

PREAMBLE, CONSTITUTION, & GENERAL BYLAWS OF THE INDUSTRIAL WORKERS OF THE WORLD As Amended Through January 1, 2017

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 this 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 Organizing Committee shall be expelled from the entire organization

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.

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Constitution of The Australasian Regional Organising Committee of the Industrial Workers of the World as Amended through December 21, 2020

Rules and constitution

1. Name and purpose

1. The name of this organisation shall be the Industrial Workers of the World Australia, Inc (“the IWW”).
2. The purpose of this organisation shall be to advance the interests of workers across the territories known as Australasia and to struggle for a world where human labour is no longer a commodity to be bought and sold, but where workplaces are run and controlled democratically by those who work in them for the benefit of all.

2. Membership

1. Membership of the IWW is open to all workers who accept the organisation’s purpose and agree to abide by its constitution.
2. Membership dues are payable each month. Members whose dues are 2 months in arrears will be in bad standing and will not be entitled to any rights or benefits of IWW membership, or from exercising any IWW office until such dues have been paid. After four months in bad standing (six months in arrears) a member will no longer be considered a member and will have to reapply to join.
3. A new member application can be challenged by any member in good standing on the basis of eligibility for membership or suitability based on past known behaviour. Such challenges will be heard by the branch to which the member application has been made or, if no branch exists, by the Regional Organising Committee (ROC). Acceptance or denial of the application will be made by a majority vote. A branch’s decision can be appealed to the ROC.
4. All members are entitled to the use of facilities and offices of the IWW, and to be informed of, to attend, and to vote at IWW Annual General Meetings.
5. Members may resign the membership by giving written notice to the ROC Secretary-Treasurer.

6. IWW Sole Proprietors:

The ROC will allow self-employed IWW members to be recognised as an IWW sole proprietor business. An applicant for IWW Sole Proprietor Business recognition will fulfil all of the following requirements: not be an employer, have been a member of the IWW for a minimum of six months, operated the business for a minimum of one year, pass a means test, be in good standing, and agree to annual reassessment. A recognised IWW sole proprietor business shall not undermine wages in their industry. Self-employed workers will honour all union boycotts and strikes. Self-employed workers will use union products and services whenever possible and recycle as feasible. IWW sole proprietors will be considered members of the nearest branch in their area.

3. Branches

1. Members of the IWW in Australia may form the following organisations:

- a) General Membership Branch – where ten (10) or more members work in different industries in the same locality

- b) Industrial Branch – where ten (10) or more members work in the same industry in the same locality

- c) Job Branch – where ten (10) or more members work at the same workplace

2. The members of branches shall elect a secretary-treasurer in addition to a branch representative to serve on the Regional Organising Committee (ROC).

4. Regional Organising Committee

1. The Regional Organising Committee (ROC) shall be the coordinating and decision-making body for the IWW across Australia. The ROC will comprise of:

- a) Two ROC Officers – a Secretary-Treasurer and a Communications Officer

- c) ROC Branch Representatives from each chartered branch

2. The holders of the above positions shall have their roles defined as follows:

- a) ROC Secretary-Treasurer (RST) – the Secretary-Treasurer shall be elected by an annual referendum of IWW members in good standing. The RST shall be responsible for producing a referendum ballot, and providing quarterly and annual financial reports to all IWW members. The RST will be responsible for the custody of membership records, minutes of ROC meetings, and other relevant documents.

The RST shall open and maintain a bank account, receive all moneys paid to or received by the IWW, and issue receipts for those moneys in the name of the IWW. The RST will ensure that all moneys received are paid into the account of the IWW within 5 working days after receipt, and make any payments authorised by the Regional Organising Committee or by an Annual General Meeting from the IWW's funds. The RST must ensure that at least one other ROC member has access to the accounts and financial records of the IWW.

The RST shall have one vote in ROC meetings until such time as there are five (5) chartered branches with elected Representatives. At this time, the RST will become a purely administrative role.

b) ROC Communications Officer – the ROC Communications Officer shall be elected by annual referendum of IWW members in good standing. The Communications Officer shall be responsible for the management of the ROC's iww.org.au website and the ROC's social media accounts, the overseeing of branch and ROC officer email accounts attached to the iww.org.au domain, and for compiling a quarterly internal bulletin, to be published in January, April, July and October. The Communications Officer shall send an electronic copy of the internal bulletin to all branches of the ROC. The branches shall be responsible for distributing electronic and paper copies to their members. The Communications Officer shall be responsible for mailing the bulletin to other individual members who request a paper copy, to be reimbursed by the ROC for printing and postage.

The ROC Communications Officer shall have one vote in ROC meetings until such time as there are five (5) chartered branches with elected Representatives. At this time, the Communications Officer will become a purely administrative role.

c) ROC Branch Representatives – an ROC Branch Representative is elected by a branch to be the voice and vote of its members on the Regional Organising Committee. The branch is responsible for electing this representative in accordance with its own bylaws. An ROC Branch Representative is subject to recall only by the members of the branch that elected that representative. It is the responsibility of the ROC representative to consult their branch and receive instructions on how to vote. It is the responsibility of the branch to provide timely and adequate instructions to their elected representative.

3. ROC Officers and Branch Representatives shall provide quarterly reports to IWW members in the region through the internal bulletin.

4. The ROC will maintain a Manual of Policies and Procedures (MPP) which will be an authoritative record of current policy, procedure and guidance, and which will be made available to all members on request. All language in the MPP will be approved by a majority vote of the ROC.

5. If an ROC Officer vacates their position before the end of their term, either through resignation or recall, an interim replacement officer shall be appointed by other members of the ROC to fill the vacated position until the annual election of ROC Officers is held. The ROC shall

inform all IWW members of the vacancy, allow seven (7) days for any member to nominate to fill the vacant position, then appoint a replacement by majority vote of ROC members. If an ROC Branch Representative vacates their position they shall be replaced in accordance with the by-laws of the branch they represent.

5. Regional Organising Committee Officer elections

- 1.** ROC Officers are subject to annual election by the membership of the IWW across Australia. (This does not apply to ROC Branch Representatives, who are elected in accordance with the bylaws of their own branch.)
- 2.** In July of each year, the ROC shall publish a notice in its internal bulletin calling for nominations. The name and membership numbers of all candidates for ROC office shall appear on the ballot paper. The candidate receiving the highest number of votes cast shall be declared elected. All candidates for an ROC Officer post must have been in continuous good standing for at least one year before their nomination, unless there are no other qualified candidates standing. Nominations shall be emailed to the RST and the closing date for submissions shall be the same as the deadline for the October internal bulletin.
- 3.** The election shall take place in July of each year. The closing date for the return of completed ballots shall be 1 September. All members in good standing are eligible to vote.
- 4.** The RST shall be responsible for producing and distributing the election ballot for ROC officers. All ballot papers will be sent by post to branches and to individuals not attached to branches no later than twenty-eight (28) days before the closing date of said ballot.
- 5.** The names and candidate statements of candidates will also be published in the October edition of the internal bulletin.
- 6.** Votes shall be counted by a three-person ballot committee from a chartered branch of the ROC. The ROC shall appoint a branch to host the ballot committee on a rotating basis, through all branches in the ROC. The ballot committee must report the ROC referendum results in writing by email to the membership upon completion of the counting. This shall take place no later than seven (7) days after the closing date for the return of completed ballots. The results shall also be published in the next issue of the internal bulletin.
- 7.** Candidates may request a scrutineer attend the count of the ballot papers. A scrutineer shall only observe the count and register objections or approvals of contested ballots. No member of the ballot committee or scrutineer can be an existing officer of the ROC nor member running for ROC office.
- 8.** The successful candidates shall take office on 1 January and shall serve for one year. No

ROC Officer may serve more than three consecutive terms, unless there are no other qualified candidates standing.

9. All ROC Officers, excluding ROC Branch Representatives, are subject to recall by a petition of 10% of the members in good standing paying dues as of the most recent 1 January. The petition must be delivered to the ROC branch representatives and shared with the officer being recalled. The recall vote must be conducted within forty-five (45) days of receipt of the petition. All parties must have a fair opportunity to publish a statement on the recall ballot.

6. Annual referendum

1. The annual referendum shall take place at the same time as the ROC Officer elections, and shall have the same deadlines and closing dates. All members in good standing are eligible to vote.

2. All motions to be debated and voted upon at the IWW's Annual General Meeting, including motions to vary the IWW's rules and constitution, must first be carried by the referendum.

3. Referendum motions may originate from a chartered branch of the IWW. Where the number of chartered branches is less than five (5), motions may also originate from two IWW members in good standing.

4. In July of each year, a notice shall be published in the internal bulletin calling for referendum motions. Motions shall be emailed to the RST and the closing date for submissions shall be the same as the deadline for the October internal bulletin.

5. All referendum motions to be voted upon will be announced in the October edition of the internal bulletin. The name of the members or branch sponsoring a motion will appear alongside a statement of intention from the motion's proposers.

6. Motions will be carried by a majority of votes cast.

7. Financing

1. The ROC sets the dues rates as the following. All wages are "Net" (Take home):

1.1 Members residing in Australia (all prices in AUD):

- Hardship: \$0 per month at delegate's discretion
- Sub-minimum: \$1 per month for unemployed workers and pensioners
- Minimum: \$10 per month for workers earning less than \$3500 per month.
- Regular: \$15 per month for workers earning \$3500 and \$4800 per month (inclusive).
- Maximum: \$25 per month for workers earning more than \$4800 per month.

1.2 Members residing in New Zealand (all prices in NZD):

- Hardship: \$0 per month at delegate's discretion
- Sub-minimum: \$1 per month for unemployed workers and pensioners
- Minimum: \$10 per month for workers earning less than \$3500 per month.
- Regular: \$15 per month for workers earning \$3500 and \$4800 per month (inclusive).
- Maximum: \$25 per month for workers earning more than \$4800 per month.

Incarcerated members will pay no dues.

1.2 Members residing in Thailand (all prices in THB):

- Hardship: ฿0 per month at delegate's discretion
- Sub-minimum: ฿15 per month for unemployed workers and pensioners
- Minimum: ฿60 per month for workers earning less than ฿11000 per month.
- Regular: ฿90 per month for workers earning ฿11,000-฿15,000 per month (inclusive).
- Maximum: ฿150 per month for workers earning more than ฿15,000 per month.

Incarcerated members will pay no dues.

2. The ROC has the ability to set dues schedules for members in other countries via a majority vote. This should be decided in collaboration with members in these countries and reflect factors such as minimum wages and cost of living. Wherever possible members should be able to pay dues in the official currency of their country of residence.

3. Membership dues shall be collected by the ROC through recurring electronic payments, and then distributed 50% to the branch the member belongs to, and 50% to the ROC. All dues collected from members who do not belong to a chartered branch will go to the ROC, unless voted otherwise by the ROC. Dues shall be remitted from the ROC to chartered branches on a

monthly basis.

4. The ROC shall be responsible for distributing its funds and making monetary decisions by a majority vote of ROC members.

5. A three - (3) person audit committee shall be elected from a chartered branch of the ROC. The ROC shall appoint a branch to host the audit committee on a rotating basis, through all branches of the ROC. The committee shall audit and annually report the accounts of the ROC and responses to member questions in the October issue of the internal bulletin.

8. Regional Organising Committee meetings

1. The ROC shall conduct its daily business by email list. The email list will serve as a permanent standing meeting of the committee, with motions able to be made, discussed and decided. Any IWW member in good standing affiliated with the ROC may subscribe to this list. The Secretary-Treasurer will act as chair of the ROC email list.

2. All formal business and resolutions placed before the Committee will be made in the form of motions by individual Committee members. Each motion will have a voting life of 60 days, or until such time that a majority of voting Committee members has passed or defeated a motion. Vote changes will be allowed within the life of the motion.

3. It is strongly suggested that every motion be submitted to the Committee for discussion at least 48 hours before it is formally proposed.

4. Each Committee member shall be expected to record a vote of "Yes", "No", or "Abstain" on every motion. This may be done by e-mail over the ROC list, or during a quarterly meeting.

5. A majority of ROC members must vote in the affirmative to pass a motion. Should the ROC be reduced to below five members three members will be required to vote in the affirmative to pass any motion.

6. All expenditure must be approved by a motion of the ROC. The Secretary-Treasurer is responsible for distributing these funds and will provide relevant receipts to the ROC.

7. All motions put before the ROC, and the votes of each ROC member, will be recorded in the quarterly IWW bulletin.

8. In addition to the above, the ROC will also hold meetings in person or by electronic

communication interface at a regular quarterly interval that is mutually agreed upon by the ROC. Seven days' notice shall be provided once a meeting time has been determined.

a) At the quarterly meetings, committee members are expected to task each other with various facets of assisting the ROC throughout the next quarters. This includes, but is not limited to: Assigning branch contacts, reviewing the current fiscal budget, addressing administrative issues between the ROC and various branches, etc.

b) Prior to quarterly meetings, a proposed meeting agenda must be prepared and circulated by the RST. Committee members may add items to the agenda.

c) Minutes of the meeting proceedings, including motions passed and discussion relating to all agenda items, will be kept by the RST, and these minutes must be approved by a motion of the ROC no later than 30 days after the conclusion of the meeting. Minutes will be made available to the membership on the ROC email list and via link in the quarterly internal members' bulletin.

d) A special meeting may be called at the request of two IWW branches.

9. Annual General Meeting

1. The ROC will convene an Annual General Meeting of the IWW to take place in October of each year following the declaration of results for the ROC election and referendum. The date and location of the Annual General Meeting will be determined by a majority vote of the ROC.

2. The Annual General Meeting will be open to all members in good standing. All members shall have voting rights, and those unable to attend may nominate a member to act as a proxy on their behalf by emailing the Regional Secretary Treasurer.

3. The purpose of the Annual General Meeting will be to review the operations of the IWW and assess organising efforts over the previous 12 months, to allow members to share skills, and to pass resolutions for the upcoming 12 months, including special resolutions to vary the rules of the IWW.

4. IWW members shall be given two months' notice of the date, time and place of the Annual General Meeting by email from the Regional Secretary-Treasurer.

5. Quorum for the Annual General Meeting will be ten (10) members in good standing.

6. Motions to the Annual General Meeting:

a) All resolutions to be discussed and voted upon at the AGM must be submitted to the RST by the deadline for the October edition of the internal bulletin.

b) Members shall be given at least 21 days' notice of all resolutions that have been proposed for the AGM, including special resolutions to vary the IWW's rules, via email from the RST. The notice shall provide the full text of all proposed resolutions, a statement of intention from the motion's proposers, and it shall restate the date, time and place of the AGM at which these motions will be discussed and voted upon.

c) Special resolutions to vary the rules of the IWW shall require a minimum of 75% of votes cast in order to pass. All other motions shall require a majority of votes cast in order to pass.

7. Procedure at Annual General Meetings:

a) The ROC will develop an agenda for proceedings at the AGM by majority vote and will publicise this to all members at least 21 days before the AGM. The agenda will include resolutions and time for strategic discussions.

b) The AGM shall be called to order by the RST. Members present shall then nominate and elect two people to chair the AGM and one to take minutes.

c) The chairs shall then facilitate an orderly working through of the agenda for the AGM

10. General matters

1. Subject to any exemption granted under s 59A of the Act, any member may, at a reasonable time and free of charge, inspect the register of members.

2. Members may, on request and at a reasonable time, inspect free of charge: the rules of the IWW; the minutes of ROC meetings; the financial records, books, securities and any other relevant document of the IWW, except where the ROC may refuse to permit a member to inspect records of the IWW that relate to confidential, personal, employment, commercial or legal matters or where to do so may be prejudicial to the interests of the IWW.

3. The ROC must on request make copies of its constitution and rules available to members and applicants for membership free of charge

11. Winding up and cancellation

- 1.** The IWW Australia may be wound up voluntarily by special resolution at an Annual General Meeting requiring at least 75% of votes.
- 2.** In the event of the winding up or the cancellation of the incorporation of the IWW, the surplus assets must not be distributed to any members or former members of the Association. The surplus assets must be given to a body that has similar purposes to the IWW and which is not carried on for the profit or gain of its individual members. The body to which the surplus assets are to be given must be decided by an AGM special resolution.

Appendix I – Safer spaces policy

- 1.** The events, lists and social media pages of the Australian IWW are safer spaces. Violence, harassment and abuse will not be tolerated in any form. This can be based on gender, sexual preference, race, socio-economic status, political beliefs, physical abilities, class, age, physical appearance, religion, and a myriad of other factors. There can be no definitive list of behaviours / comments / situations which make people feel uncomfortable. The main thing is to concentrate on how actions are affecting others, and modify behaviour as appropriate.
- 2.** Racism, as well as ageism, homophobia, sexism, transphobia, ableism or prejudice based on ethnicity, nationality, class, gender, gender presentation, language ability, employment or lack thereof, asylum status or religious affiliation is unacceptable and will be challenged.
- 3.** Members should respect each other's physical and emotional boundaries and always get explicit verbal consent before touching someone or crossing boundaries.
- 4.** Members should be aware of the space they take up and the positions and privileges they bring, including racial, class and gender privilege.
- 5.** Assuming the opinions, experiences, lifestyles and identifications of other participants should be avoided.
- 6.** Members should try not to judge, put each other down or compete.
- 7.** Members should be aware of the language they use in discussion and how they relate to others. Try to speak slowly and clearly and use uncomplicated language.
- 8.** The Australasian ROC endeavours as much as is feasible to ensure that meeting spaces are as accessible as possible to the widest range of people.
- 9.** The ROC strives to foster a spirit of mutual respect, listens to the wisdom everyone brings to the group and encourages members to avoid speaking in a condescending manner.
- 10.** Each person should be given the time and space to speak. Interrupting, talking over others, and dominating conversation should be avoided. In large groups, or for groups using facilitation: participants should raise their hand to speak.
- 11.** Respect the person; challenge their behaviour.
- 12.** If a discussion topic may potentially be triggering, a warning should be given beforehand.
- 13.** Whilst ground rules are a collective responsibility, in the end everyone is personally responsible for their own behaviour. Members should keep the following in mind: Members should pay attention to body language, as people often use non-verbal clues to communicate a

lack of consent (e.g. not making eye contact, making excuses to move away, not responding to physical advances). Members must take responsibility for their own actions, and consider how their behaviour and speech affect others. Remember that not everyone reacts the same way. There may be certain situations when members feel comfortable using language which some may find offensive or derogatory. Branch meetings and forums are not an appropriate space for this. One does not know who will overhear, and how they will react to this. Members should look out for others, and try not to leave anything around that may endanger physical safety. Removing oneself physically from a situation can be a great help.

Appendix II - Complaints

1. Grounds for complaint

1. Complaints shall be related to matters which impact the IWW. A complaint should be directly related to the IWW'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 IWW rule book and constitution, including its safer spaces policy

b) engaging in corruption or other financial malpractice in respect of the funds or property of the IWW

c) acting in a manner that is against the IWW's interests or causes reputational harm

d) bringing false charges with malicious intent against a member, officer, or grouping of the IWW e) bullying, abuse, harassment, discrimination, disruptive or uncomradely behaviour, or other misconduct.

2. Submission of complaint

1. Complaints should be submitted in writing or by email to the Regional Secretary-Treasurer (secretary@iww.org.au) with the subject header "Complaint". If the complaint concerns the RST or the complainant has concerns about the neutrality of the RST, the complaint can be sent to another ROC officer.

2. The recipient of the complaint will become the Receiving Officer, who will be responsible for the complaint and for ensuring that the complaints procedure is followed.

3. The Receiving Officer will determine if the complaint relates to any of the criteria for complaints set out above in "Grounds for complaint" (Section 1 Clause 1 subsections a) to e)). If the complaint relates to any of these criteria the complaints process will proceed. The Receiving Officer will notify the intended complainant of this decision in writing. This must occur within three (3) days of receipt of the complaint.

4. If this decision is contested the intended complainant can stipulate that they wish to appeal to the Regional Organising Committee. The Receiving Officer shall forward the complaint to the ROC, which must vote on whether the complaint may proceed within five days of receipt. The vote of the ROC will be final.

5. Where the decision is made to proceed with the complaint, the Receiving Officer will contact the member against whom the complaint is made (the respondent), introduce themselves, outline the complaint made against the member, provide a copy of the complaint procedure, and inform the respondent of whether they will be provisionally suspended (see below) or whether the complainant wishes to undertake mediation (see below). They will then inform the respondent of how the complaints process will proceed.

6. Once the complaints process has started there should be no communication between the complainant and respondent. All communications must go via the Receiving Officer. If one party contacts the other they should inform the Receiving Officer immediately and any such communication can be entered as evidence.

7. At the request of the request of the complainant, the complaint, response and all other evidence may be treated as confidential and will not to be revealed to or discussed with people who are not directly involved with the complaint – that is the complainant and respondent, Receiving Officer, and the complaints panel – until the complaint process is completed.

3. Provisional suspension

1. Where a complaint is of a serious nature and the respondent is accused of behaviour that could cause harm to the IWW, or where the respondent may be a threat to the safety and wellbeing of other fellow workers, or where their behaviour could cause disruption to any part of the IWW, the Receiving Officer can implement an immediate provisional suspension. The complainant does not need to have called for suspension for this to happen. The provisional suspension will last until the complaints process has been completed.

2. Where a complaint concerns sexual offences, assault, fraud or theft from the IWW, the Receiving Officer will invoke automatic provisional suspension.

3. Suspension should not be regarded as prejudging the outcome of the complaint but as a neutral act which protects the suspended member, the complainant, other members and the IWW itself.

4. Where a member has their membership suspended they are not allowed to participate in any aspect of the IWW's work (formal or informal, business or social) or discussions or forums. The member should not be in communication with any other member on any aspect of IWW business, including the complaint, for the duration of their provisional suspension, other than to communicate with the Receiving Officer regarding the complaints process and to hand over any ongoing work or documentation, contacts and correspondence to a designated member (provided by the Receiving Officer) to allow the IWW to take over any ongoing work and put in place a replacement where a specific duty was undertaken.

5. Where a member is suspended, they must immediately hand over to a member nominated by the Receiving Officer any casework files, documents, copies of communication and contact details for any ongoing IWW work they are involved with. They must also hand over any IWW property and monies in their possession to a member designated by the Receiving Officer.

6. Any member under any suspension will serve that period of suspension as a fully paid up member. Any cessation of dues payments will be regarded as an act of bad faith and an unwillingness to comply with the complaints process.

7. Any breach of the terms of suspension will be notified to the Receiving Officer and may result in sanctions which will be further to any sanctions should the complaint be found against the respondent. A breach of suspension will be treated as a serious matter and any breach may result in a lengthy suspension or expulsion from the IWW.

8. A decision as to whether to provisionally suspend the respondent must be made by the Receiving Officer within seven (7) days of receipt of the complaint.

4. Mediation

1. The preferred method of conflict resolution in the IWW, where appropriate, is mediation.

2. Unless the complaint is particularly serious, affects the IWW on a regional level, is a financial matter, or there are safety concerns, mediation should be attempted.

3. The final decision on whether mediation is the best way forward will be made by the complainant. However both complainant and respondent will need to give their consent for mediation to proceed. If consent is not given by both parties then the complaints procedure will be followed. Both parties must indicate their willingness to undertake mediation within 14 days of receipt of the complaint.

4. The Receiving Officer shall act as the mediator. The role of the mediator is to listen to both parties, gain a better understanding of the conflict, identify whether it is related to the IWW, search for alternative ways to view the conflict, and assist the parties in identifying ways to resolve the conflict.

5. The mediator and parties shall take no more than 30 days from the initial receipt of the complaint to conduct the mediation and report results to the branch or branches involved.

6. The mediator shall first meet separately or speak by telephone with each party to listen to each member's concerns. During these conversations, the mediator shall ask each party what they see would resolve the conflict and whether each party would be willing to meet with the other party in the presence of the mediator.

7. Based on these conversations, the mediator will identify the next step, which could include, but not limited to, the following: a second round of mediator-party conversations, a planned meeting of the two parties with the mediator, or the closure of mediation.

8. If either party refuses to attend the meeting, or conciliation is not reached, this process can move to the complaint procedure.

9. At the conclusion of mediation, whether successful or not, the mediator shall provide a written report to the branch or branches involved, as well as to the ROC. This report shall describe briefly the mediator's efforts, a summary of what the mediator learned in discussions (while respecting each party's privacy), the result of the mediation and, if necessary and at the mediator's discretion, any recommendations for action.

5. Complaints procedure

1. If mediation is unsuccessful or is not undertaken, the complaints procedure will be initiated.

2. If mediation is not attempted this will happen within no more than 14 days of the initial receipt of the complaint. If mediation occurs and is unsuccessful the complaints procedure will be initiated within no more than 30 days of the receipt of the complaint.

3. Upon initiation of the complaints procedure, the respondent will be required to respond in writing to the complaint against them and to provide supporting material, including names of witnesses. The complainant will also be asked to submit any additional evidence and the names of witnesses. The Receiving Officer will invite the witnesses to provide statements. This statement and supporting material will be taken as evidence for the proceedings.

4. All evidence and witnesses must be forwarded to the Receiving Officer by the parties within 14 days of the initiation of the complaints procedure.

5. The Receiving Officer will contact the secretary of a neutral branch, of which neither party are members, and request the branch elects a complaints panel consisting of three (3) members. Where the complaint concerns a matter relating to gender or gendered discrimination, the Receiving officer will, if the complainant wishes, contact an IWW branch with a Gender Equity Committee and the complaint panel will be elected from among that branch's Gender Equity Committee.

6. Before electing the complaints panel, the branch secretary should be informed if the Receiving Officer believes that the nature of the complaint is sensitive or potentially triggering. However at this stage no further details should be given.

7. The branch secretary should consult with branch members and respond to the Receiving

Officer within 14 days of the initiation of the complaints procedure. It is expected that any branch chosen will accept the responsibility of dealing with a complaint unless there are good reasons not to do so, such as capacity or doubts about neutrality.

8. The Receiving Officer will inform both parties of the names of complaint panel members as soon as they are known. Either party can veto one individual only. Both parties will have three (3) days to request a veto.

9. Once the complaints process has started there should be no communication between the complainant and respondent. All communications must go via the Receiving Officer. If one party contacts the other they should inform the Receiving Officer immediately and any such communication can be entered as evidence.

10. The complainant will be asked to provide the Receiving Officer with any additional evidence they might have to support their complaint, including names of witnesses who will be asked to provide statements.

11. The Receiving Officer will ask the complainant to state their preferred outcome and this will be relayed to the complaints panel. However the complainant should also be informed that the complaints panel will make the decision and that the process may have a different outcome.

12. The Receiving Officer will then submit both parties' evidence to the complaints panel, as well as provide the complainant with the respondent's evidence, and the respondent with the complainants'.

13. The complainant can request anonymity at this stage but their identity will become known to the respondent three (3) days prior to their interview hearing unless the Receiving Officer agrees there are compelling reasons for remaining anonymous through the process. The Receiving Officer will then need to consider how best anonymity can be ensured.

6. Hearing

1. Upon receipt of all relevant evidence and the names of witnesses, the complaints panel shall review evidence and organise interview hearings for the complainant, respondent, and witnesses.

2. The interviews may be conducted by the complaints panel in person or via Skype. The interviews will proceed as follows in the following order, however they may take place on separate days:

a) The complainant will make a statement, followed by questions from the panel.

- b)** The respondent shall make a statement, followed by questions from the panel.
 - c)** Witnesses of both parties will make statements, followed by questions from the panel.
- 3.** The Receiving Officer will explain the hearing process to both parties and to witnesses before interviews take place, and act as a minute-taker and facilitator during interviews.
- 4.** Both complainant and respondent have the right to be accompanied by a person of their choice. The companion does not have to be a member of the IWW.
- 5.** Interviews must take place within 14 days of the final receipt of all relevant evidence and the names of witnesses. The complainant and respondent are expected to make themselves available to be interviewed, and both have the right to three (3) days' notice of the time and date of their interview hearing.
- 6.** The panel must decide whether the complaint is upheld within no more than seven (7) days of the final interview, and if upheld they must decide on a sanction. The complaints panel has a duty to make a decision on the case in good faith and based on reasonable balance of probability. In making their decision the panel will try to reach unanimity, however if necessary the decision will be made by majority vote.
- 7.** The Complaints panel can impose the following sanctions and measures, alone or in combination or / plus impose any alternative sanction that they deem appropriate to the case:
- a)** Banned for life from membership of the IWW
 - b)** Suspension of IWW membership for a defined period
 - c)** Suspension from IWW office (local and regional) for a defined period
 - d)** Suspension of the right to run for positions in the IWW for a defined period
 - e)** Suspension of voting rights for a defined period
 - f)** Suspension from IWW duties such as casework or delivery of training for a defined period
 - g)** Suspension from email lists and other official electronic communication for a defined period
 - h)** Suspension of access to membership database for a defined period
 - i)** Rehabilitative measures such as training or other forms of engagement

j) Apology to the complainant

k) Apology to the IWW

8. If a complaint is not upheld and the panel considers it trivial, vexatious or malicious, action may be taken against the complainant. The respondent can request the complaint to be considered as trivial, vexatious or malicious but the decision to take action is at the discretion of the complaint panel.

9. The decision of the complaint panel will be announced by the Receiving Officer. This can be done verbally but should be followed by a formal written announcement.

10. The Receiving Officer will forward the outcome to the ROC and to relevant branch secretaries.

11. The complaint panel will decide whether the upheld complaint merits announcement more widely in the IWW, and whether this will be with or without respect for anonymity of respondent.

12. A record of the outcome will be kept by the Regional Secretary-Treasurer.

13. Following the hearing, the complaint panel should submit a report to the ROC on how the procedure itself went so that any procedural problems can be addressed.

7. Key time-sensitive components relating to complaints

1. Complaint is received

2. Within three (3) days of receipt of complaint: Receiving Officer will inform complainant whether the complaint relates to any of the “Grounds for complaint” in Section 1 Clause 1 subsections a) to e) and informs complainant of decision

3. Within seven (7) days of receipt of complaint: Receiving Officer will decide whether or not to provisionally suspend respondent and inform both parties of this choice.

4. If mediation is not undertaken:

a) Within 14 days of receipt of the complaint: Receiving Officer will initiate complaints procedure (Section 5)

b) Within 28 days of receipt of complaint: both parties will submit all relevant evidence and names of witnesses to Receiving Officer; complaint panel will be elected from a neutral branch

c) Within 42 days of receipt of complaint: complaint panel interviews with both parties and relevant witnesses will be completed

d) Within 49 days of receipt of complaint: complaints panel will determine whether the complaint is upheld and, if so, impose a sanction

5. If mediation is undertaken:

a) Within 30 days of receipt of complaint: mediation will be completed and the results reported to the relevant branches

b) Within 44 days of receipt of the complaint where mediation is unsuccessful: Receiving Officer will initiate complaints procedure (Section 5)

c) Within 58 days of receipt of complaint where mediation is unsuccessful: both parties will submit all relevant evidence and names of witnesses to Receiving Officer; complaint panel will be elected from a neutral branch

d) Within 72 days of receipt of complaint where mediation is unsuccessful: complaint panel interviews with both parties and relevant witnesses will be completed

e) Within 79 days of receipt of complaint where mediation is unsuccessful: complaints panel will determine whether the complaint is upheld and, if so, impose a sanction