

## RESOLUTION BB-1A MASS WORK

- 1) The first lesson of the past year is that by method of mass work we can break out of the isolation that has plagued much of our past rank and file work. This means mobilizing the mass of workers around a limited action program (from enforcing job classifications in a small work crew to a shorter work week for a million auto workers). What issue can bring the largest number of people into the struggle for power over some aspect of their lives is the most important consideration.
- 2) Our mass work has been most successful where we have been able to convince shop floor activists with a base at work or in the union to jointly lead the struggle with us. Central States UPSurge, LA TDC, Pittsburgh TDC, and UAW Local 51 are examples.
- 3) Mass work means a united front around action, not the division of the work force on the basis of a political program. The strategy of building groups or networks around a detailed program (UAW Network, IBT Network, CWA United Action) has been shown to be a tool for self-isolation, not for moving the class.
- 4) Mass work around a limited program does not stop us from raising politics; it gives us the chance to put forward political ideas in the most important way--out of the struggle. "Transitional politics" advances the political life of rank and file movements by taking up issues as they become relevant to the immediate struggle. For example, strikes raise the issue of injunctions and draw out the role of the courts and capitalist justice. The battles of the rank and file movement give it a natural political life (as both TDC and UPSurge have). It is our job to develop this consciously to point the way to socialist politics and socialist organization.

## RESOLUTION BB-1B RECRUITMENT STRATEGY--MAKE THE IS A FORCE IN THE CLASS

- 1) The membership campaign was a success which increased our self-confidence and proved we could recruit workers. But it failed to really transform the organization as we expected and needed. This was because our recruitment was usually isolated from our work, and especially it did not include many rank and file activists involved in our work. Most of those recruited left, and we failed to recruit sufficiently from TDC & UPSurge.
- 2) Our key job this year is to make the IS a force in the class by recruiting rank and file activists through all our black and industrial committees. The campaign for this will be begun this fall with a well prepared recruitment drive of the following type:
  - a) It should be run through the committees, nationally and locally. Rather than the scatter gun approach of our last campaign, we will be specifically targetting for recruitment workers who are already leaders of the work, or who are being developed as leaders of the work. Specific approaches should be developed for specific people and groupings.
  - b) We should produce strategy pamphlets for our various areas of work that relate on-going caucus work, rank and file papers, contract fights, etc. to a class struggle strategy in the industry and union, that deals with overcoming racism and sexism, building a national movement, political strategy and ties into the fight for socialism. A black perspective, a strategy for black liberation pamphlet is also a must to educate our own membership and for use with people brought around us through the Gary Tyler campaign and other work.
  - c) This literature should be the basis of beginning to train and educate our fractions as well as our contacts. A serious program of education so that our members can deal in depth with workers' questions, doubts and, disagreements must be begun.
  - d) Our actual events in this campaign must correspond to this strategy. These

will include discussion groups, one-on-ones, educationals, developing slide shows, and other aids to discussion, etc. The campaign shall ~~not~~ end in regional conferences organized by each committee. Our first worker recruitment campaign was important in preparing our organization: more outward, more self-confident. Our present one must orient us toward developing a worker leadership and weight in the class.

3) As our last recruitment drive re-gearred our organization toward an aggressive approach to growth, so this drive will regear our organization: to make the committees training grounds for our members and for recruitment, to raise the level of sophistication of our committees, to focus our recruitment.

4) Our goal is the development of a black and white worker leadership, which will be primarily developed through a convergence of our present committee leaders and worker activists who will be recruited. It is this development of a worker leadership in our committees and later in our organization as a whole, which is key to transforming the organization.

5) It is this transformation, or steps toward it, which will make it possible for us to recruit and hold workers and blacks in mass directly through our agitation. In the next period, the possibilities for mass recruitment will increase dramatically. It is this opportunity that gives us the urgency to transform the organization.

6) We have to frankly acknowledge also, that a failure to become a force in the class could result in a serious defeat, with our members being driven from the IBT and other key areas. It is also this urgency which conditions our single minded focus on the task before us.

RESOLUTION BB-2A BUILD THE COMMITTEES (Fractions) BUILD A WORKERS LEADERSHIP

1) The committees (IBT, UAW, Postal, USW, CWA, and Black) are the crucial units for transforming the organization and for building a worker leadership. The committee units of today will be the factory and trade union branches of tomorrow. It is primarily through their external activities, politics, and internal life that workers will be recruited to the IS.

2) These committees are the units most directly testing out the political line of the organization. One of its functions must be the regular examination and evaluation of the real results of our political line and from the direct experience make new proposals for changes which will advance the work.

At the same time natural tendencies toward conservatism and economism will be reflected back into the IS from the working class. This can best be confronted directly in the functioning committees with a political life. Here the organization as a whole, through its leadership, can counter these tendencies through struggle for a perspective based on theory and history, as well as work in other areas. Also, the process which makes it necessary for worker members to take leadership responsibilities for other members work tends to break down the conservatizing and parochial effects of political work in one specific work place.

In sum, the committees must be a place for the political struggle which develops a synthesis of the general politics of the organization and the direct experience in the working class.

3) Functioning of National Committees will serve to unify and centralize our work. Presently the committees are organizationally and politically weak and parochial. They are removed from the central life of the organization and lack a cohesive leadership. The committees tend to be units of implementation used only when the EC is able to give them clear political direction. But when the EC is focussed on some other problem, the committees do not function. This leads to ad hoc local functioning and contributes toward decentralizing and atomizing the organization.

The key element is the development of national collaborative leadership in the committees. These leaderships must be brought into regular collaboration with the central leadership. This requires that the committee leadership include at a minimum one member of the EC with priority time for the committee, as well as members leading the work in industry.

4) These committees must be strengthened organizationally. National centers for all of them must be established with staff assigned to them for administration. In many of our situations today the organizers of the appropriate cities will be half time committee administrators which will help strengthen the link between the national center and the committee work.

\*The committees must hold regular regional meetings and delegated national meetings at least quarterly.

\*The committees must also plan external meetings and speaking tours and play a central role in the recruitment drive.

\*Popular literature directed to workers in the specific industry must be produced.

\*Internal communications must be developed, including committee bulletins and travel by committee leaders.

\*Sufficient organizational resources (money and staff) must be made available to the committees for these.

\*Committees must take responsibility to see that Workers Power is used effectively by the committees. This includes providing guidance to the center on the transitional politics to be carried in the paper, as well as seeing that good stories and letters are regularly submitted.

5) The committees must be strengthened politically by the assignment of personnel (including members not in the specific industry). The committees will become the central units for recruiting and training new members. Political training cannot depend just on general education programs. Solid political training is tied to dealing with the problems of leading in the working class. There must be, from the beginning, a program for each member which takes the direct experience of the members work as a starting point and develops from this the broader political approach.

#### RESOLUTION BB-2B THE ROLE OF THE NATIONAL COMMITTEE IN TRANSFORMING THE I.S.

1) Our National Committee (NC) has lacked any clear role in the past. The NC, unlike the EC, cannot supervise every single area of our work, but can only be valuable if given a clear purpose.

2) The task of transforming the IS to a workers organization dictates the role and composition of the NC. The NC will play a crucial role in bringing our committees into a central position in the organization. The NC will embody the tension that exists between our committee leaders (with constant conservative pressures from the class) and our central leadership (who remain still somewhat isolated from the class), and at the same time be the format for overcoming this tension.

3) At present our organization is centralized at the top, but decentralized and parochial in its main areas of work. The NC will play a crucial role in centralizing the organization through building a unified cohesive leadership that includes our class leaders.

4) A clear majority of the NC will be leaders of the committees and the black work, to accomplish the NC's purpose. This will be a further step in politicizing

our committees, centralizing the entire organization, and building a worker leadership that includes our class leaders.

To make this composition possible, some leading organizers and fulltimers will not be on the NC. This will not diminish their role within our organization, but it is dictated by the necessity of giving the committees the dominant weight on the NC.

5) The NC will be a workable size of about 25. All 25 should participate fully, with no alternates elected. Bringing alternates (at great expense sometimes) who cannot speak or contribute to the sessions will not be a useful part of this conception of the NC.

#### RESOLUTION BB-6 RESOLUTION ON INTERNAL COMMUNICATION

1) Increased communication can help overcome our disorganization and can also increase our political level.

2) Our National Reports have been inadequate. They have often been superficial in reporting on and evaluating our on-going work.

3) Monthly National Reports that give hard information on our branches, committees, campaigns, and organization as a whole will be instituted. The only limitations imposed on the information enclosed shall be security questions or sensitive personnel matters.

4) During the past year political discussion in our organization has slipped. For example, there have been no national evaluation and discussion of key areas of work such as TDC/UPSurge.

5) There shall be organized political evaluations and discussions in the organization as a whole. Topics shall be selected by the EC and shall, for the most part, be integrally related to our work and our key tasks.

An Internal Bulletin shall be produced as part of this process to appear at least bi-monthly whenever there is anything to go into it.

B-3 Workers Power resolutions are accepted with the following amendments:

X 8) Over the past year we have worked to make Workers' Power more political in its coverage of the rank and file struggle. First through columns such as the excellent "Movin' On" and "Automotion"; more recently through the effort to draw more political conclusions in the news articles. These efforts must continue and be expanded. Articles and columns that bring the lessons of labor history to our work should be developed. Columns that deal with "how to fight the class struggle" (Such as on grievances, organizing job actions, use of NLRB, OSHA, etc) should also be developed.

This material aimed at an audience of our members and worker activists is to supplement (not displace) our ~~wide-appeal~~ wide-appeal agitation and expose coverage.

9) The resources and role for a theoretical journal (or political magazine) have not yet matured. We should experiment with in-depth Workers' Power supplements perhaps bi-monthly. A major portion of these should be directed to deepening our own internal knowledge and analysis of the labor movement and the rank and file. The primary audience should be our own working members and their collaborators in the rank and file movement.