Constitution of the

Class Struggle Action Network

Program, Principles & Positions

1. Us Vs Them: Class and the Class Struggle

Under capitalism, society is fundamentally divided between two antagonistic groups, the ruling class of the bosses (the bourgeois) and the masses of the workers, the class of the proletariat. Workers are dependent upon the sale of their labor in exchange for wages in order to acquire the material necessities of life. The bosses are dependent upon exploiting surplus value from purchased wage labor, to generate profits. No matter the industry we work in, the wages we receive are always lower than the true total social value of our labor, and this gap forms the basis of all "surplus value" or real profit for the ruling class.

As workers struggle to obtain wages that keep up with constantly increasing prices of goods, the bosses work to ever increase the gap and advance their own profits by beating down wages. The exploitation of wage labor is the bedrock of the prevailing economic system, which must obtain an ever increasing rate of profit or fall into crisis. Thus the defensive battle workers must fight to defend their standard of living is an unending struggle so long as this economic system prevails. The true emancipation of labor can only come as a result of the abolition of the wage system and capitalism itself.

In this economy, we sell our labor power to the bosses on the "labor market". Here we exist in competition with our fellow workers as we seek to obtain the highest wages. Thus, when working as unorganized individuals we are easily turned against each other and manipulated by the ruling class. The bosses constantly work to manipulate this market to push down wages through a myriad of methods, including driving up unemployment by increasing interest rates, relocating industries abroad to countries with cheaper labor markets, encouraging immigration amid imperialist intrigues while simultaneously subjecting immigrant workers to ruthless exploitation by the state, and most importantly smashing and taming unions.

When we are unorganized, we hold no leverage over the bosses and are completely subject to their total domination. Between labor and capital there is no common interest, it is a fundamentally antagonistic relationship. Ultimately it is a contest of forces which decides the quality of life of the proletariat. Only through collectively organizing into unions, coalescing our

labor power and withholding it through strike action on an ever increasing scale, can we defend the value of our labor and our standard of living from the most ruthless and absolute exploitation.

Despite these elementary economic realities, the union movement across the world remains under the spell of class collaborationist & boss-linked leadership who has kept the established unions under the tame control of the capitalist state, keeping the pitiful number of organized workers divided between trades and unable to coalesce their collective strength to oppose the ongoing onslaught against the working class. Thus it is necessary for working class militants to begin to coalesce their forces to work towards the re-establishment of class struggle methods within the workers movement.

2. Against the Regime Unions, Boss Linked Leadership and the All Prevailing Business Unionism

The Misleaders of Labor

The existing labor unions in North America are dominated by class collaborationist leadership who work to ensure their subordination to the bourgeois state. Class collaborationist leadership tie themselves to the interest of the bosses by promoting the illusion of common interests of the workers and employer in coming to mutually "beneficial" understandings and agreements. In essence these leaders work not as the defenders of the true interests of labor but as the brokers of "labor peace" to secure and guarantee the uninterrupted sale of labor to capital.

Historically this type of "business" or "regime" unionism began to emerge with the rise of the American Federation of Labor under Samuel Gopers in the late 1800's, and escalated with it's increasingly close ties to the Democratic Party ahead of World War 1, as union leadership guaranteed production of military armaments and fresh supply of proletarian cannon fodder in exchange for legal recognition by the bourgeois state. The AFL from it's onset fought a long battle against the class unionist wing of the labor movement typified first by its struggle against the IWW, followed by it's fight against the anti-war wing of the labor movement and then it's recurring purging of class militants within it's own ranks during the two Red Scares; however, this style of unionism now predominates across all of the established unions.

As the loyal labor lieutenants of the bosses, boss-linked leadership play a special role in dampening worker militancy, organizing weak and ineffective strike action, and keeping workers divided into archaic craft & trade union organizational forms. They defend the narrow interests, only of workers within their isolated sections, seeing themselves in competition with other elements of labor. In hard economic times they tend towards nationalist and xenophobic policies to ensure a monopolistic control of the labor market within their industry to hedge against job loss and to preserve their aristocratic economic status above the rest of the working class. This collaborationist leadership has over the years increasingly managed unions as if they are capitalist enterprises or the human relations branch of the companies that they work under. This type of unionism must be opposed at all junctures with the program of combative class unionism.

The Union Regulatory Regime

Behind these ranks of misleaders, is the capitalist states union regulatory apparatus established through the legislation such as the Railway Labor Act, The National Labor Relations Act and the

Taft-Hartley Act, once dubbed the “slave-labor act” by the labor movement. These acts created to stifle historical waves of working class militancy in the US, work to criminalize solidarity, sympathy and political strikes, establishing strict rules in the bosses favor for how strike actions can occur and at one time outlawed “marxists” and “communists” from having leadership in unions. These laws work to coerce the workers movement into surrendering their biggest weapon, unified strike action and promote a timid legalistic and bureaucratic relation within the unions internal life. Today the workers movement has uncritically and often voluntarily subordinated itself to this repressive regime. This must be opposed.

The Regime Unions & Our Opposition

Class militants must struggle to break workers from the policies and program of class collaborationism. We do this by raising workers' awareness of the economic realities of the class society and putting forward practical initiatives in line with our principles that can win material gains for workers. Meanwhile, we criticize those initiatives based on the programs of class collaborationism and point out how they are contrary to our fellow workers true interests.

At times and where possible, we may run for positions within workers' defensive bodies on class unionist platforms in order to put our program to the masses of workers within the unions and if victorious advance class unionist initiatives within the union as far as possible; however, permanent retention of leadership position in the main unions in national or regional leadership levels by class unionists, is bound to be short lived absent a wide scale mass increase in the level of worker militancy, thus we do not see the capture of leadership in the existing unions, constrained by the straight-jacket of the National Labor Relations Board, as an expedient to artificially, resuscitating the class union, which can only develop as a result of economic contradictions and social relations and the collective capacity of workers to engage in a real struggle of forces with the bosses; instead we aim to use these positions with an eye towards the propelling the creation of a class unionist mass movement which must emerge in part through a long term struggle for class unionist principles.

In some cases, where capture of leadership is not possible but openly struggling along class unionist lines still is, we may establish caucuses or committees within established unions organized around a class unionist program for how the union should begin to organize itself that addresses the particular conditions within that union. These may be general programs or initiatives organized around particular campaigns within the workers organization.

In some unions the domination of boss-linked leadership combined with the leverage of the NLRB apparatus, leaves little to no room for class militants to maneuver or capture leadership. We call these unconquerable “regime unions”. In such unions, working within them to change their character becomes impossible and it is necessary to organize workers outside these unions' control; while never sabotaging any active strike action, it becomes necessary to organize workers into defensive bodies outside and often against these unions' apparatus.

Ultimately it is our aim to fight for the establishment of a centralized class union that either operates as a wholly new organization outside the established unions or as united front initiative which brings together some elements of the established unions where class militants have been able to take power alongside other emerging workers defensive bodies that have organized themselves outside of the established unions.

3. Build The United Class Union Front! Advance Unity of Action and Solidarity Between the Combative & Class Unionist Forces!

From our various positions within our unions we work to move them into common and convergent action. We build towards this goal in a number of ways. By establishing solidarity committees within our unions, we bring our fellow workers out to each other's picket lines and struggle together to defend our strikes. In organizing joint public events and demonstrations we can bring larger groups of workers to fraternize with each other which can assist in strengthening workers instincts towards solidarity. Likewise, we work towards aligning contracts expirations (our temporary truces with the bosses), and coalitional negotiations with employers across multiple unions which allows us to combine our leverage against the bosses and potentially works to leverage workers collective strike power.

Beyond these general aims, CSAN aims to unite the militant minority of class unionists within the existing unions so as to coordinate and amplify our efforts in organizing cross union initiatives. In struggling to advance the aforementioned actions, we begin to take practical steps in the direction of the unified class union front which is necessary to both put the workers' movement back on its feet, as well as to defeat the regime unionism of the AFL-CIO federation and it's kin within the workers movement. The most militant of workers must continue to expand the struggle for unity of action, in order to achieve as soon as possible a united general strike of all the fighting unions. This movement must work to oppose the imperialist war and its effects on the working class, fight for a general increase in wages, unemployment benefits, redundancy pay and pensions. We need to have the ability to promote an international general strike against the war and capitalist class economic offensive.

4. Fight for Class Struggle Demands!

The unions exist, first and foremost as organs to defend the economic interests of workers. Thus, our work within the unions heavily prioritizes the need to center economic demands, particularly wage demands within workers struggle as it is our common wage labor that forms the basis of our mutual interest. While advancing political demands within the unions may have it's time and place under certain conditions, our focus must heavily concentrate on hard hitting economic demands that do not only maintain workers wages and standard of living but increase it. It is this economic interest which ultimately unites all workers within the unions. In the United States only 10% of workers are currently organized, as such we recognize the pressing need to expand and grow the ranks of organized labor by demonstrating that unions can execute on their basic elementary function of winning material gains.

In our demands we work to bring all workers to a common standard to the maximum extent possible. Thus, we oppose the creation of tiers of workers within contracts and support the destruction of wage differentials. We seek to work towards the elimination of all differentials between "skilled" and "unskilled" labor within contracts. We do this by putting a premium on increased wages for the lowest paid workers. In our workplace struggles we oppose efforts to advance co-management and profit sharing schemes with the boss. We oppose all "no strike" clauses, and other confines within the existing trade union legal framework which attempt to limit workers' ability to strike. Through putting our emphasis on economic demands we put ourselves at the head of the real interests of the vast majority of the workers.

5. Strengthen Strike Power!

The organized and collective refusal to work — the strike — remains the most powerful weapon the working class has in our shared defense. As the capitalist class is totally dependent upon wage labor for the extraction of all surplus values, strikes remain an indispensable tactic in the economic struggle. Strikes expose to the workers the true nature of the conflict of forces between the workers and the bosses and like no other experience elevate the class instincts of the workers. The experience of striking inevitably strengthens the workers collective fighting capacity and steals their resolve against the bosses. Thus expansion of strike experience is needed in unions across the working class to elevate the workers movement onto a higher plane of struggle.

Beyond any other tactic, our unions must hold as a prime objective the constant strengthening of our capacity for collective strike action. We must work tirelessly to push back against anti-strike sentiment spread by the boss or our fellow workers. We must work to explain why developing our capacity, and leveraging our strike power is the *sine qua non* of the union itself and the point at which all of our leverage over the boss is developed. As a strike is a struggle between the union and the bosses where the victor is typical they who can endure the most hardship, we must push back against strike strategies that over rely on strike pay from union coffers, and work to prepare and educate workers on the need to survive without pay from the union during a strike for effective and long term action. In many unions, strike pay is an issue which is also used as an excuse to keep locals bargaining at different times so as to prevent more generalized strike action from depleting national strike pay coffers. Many large national unions have no long term strike strategies, we must push to develop long term strike strategies and to align union contracts across the working class together to the maximum extent possible.

Strikes mean little if scabs can easily cross picket lines and resume work. Towards such ends effective picket line defenses committees must be organized to frustrate scab labor and keep workers safe from reactionary violence. Our fellow workers must be retaught the principles of never crossing other workers picket lines. We must organize solidarity committees within our unions to mobilize our fellow workers to join other striking unions on picket lines and support their fights, this will bring more workers in contact with others on strike, exposing them to these realities and learning from each other experiences we collective strengthen the classist feelings amongst the workers and diminish any fears from ignorance about what a strike is and how to successfully prepare for one.

6. Organize the Unorganized! & the Question of Independent Union Federations or Centralized Industrial Unions?

Organizing the Unorganized

In the United States and in North America unionization rates have always been lower compared to the rest of the industrialized world. Even at the height of the labor movement immediately following World War 2 only approximately 30% of workers were organized. Today a dismal 10% of workers in the United States are organized into unions. Historically, the existing unions have neglected organizing unskilled laborers, prioritizing the more highly paid trades. Today while new campaigns to organize what are traditionally considered “unskilled” labor in companies such as Amazon and Starbucks are beginning to emerge, the vast majority of workers in these sectors

remain unorganized. With the expansion of part-time and “gig-economy” jobs, alongside new technologies used by the employer to make organizing more difficult and a general lack of investment into new unionization efforts by most unions, the most highly exploited laborers in North America remain unorganized.

With the masses of workers being unorganized, they are left defenseless against employer offenses. The existence of lower paid workers inevitably plays a role in driving down the wages of all workers. Low unionization rates also contribute to the weakness of the existing unions as it allows employers in industries hit with a strike to easily move its productive activities to unorganized sectors and continue to turn a profit, thus undermining the organized labor's strike power. Without the vast majority of workers being organized into unions the power of the working class can never leverage it’s full potential within it’s defensive struggle against the employer. As such, it is in the highest interest of all workers to make a top priority the dedication of organizational resources of the existing unions to initiatives that advance the organization of unorganized sectors of workers.

Independent Labor Unions?

Over the last few years a new wave of independent labor unions have emerged in the United States which have successfully organized workers in traditionally hard to organize service and retail industries. Instead of joining with the established large business and regime unions in these sectors workers have taken up campaigns to self-organize outside of these unions. These unions typically build around small shop campaigns to win individual contracts on a store by store basis with each union being highly decentralized and organized around a single employer. While it is a positive development that workers are self-organizing in these unorganized sectors, outside the control of the established regime unions, due to their decentralized localist orientations they often struggle to build the necessary strike leverage to force the employer to the bargaining table to concede to their demands. In some cities unions have combined into small decentralized federations of independent unions which organize themselves separately from the established unions; however, they represent a small fraction of the work forces and their decentralized model, with many individual small unions organized in individual stores divided by unions organized against individual employers prevents them from more fully organizing the workers into unions outside the primary business and regime unions. Like any other union, class unionist militants must struggle within these unions for our working class union program against collaborationist and opportunist tendencies in leadership.

We must call for the existing independent unions and those that follow, to amalgamate themselves into centralized unions organized on industrial lines that fight to organize all workers within that industry regardless of their individual employer. Additionally, as opposed to combining around narrow federations exclusive to independent unions, these unions should be encouraged to take practical steps towards forming the united class union front by entering into common action with all combative forces within the labor movement.

7. For Internationalism! Against Social Chauvinism and All Divisions Within the Working Class.

We oppose all forms of social chavism within the working class, our unions, and capitalist society including racism, sexism, homophobia and nationalism. We recognize the historic use

of these divisions to weaken the struggle of the working class and divide it. We recognize the historic super exploitation of black, brown, and women workers in North America and beyond. And seek to struggle against this exploitation through class unity and class unionism.

The Guilds, Early Unions and Race

The first unions in the United States evolved out of the old feudal guild systems which included proprietary masters and apprentice journeymen. In this system the journeymen would accumulate enough capital to start their own independent enterprise; however, as time went on the proprietary masters began accumulating more wealth, purchasing more machinery and taking on more and more journeymen, conditions became worse for the journeymen in their workplaces and economic conditions became such that it became more difficult to start their own enterprises, and eventually they began breaking out of the old guild structure to establish their own independent craft unions; however, these early unions did not necessarily see themselves as part of a great working class, it was more common to think of workers and capital as having a common interest. They often organized these early unions as small business start ups, to accumulate collective monies to start cooperative enterprises. Like the class collaborationists of today, they typically wished to put labor on an "equal" footing to capital and the bosses. Evolving as they did within a capitalist economy built on Black slavery in the South and the genocide of the Indigenous peoples in the West, the early unions naturally defaulted to taking up the banners of racist exclusion in hard economic times. These early unions existed in a time of great economic instability, as such they tended to take on a monopolistic character to defend their jobs against others on the labor market in times of economic crisis.

As industry began developing in the North, an early tactic of the bosses was to recruit immigrants from Europe to undercut the workers wages. Anti-immigrant attitudes naturally developed and were then encouraged by sections of the bourgeois, in order to keep workers divided. Likewise fears of losing jobs were exploited by the old Democratic Party to promote anti-Black racism and opposition to abolition on grounds that free Black slaves would be used to undercut white labor. In the United States white supremacy was a favored tool of opportunist leadership within the unions to advance their program of class collaboration, and promote the development of a white labor aristocracy.

Post Civil War Labor Struggles & The Rise of Jim Crow Unionism

Despite this tendency, from the birth of the first national union federation in the United States in 1866, the National Labor Union under president Sylvis, organized labor would begin to take a stand against racism, supported abolition of the slaves and under its president Sylvis took many classist positions. This was in no small part due to its connection to the International Workingmen's Association (The First International), where class conscious militant leaders within the unions fought to keep them open and inclusive of workers skilled and unskilled, regardless of race and immigration status cooperating with other unions on an international level.

The massive Black labor movement which exploded in the South after the emancipation of the slaves eventually organized itself around the Colored National Labor Union under Isaac Meyers who also advocated for territorially organized unions on a state level that united workers of all races, both Sylvis and Meyers advocated for the unity of white and Black workers; however, the economic crisis of 1873 would come alongside a national capitalist offensive and a wave of terroristic violence directed at Black workers in the South in the form of the fascist KKK, the Red Shirts and the "Redeemers" movement.

With the capitalist offensive and the death of Sylvis and the collapse of the IWA after the economic crisis, the established craft unions predominated by white workers would resume retrenching themselves against immigrant and Black labor, instead of working to unite together. In the 1880's the Knights of Labor and the AFL would rise which at first were open to workers of all races but by the economic crisis of 1893 both unions had began to adopt racist and exclusionary policies with the AFL opening the door to Jim Crow unionism by accepting white-only unions in the South to it's federation.

The Regime Union's Racism

As the first world war approached the AFL leadership soon became the loyal supporters of the nationalist campaign for the collective slaughter of workers across the world, alongside a renewed national KKK and American Legion movement which collaborated together in the Red Scare to attack class militants purge them from the unions and attempt to crush major strikes such as the Great 1919 Steel Strike. Meanwhile the racially exclusive policies of opportunist unions kept most Black workers unorganized, which the capitalist class exploited by importing Black workers from the South and using them as strikebreakers in the North in many of the major strike actions of the early part of the twentieth century. The economic tension was often exploited by opportunists to advance a program of violence against Black workers as erupted in the Red Summer of 1919.

As the established unions began to consolidate themselves and become regulated by the state union legal apparatus in the second part of the twentieth century the unions would remain mostly unchanged. As the historical progress of the Great Migration came to completion and the events of the Black rebellions of the 1960's led to an end of Jim Crow in the South and segregation in the North, alongside a rise in the Prison Industrial complex which worked to contain the most revolutionary elements of Black labor, putting many into this new form of slavery.

Race and Labor Today

Black workers and immigrants today continue to be disproportionately represented in the "unskilled" occupations, a vast wage differential also exists which continues between men and women and gender-non conforming peoples. The existing union's leadership also is overwhelmingly white and disproportionately male. Most unions today continue to tie themselves to the defense of the "nation" and employ patriotic appeals. As such the unions continue to struggle with the same old social-chauvinism they always have, a social phenomena that has been used to keep workers divided, undercutting labor and liquidating the most militant elements within the labor movement, in both the first and the second Red Scares.

Given all of this and the long history of exclusionary policies and social chauvinism in the unions it is essential that workers oppose this mentality within the unions at every corner and work to promote inclusive policies that bring together and unite workers across all divisions of race, sex, gender and immigration status.

8. Unions as Fighting Organs, Not Electoralist Machines!

Too often our unions have been organized as electoral advocacy and lobbying groups. In the early stages of the union movement in the United States the political turn of the unions such as the National Labor Union led to their rapid decline as they no longer functioned as unions focused on defending workers economic conditions through organizing collective action against the employer, but became political organizations advocating for political and electoral legislative reforms while binding themselves to the increasingly unpopular political party's of that era. Political organizations and unions have distinct and unique functions which should not be confused. While the workers movement from time to time might put forward demands against the state that come in the form of legislative reforms, ultimately it is the coercive contest of forces between the organized elements of the workers and the bosses which force the government of the ruling class to implement them not the sly political pandering of lobbying.

Realistic threats of unified and general strike action is our biggest way of forcing the capitalist state to make concessions to us and is a far preferable method than investing into lobbying capitalist class politicians for legal guarantees. Tactics such as funding lobbying, endorsing politicians running for office, or organizing canvassing efforts for ballot initiatives all divert critical resources away from unionization efforts, cross-workplace solidarity initiatives and strike campaigns.

9. Relations to Political Organizations & Inter-Class Coalitions

Political Organizations

The class struggle action network recognizes the need for a class political party which must lead the working class offensive to eliminate capitalism; however, The unions perform a uniquely defensive function rooted in the wage labor dynamics and as such the unions and Party must remain distinct organizations with the unions being open to all workers regardless of political orientation and wherein a plurality of political views is inevitable. As such the unions should not be absolved into a direct organ of a party. The Class Struggle Action Network as a politically plural body, will not not endorse any candidate for any elected office nor legislative initiative of any political organization. Nor shall it ever require participants to be members of any one political organization or adhere to the discipline of any one political organization.

Coalitional Work

CSAN shall not enter into any direct inter-organizational coalition work or action with any political organizations or inter-class bodies such as community organizations or non-profits. Additionally, it will not endorse joint actions, initiatives or co-sponsorships solicited by such organizations. It will remain exclusively committed to developing and promoting coalitional and united front action between official union bodies, organs of workers militating within the unions, or grassroots workers defense organizations.

10. Our Position On Union Reform Movement & Union Democracy

The Union Reform Movement

As we oppose the class collaborationism of the conservative business unionist current within the labor movement we also oppose the class collaborationist elements within the existing union reform movement. The leading organ of the existing union reform movement is the Labor Notes network, for which most of its leadership and financial backing is closely tied to the AFL-CIO and the Democratic Party. While many combative currents exist within the Labor Notes network and attend its regular gatherings, it's leadership is known to repress and silence class expressions within its press and within its conferences, using its spaces and influence to promote a reformist class-collaborationist unionism that sections of the capitalist class find tolerable.

This current often ties itself to inter-class political parties or non-profit organizations for support. Typically it's strategies revolve around looking to the bourgeois state in hopes of legislative reforms and justice department legal injunctions brought on by the federal government against the major conservative regime unions to open them up and "democratize" them. Thus we distinguish ourselves from the existing "union reform" movement in that we do not promote such methods as conducive to developing a truly strong and powerful workers movement, instead such methods only work to squander militants' workers' time and energy on pie in the sky promises of bourgeois state guarantees.

The workers movement can only gain it's strength by the working class's collective capacity to struggle independent of the capitalist state. While we do not reject working in united front efforts with some of the combative elements within the Labor Notes orbit, we must clarify where we diverge on matters of principle.

Union Democracy

It is important that the internal life of unions be restored. We must work to wrestle power away from the collaborationist cliques that dominate the unions. We must promote workers' assemblies to openly debate on their situation, on the demands to be made, on the actions to be taken and on the commissions and working groups to be formed. Promote local assemblies that integrate workers from different unions, companies and trades, as well as retirees, pensioners and the unemployed; However, we do not agree with the slogans which present union democracy as a fundamental principle and sole solution to restore the unions. Instead, democracy is merely one method of organization of decision making within the union. We can point to the un-democratic ways of the existing leadership to demonstrate their hypocrisy, initiatives such as "open bargaining" can be useful in removing collaborationist leaderships stranglehold of power; however, democracy in of itself is not an inherent solution to the domination of the unions by class collaborationists, as it alone cannot guarantee the unions would not again be overwhelmed by them through manipulation of democratic processes. The key is the class character of the leadership and the strength of the union as a fighting formation.

Organizational Structure

1. Name

a. The group of union leaders across various industries which has come together to initiate this organization, has chosen to call this association of class militants the Class Struggle Action Network.

2. Mission, Aims & Method

a. Mission

i. The Class Struggle Action Network (CSAN) is an association of those working to form unions, union leaders and rank n file militants across North American who are committed to building a combative and anti-capitalist labor movement, independent from ruling class political parties, acting in defense of one global working class.

b. Aims

i. To promote an anti-capitalist perspective within the labor movement.
ii. To promote the class unionism principles and tactics within the existing unions and support the development of new unionization efforts on class unionist grounds.
iii. To support class militants in contesting boss-linked and opportunist leadership within the unions.
iv. To converge militant combative elements in the unions towards the establishment of a united class union front of workers across North America.

c. Method

i. CSAN is itself neither a union nor a political party. CSAN works exclusively as an association of workers who share a common view on the need for class unionism, who are members of existing unions or are workers who wish to begin to organize their own workplace.
ii. CSAN is not itself a political organization. As such CSAN does not engage in coalition work with political organizations nor endorse any candidate, electoral or organizational initiatives of theirs. While CSAN promotes a particular trade unions tactical line, hold's to anti-capitalist economic principles and positions, it is a politically plural association of workers, open to all regardless of political affiliation.
iii. CSAN does not itself engage in union-like organizing. It does not seek to establish itself as a union collectively representing workers in any workplace, instead it encourages unorganized workers to form new unions on class unionist grounds or join existing unions and promote class unionist positions within them.

3. Framework

a. CSAN shall be organized as a membership association. Its decision making and structure shall be established on centralist and democratic grounds. It will feature a regular General Meeting where members may submit proposals for approval by a majority vote of

membership in attendance. This body operates in relation to a central Organizing Committee (OC) composed of elected and appointed leaders. The OC acts as the highest decision making body in the organization and ensures foundational principles of the organization are maintained and that CSAN continues to move towards realizing its mission and aims.

4. Membership

a. Membership Requirements and Expectations

i. All members must be members of an established union or be committed and verifiably active in working to unionize their own workplace.
ii. All members must adhere to the principles and positions of class unionism as described in the aforementioned titled section in this document.
iii. All members must agree not to violate the Constitution or By-laws of CSAN.
iv. All members must adhere to and not violate the decisions made at a sectional meeting if they are a member of one, the decisions of the General Meeting and the decisions of the Organizing Committee.
v. All members are expected to pay regular dues to the organization on a schedule as defined in the by-laws.

b. Political Plurality & Internal Propagandizing

i. Membership in CSAN is open to all workers regardless of their political or religious affiliations. No member may be excluded from membership or involvement merely because of their stated political or religious affiliations and positions. As CSAN's principles and positions are merely of a trade union and economic nature, no member may be excluded so long as they agree and adhere to these, regardless of their political positions and views.

ii. Members are allowed to propagandize and promote their own political views, organizations and events within CSAN; however, reasonable limits and moderation rules on political expression and debates may be established by the OC, so as not to unduly disturb ongoing activities, events or electronic communications.

c. Expulsion From Membership

i. Members who have by their actions demonstrated themselves to act against the Membership Requirements and Expectations as listed here, may be proposed for

expulsion. Any proposed expulsion must be submitted to the Organizing Committee who will review the matter, and develop any corrective plan if deemed appropriate and necessary prior to expulsion. If deemed necessary, the member may be expelled by a majority vote decision of the Organizing Committee.

5. Meetings & Organs

a. Territorial & Industrial Sections

i. Local territorial or industrial sections of the organization may be proposed for creation wherein multiple workers in an area or industry decide to begin more closely organizing their efforts.
ii. The official establishment of a new section requires a detailed work plan, establishing it's structure and meeting schedule. It must be proposed & approved by a majority vote first of the Organizing Committee and then a majority vote at a General Meeting.
iii. These sections must submit notes of their meetings to the Organizing Committee and report to the General Meetings.
iv. These sections must adhere to any decisions of the Organizing Committee and General Meetings.

b. Working Groups

i. Working groups are groups of members who gather together to execute an area of work aligned with CSAN's principles, mission and aims.
ii. The establishment of a working group must first be proposed and approved through a vote of a General Meeting.
iii. Working Groups must submit notes of their meetings to the Organizing Committee and report to the General Meetings.
iv. Working Groups must adhere to any decisions of the Organizing Committee or made at a General Meeting.

c. General Meetings

i. There shall be a General Meeting of the organization no less than once every month.
ii. The OC may take a majority vote to forestall a monthly meeting in circumstances where it is occasionally necessary.
iii. Members may submit proposals for new initiatives aligned with CSAN's principles, mission and aims for consideration to General Meetings.
iv. The decision making process for these meetings will follow that outlined in the organizations by-laws.

v. Any initiative or decision adopted by the General Meeting, local or territorials section, or any other element of the organization, deemed outside the principle, mission or aims of the organization may be overturned with a subsequent majority vote of the Organizing Committee, with an explanation provided.

d. Elections Meetings

i. The organization will hold elections meetings on no less than a bi-annual basis.
ii. These are special meetings organized by the OC, and announced well in advance for all members to attend.
iii. These meetings are opportunities to submit any amendments to the constitution for vote and where all elections of Organizing Committee members shall occur.
iv. These shall feature open public voting and never use any secret ballot method.
v. **Election Requirements**: Members who are running for the OC must be paid up in dues, unless they have received an exception. They must have been members of CSAN for no less than six months and attended no less than three organizational meetings.
vi. Members must be nominated to run for an open OC position by themselves or another member during an election. All nominations must be "seconded" by another member before being put to a vote in an elections meeting.
vii. The candidate who receives the most votes for any one vacant OC position will be elected to said position.

e. Organizing Committee

i. **Responsibilities**: The Organizing Committee (OC) is the elected leadership and administrative body of the organization tasked with ensuring it continues to move forward with realizing its ongoing mission and that the organization's principles, constitution and by-laws are being observed. The OC and/or it's individual members must make regular reports to General Meetings about their activities.

ii. **Powers**: The Organizing Committee is the highest decision making body in the organization to which all other organizational bodies must adhere to its decisions. It is bound to follow and cannot violate or issue any directive which acts outside the by-baws and constitution of the organization.

iii. **Meetings:** The Organizing Committee will meet no less than once a season or every three months. Here it will review the organization's activity and make any recommendations or adjustments as needed. All minutes of the organizing committee meetings or electronic communications can be made available to membership upon request in a reasonable time frame. OC members should move new initiatives through the General Meeting as much as possible; however, the

OC may also make periodic decisions that impact the organization as a whole and guide it forward without the prior approval of a GM meeting, when deemed necessary.

iv. **Term**: all OC positions will be for a two year term or until the next elections meeting.

v. **Elections:** The organization will hold an election for all Organizing Committee positions every two years at the organizations elections meeting.

vi. **Appointments**: Any open OC positions may be filled between the bi-annual elections meeting, by appointment via a majority vote of the standing OC members.

vii. **Decision Making:** The OC may establish it's own decision making process or outline it in the by-laws. Elsewise it shall default to a majority vote decision making process as described in the Business Meeting Structure and Decision Making section in the by-laws.

viii. **Elected Positions**: The OC shall be composed of at most 10 members corresponding to the following elected positions. The responsibilities for each member listed here may also be delegated among OC members as determined necessary by the individual elected to the respective roles. The existing OC may decide the number of vacant "at large positions" to fill ahead of each election cycle, as necessary for fulfilling it's duties. Whichever candidate wins the largest number of votes for any of the open positions will be elected to said position.

1. *Treasurer*
    a. The treasurer is responsible for managing the organization's finances, making regular reports on it to General Meetings and Organizing Committee meetings, creating a regular budget & developing and advancing fundraising initiatives as needed.
2. *Lead organizer*
    a. Responsible for ensuring the regular General Meetings are occuring. Build's relationships with members and ensure they are being supported in all ways possible by the network with their own workplace organizing. Mobilizes the networks membership for critical calls to action and solidarity work
3. *Publications Editor*
    a. Ensure the organization's website is functional. Solicits and reviews any articles submitted for publication. Manages, oversees, edits and reviews all published documents and material under the organizations name. The responsibilities of social media will be handled by the editor or delegated to a member of the organizing committee.
4. *Secretary*
    a. Manages the onboarding of new members, manages the organizations central email. Ensures notes are being taken at

General Meetings and that the organization documents are in order. Manages any membership questions, conflicts or expulsion proposals when they arise. Bottom-lines the bi-annual elections meeting and when necessary, assesses the standing of membership for the purposes of voting and elections

5. *Six at Large Positions*
    a. At large positions will assist the other members elected to specific roles outlined above in fulfilling any of their duties as needed. They may also take on other ongoing tasks or roles outlined and approved by the Organizing Committee.

6. Funds

a. The funds of CSAN shall come from membership dues, periodic fundraising and asking for donations at public events. The funds shall be held, managed and disbursed by the elected treasurer, and/or with the assistance of another OC member at their discretion, who will make regular reports to the organization on their management.

7. Website & Print Publications

a. The organization will maintain a website where members may submit articles for publication consideration to the Publications Editor. The website serves a critical role in promoting the activity of the network to the organization and wider workers movement. Publications Editor will also be responsible for ensuring the website is functional and operational.
b. The organization will also prepare at minimum an annual print publication featuring the latest articles on it's website and updates about it's work for mass distribution to workers.

8. Amending the Constitution

a. The constitution may be amended only at the elections meeting.
b. Proposals to amend the constitution must receive a 3/4ths majority vote in favor to pass.

9. By-Laws

a. The organization shall also hold a By-Laws document which outlines its day to day rules on its regular operations. These By-Laws must conform to and cannot violate the constitution.

By-Laws of the Class Struggle Action Network

1. Amending the By-Laws

a. Proposed amendments to the By-Laws must be approved by majority vote at a GM meeting and by the Organizing Committee.

2. Membership

a. Onboarding:
    i. New contacts who and inquire to join, must read over and agree to the Constitution and By-laws.
    ii. They will be invited to join after submitting their first monthly dues payment.
b. Dues
    i. Dues will be sliding scale, starting at $5 a month. Members may apply for economic hardship and be allowed to disregard all dues requirements. Any application can be approved by the designated member of the OC who processes new member applications.

3. General Meetings (GMs)

a. **Chair**: A member of the organizing committee, in consultation with the Secretary shall be responsible for chairing these meetings. A different OC member may chair either portion of the meeting.
b. **Agenda**: The Agenda of the General Meetings shall be as established
    i. Workplace Organizing Roundtable
    ii. CSAN GM Business Meeting

4. Business Meeting Structure & Decision Making Process

a. Business Meeting Agenda

- Review, amend and approve agenda
- Approve previous meetings notes
- Announcements and communications
- Reports
- Old business
- New business
- Adjourn

Announcements, Communications, and Reports must be brief, or submitted in writing. There is no discussion, beyond brief clarification. No decisions are made, unless they are so obvious as to require no discussion. If any discussion is required, the item goes to New Business.

Items under Old and New Business begin with the statement (or restatement) of a main motion. Proposed new business items should be submitted in writing ahead of time to the maximum extent possible.

b. Rules and Procedures for Business Meetings

i. Decisions are made by a majority vote of members. Nonmembers may be seated by decision of the group, but may not vote or make motions.

ii. Meetings should be business like and efficient, lasting, in most cases, no more than two hours. The tone should be one of mutual respect. Insults, personal attacks and acts of aggression towards fellow members will not be tolerated.

iii. Members may speak only when recognized by the chair. When speaking in the meeting, address the group as a whole. No private conversations allowed during the course of the meeting.

c. Making a Motion

i. A Main Motion concerns business to be carried out by the group. There may be only one main motion on the floor at a given time.

ii. The motion is stated, beginning with: “I move that” The motion should be clear and concise.

iii. After a motion is moved, the meeting chair must “recognize” the motion. A motion which is deemed outside the organization's aims, principles or mission by the chair may not be recognized. A motion may also not be recognized for time constraints. The chair must provide a reason.

iv. If the motion is not seconded it dies.

v. If the motion is seconded, it is repeated by the chair, to establish the exact wording. The maker of the motion either agrees to the wording or corrects it. The chair instructs the secretary to record the motion and to read it back. When it has been read back, in exact wording, from the minutes, the chair calls for discussion.

vi. The chair begins discussion by asking if anyone is opposed. If not, the vote is taken. If so, discussion begins with opposition.

vii. Discussion goes back and forth between favor and opposition until all relevant opinions have been heard. No member may speak twice on a motion until each member that wishes to speak has been heard. Possible exception to this rule would be to allow the maker of the motion to explain and clarify. Members may not repeat a point that has already been made. If someone else makes your point before you get your turn, just say, "I pass," when called upon, or that you agree with the previous speaker's point.

viii. A member may offer a Friendly Amendment during discussion. It should be stated in exact wording. The chair asks the maker if she accepts that amendment. If not, discussion continues on the original motion. If the maker accepts the amendment, it is repeated by the chair, agreed upon, recorded and read back from the minutes. Then the discussion continues on the Amended Motion, which becomes the motion on the floor.

ix. The maker of the motion may Withdraw the motion at any time before the vote.

x. The vote is taken when discussion is completed. The chair may call for the vote (Call the Question) or a member may make a motion to do so. Call the Question is a Procedural Motion (see below).

xi. The vote is taken, counted, and recorded in the minutes.

xii. Before moving on, the motion must be implemented. Decide what is needed to carry out the motion, who is going to take responsibility, by what time, and when they will report back to the group. This should be prearranged if possible.

d. Procedural Points and Motions

i. Points of Procedure and Procedural Motions speak to the process of the meeting. They are in order at any time and must be dealt with right away, before going on with the meeting.

ii. Procedural Motions:
A Procedural Motion must be seconded and voted on by the group. This should be done quickly, so as not to distract from the main business at hand.
The chair may make a point of procedure, or suggest (entertain) a procedural motion.

1. To Table (includes when it is to be dealt with)
2. To Refer (to committee or wherever)

3. To Adjourn
4. To Recess (take a break)
5. To Call the Question (call for a vote)
6. To Censure (the group tells an individual member that her behavior in the meeting is unacceptable and will not be tolerated)
7. To Expel (must be preceded by a motion to censure, except in case of immediate danger. This motion expels the individual from the meeting, not the organization.)
8. To Call for a Straw Poll (this is a non-binding vote, to assess the feeling of the group)

iii. Points of Procedure:

iv. The maker raises her hand and speaks out: “Point of Procedure” (or “Point of Order”). The chair must recognize the member immediately.

v. The chair may rule on a point of procedure. The ruling of the chair may be challenged by a member and put to a vote.

vi. Point of Procedure (or Order): This is a suggestion as to how to carry out the business better. It is ruled on by the chair. The ruling can be challenged and the point made into a motion. Don’t get too carried away here, please.

e. The Chair

i. The Chair has a mandate to carry out the will of the group as regards the procedure of the meeting. The chair speaks with the authority of the group, for the group.

The chair cannot vote or make motions. If the chair really needs to do these things she must pass the chair on to another OC member for the duration of that item of business. This shouldn’t happen very often.

The chair is to oversee the process of the meeting to insure that the following criteria are met:

ii. That the business moves along quickly. The chair must keep track of the time. A timekeeper may be appointed by the chair if needed. A meeting should take no more than two hours unless agreed upon by the group. Time limits may be set on discussions as needed.

iii. That the Agenda is followed. That each item of business is taken care of.

iv. That each member who wishes to participate is encouraged and given that opportunity. That none dominates the meeting and speaks excessively at the expense of the others.

v. That the meeting is carried out in accordance with the rules and procedures agreed upon by the group.

vi. That the process is clear, understandable, accessible and transparent to the members.
vii. That an atmosphere and tone of mutual respect is maintained. The chair, in the name of the group, does not allow disrespect, insult or personal attack in the meeting.
viii. The chair may not take part in the business of the meeting. She can and should offer suggestions for the sake of clarity and to move the business along. The chair may suggest (entertain) a motion or procedure.

f. Minutes

i. Minutes are to be taken by the secretary or a member appointed by the chair. The minutes are to be clear and legible, following the standard format. Minutes should be accessible to, and only to, all members in good standing, and must be present at each meeting. Minutes from the previous meeting are to be accessible to the chair in order to make up the proposed agenda.
ii. This is the Minutes Format:
    1. Date and place of meeting. Type of meeting (monthly branch meeting, for instance). Number of members present. Name of chair and secretary.
    2. Synopsis of reports. This must be brief. Longer reports may be submitted in written form, for inclusion in the minutes.
    3. Old Business, then New Business, to be recorded as follows:
        a. Name of member (maker of motion).
        b. M/S (moved and seconded) : That we…
        c. Motion stated in exact wording.
        d. Carried or Failed (tally of votes – number Yes, number No, number Abstained).
        e. Withdrawn, Amended to… (exact wording).
        f. Tabled or Referred (to when or whom).
        g. To be implemented how, by whom, by what time, and reported back by whom, when.
        h. Example: James M/S: That we send $100 to the striking tap-dancers. Carried 23Y,5N, 6A. Mike will write a check and mail it this week, and report back to the next branch meeting.