

**INTERNATIONAL GUID-
ING PRINCIPLES AND
RULES
OF THE**



**INDUSTRIAL WORKERS
OF THE WORLD**

As Amended Through January 1, 2020
Organized July 7, 1905

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INDUSTRIAL WORKERS OF THE WORLD

INTERNATIONAL GUIDING PRINCIPLES AND RULES

PREAMBLE

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 organise 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 centering 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 organization 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 organizing industrially we are forming the structure of the new society within the shell of the old.

Knowing, therefore, that such an organization is absolutely necessary for emancipation, we unite under the following set of guiding principles and rules:

ARTICLE I - NAME AND PURPOSE

SECTION 1. THIS ORGANIZATION SHALL BE KNOWN AS THE INDUSTRIAL WORKERS OF THE WORLD.

SECTION 2. THE PURPOSE OF THIS ORGANIZATION IS TO CARRY ON THE STRUGGLE FOR THE EMANCIPATION OF THE WORKING CLASS AND TO BUILD THROUGH ITS INDUSTRIAL ORGANISATIONS AN ADMINISTRATIVE STRUCTURE FOR THE CONTINUATION OF PRODUCTION AFTER THE ABOLITION OF CAPITALISM.

ARTICLE II - MEMBERSHIP

SECTION 1. NONE BUT ACTUAL WAGE WORKERS SHALL BE MEMBERS OF THE IWW, EXCEPT AS PROVIDED FOR IN THE GOVERNING DOCUMENTS OF THE REGIONAL ADMINISTRATIONS. REGIONAL ADMINISTRATIONS AND THEIR SUBORDINATE BODIES MAY DEFINE FURTHER THE ELIGIBILITY OF THEIR OWN MEMBERSHIP, PROVIDED THEY ARE NOT INCOMPATIBLE WITH THE AIMS AND PRINCIPLES OF THE UNION.

SECTION 2. NO WORKER SHALL BE EXCLUDED FROM THE IWW BECAUSE OF RACE, ETHNICITY, GENDER, NATIONALITY, CREED, DISABILITY, SEXUAL ORIENTATION, OR ANY OTHER NON-ECONOMIC CRITERION OTHER THAN OVERT ACTION THAT IS HARMFUL TO SOLIDARITY OR INCONSISTENT WITH THE GOALS AND PRINCIPLES OF THE IWW.

SECTION 3. NO MEMBER OF THE INDUSTRIAL WORKERS OF THE WORLD SHALL BE AN OFFICER OF A POLITICAL PARTY OR A UNION THAT DOES NOT CALL FOR THE ABOLITION OF THE WAGE SYSTEM, EXCEPT IN CERTAIN EXTRAORDINARY CIRCUMSTANCES AS PROVIDED FOR IN THE GOVERNING DOCUMENTS OF THE REGIONAL ADMINISTRATIONS.

SECTION 4. ALL MEMBERSHIP APPLICANTS SHALL AGREE TO ABIDE BY THE RULES OF THE IWW AND DILIGENTLY STUDY ITS PRINCIPLES AND MAKE THEMSELVES ACQUAINTED WITH ITS PURPOSE. THIS OBLIGATION SHALL BE CLEARLY STATED ON ALL MEMBERSHIP APPLICATIONS.

ARTICLE III - STRUCTURE

SECTION 1. THE IWW SHALL BE COMPOSED OF WAGE WORKERS BROUGHT TOGETHER IN AN ORGANIZATION OF REGIONAL ADMINISTRATIONS, REGIONAL ORGANIZING COMMITTEES, AND THE CONSTITUENT BODIES DEFINED BY THE GOVERNING DOCUMENTS OF THE REGIONAL ADMINISTRATIONS.

REGIONAL ADMINISTRATIONS

SECTION 2. A REGION'S GEOGRAPHIC AREA IS A GEOGRAPHIC AREA NEGOTIATED WITH THE OTHER EXISTING REGIONAL ADMINISTRATIONS.

SECTION 3. A REGIONAL ADMINISTRATION WILL ACT AS A CLEARINGHOUSE FOR ORGANIZING ACTIVITIES, MEMBERSHIP INFORMATION, FUNDS, AND ADMINISTRATION WITHIN ITS JURISDICTION.

SECTION 4. A REGIONAL ADMINISTRATION SHALL ELECT AN EXECUTIVE BODY, DEFINE A DUES SYSTEM THAT PUTS NO FINANCIAL BARRIER THAT PREVENTS ANY WORKER FROM JOINING, AND ISSUE MEMBERSHIP SUPPLIES.

SECTION 5.

(A) REGIONAL ADMINISTRATIONS SHALL HAVE THE POWER TO ENACT SUCH RULES FOR THEIR GOVERNMENT AS THEY MAY DEEM NECESSARY, PROVIDED THEY DO NOT CONFLICT WITH THIS DOCUMENT. ANY RULE ENACTED BY ANY BODY OF THE IWW THAT CONTRADICTS THIS DOCUMENT SHALL BE CONSIDERED NULL AND VOID.

(B) REGIONAL ADMINISTRATIONS SHALL ADOPT THE PREAMBLE TO THIS DOCUMENT, IN

ITS EXACT WORDING, OR A PRECISE TRANSLATION INTO THE LOCAL LANGUAGE(S) OF THE REGION.

SECTION 6.

(A) MEMBERS RESIDING AND/OR WORKING WITHIN THE TERRITORIAL JURISDICTION OF A REGIONAL ADMINISTRATION SHALL BE GOVERNED BY THE RULES OF THAT ADMINISTRATION.

(B) MEMBERS-AT-LARGE WHO RESIDE OUTSIDE THE TERRITORIAL JURISDICTION OF ANY REGIONAL ADMINISTRATION OR REGIONAL ORGANIZING COMMITTEE SHALL AFFILIATE TO THE NEAREST REGIONAL ADMINISTRATION OR REGIONAL ORGANIZING COMMITTEE.

(C) MEMBERS-AT-LARGE MAY AFFILIATE TO A REGIONAL ADMINISTRATION OR REGIONAL ORGANIZING COMMITTEE OF THEIR CHOOSING UPON APPROVAL OF THE EXECUTIVE BODIES OF THE NEAREST REGIONAL ADMINISTRATION AND THE REGIONAL ADMINISTRATION CHOSEN BY THE MEMBER.

SECTION 7. REGIONAL ADMINISTRATIONS SHALL BE RECOGNIZED AS SUCH BY OTHER REGIONAL ADMINISTRATIONS AT SUCH A TIME AS THE FOLLOWING CRITERIA CAN BE OFFICIALLY VERIFIED BY TWO OTHER REGIONAL ADMINISTRATIONS:

(A) AN EXECUTIVE GOVERNING BODY, DEMOCRATICALLY ELECTED BY THE MEMBERSHIP, RESPONSIBLE FOR ADMINISTERING THE DAY-TO-DAY ADMINISTRATIVE AFFAIRS OF THE REGION

(B) A REGION-WIDE SYSTEM OF BALLOTING MEMBERSHIP

(C) A DUES COLLECTION SYSTEM

(D) A SET OF OFFICIAL RULES

(E) AN INTERNAL ORGANIZING BULLETIN OR OTHER METHOD OF INTERNAL DISCUSSION ACCESSIBLE TO MEMBERS TO ENSURE DEMOCRATIC PRACTICE AND ORGANIZATIONAL TRANSPARENCY.

(F) A SYSTEM FOR LIAISING WITH OTHER REGIONAL ADMINISTRATIONS, TO FACILITATE COMMUNICATION AND COORDINATION OF THEIR ACTIVITIES.

(G) 200 IWW MEMBERS IN GOOD STANDING.

SECTION 8. A REGIONAL ADMINISTRATION SHALL PUBLISH ITS RULEBOOK OR CONSTITUTION AND DISTRIBUTE THEM TO ALL OF ITS MEMBERS.

SECTION 9.

(A) THERE SHALL BE A FREE INTERCHANGE OF MEMBERSHIP BETWEEN ALL REGIONAL ADMINISTRATIONS. ANY REGIONAL ADMINISTRATIONS SHALL ACCEPT THE MEMBERSHIP STANDING OF ANY OTHER REGIONAL ADMINISTRATION.

(B) EACH REGIONAL ADMINISTRATION SHALL ENACT RULES GOVERNING THE REGISTRATION OF TRANSFERS OF MEMBERSHIP BETWEEN REGIONAL ADMINISTRATIONS.

SECTION 10. REGIONAL ADMINISTRATIONS SHALL EXTEND SOLIDARITY AND SUPPORT TO ONE ANOTHER UPON REQUEST, CONSISTENT WITH THEIR RESPECTIVE RESOURCES AND CIRCUMSTANCES.

SECTION 11. IN THE EVENT THAT AN REGIONAL ADMINISTRATION'S MEMBERSHIP FALLS BELOW 50, OR IF CRITERIA A-F LISTED IN ARTICLE III SECTION 7 ARE NO LONGER MET, AS DETERMINED BY EITHER THE REGIONAL ADMINISTRATION'S OWN MEMBERSHIP OR THE EXECUTIVE BODIES OF TWO OTHER REGIONAL ADMINISTRATIONS, THE DELINQUENT REGIONAL ADMINISTRATION SHALL AUTOMATICALLY REVERT TO A REGIONAL ORGANIZING COMMITTEE, UNDER THE JURISDICTION OF THE NEAREST REGIONAL ADMINISTRATION.

SECTION 12. IN THE EVENT THAT A REGIONAL ADMINISTRATION CHOOSES TO DISSOLVE INSTEAD OF REVERTING TO A REGIONAL ORGANIZING COMMITTEE, ALL CURRENT ASSETS OF THE REGIONAL ADMINISTRATION SHALL BE LIQUIDATED AND DIVIDED EQUALLY

AMONG THE REMAINING REGIONAL ADMINISTRATIONS. THE NEAREST REGIONAL ADMINISTRATION SHALL BE RESPONSIBLE FOR OVERSEEING THIS PROCESS.

REGIONAL ORGANIZING COMMITTEES

SECTION 13. REGIONAL ORGANIZING COMMITTEES ARE SUBORDINATE REGIONAL SECTIONS OF THE IWW WHO HAVE NOT YET MET THE CRITERIA FOR RECOGNITION AS A REGIONAL ADMINISTRATION.

SECTION 14.

- (A) 10 OR MORE MEMBERS IN A REGION MAY PETITION THE EXECUTIVE OF THE NEAREST REGIONAL ADMINISTRATION TO FORM A REGIONAL ORGANIZING COMMITTEE.**
- (B) IN THE EVENT OF UNCERTAINTY OR DISPUTE ABOUT WHICH REGIONAL ADMINISTRATION IS NEAREST, THE REGIONAL ADMINISTRATION WHO FIRST RECEIVED THE PETITION SHALL HAVE JURISDICTION UNTIL JURISDICTION IS CLARIFIED.**

SECTION 15. A REGIONAL ORGANIZING COMMITTEE MAY AFFILIATE TO A REGIONAL ADMINISTRATION OF ITS CHOOSING, UPON APPROVAL OF THE EXECUTIVE BODIES OF THE NEAREST REGIONAL ADMINISTRATION AND THE REGIONAL ADMINISTRATION CHOSEN BY THE REGIONAL ORGANIZING COMMITTEE.

SECTION 16.

- (A) REGIONAL ORGANIZING COMMITTEES MAY ELECT OFFICERS, SET THEIR DUES STRUCTURE THAT PUTS NO FINANCIAL BARRIER THAT PREVENTS ANY WORKER FROM JOINING, AND PRODUCE MEMBERSHIP MATERIALS IN THE LOCAL LANGUAGE(S).**
- (B) ASSISTANCE PROVIDED TO INDIVIDUAL REGIONAL ORGANIZING COMMITTEES AND ANY DUES PER CAPITA SHALL BE NEGOTIATED BETWEEN THE REGIONAL ORGANIZING COMMITTEE AND REGIONAL ADMINISTRATION WITH JURISDICTION.**

SECTION 17. ALL REGIONAL ORGANIZING COMMITTEES SHALL SET UP A METHOD OF INTERNAL DISCUSSION, ACCESSIBLE TO MEMBERS WITHIN THAT REGIONAL ORGANIZING COMMITTEE.

SECTION 18.

- (A) THE REGIONAL ADMINISTRATION WITH JURISDICTION SHALL PROVIDE A REPORT TO THE REGIONAL ORGANIZING COMMITTEE ON A MONTHLY BASIS.**
- (B) THE REGIONAL ORGANIZING COMMITTEE SHALL PROVIDE A REPORT TO THE REGIONAL ADMINISTRATION ON A REGULARLY SCHEDULED BASIS TO BE SET BY THE REGIONAL ADMINISTRATION.**

INDUSTRIAL UNIONS

SECTION 19. REGIONAL ADMINISTRATIONS SHALL ADOPT RULES AND POLICIES FOR THE ORGANIZING OF UNIONS ON THE BASIS OF INDUSTRY, RATHER THAN CRAFT OR LOCALITY. INDUSTRIAL UNIONS SHALL BE COMPOSED OF WORKERS IN A GIVEN INDUSTRY ORGANIZED AS THE PARTICULAR REQUIREMENTS OF THAT INDUSTRY MAY RENDER NECESSARY.

ARTICLE IV - UNION DEMOCRACY

SECTION 1. TO PRESERVE DEMOCRATIC PRACTICE, AND CONTROL BY THE RANK-AND-FILE OVER INTERNAL UNION AFFAIRS, ALL REGIONAL ADMINISTRATIONS SHALL ADOPT RULES TO ENSURE THE FOLLOWING:

WORKERS AT A WORKPLACE HAVE EXCLUSIVE RIGHTS TO COLLECTIVELY ENGAGE IN DECISION MAKING RELATED TO THAT WORKPLACE.

ALL IWW MEMBERS WHO ARE NOT CURRENTLY SERVING AS CENTRAL OFFICERS OF

THEIR REGIONAL ADMINISTRATION SHALL HAVE EQUAL RIGHTS TO DECISION MAKING PROCEDURES, IN PROPORTION TO THE DEGREE THEY ARE AFFECTED BY THE DECISIONS.

CENTRAL OFFICERS SHALL BE SUBJECT TO STRICT LIMITS ON CONSECUTIVE TERMS.

ALL IWW OFFICERS SHALL BE SUBJECT TO RECALL PROCEDURES, ACCESSIBLE BY THE MEMBERS THEY REPRESENT.

THE COMPENSATION OF ALL IWW OFFICERS AND EMPLOYEES, INCLUDING BENEFITS AND PERQUISITES OF OFFICE, SHALL NOT EXCEED THAT OF THEIR HIGHEST-PAID MEMBERS.

NO OFFICER OR MEMBER OF THE UNION MAY SEEK A PRIVATE INTERVIEW WITH AN EMPLOYER IN THE EVENT OF A STRIKE OR DURING CONTRACT NEGOTIATIONS.

ARTICLE V - DUES

SECTION 1.

- (A) THE REGIONAL ADMINISTRATIONS SHALL HAVE AUTONOMOUS RIGHT TO SET THEIR OWN INITIATION FEES, DUES AND ASSESSMENTS.**
- (B) DUES FOR MEMBERS IN REGIONS WITHOUT AN REGIONAL ADMINISTRATION OR REGIONAL ORGANIZING COMMITTEE SHALL BE SET, IN LOCAL CURRENCY, BY THE NEAREST REGIONAL ADMINISTRATION IN CONSULTATION WITH MEMBERS IN THOSE REGIONS.**

ARTICLE VI - AGREEMENTS

SECTION 1. NO NEW AGREEMENT MADE BY ANY COMPONENT PART OF THE IWW SHALL PROVIDE FOR ANY OF THE FOLLOWING:

- HANDLING OF UNION DUES BY THE EMPLOYER.**
- OBLIGATIONS ON MEMBERS TO DO WORK THAT WOULD AID IN BREAKING ANY STRIKE.**
- ANY PROHIBITION BARRING MEMBERS FROM ENGAGING IN A WORK STOPPAGE OF ANY KIND.**

ARTICLE VII - UNIVERSAL LABEL

SECTION 1.

- (A) THERE SHALL BE A UNIVERSAL LABEL OR EMBLEM FOR THE ENTIRE ORGANISATION. IT SHALL BE OF A CRIMSON COLOR AND ALWAYS THE SAME IN DESIGN.**
- (B) THE USE OF THE UNIVERSAL LABEL OR EMBLEM SHALL NEVER BE DELEGATED TO EMPLOYERS, BUT SHALL BE VESTED ENTIRELY IN OUR ORGANISATION.**

ARTICLE VIII - POLITICAL ALLIANCES

SECTION 1. THE IWW REFUSES ALL ALLIANCES, DIRECT OR INDIRECT, WITH ANY POLITICAL PARTIES OR ANTI-POLITICAL SECTS, AND DISCLAIMS RESPONSIBILITY FOR ANY INDIVIDUAL OPINION OR ACT WHICH MAY BE AT VARIANCE WITH THE PURPOSES HEREIN EXPRESSED.

ARTICLE IX - EXPELLED MEMBERS

SECTION 1. ANY MEMBER EXPELLED BY ANY REGIONAL ADMINISTRATION OR REGIONAL

ARTICLE X - INTERNATIONAL BODIES

SECTION 1. REGIONAL ADMINISTRATIONS SHALL INTRODUCE SYSTEMS IN THE FOLLOWING AREAS TO AVOID REDUNDANT WORK ACROSS REGIONS:

-COORDINATION OF INTERNATIONAL SOLIDARITY AMONG ALL IWW ADMINISTRATIONS, UNIONS, AND SUB-BODIES (SUBJECT TO THE PROVISIONS OF ARTICLE X, SECTION 5)

-COORDINATION OF TRANSLATION WORK

-COORDINATION OF LITERATURE AND MERCHANDISE PRODUCTION AND DISTRIBUTION

-COORDINATION OF IT MAINTENANCE AND PROJECTS

-COORDINATION OF ANY REGIONAL BODIES SEEKING TO ADDRESS SPECIFIC ISSUES OF RACE, ETHNICITY, GENDER, SEXUAL ORIENTATION, DISABILITY, AND OTHER AREAS OF OPPRESSION.

SECTION 2. MEMBERS MAY DEVELOP NEW STRUCTURES TO ORGANIZE ACROSS REGIONAL BOUNDARIES AS NEEDED, PROVIDED THAT NO INTER-REGIONAL BODY SHALL BE GRANTED AUTHORITY OVER ANY REGIONAL ADMINISTRATION. ANY SUCH FORMS OF INTER-REGIONAL ORGANIZATION SHALL REQUIRE ITS OWN RULES, POLICIES AND PROCEDURES TO MAKE SUCH ORGANIZATION POSSIBLE WITHIN THE GLOBAL ORGANIZATIONAL FRAMEWORK OF THE IWW.

SECTION 3. INDUSTRIAL UNIONS SHALL ESTABLISH DIRECT LINES OF COMMUNICATION ACROSS REGIONAL BOUNDARIES, AND SHALL CONTINUALLY WORK TOWARDS GREATER COOPERATION AND SOLIDARITY, UP TO AND INCLUDING THE FORMATION OF INTER-REGIONAL INDUSTRIAL UNIONS.

SECTION 4.

(A) ANY REGIONAL ADMINISTRATION OR REGIONAL ORGANIZING COMMITTEE MAY SEND REPRESENTATIVES TO REGION-WIDE CONVENTIONS OR OTHER GATHERINGS OF OTHER REGIONAL ADMINISTRATIONS.

(B) THESE REPRESENTATIVES SHALL HAVE VOICE BUT NO VOTE IN THE PROCEEDINGS.

(C) REGIONAL ADMINISTRATIONS RETAIN THE RIGHT TO SET AN UPPER LIMIT ON VISITING REPRESENTATIVES FROM OUTSIDE THE REGION.

SECTION 5.

(A) THE IWW SHALL TAKE CONCRETE ACTION TO EXTEND SOLIDARITY TO THE WORKING CLASS ACROSS THE GLOBE.

(B) ANY REGIONAL ADMINISTRATION MAY CREATE BODIES AND/OR OFFICERS TO HANDLE THE WORK OF ITS INTERNATIONAL SOLIDARITY EFFORTS. THESE BODIES AND/OR OFFICERS MAY NOT ISSUE STATEMENTS OR TAKE ANY ACTION ON BEHALF OF THE IWW AS A WHOLE, BUT MAY DO SO ON BEHALF OF THEIR OWN REGIONAL ADMINISTRATION, ACCORDING TO THE RULES AND POLICIES OF THAT REGIONAL ADMINISTRATION.

(C) THESE BODIES AND/OR OFFICERS SHALL MAKE A REASONABLE EFFORT TO COORDINATE THEIR WORK WITH THE CORRESPONDING BODIES AND/OR OFFICERS OF THE OTHER REGIONAL ADMINISTRATIONS DOING INTERNATIONAL SOLIDARITY WORK.

ARTICLE XI - INTERNATIONAL CONVENTION

SECTION 1. AN INTERNATIONAL CONVENTION MAY BE CALLED BY THE EXECUTIVE BODIES OF AT LEAST ONE-THIRD OF THE REGIONAL ADMINISTRATIONS BUT NO FEWER THAN TWO (2).

SECTION 2. INTERNATIONAL CONVENTIONS SHALL BE CALLED NO MORE FREQUENTLY THAN EVERY THREE YEARS.

SECTION 3. THE CONVENTION MAY HAVE THE POWER TO DO NO MORE THAN THE FOLLOWING:

-FACILITATE COMMUNICATION AMONG REGIONS

-ADJUST JURISDICTIONAL DISPUTES THAT CANNOT BE OTHERWISE NEGOTIATED

-ENSURE ADHERENCE TO THE PRINCIPLES OF THE PREAMBLE AND THE RULES OF THIS DOCUMENT.

-PROPOSE AMENDMENTS TO THIS DOCUMENT; HOWEVER, ANY AMENDMENTS PROPOSED SHALL BE SUBMITTED DIRECTLY TO GENERAL REFERENDUM IN EACH REGIONAL ADMINISTRATION ACCORDING TO THE RULES AND SCHEDULE OF EACH REGIONAL ADMINISTRATION, BUT NOT SOONER THAN NINETY DAYS AFTER FINAL ADJOURNMENT OF THE CONVENTION.

-HEAR COMPLAINTS BROUGHT FORWARD AS PER ARTICLE XII SECTION 3 (E).

SECTION 4. EACH REGIONAL ADMINISTRATION SHALL BE ALLOTTED THREE DELEGATES TO THE CONVENTION, EACH WITH A SINGLE VOTE. ADMINISTRATIONS ARE ENCOURAGED TO REPRESENT THE DIVERSITY OF VIEWPOINTS OF THEIR MEMBERSHIPS.

ARTICLE XII - RESOLUTION OF DISPUTES

SECTION 1.

(A) IN THE EVENT OF A CHARGE OR COMPLAINT BETWEEN MEMBERS IN DIFFERENT REGIONS, THE PROCESS FOR RESOLUTION OF THE DISPUTE SHALL BE GOVERNED ACCORDING TO THE RULES OF THE REGIONAL ADMINISTRATION TO WHICH THE ACCUSED MEMBER BELONGS.

(B) SUCH DISPUTES MAY NOT BE REFERRED OR APPEALED TO THE INTERNATIONAL CONVENTION.

SECTION 2.

(A) SHOULD A REGIONAL ADMINISTRATION CHALLENGE THE ACTIONS OR POLICIES OF ANOTHER REGIONAL ADMINISTRATION AS CONTRADICTING THIS DOCUMENT OR THE CORE PRINCIPLES OF THE IWW, A TEMPORARY INTERNATIONAL CONCILIATION COMMITTEE MAY BE FORMED, COMPOSED OF FIVE IWW MEMBERS, TRAINED IN MEDIATION, FROM REGIONS NOT PARTY TO THE DISPUTE, AS AGREED UPON BY THE PARTIES IN DISPUTE.

(B) THE INTERNATIONAL CONCILIATION COMMITTEE SHALL USE MEDIATION TO RESOLVE THE DISPUTE, BUT SHALL NOT ISSUE ANY BINDING DECISION ON THE MATTER.

(C) THE COSTS OF MEDIATION SHALL BE SHARED EQUALLY BY ALL PARTIES.

(D) IF THE INTERNATIONAL CONCILIATION COMMITTEE CANNOT RESOLVE THE DISPUTE THROUGH MEDIATION, THE COMMITTEE SHALL BE DISSOLVED AFTER COMPILING A SUMMARY OF THE RESULTS

(E) THE PARTIES MAY THEN REFER THE MATTER TO THE INTERNATIONAL CONVENTION WHO SHALL HAVE THE FINAL AUTHORITY TO CONDUCT A HEARING AND ISSUE A BINDING DECISION.

SECTION 3.

(A) IN THE EVENT THAT ALL REGIONAL ADMINISTRATIONS ARE A PARTY TO THE DISPUTE, A TEMPORARY INTERNATIONAL CONCILIATION COMMITTEE MAY BE FORMED, COMPOSED OF AN EQUAL NUMBER OF REPRESENTATIVES FROM ALL REGIONS TOGETHER WITH (AN)

INDEPENDENT MEDIATOR(S) FROM OUTSIDE THE IWW.

(B) THE COSTS OF MEDIATION SHALL BE SHARED EQUALLY BY ALL PARTIES.

(C) IF THE INTERNATIONAL CONCILIATION COMMITTEE CANNOT RESOLVE THE DISPUTE THROUGH MEDIATION, THE COMMITTEE SHALL BE DISSOLVED AND THE MEDIATOR(S) SHALL COMPILE A SUMMARY OF THE RESULTS.

(D) THE DISPUTE MAY NOT BE APPEALED TO ANY OTHER IWW BODY FOR RESOLUTION, BUT THE MEDIATOR(S) SHALL SEND THE REPORT TO EACH REGIONAL ADMINISTRATION FOR CONSIDERATION.

ARTICLE XIII - AMENDMENTS

SECTION 1. REGIONAL ADMINISTRATIONS AND REGIONAL ORGANIZING COMMITTEES MAY EACH SELECT ONE DELEGATE TO A STANDING INTERNATIONAL REFORM COMMITTEE. THIS COMMITTEE SHALL BE RESPONSIBLE FOR COORDINATING THE PROCESS FOR ALL AMENDMENTS TO THIS DOCUMENT.

SECTION 2. FOR AN AMENDMENT TO BE INITIALLY SUBMITTED BY THE INTERNATIONAL REFORM COMMITTEE, IT MUST BE PROPOSED BY A REGIONAL ADMINISTRATION, VIA ITS EXECUTIVE BODY, CONVENTION, OR THROUGH REFERENDUM.

SECTION 3. THE REGIONAL ADMINISTRATION PROPOSING THE AMENDMENT SHALL BE RESPONSIBLE FOR ENSURING THE TRANSLATION OF THE AMENDMENT INTO THE LANGUAGE(S) OF THE OTHER REGIONS.

SECTION 4. THE AMENDMENT TEXT SHALL INCLUDE THE TEXT OF THE PROPOSED AMENDMENT, CLEARLY INDICATING THE PORTION OR PORTIONS OF THIS DOCUMENT TO BE AMENDED, SETTING FORTH ANY EXISTING LANGUAGE THAT IS TO BE DELETED OR REPLACED. PROPOSED NEW ARTICLES OR SECTIONS SHALL BE IDENTIFIED AS SUCH.

SECTION 5. THE INTERNATIONAL REFORM COMMITTEE WILL BE RESPONSIBLE FOR SUBMITTING THE PROPOSED AMENDMENT TO ALL REGIONAL ADMINISTRATIONS, WHO WILL EACH DISTRIBUTE THE LANGUAGE OF THE AMENDMENT TO THEIR MEMBERSHIP.

SECTION 6. THE MEMBERSHIP OF ALL REGIONAL ADMINISTRATIONS SHALL HAVE 180 DAYS FROM THE DAY THEIR REGIONAL ADMINISTRATION RECEIVED THE AMENDMENT TO SUBMIT ANY PROPOSED CHANGES TO THE AMENDMENT BACK TO THE INTERNATIONAL REFORM COMMITTEE, AT WHICH TIME THE INTERNATIONAL REFORM COMMITTEE WILL FORWARD ALL PROPOSED CHANGES TO THE REGIONAL ADMINISTRATION WHO PROPOSED THE INITIAL AMENDMENT.

SECTION 7. THE REGIONAL ADMINISTRATION WHO PROPOSED THE INITIAL AMENDMENT, MAY THEN ADOPT THE FINAL LANGUAGE OF THE AMENDMENT, BY DECISION OF THEIR CONVENTION OR BY REFERENDUM, AND SUBMIT IT TO THE INTERNATIONAL REFORM COMMITTEE, WHO SHALL SEND THE AMENDMENT TO ALL REGIONAL ADMINISTRATIONS.

SECTION 8. THE AMENDMENT SHALL BE VOTED ON BY THE FULL MEMBERSHIP OF ALL REGIONAL ADMINISTRATIONS, VIA REFERENDUM, ACCORDING TO THE RULES AND SCHEDULE OF EACH REGIONAL ADMINISTRATION, BUT NOT SOONER THAN 90 DAYS AFTER THE FINAL AMENDMENT LANGUAGE WAS RECEIVED.

SECTION 9. THE INTERNATIONAL REFORM COMMITTEE IS RESPONSIBLE FOR GATHERING THE RESULTS OF THE REFERENDUMS, PUBLISHING THE RESULT OF EACH REFERENDUM INDIVIDUALLY AS WELL AS THE CUMULATIVE RESULT OF ALL VOTES, AND MAKING THE APPLICABLE MODIFICATIONS TO THIS DOCUMENT.

SECTION 10. AN AMENDMENT SHALL REQUIRE A TWO-THIRDS MAJORITY OF THE TOTAL VOTES CAST TO PASS.

SECTION 11. IF THE FINAL LANGUAGE OF AN AMENDMENT IS NOT ADOPTED BY THE REGIONAL ADMINISTRATION PROPOSING THE AMENDMENT WITHIN THREE YEARS OF THE

DATE IT WAS FIRST SUBMITTED TO THE INTERNATIONAL REFORM COMMITTEE, IT SHALL BE CONSIDERED TO HAVE EXPIRED.

SECTION 12. THE INTERNATIONAL REFORM COMMITTEE SHALL HAVE THE POWER TO SEND AMENDMENTS DIRECTLY TO REFERENDUM, FOR UP TO THREE YEARS AFTER THE ADOPTION OF THIS DOCUMENT, AT WHICH POINT, THIS SECTION SHALL BE DELETED.

LIST OF INDUSTRIAL UNIONS

To be used for the information of delegates in initiating new members

DEPARTMENT OF AGRICULTURE AND FISHERIES 100

110 Agricultural Workers: All workers who cultivate land, raise crops, or work with livestock, including those workers on farms, ranches, orchards and plantations, and those workers in supporting industries such as breeding and large animal veterinary services.

120 Forest and Lumber Workers: All workers on tree farms, in forestry and logging operations, in saw and shingle mills, in preparing wood for fuel and manufacture, and in bark, brush and sap collection.

130 Fishery Workers: All workers who fish and harvest on oceans, lakes, and rivers, including those workers who are engaged in receiving, unloading, and processing catches at the wharf, and those workers who specifically distribute these products.

140 Greenhouse & Nursey Workers: All workers who produce, harvest and process crops grown under cover, including those workers in nurseries, flower gardens, green- and hothouses, and those workers involved in the distribution of these products.

DEPARTMENT OF MINING AND ENERGY 200

210 Mine Workers: All workers in mines extracting metals, coal, or minerals including those engaged in smelters, mills, and other reduction works, as well as workers engaged in processing and distributing these materials.

220 Energy Workers: All workers who are involved in all forms of energy exploration, production, and harvesting, including workers in refineries and processing facilities, and workers engaged in the distribution of these products.

DEPARTMENT OF GENERAL CONSTRUCTION 300

310 Civil Construction Workers: All workers who build transportation, water, and pipeline infrastructure.

320 Ship and Boat Builders: All workers who build and repair ships, boats and small vessels, including dry dock and support workers in these facilities.

330 Building Construction Workers: All workers who construct, renovate, or demolish buildings, including those workers employed by general construction contractors and in prefabrication of houses and major components.

340 Building Maintenance and Landscaping Workers:

All workers in routine commercial and residential building maintenance such as painting, plumbing, HVAC, and gutter cleaning., including all workers not otherwise engaged who provide janitorial and landscaping services in privately owned establishments.

DEPARTMENT OF MANUFACTURE AND GENERAL PRODUCTION 400

410 Textile and Leather Workers: All workers who manufacture material from natural or synthetic fibers, process or distribute leather and leather substitutes, or fabricate weaing apparel.

420 Wood Processing and Furniture Workers: All workers who process wood products or build wood furniture.

430 Chemical Workers: All workers who produce chemically-based products such as drugs, paint, rubber, explosives, medicines, chemicals, plastics, and synthetic fibers.

440 Metal and Machinery Workers: All workers in metal production including steel mills, aluminum plants, tool and die shops, and other metal-related industries. including all workers engaged in the production, repair, or maintenance of metal or composite products including agricultural machinery, automobiles, locomotives, bicycles, or aircraft.

450 Printing and Publishing Workers: All workers who produce and distribute newspapers, books, catalogues, and other printed matter including reporters, journalists, staff writers, photographers, graphic artists, researchers, and programmers within the publishing industry.

460 Foods Product Workers: All workers, except agricultural and fishery workers, who produce, process, and distribute foodstuffs, beverages, and tobacco products.

470 Electronics and Instrument Workers: All workers who manufacture and assemble electronic devices, musical instruments, jewellery and timepieces, and components of technical, medical, and scientific instruments.

480 Glass, Pottery Workers, and Mineral Workers: All workers who produce glass, pottery, chinaware, tile, bricks, wallboard, lime, gypsum, cement, abrasives, and other non-metallic mineral products other than fuels.

490 Pulp and Paper Mill Workers: All workers in pulp and paper mills.

DEPARTMENT OF TRANSPORTATION AND COMMUNICATION 500

510 Marine Workers: All workers in cargo and passenger transportation by water. All repair, maintenance, and supply workers specific to the marine industry, including food, beverage, and newsstand workers in ports.

520 Railroad Workers: All workers in long distance railway freight and passenger transportation. All repair, maintenance, and supply workers specific to the railroad industry including food, beverage, and newsstand workers in railroad terminals.

530 Ground Transportation and Transit Workers: All workers in freight and passenger transportation by ground including truck, commuter rail, bus, limousine, cab, and pedicab. All workers in towing and storage of motor vehicles. All repair, maintenance, and supply workers specific to the industry. including food, beverage, and newsstand workers in bus and transit stations.

540 Postal, Express, and Message Delivery Workers: All non-governmental workers in processing, transfer, and delivery of letters and messages by motor vehicle and bicycle.

550 Air Transport Workers: All workers in freight and passenger transportation by air. All repair, maintenance, and supply workers specific to the aviation industry, including food, beverage, and newsstand workers in airports.

560 General Distribution Workers: All workers in general wholesale and warehouse facilities not attached to a particular industry. All workers engaged in support activities for transportation and storage of goods including packing and crating services, inspection and survey services, freight-forwarding services, etc.

570 Communication and Internet Technology Workers:

All workers who provide and maintain telephone, internet, telegraph, satellite communication and computer operations, including programming and networking. All workers engaged in the installation, maintenance, and repair of communications cable, signal towers, transmitters, and other telecommunication devices.

580 Information Service Workers: All workers who collect, store, and retrieve information by conducting market research, opinion polling, fundraising, and archival and statistical research services. All work-

ers in telephone call centers, telephone answering services, captioning services, and mailbox and mail forwarding services, including workers not otherwise organized who work in communications and public relations.

590 Video, Audio, and Film Production Workers: All workers who produce recorded music, video games, motion pictures, and radio and television programs, or distribute them for sale, rental, or broadcast. All workers involved in providing auxiliary services to the industry including food and beverage, catering, talent booking, set and costume production, equipment and location rentals, bulk duplication of recorded media.

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610 Health Service Workers: All workers employed in hospitals, nursing homes, clinics, and medical offices, including workers in rehabilitation centers, medical research services, health-maintenance organizations, medical billing services, and other industries auxiliary to health services.

613 Incarcerated Workers: All incarcerated workers in the prison industry.

620 Educational Workers: All workers in educational institutions including educators, students (except those mainly employed outside the education industry), and those in industries auxiliary to education including testing services, educational consulting services, and dedicated school bus services, including all workers in research institutions including foundations and museums, enterprises primarily engaged in providing technical and scientific services, and in research laboratories not attached to educational institutions.

630 Performing Arts, Recreation, and Tourism Workers: All workers involved in the creation and dissemination of the performing arts including writers, dancers, and performing artists in theaters, concert halls, opera houses, movie theatres, and similar establishments. All workers involved in the recreation and tourist industries including amusement parks, carnivals, race tracks, casinos, cruise ships, guiding services, and tourist information centres, including all workers involved in providing auxiliary services to the industry including food and beverage, catering, talent booking, set and costume production, equipment, and location rentals.

631 Freelance and Temporary Workers: All workers who are engaged in multiple industries on a temporary or short-term contractual basis, who obtain their own clients, or are engaged through employment and temporary staffing agencies, including writers, editors, language teachers, translators, photographers,

videographers, sound technicians, visual artists, graphic artists, designers, programmers, call centre workers, warehouse workers, and construction workers.

640 Restaurant, Hotel, and Catering Workers:

All workers in facilities for food and beverage services, public accommodation, and catering services not dedicated to serving a particular industry.

650 General, Legal, Public Interest and Financial Office Workers:

All workers who provide legal services including attorneys, those in law offices, title settlement offices, and notary offices. All workers who provide services to the legal industry including law publishers, private investigators, legal researchers, and providers of brief-writing, transcription, and title-search services. All workers who provide financial and insurance services including those in banks, stock and commodities exchanges, and real estate, accounting, and insurance companies. All workers in enterprises primarily engaged in providing humane services to the public, other than health services, including those in religious, charitable, public advocacy, community, and service organizations, and employment agencies not otherwise organized.

651 Government Workers: All civil service workers at the federal, state, provincial, county, and municipal levels not otherwise organized, including office staff, librarians, utility and construction inspectors, firefighters, recreation workers, and public works.

660 Retail Workers: All workers in general distribution facilities, wholesale and retail.

670 Utility & Sanitation Workers: All non-government workers engaged in the supply, maintenance, and transmission of gas, electric, water, and sewer services including all workers employed in the collection and processing of disposable and recyclable materials.

680 Household and Personal Service Workers: All workers performing services in and around the home including homemakers, cooks, maids, and house cleaning services. All workers performing personal services for individuals and families including barber shops, beauty salons, massage services, dry cleaning and laundry establishments, tailor shops, funeral parlors and crematoria, veterinary offices and other animal care centers.

690 Sex Industry Workers: All workers who use sexuality as the primary tool of their industry including telephone and webcam sex workers, actors, erotic massage services, erotic and escort services, and dancers and models in night clubs, exotic dance clubs and peep shows.

ORDER OF BUSINESS

1. Opening and Calling Meeting to Order
2. Reading of Minutes
3. Reading of Applications for Membership
4. Reports of Committees, Standing and Special
5. Reports of Delegates and Officers
6. Reading of Communications and Bills
7. Monthly Report of Financial Secretary, including reading of receipts and expenses
8. Unfinished Business
9. New Business
10. Nominations, Elections, and Installations
11. Good and Welfare
12. Adjournment

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