

Rulebook of the Industrial Workers of the World

Wales, Ireland, Scotland, England - Regional Administration (IWW WISE-RA)



Amended December 2024

Table of Contents

Preamble to the Constitution.	Page 4.
1. Name.	Page 5.
2. Aims and Objectives.	Page 5.
Structure and bodies of the union.	
3. Delegate Executive Council.	Page 5-6.
4. Departments.	Page 7.
5. Committees.	Page 7.
6. Finance.	Page 7-8.
7. Regional Officers.	Page 8.
8. Method of nominations and elections.	Page 8.
9. Duties of Regional Administration Officers.	Page 9-11.
10. Vacancies.	Page 11.
11. Recall of Officers.	Page 11.
12. Component parts.	Page 11-13.
13. Quorum.	Page 13.
14. Local coordination.	Page 14.
15. Industrial Union organising.	Page 14.
16. Associations.	Page 14.
17. International	Page 15.

Membership.

- 18. Membership. Page 16.
- 19. Training and education. Page 16.
- 20. Dues. Page 17.
- 21. Information. Page 18.
- 22. Complaints procedure. Page 18.

Meetings and decision making.

- 23. Annual Conference. Page 18-20.
- 24. Referenda. Page 20.
- 25. Organising Summit. Page 21.

External relations

- 26. Relations with employers. Page 21.
- 27. Relations with political parties. Page 21.
- 28. Speakers and organisations. Page 21.
- 29. Publications and media. Page 22.
- 30. Regional Hardship Fund. Page 22-24.

Amendments.

- 31. Amendments to rules. Page 25.
- 32. Addendum. Page 25.

Preamble to the IWW Constitution

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

Between these two classes a struggle must go on until the workers of the world organize as a class, take possession of the means of production, abolish the wage system, and live in harmony with the Earth.

We find that the centring of the management of industries into fewer and fewer hands makes the trade unions unable to cope with the ever growing power of the employing class. The trade unions foster a state of affairs which allows one set of workers to be pitted against another set of workers in the same industry, thereby helping defeat one another in wage wars. Moreover, the trade unions aid the employing class to mislead the workers into the belief that the working class have interests in common with their employers.

These conditions can be changed and the interest of the working class upheld only by an organisation formed in such a way that all its members in any one industry, or in all industries if necessary, cease work whenever a strike or lockout is on in any department thereof, thus making an injury to one an injury to all. Instead of the conservative motto, "A fair day's wage for a fair day's work," we must inscribe on our banner the revolutionary watchword, "Abolition of the wage system."

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

1. Name

1.1. The name of the union is 'Industrial Workers of the World'.

1.2. The Regional Administration will be named after the four nations which comprise its territory, namely the Wales, Ireland, Scotland and England Regional Administration (WISE-RA) and here-after will be referred to as the union.

2. Aims and Objectives

The aims and objectives of the union will be as follows:

- a) To promote the aims of the union as set out in the Preamble to the Constitution.
- b) To co-operate with other friendly organisations as and when necessary to promote the interests of workers.
- c) To promote the educational and cultural well-being of members.
- d) To oppose capitalism and any force in society that seeks to divide the workers from one another.
- e) To recruit members to the Industrial Workers of the World.

Structure and bodies of the union

3. Delegate Executive Council

3.1. The Delegate Executive Council will have general supervision over all affairs of the union between annual conferences, and will watch vigilantly over the union's interests throughout its jurisdiction.

3.2. The Delegate Executive Council shall have power to make decisions on issues of policy impacting the finance and administration of the union. This includes amending policy when necessary. Policy here is understood to mean union best practice within the rules and procedures contained in the rule book, manual of policies and procedures and annual conference.

3.3. The Delegate Executive Council should aim to reach a gender balance and be diverse, supporting both equality and diversity in its structures (departments, committees, etc.).

3.4. The Delegate Executive Council will comprise the regional officers and one delegate from each chartered branch of the union, and chartered Associations.

3.5. The regional officers will have voice but not vote on the Delegate Executive Council.

3.6. The Delegate Executive Council will design and enact administrative

procedures in between annual Conferences as necessary to meet the aims and objectives of the union and in line with union rules as laid out in this rule book and policies of the union.

3.7. The Delegate Executive Council will consist of one standing delegate from each branch. The term and remit of that delegate will be decided upon by each branch, but no delegate can be in post for more than two years.

3.8. Should that delegate not be able to attend a Delegate Executive Council meeting a temporary substitute should be elected in their place.

3.9. The Delegate Executive Council shall elect two delegates to act as Chairperson and Secretary for the council from its own number.

3.10. The Delegate Executive Council will be assisted by the officers and members of all organisations and branches subordinate to the union. It will appoint such organisers as the conditions of the organisation may justify in consultation with the relevant departments.

3.11. The Delegate Executive Council shall have the power to create temporary officer posts, and to co-opt members of the union in good standing to serve as officers, if the need arises between annual conferences, as with existing officer posts. Members co-opted in this way would be non-voting members of the Delegate Executive Council, on a par with elected officers. Such co-opted officers would serve until the following Conference, when a vote on the creation of the new post would be put to the membership.

3.12. The Delegate Executive Council will not appoint or cause to be appointed any organiser against the protest of, and without first notifying, the relevant departments having jurisdiction in the territory in which the organiser is to operate.

3.13. All organisers so appointed will at all times work under the instruction of the Delegate Executive Council, and will report to all relevant departments their activities between sessions of the council.

3.14. The Delegate Executive Council will have power to issue and revoke charters to branches, industrial and area councils and to form or dissolve groups

3.15. The Delegate Executive Council will have power to suspend without notice any officer of the union to allow investigation into any alleged bad practice or misdemeanour.

3.16. The Delegate Executive Council will have authority over all union publications in consultation with relevant departments.

3.17. The Delegate Executive Council will have the power to visit any subordinate body of the union, and have full authority to examine and audit all accounts of such bodies and to enforce the use of a uniform system of book-

keeping.

3.18. The Delegate Executive Council will meet at least four times per year on the call of the Chairperson or majority vote of the Delegate Executive Council. The Delegate Executive Council should meet in person except in exceptional circumstances.

3.19. The Delegate Executive Council will be quorate whenever five or more voting members are present or delegates from over 50% of chartered branches are present. Individual Delegate Executive Council members hold no special authority outside the remit imposed on them within the duties of the Delegate Executive Council.

3.20. Decisions of the Delegate Executive Council are made by majority vote of branch delegates by email or by show of hands at Delegate Executive Council meetings. Voting will be open and transparent. Minutes will record the number of votes for and against, and abstentions on all business.

3.21. The Delegate Executive Council will be in perpetual meeting making decisions by mail or email between quarterly meetings.

4. Departments

4.1. The Delegate Executive Council will establish competent departments to carry out responsibilities as agreed by annual Conference.

4.2. Such departments will be subordinate to, and report to, the Delegate Executive Council and annual Conference.

5. Committees

5.1. The Delegate Executive Council will create committees to carry out work of the union.

5.2. All committees will have a secretary elected by the membership biannually / appointed by the DEC.

5.3. All committees will report to the Delegate Executive Council via the department they come under.

6. Finance

Funding:

6.1. The Delegate Executive Council will have the power to levy branches at any time provided that the reasons for the levy are explained and a full account is given of expenditure.

6.2. The Regional Administration will be funded by an amount equal to 50% of the average dues collected in any month.

6.3. In emergency the union may raise additional funds through a levy of branches and members.

6.4. Chartered branches shall receive funds from the Regional Administration which shall be equal to 50% of the mean average dues paid to the Regional Administration in pounds (GBP) during the previous period multiplied by the number of current paying members in that branch at the end of the quarter.

6.5. The Regional Treasurer will scrutinise all budgets put forward by officers and department chairs before submitting a recommendation to the Delegate Executive Council which will approve, reject or amend them.

Expenses:

6.6. Travelling expenses of delegates will be met from branch funds. In the event of a branch having insufficient funding these expenses will be met from funds held by the Regional Administration.

7. Regional Officers

7.1. Regional Officers will include all Fellow Workers elected or appointed to hold any position external to a branch. This will include; chairs of departments, secretaries of committees, area and general organisers.

7.2. The Regional Officers will be elected by a biennial ballot as provided in Section 8.

7.3. All Regional Officers are answerable to the Delegate Executive Council and must attend the Delegate Executive Council when required.

7.4. On stepping down, outgoing officers will contribute to the training of new officers for up to 60 days.

7.5. No Regional Officer of the WISE-RA should hold more than two consecutive terms in any single Officer role, and should not take on any more than two consecutive Officer roles, encompassing regional level administration, limiting their formal participation in the administration of WISE-RA to eight years or less except when no other candidate is willing to stand for the role. After this eight-year period, there should be a minimum two-year bar from any officer roles at both branch and regional level.

8. Method of Nomination and Election

8.1. Three months prior to the New Year of each election year the Regional Secretary on behalf of the Delegate Executive Council will publish and distribute to all members of the union a notice calling for nomination of officers. Nominations may be made by any part of the union.

8.2. The election will commence using the election process specified in

section 10 below.

8.3. On the ballot an option of re-open nominations (RON) will appear.

a) Should RON win the vote the Regional Secretary will re-advertise for nominees and hold a new election within one month.

b) Votes will then be counted by a reconvened Election Committee, ideally drawn from members of the same branch.

c) RON will appear on the ballot regardless of the number of candidates.

8.4. If the ballot is in the main conducted electronically through the database (i.e. the position of Regional Secretary is not being contested) the votes will be counted by an election committee consisting of the Membership Officer, the Membership Administrator and one other officer selected by the Delegate Executive Council.

8.5. If the post of Regional Secretary is contested and a paper ballot has been conducted the votes will be counted by an election committee to be elected from annual conference.

8.6. An announcement of the result will be communicated to the wider membership.

8.7. The successful candidate will take up office the month after election results have been made public and will serve for two years.

9. Duties of Regional Administration Officers

Regional Secretary:

9.1. The Regional Secretary will convene meetings of the Delegate Executive Council and will have full power to, co-ordinate the publication and distribution of the internal bulletin in advance of annual Conference, and will oversee the activities of other officers.

9.2. The Regional Secretary (or appointed proxy) will represent the union nationally and internationally subject to oversight by the Delegate Executive Council.

9.3. The Regional Secretary will be a signatory to the union bank account.

9.4. The Regional Secretary will receive all correspondence, co-ordinating responsibility for action.

9.5. The Regional Secretary shall ensure all motions that are heard by Conference are in order.

9.6. Should the Regional Secretary feel a motion is out of order for Conference business they will first attempt to assist the member to bring it into order.

a) Any out of order motions will be referred to the Delegate Executive

Council for ratification.

b) Members may appeal this decision to Conference.

9.7. The Regional Secretary role will be advertised as a Secretariat of two Fellow Workers. One of these positions must be held by a person targeted by misogyny.

Regional Treasurer:

9.8. The Regional Treasurer will be responsible for compiling a financial report each quarter to the Delegate Executive Council.

9.9. The Regional Treasurer will be responsible for managing the union bank account.

9.10. The Regional Treasurer will be a signatory to the union bank account.

9.11. The Regional Treasurer will be responsible for the payment of expenses to members and payment of contractors for work done.

9.12. The Regional Treasurer will be responsible for creating a draft annual budget for the union, and liaising with the Delegate Executive Council, branch officers, department chairs, and general and area organisers as per union rules and procedures.

9.13. The Regional Treasurer will be responsible for the calculation and transfer of funding to branches and the allocation of funds to department budgets as per union rules and procedures set at Annual Conference.

Regional Membership Officer:

9.14. The Regional Membership Officer shall ensure all the tasks of the Membership Administrator are completed to an adequate standard. This shall be either through ensuring the membership administrator role is filled or where the position is vacant ensure the tasks are completed through delegation and/or completing the tasks themselves.

9.15. The Regional Membership Officer will be the Data Officer of the union and will be responsible for implementing processes to ensure compliance under the General Data Protection Regulations. If this post should be vacant then the Regional Secretary will assume the role of Data Officer until the post is filled.

9.16. The Regional Membership Officer shall respond to all requests for information regarding membership, either by passing the query to the administrator (if technical information is needed or changes need to be made) or answering the question themselves.

9.17. The Regional Membership Officer shall submit an annual report of their activities to Conference and regularly report to the Delegate Executive Council.

9.18. The Regional Membership Officer shall liaise with the Membership

Administrator and resolve concerns through dialogue. Anything the Regional Membership Officer is unable to resolve shall be referred to the Delegates Executive Council or Conference as appropriate.

10. Vacancies

10.1. A post normally elected by the membership of the union becomes vacant if:

- a) the holder of the post resigns;
- b) two consecutive Delegate Executive Council meetings conclude in which the holder of the post does not give a report or is absent and has not sent apologies; or
- c) the holder of the post is removed from office by some other valid procedure.

10.2. Vacant posts will be communicated to the membership.

10.3. Until the post can be filled, the Regional Secretary will assign the duties of the post to another officer (or department member, in the case of department roles) or, where this is not possible, decide which duties will go unfulfilled. If the Regional Secretary post is vacant, then the officers acting together will do this.

10.4. The post will be filled only by ballot of all members following a timeline of: one month from resignation for nominations; followed by two weeks for collating and announcing; and finally, one month for all ballots to be counted and announced, unless the vacant term has six months or fewer remaining.

The Delegate Executive Council may appoint an officer or delegate to the role on an acting basis while the ballot is arranged. In the event that six or fewer months remain in the term of the vacant post, the Delegate Executive Council may appoint an officer or delegate to fill the post. The filling of a vacancy is to complete the term of office, i.e., the end of the term is unchanged. However, for the purposes of determining eligibility to serve again, incomplete terms of office will count as full terms, unless the post being filled has six or fewer months remaining.

11. Recall of Officers.

If branches representing 10% of the combined membership of the union within Wales, Ireland, Scotland and England demand a recall ballot of an officer or Delegate Executive Council delegate this will be held within 28 days of the receipt of this demand.

12. Component Parts

12.1. The union will be composed of workers brought together in an organisation consisting of Workplace Union Branches, Local Industrial Union Branches, General Membership Branches, Associations, Unwaged Members Branches and groups.

Branches will exist in one of four forms:

12.2. Workplace Union Branches.

Where ten or more members work at the same workplace, they will form an Industrial Union Workplace Branch.

12.3. Local Industrial Union Branches.

Where ten or more members work in the same industry and the same locality but not the same workplace, and are therefore unable to form a branch under the terms of section above, they will form a Local Industrial Union Branch.

12.4. General Membership Branches.

Where ten or more members work in different industries in the same locality they will form a General Membership Branch.

12.5. Unwaged Members Branches.

Where ten or more unwaged members live in the same locality they may form an Unwaged Workers Branch of Industrial Union 680.

12.6. Groups.

Where less than ten members live in the same locality or work in the same workplace they may form a group. Groups are attached to their local branch and may combine with them for the purposes of electing delegates to annual Conference.

Branch procedures

12.7. Where any member is not a member of a Workplace Union Branch, Industrial Union Branch, or Unwaged Members Branch, they will be a member of their nearest General Membership Branch.

12.8. Branches of the union will do the following:

- a) Meet at least monthly in the first or second week of the month.
- b) Make all decisions by majority vote.
- c) Send an agenda to all members no later than seven days in advance of said branch meeting.
- d) Hold an Annual General Meeting (within 14 months of the previous AGM) at which the election of branch officers will take place.
- e) Maintain a branch bank account.

- f) To elect at least three branch officers, including a treasurer, secretary and delegate to the Delegate Executive Council.
- g) To inform members of internal union affairs on a regular basis. In addition, the branch should aim to elect a membership and recruitment officer, communications officer and access and equalities officer.

New Branches:

12.9. All groups of the union will endeavour to fulfil the following:

- a) To meet at least monthly and make all decisions by majority vote.
- b) To meet in the first or second week of any month in which annual conference is scheduled to take place, to send an agenda to all members no later than seven days in advance of said meeting, and to elect and mandate a delegate to the annual conference.
- c) To hold an annual general meeting in which the election of group officers will take place.
- d) To elect at least a group secretary.
- e) To inform members of internal union affairs on a regular basis.
- f) To regularly report to the branch they're attached to.
- g) To move towards chartering as a branch within a reasonable time frame, with support and oversight from their local branch and area organiser.

12.10. New branches will be chartered by the Delegate Executive Council so long as the prospective branch presents a 'Petition to Charter' including the following:

- a) The names of at least two prospective branch officers (including a treasurer and secretary).
- b) A declaration to abide by the rules of the union and Regional Administration.
- c) The signatures of at least ten members in good standing who wish to be members of the new branch.
- d) A commitment to apply for a branch bank account within three months.
- e) Administrative procedures in place as per the union policy, and confirmed by an area organiser, general organiser or secretary of an area council.

13. Quorum

13.1. Not less than five members shall constitute a quorum for the transaction of branch business.

13.2. No paid official of any part of the Industrial Workers of the World shall be permitted to vote in branch meetings.

14. Local Co-Ordination

14.1. Where four or more branches of the union exist in the same area or locality they will apply to the Delegate Executive Council to charter an Area Council so long as the prospective council presents a 'Petition to Charter' including the following:

- a) The name of a prospective Area Council secretary.
- b) The signatures of at least four branch secretaries who wish to form the Council.
- c) Administrative procedures in place as per the union policy, and confirmed by an area organiser or general organiser.

14.2. The Area Council will co-ordinate the work of the union in an agreed given area and appoint organisers as may be deemed necessary, subject to the approval of the Delegate Executive Council. The Area Council will not be represented at the Delegate Executive Council.

15. Industrial Union organising

15.1. Where 50 or more members of the union exist in the same industry, they may apply to the Delegate Executive Council to charter an Industrial Union so long as the prospective Industrial Union presents a 'Petition to Charter' meeting the same requirements set out by rule and can carry out the responsibilities set out by section 12.8.

15.2. The Industrial Union will be financed by one-third of average dues multiplied by the number of members who have been "tagged" as belonging to that Industrial Union. The remaining two-thirds of these dues will be divided between the Regional Administration and the branch to which these members also belong.

15.3. Industrial Unions main work should be the creation of Workplace Union Branches in their respective industry and Local Industrial Union Branches as set out by sections 12.2 and 12.3 of the Rulebook.

15.4. Industrial Unions will be represented on the Delegate Executive Council by their constituent Workplace Union Branches and Local Industrial Union Branches as per section 3.4 of the Rulebook.

15.5. In industries where the 50-member threshold has not been reached but there has been notable organisation, the Organising Department can submit a motion to the Delegate Executive Council to run elections for or co-opt a

General Organiser with the goal of developing an Industrial Union. This General Organiser role can be funded from the Organising Department or from the reserves of the Regional Administration until an Industrial Union is established.

16. Associations

16.1 An Association will be defined as a group of workers organising on the grounds of a common association with other members not limited to industry. For example, these associations may be based on shared language, migratory status, or a protected characteristic such as workers with disabilities.

16.2 The chartering of an association will broadly follow the same process as industrial unions, referring to a 'petition to charter' (15.1).

16.3 The Association will be financed by an annually allocated budget of £1 a month, multiplied by the number of members who have been "tagged" as belonging to that Association.

16.4 Associations main work should be supporting workplace organising, campaigning on issues related to the grounds of members common association, and the creation of Workplace Union Branches.

16.5 Chartered Associations will be represented on the Delegate Executive Council as per section 3.4 of the Rulebook.

16.6 A Chartered Association can submit a motion to the Delegate Executive Council to run elections for or co-opt a General Organiser with the goal of developing the Association. This General Organiser role expenses can be funded from the Association budget (16.3), organising Department or from the reserves of the Regional Administration.

17. International

17.1. The Regional Administration WISERA is a co-ordinating body within the IWW International with affiliated ROCs as per Article III of the International Guides and Principles.

17.2. Whilst affiliated ROCs are subordinate to the Regional Administration the Regional Administration will give voice to all affiliated ROCs through the RA/ROCLaRC (Regional Administration / Regional Organising Committee Liaison and Representation Committee).

17.3. The RA/ROCLaRC will determine matters that

- a) are not specific to any one part of the Administration
- b) have impact on all or several of affiliated ROCs.

17.4. The RA/ROCLaRC will by majority vote have the power to call for an electronic referendum of all members within the Regional Administration to be

conducted, by the Regional Secretary with the assistance of secretaries from the Regional Organising Committees, only on any matter that has been determined by the Regional Administration that is considered to be to the detriment of the affiliated Regional Organising Committees.

17.5. The result of any referendum so called, will have recommendation status and shall not be binding on the Regional Administration. The outcome of any such referendum must be given great consideration.

Membership.

18. Membership.

18.1. The union actively opposes bigotry and discrimination on and off the job. No applicant will be excluded from the union because of race, ethnicity, sex gender, nationality, creed, disability, or sexual orientation. No unemployed or retired worker, no working-class student, apprentice, carer, prisoner or unwaged volunteer on a project initiated by the union or any subordinate body of the union will be excluded from membership on the grounds that they are not currently receiving wages.

18.2. Membership can be denied to those workers whose occupation is deemed incompatible with the aims of this union.

To wit:

18.2.a Law enforcement officers and prison guards will have their membership application denied on the basis that their occupation is incompatible with the aims of this union,

18.2.b Employers, CEOs, directors, managers with sole hiring and firing power, agency workers, and other workers whose occupation is deemed to be incompatible with the aims of this union may have their membership application denied.

18.3. All applicants will agree to abide by the constitution and regulations of the union, to diligently study its principles, and acquaint themselves with its aims, objectives and mission outlined in the Preamble.

18.4. General Membership Branches have the right to request from the Membership Administrator a list of persons whose application to join the IWW is still being confirmed. The GMB can recommend to have that new potential member banned from joining because they have exhibited conduct that would have led them to being removed from the Union under the Safe Spaces Policy

and Complaints Procedure – as presented in the Manual of Policy and Procedures. That recommendation will include evidence and justification for barring, and will be subject to review by the Regional Administrator and Regional Secretary.

19. Training and Education

19.1. The union will endeavour to provide all members with training and education in the methods and ideas of the union.

19.2. The union will prioritise the development of members' capabilities to contribute to the organisational capacity of the union and/or the members' ability to participate fully in the union's democracy.

20. Dues

20.1 It is the policy of the IWW that no financial barrier shall prevent any worker from joining.

20.2 Membership dues are payable on the first day of each calendar month to the union.

20.3. Membership dues shall be payable in

Pounds Sterling or Euros at the following rates based on net monthly income.

Pounds Sterling

£230 or less	£1
£231 - £778	£2
£779 - £1343	£5
£1344 - £1910	£10
£1911 - £2477	£18
£2478 or greater	1%

Euros.

€274 or less	€1
€275 - €925	€3
€926 - €1600	€6
€1601 - €2276	€12
€2277 - €2951	€22
€2952 or greater	1%

20.4. The DEC may set a zero rate in certain circumstances which shall be reviewed annually.

20.5. Members whose dues are three months in arrears (from the first of the month when dues were payable) shall cease to be members and will not be entitled to any rights or benefits in the union or from exercising any union office.

21. Information

21.1. The union will publish, at least annually, an internal bulletin to inform members of internal affairs. This must contain the minutes of the previous annual Conference, and an agenda and details of all motions on notice and discussion topics for the next, as well as the deadlines for submissions for the next internal bulletin. The internal bulletin must reach members no less than two months before the next annual Conference.

21.2. The Chair or other officer of every Delegate Executive Council meeting will compile a written report of the meeting, which will be distributed to branches and members.

21.3. The minute taker of every Regional Administration meeting will distribute accurate minutes of that meeting to all branches no more than 21 days after that meeting. A copy of these minutes will be placed on the internal section of the Regional Administration website no more than 21 days after that meeting.

22. Complaints procedure

22.1. Complaints shall be related to matters which impact the union. A complaint should be directly related to the union's affairs and the rights of its members. Among the offences for which remedial actions, discipline and penalties may be imposed against any member, or branch or other grouping are:

- a) Wilfully failing to comply with the Preamble or IWW Rulebook and policies.
- b) Engaging in corruption or other financial malpractice in respect of the funds or property of the union.
- c) Acting in a manner that is against union interests or causes reputational harm.
- d) Bringing false complaints with malicious intent against a member, officer, or grouping of the Union.
- e) Bullying, abuse, harassment, discrimination, disruptive or uncomradely behaviour, or other misconduct. All complaints will be dealt with under the agreed complaints policy.

Meetings and decision making

23. Annual conference

Responsibilities and announcing Conference.

23.1. Conference is the supreme decision-making body of the union.

23.2. The Regional Secretaries or the Delegate Executive Council will call a Conference no less than nine months prior to the event. The specific date and venue will be announced by the DEC no less than nine months prior to the event.

¹ Some of these Rules were introduced at the Extraordinary Conference in September 2023. See the minutes and motions pack for more information. As the motion lacked clarity regarding the clauses and inconsistency with the terminology, I have acted to my best judgement. Bruce T. x376324.

23.3. At least one General Membership Branch will host the event and they will form a Conference Organising Commission which will be open to all membership participation. The Conference Organising Commission will compile the motions, prepare the venue, other activities, and all details related to the success of the event.

23.4. Outside the normal schedule, IWW may host an Extraordinary Conference at the discretion of the Delegate Executive Council. At least one branch will raise a motion to the DEC with the case for holding an Extraordinary Conference, the discussion topics or Conference motions to take into account, as well as a possible date and the branch that will host.

Delegates to Conference.

23.5. Representation at the annual Conference will be from branches via their delegates. The ratio of delegates to branch membership will be determined and may be varied from Conference to Conference by the Delegate Executive Council taking into consideration all matters financial and political at the time that the DEC deems relevant. The ratio for each Conference will be set at least three months in advance of Conference and will be recorded in the Manual of Policy and Procedure.

23.6. Where agreement cannot be found on a change to the delegate member ratio the ratio will remain as it was set at the previous Conference.

23.7. Delegates from branches more than 200 miles away from the venue can carry their own vote and up to two further votes, in accordance with the total number of votes the branch would be entitled to if it sent a full delegation.

23.8. Branches will elect and mandate their delegates no earlier than 21 days beforehand.

23.9. As delegates carry a mandate from their branch, votes at Conference will

be open and transparent, in practice by a 'show of hands'. Conference will record votes for and against, and abstentions on all business.

Conference motions:

23.10. Motions only can be sent by the agreement of a General Membership Branch or Industrial Union Branch.

23.11. Motions to Conference will be formed and circulated according to the following process.

Phase One: Nine months prior to the Conference Fellow Workers are encouraged to write motions and seek feedback, comments, and amendments from other Fellow Workers.

Phase Two: All motions will be finalised two months before Conference. The Conference Organising Commission will compile them into a Motions Pack and send it to all Fellow Workers. All branches are expected to discuss and vote on the motions as they stand.

Phase Three: Two weeks before Conference the votes and suggested amendments from branches will be sent to the Conference Organising Commission and compiled into a Voting Pack which will be given to each participating branch at Conference.

23.12. Emergency motions to Conference may be submitted but these should only be in cases of immediate financial or legal matters. Emergency motions must have at least one branch support it and will only go on the Conference agenda at the discretion of the Delegate Executive Council.

Voting on Conference floor.

23.13. Motions that received more than 75% votes in favour will be approved without further debate, unless a branch has proposed an amendment.

23.14. Where motions have received fewer than 75% votes in favour, Conference will establish a working group. This group will include delegates from all branches that are interested in the topic but delegates from the branch who proposed the motion must attend. The working group will try to write an amended motion to address outstanding concerns. This new motion will be raised on Conference floor, changes explained and a vote will take place by delegates. The motion will be approved if it receives more than 50% of votes in favour.

23.15. Motions that received fewer than 25% votes in favour will be discarded from Conference.

24. Referenda

24.1. The Delegate Executive Council or Annual Conference may by majority vote refer an issue of controversy to a vote by membership referendum (paper or electronic). The same process may be initiated at the request of branches constituting at least 25% of the current membership at the time of application or three branches. The Regional Secretary will facilitate the referendum and ensure that the motion clearly states the rule(s) it intends to amend or in the case of creating new rules that they are appropriately numbered.

24.2. Ballot papers will be sent by post or electronically to individual members no later than 21 days before the closing date of the ballot.

24.3. On the closing date for the receipt of ballots the referendum ballot committee will count electronic and individual postal ballots and compile a report, which will be issued to all members.

24.4. All matters put to referendum will be determined by a vote equal to 2/3 of votes cast.

25. Organising Summit

25.1. The Organising Department will call an annual Organising Summit for the Regional Administration, which will educate members on organising skills and discuss organising strategy.

25.2. The date of the Organising Summit will fall between eleven and thirteen months since the previous summit. The date and venue will be announced by the Organising Department no less than three months in advance.

25.3. The Organising Department will ask members for items for the agenda three months beforehand and the final agenda will be circulated a month before the Organising Summit.

25.4. Any member of the union in good standing, or guest invited by the Organising Department will be allowed to attend.

25.5. Any Organising Summit will record and circulate minutes of discussion.

External Relations.

26. Relations with Employers

26.1. While the aim of the union is to abolish the employment relationship the regulation of relations will rest with the appropriate branches, save that:

- a) No branch will be permitted to agree arrangements for the deduction of union dues from wages.
- b) No branch will be permitted to agree to any strike-breaking or the undertaking of any work boycotted by another union.

27. Relations with Political Parties

The Regional Administration will not seek to formalise links with any political party, organisation or anti-political group save that branches or groups of the union may co ordinate activities with any organisation sympathetic to the broad aims of the union.

28. Speakers and Organisers

28.1. No member of the union will present themselves as spokespersons of the union without first having been authorised by the Delegate Executive Council, the annual conference, or a subordinate part of the union.

28.2. No member authorised by rule 27.1 to speak for the union will advocate any political party.

29. Publications and Media

29.1. The Delegate Executive Council will produce materials to inform workers outside the union of the union's activities.

29.2. The Delegate Executive Council will maintain a website and other online capabilities to inform workers outside the union of its activities and to facilitate the union's procedures.

29.3. The Delegate Executive Council will maintain a Manual of Policies and Procedures which will be an authoritative record of current policy, procedure and guidance, and which will be made available to all members on request.

30. Regional Hardship Fund²

Name and purpose.

30.1. The Regional Hardship Fund (hereafter RHF) of the IWW is a tool of economic solidarity to alleviate the effects of industrial action, consisting of a

financial fund collected with part of the membership dues of the IWW.

30.2. Its function is to be able to provide financial assistance to IWW members in times of industrial action called by the IWW, as provided for in these regulations.

² This Rule was introduced at the Extraordinary Conference in September 2023. See the minutes and motions pack for more information. Due to a lack of clarity regarding officer titles, I have changed them so that they refer to actually-exiting officer roles in IWW WISE-RA. Bruce T. x376324.

30.3. The RHF is Regional in scope and shall be administered by the Delegate Executive Council (DEC), through the Regional Secretary and Financial Officers jointly.

30.4. For the initial funding of the RHF, the IWW will make an initial contribution of £20,000, as agreed at Extraordinary Conference 2023. The RHF shall be financed by a contribution of 5% of the union dues as defined in the Conference, as well as of those other extraordinary items expressly agreed by the IWW in the DEC, as well as donations from General Membership Branches, Industrial Unions, individuals, or other entities.

Request and approval of use of the RHF.

30.5. The instances of industrial action under which the RHF can apply will be all such actions that are not general strikes, and which are called by the IWW. In order to do so, the General Membership Branch or Industrial Union Branch must make a formal request to the Chair of the Organising Department via an application form.

30.6. Chair of the Organising Department shall assess the application and approve or reject it on the basis of the reports received in addition to the application form.

30.7. The following aspects will be essential requirements to be able to apply for the RHF:

- a. With the sole exception of general strikes, any form of industrial action, whatever the type (sectoral, multi-sectoral, local, regional, or national etc.) shall be eligible for application to the RHF.
- b. The industrial action to be taken must be called by the IWW, alone or jointly with other trade unions, through its Workplace Union Committee.
- c. The IWW Workplace Union Committee requesting to take part in the RHF must have an at least 20% of the membership in the workplace or area of the conflict prior to the beginning of the conflict.

d. The time-frame of the industrial action being called must be indefinite, although this may be in the form of partial or total stoppages.

30.8. The Area Organiser of the area corresponding to the call to action will issue a report accompanying the application, which shall state in detail:

a. The company and workplaces affected by the call to action, as well as the size of the workforce affected by the action.

b. The purpose of the industrial action.

c. The scope, duration, and form of the industrial action.

d. The composition of the Workplace Union Committee.

e. The origin of the dispute and the steps taken to date.

f. The date when the Workplace Union Committee was established by the General Membership Branch or Industrial Union Branch.

g. List of IWW membership numbers corresponding to the members affected by the industrial action.

h. Any other information considered relevant.

30.9. The Chair of the Organising Department will confirm that all the requirements indicated in clause 29.7 are met. If one or more of the requirements are not met, or the information provided within it is not complete, it will be returned to the Branch that requested it for correction. If the request meets all the requirements, the Chair of the Organising Department must either approve or reject the request within 48 hours in order to assess eligibility to the RHF.

30.10. If the Chair of the Organising Department rejects an application that meets all the requirements, the reason must be stated, so that the applicant Branch may modify its application. If it is deemed that there is nothing that should be modified, the Branch may request that the final application may be submitted to the DEC.³

30.11. When an application does not meet all the requirements but the approval of the application to the RHF is considered strategic, the reasons why this request should still be considered for the fund should be reflected in the application. In such a case, the Chair of the Organising Department may request additional information to verify this reasoning. However, should such an application be rejected by the Chair of the Organising Department, the provisions of 30.10 will not apply here, as the essential requirements stated in 30.7 have not been met.

Financial solidarity and use of the RHF.

30.12. Once the application for the use of the RHF has been approved,

IWW members who carry out industrial action can receive financial solidarity as defined in these regulations.

30.13. During the first five days of industrial action, nothing will be paid from the RHF, and the Branches may supplement this period if they so decide.

30.14. Payment amounts will be based on the following:

a. Members who avail themselves to financial solidarity must be up to date with their contributions to their IWW and will receive 100% of the Minimum Wage.

³ The purpose of the application going to DEC is unclear, seeing as 30.6 states that the Chair of the Organising Department makes the decision. Bruce T. x376324.

b. In no case shall financial assistance exceed the expected earnings of the worker undertaking industrial action during the time-frame of said action.

c. Persons on sick leave due to temporary incapacity cannot receive assistance from the RHF for the duration of their TI due to professional contingencies.

30.15. In order to receive RHF coverage, each member who applies for it must present the completed and signed application form⁴, the pay slip for the current month showing the days deducted for the industrial action, and the account number to which the transfer will be made.

Additional Provisions:

30.16. The security limit established for the RHF will be set below a limit where the agreement of the DEC is required to permit its spending. This will initially be set at £10,000, but after three years it will then be set at 40% of the sum of whichever year of the previous three had the highest expenditure, which will be updated in accordance with the Consumer Price Index. In the case where the IWW has a budget deficit, and with the particular agreement of a conference, this fund, with the guarantee of up to £1 extra member contribution per member, may be used to meet this budget deficit, provided that this means that the RHF will not fall below its security limit.

30.17. The RHF fund will preferably be deposited in cooperative and social economy financial institutions. The fund's money will never be invested in risky or speculative financial products and the investment criteria will be proposed by the Treasurer at the Conference.

Amendments

31. Amendments to rules.

⁴ As no template application form exists, one will have to be made and added to the Appendix of the Manual of Policy and Procedures. Bruce T. x376324.

Amendments to this constitution can only be made at Conference or referendum of all members. See rules 23 and 24.

32. Addendum.

32.1. All ballots are held in secret.

32.2. The rules are written in accordance with the Trade Union Acts 1871 to 1990.