiona Hyslop, the campaign has been successful in retaining a full set of curricular choices, although it might be that some of it is outsourced to other suppliers. The campaign continues though until permanent guarantees about the campus have been achieved. A motion in this regard was passed by UCU Crichton Campus members (main education trade union – includes IWW dual carders). Glasgow UCU has restated its opposition to any compulsory redundancies. The IWW has also pledged to support all staff and students engaged in this struggle. We will have more information soon - watch this space.

Information on the campaign: [http://www.geocities.com/glasgow\\_at\\_crichton/](http://www.geocities.com/glasgow_at_crichton/)

This campaign is part of a strategic organising plan by the IWW to build membership and profile within the education sector.

#### **BARISTAS UNITED / STARBUCKS CAMPAIGN**

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

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

At this stage this is a national campaign but one where we only have small IWW membership in IU 660 and none so far in Starbucks. Having said that the reach and resources to actively canvass and strategically target IU 660 workplaces has expanded due to the networking the BIROC has been engaged in supporting the Starbucks Workers Union campaign involving such UK groups such as No Sweat, and Solidarity Federation.

On August 18, the IWW and No Sweat held a successful National Day of Action against Starbucks, with demonstrations in ten cities throughout the UK, including Glasgow, Leeds, Edinburgh, Leicester and London. Although the company has more than 500 stores with over 5,000 workers and continues to expand in the UK, management is growing nervous as negative publicity surrounding their unfair labour practices increases regionally.

Regular pamphlets and Baristas United Bulletins are being produced and there have been some ongoing leads and interest in Café Nero in particular. It may be that in the UK initially, Café Nero becomes the focus for organising efforts. It should also be noted that the IWW is publicly proposing an independent IWW union for this sector and not the involvement of other trade unions as none currently have any real membership or activity in this sector.

## **GHQ – BIROC AGREEMENT**

It is my belief that once the BIROC Supply Depot proves that it is operational and that no further demands are made on GHQ for membership supplies and rigging, the BIROC will seek to renegotiate per cap payments to GHQ to reflect the lower cost and demands placed upon GHQ. This matter will be discussed later this year and I expect a new agreement will be presented to the 2008 GEB for consideration.

## **EUROPE**

I am pleased to report that 12 months on, the BIROC has built close and personal contacts with the significant radical unions in Western Europe. In particular our discussions with both the CNT-F and CSR/CGT in France have been enormously useful. The I07 conference and a number of bilateral meetings in Paris have meant that the BIROC is in constant contact with the French organisations and we are discussing ways to link our struggles. Good links have been built also with the SAC, CGT-E, and FAU.

The solidarity work and film screenings I did this summer with FW Krauthamer from NYC GMB helped to firm up the CNT-F to begin organizing Starbucks workers in Paris. The CSR contacts have led to an invitation for me to meet with the Paris Section of the CGT union (one of the largest sections in France) to build upon the idea of an organizing campaign in fast food and service workers including Starbucks. The possibility of some kind of 'international' coordination and network across many countries in the broad IU 660/640 sector is very possible within the next one to two years. In Germany the summer was also useful with film screenings and discussions for the Starbucks campaign involving the IWW-GLAMROC and in Berlin, the FAU. In particular in Cologne the local IWW group had a real kick start from our public meeting and the IWW in Germany looks set to grow going forward.

As per below the major focus - apart from France and Germany - has been building solid ties with the Workers Initiative union in Poland. Meetings in Paris and active involvement of IWW Polish workers in London has helped build closer ties.

### **SOLIDARITY ALLIANCE – BIROC & WORKERS INITIATIVE**

BIROC Annual Conference also voted to endorse a solidarity alliance with the Workers Initiative union in Poland (WI). The WI is a radical and independent union for Polish workers and we are building links with polish workers working in the UK in a number of branches. The alliance will provide for card recognition in the UK for any WI member who comes here to work, and we are setting up contact information and advice on our websites to point Polish workers to contact us when they arrive in the UK. An exchange of IWW and WI delegates is also being planned. The WI is considering this and will respond formally after they meet in Poland on 1 September. This could mean a rapid expansion of IWW membership amongst Poles working in the UK.

### **WORKERS DEFENCE COMMITTEE**

The BIROC Annual Conference voted to set up a Workers Defence Committee which will be available to assist any IWW member with a grievance, disciplinary hearing, employment advice, representation and support. Our committee is full of experienced union activists, current and former trade union branch officers, officials etc. FWs Graham Moss (Northern Regional Organizer), Rob Blow (Central England Regional Organizer) Adam Lincoln (ROC Secretary) and Pete Kilbane (York IWW group) are the main contacts. An email list has been established and already the committee has been representing members and providing advice.

### **FUTURE ISSUES**

Given the rapid growth of the IWW in the UK questions need to be asked about the role of GA and the lack of a democratic system for mandated delegates from branches and ROCs to the international structures of the union. It seems to me that in the next couple of years we will all need to decide whether to separate the US and international administrations. A decentralised, representative and focused international administration

would provide the collective discipline needed to keep growing the union internationally. A first step on this road should be changing the structure of GA to one of a delegate convention. I hope that a proposal with significant support across the branches can be debated and voted on in 2008. It is not right that 300+ BIROC members will mostly not be voting or participating in the 2007 GA despite the thousands of dollars we pay to the administration in per caps.

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

Solidarity and class struggle,

ADAM LINCOLN  
X354714  
**SECRETARY**

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### **Item 3: Report from German Language Area Regional Organizing Committee**

*\*\*\*Report submitted via G.E.B. email list on Sept. 5, 2007\*\*\**

GERMAN LANGUAGE AREA ROC Report, August 2007

Report on the development of the GLAMROC

#### **1. Membership development and distribution**

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

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

Cologne group: 6 members and a delegate, regular meetings on a monthly base, a small but solid group, which has all potential to further growth. The Starbucks evening in Cologne with FWs Lincoln and Krauthamer was packed with around 30 people. Two of the members are in one shop and are in talks with colleagues there concerning union representation. This brings up the possibility of forming a job branch in the nearer future. Nothing really concrete yet, but sometimes things can get rolling faster than we think.



Frankfurt group: 7 members now, 2 of them joined as a result of the Starbucks event with FWs Krauthamer and Lincoln. The first attempts to build an IWW group here date back to autumn 2005. Results had been poor for a longer while, but look much better now.. After the Starbucks evening in July, we had a good meeting with concrete planning. Two of the members and some sympathizers are actively involved in union representation on the job, as shop stewards (or comparable Betriebsraete). For the future, meetings on a monthly base are scheduled. The GLAMROC secretary functions as a delegate for the Frankfurt group.

Berlin group: The Berlin wobs are reaching 5 members right now. A delegate is elected and will start work in October. They also organized a Starbucks event with FWs Krauthamer and Lincoln in July in cooperation with the Berlin branch of the FAU, which was attended by about 15 people. The group is meeting, but I don't have further information about how frequently. Three of the 5 Berlin wobs are originally from the US. There are some more people interested, but couldn't get integrated by the group yet.

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

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

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

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

## 2. Communication structures and media:

### Membership communication and internal discussion

We have a public internet discussion group with 85 people (Wobblies, FAU comrades and many unorganized workers) but low activity and an intern group with 18 members signed in who are discussing there mainly organizational issues. 38 of the 40 members are reached by frequent e-mail newsletters of the ROC secretary. The GLAMROC annual conference will be held in Ginsheim near Mainz at the weekend of the 14th to the 16th of

December. I think, the more we grow, the more necessarily we need quarterly delegate meetings like the BIROC has, to manage the various things that have to be organized. Until now, most decisions are taken through the internet in our internal group.

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

"Propaganda" media

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

3. And more?

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

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

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

In solidarity,

Lutz Getzschmann

(GLAMROC Secretary)

**Appendix 3**  
**Valid Proxy Votes Received**  
**And**  
**List of Members Ineligible to Vote at G.A.**  
(As provided by G.A. Credentials Committee)

**Valid Proxy Votes Received**

R.T. Nebus	Rochel Rosen
Danielle Jofre	Jennifer Kellard
Gordon Flett	Mikhail Bjorge
Colin Bossen	Diane Krauthamer
Tristan Bunner	Benjamin Ferguson
Alice Cap	Euan Sutherland
Taoding Burns	Erik Davis
Jordana Sardo	Tracy Tolbert
Katherine Walters	Flynn Allen
Katherine McFatridge	Jeanette Gysbers
Ed Boraas	

**Members/Proxies Ineligible to Vote**

Mark Damron (GST)  
Patrick Brenner (GEB)  
Mike Bell (GEB)  
Scott Satterwhite (GEB)  
Richard Seymour (GEB)  
Matt White (GEB)  
Adam Lincoln (GEB)  
Bryan Roberts (GEB)  
Tom Kappas  
Chris Lytle