Bylaws of the Seattle General Membership Branch Industrial Workers of the World

ARTICLE I NAME

A. This organization shall be known as the Industrial Workers of the World Seattle GMB, hereinafter referred to as the Branch.

ARTICLE II CHARTER

A. This organization is chartered as a General Membership Branch of the Industrial Workers of the World, and shall conform with the IWW constitution and by-laws in regard to branches.
B. In accordance with the IWW Constitution, the charter of the branch shall not be surrendered so long as there are five members of the IWW in good standing. Upon dissolution of the branch, all assets of the branch shall be transferred to the Industrial Workers of the World parent organization (a 501c(5) labor organization) as outlined in the IWW Constitution.

ARTICLE III JURISDICTIONS

A. The jurisdictions of the branch shall be determined through the mutual agreement of affiliated industrial unions (IUs), industrial union branches (IUBs), and job shops (JSs).

ARTICLE IV MEMBERSHIP

A. IWW members who submit dues to the branch as individuals shall be entitled to the rights and privileges of the branch.
B. Members whose dues are sixty days in arrears are in bad standing, and shall not be entitled to the rights and privileges of the branch.

ARTICLE V MEETINGS

A. Regular meetings shall be held each month at a specified time and place determined by the membership.

B. A special meeting may be called upon the written request of at least 20% of the membership, but not less than five members; or by any delegate elected by the Branch or job shop, or by the branch Secretary/Treasurer provided;

1) All members of the branch shall be given adequate notice of the time and place and purpose of such a meeting, and

2) No other business shall be conducted or transacted, except that which is specified in the call for the meeting.

C. All voting rights shall be vested in the individual members of the branch, and each member shall be entitled to one vote with respect to any question which may come before a meeting.

D. The Secretary/Treasurer of the branch, or in the absence thereof, any delegate, or in the absence of both, any member, shall call the meeting to order, and call for the election of a chair and recorder.

E. Rusty's Rules of Parliamentary Procedure shall be used to conduct all meetings of the branch and all other committees as deemed appropriate by those committees.

F. The Secretary/Treasurer shall provide a proposed agenda, which shall be read to the membership directly after the meeting is called to order, and the agenda shall be approved by a majority vote of the membership before any business is conducted.

G. A quorum of any regular business meeting shall be 15% of the members in good standing or twelve (12) members in good standing, whichever is lower.

1) If according to this section the number of members needed for quorum is below five (5), then rules for quorum shall revert to Article II, Sec. 5(a) of the IWW Constitution, which states that five (5) members constitutes a quorum.

H. All minutes of all branch meetings shall be made available to the membership upon request in a timely manner, and may be amended by a majority vote of the membership.

ARTICLE VI OFFICERS AND DELEGATES

A. The officers shall be: the branch Secretary and Treasurer; members of the Campaigns Committee; the Organizing Department Liaison; the General Executive Board Contact. Officers may not hold more than one of these positions concurrently.

1) At a regular business meeting, the branch may as needed elect an assistant to the Treasurer or Secretary for the purpose of helping branch officers with their workload.

2) Any additional branch positions created in the MPP and elected at a regular business meeting will be subject to the same limits, expectations, and accountability as officers.

B. Officers and delegates shall be elected to serve one year.

1) If an officer fails to complete the term, a replacement shall be elected for the remainder of the term.

2) All officers and delegates of the branch may be recalled and replaced upon passage of a resolution at a regular business meeting, and the subsequent balloting of the entire membership of the branch.

C. Should the Secretary and Treasurer miss two consecutive General Membership Branch meetings without compelling reasons such as work, illness, injury, or other emergency, the office may be declared vacant by a majority of the membership, and anyone with the qualifications for the office specified in the branch by-laws may be designated by the membership to fulfill the duties of that office until another Secretary/Treasurer can be elected.

D. Nominees for Secretary and Treasurer shall have been members of the IWW in continuous good standing for at least the prior 18 months at the time of nomination.

1) If nominations are not accepted by members in good standing for at least the prior 18 months, then the time qualification shall be reduced to the prior six months.

E. Nominees for delegates of the branch shall have been members of the IWW in continuous good standing for at least the prior six months at the time of nomination.

1) In the case of a special organizing need in a particular industry, shop, or geographical area, the membership may vote to suspend the six month qualification for the member who wishes to be a delegate, provided they are employed in the industry or shop being organized.

F. Alternates may be elected for offices as deemed necessary by the membership.

ARTICLE VII DUTIES OF OFFICERS AND DELEGATES

A. The branch Secretary shall be custodian of all non-financial branch records and supplies; shall issue such supplies to delegates elected by the branch and shall receive reports from them; shall maintain records as these transactions require; shall report such business monthly to the GST; shall transmit to the GST copies of minutes of meetings and financial reports of the branch; shall endeavor to keep the membership informed of all activities, meetings and referenda.

B. The branch Treasurer shall be the custodian of all financial branch records and supplies

C. Officer and delegate duties shall be defined in the IWW constitution and bylaws, the branch's Manual of Policy and Procedure (MPP), and by the delegates' manual issued by the IWW.

ARTICLE VIII COMMITTEES

A. The bylaws shall outline the rights and requirements of branch committees and the MPP shall outline the policies and procedures.

CAMPAIGNS COMMITTEE

C. The GMB's organizing activities will be guided by a Campaigns Committee consisting of the Organizing Department Liaison and four branch members to coordinate, support, and track the branch's organizing. They will serve as officers of the GMB and will be authorized to serve as official representatives of the GMB in all organizing activities.

1) Campaigns Committee members must have taken an Organizer Training 101 course, be in continuous good standing in the IWW for six months prior to the election, be a member of the IWW for at least one year, and have been a member of the Seattle GMB for at least six months.
2) Campaigns Committee members may be added or replaced throughout the year via a majority vote at a GMB. Missing two or more Campaigns Committee meetings without coordinating with the committee will be grounds for immediate dismissal from the committee.

D. The Campaigns Committee shall serve as the exclusive clearinghouse for all official branch organizing campaigns, including: handling branch organizing leads, delegating external organizers for leads and campaigns, acting as an advisory body for campaigns, and tracking the progress and development of campaigns.
E. The Campaigns Committee must meet at least monthly. Reports must be submitted to the branch by the committee chair each month.

1) The Campaigns Committee's major decisions must be ratified by the GMB by majority vote at a regular GMB meeting before action can be taken on those major decisions. Major decisions are defined as: allocating more than $100.00 per month for organizing activity; implementing new organizing policy; and revising the committee's bylaws.

2) The Campaigns Committee's bylaws will be written by members of the committee but must be ratified by a majority vote of the GMB at a regular GMB meeting.

F. The Campaigns Committee will delegate external organizers to all organizing leads, campaigns, and job branches.

1) External organizers may be any member of the Seattle GMB who has completed an OT101 and external organizer orientation.
2) Organizing leads, campaigns, and job branches reserve the exclusive right to replace an external organizer shall they deem it necessary. This must be determined by blind majority vote administered by a branch officer.
3) External organizers cannot be from the same workplace as their assigned organizing lead, campaign, or job branch.
4) Each organizing lead, campaign, and job branch must be assigned at least one external organizer.

GENERAL DEFENSE COMMITTEE

G. The General Defense Committee (GDC) shall remain under the jurisdiction of the branch, and shall report all activities monthly.

1) The branch may sponsor a charter for a GDC where no branch or industrial union exists, for the purpose of defense work.

2) GDC locals under the jurisdiction of the branch may not lobby on the political field.

3) The GDC shall prioritize defense work as follows: Legal defense of IWW members; legal and material support for IWW job actions, support of other rank and file struggles against the master class; education and other class struggle prisoner support.

4) The GDC may not support political parties or candidates.

FORMATION AND DISSOLUTION OF COMMITTEES

H. Other committees may be formed and closed with the approval of the GMB on an ad-hoc basis in accordance with the branch by-laws. Special committees may be formed by the branch to conduct work on its behalf.

ARTICLE IX ELECTIONS

A. Branch Officers shall be nominated at the regular November business meeting, and voted on by referendum ballot at the regular December business meeting.

1) An officer shall be declared duly elected if the number of nominees does not exceed the number of offices.

2) Nominations shall not take place until the number of offices to be held can be determined by the membership.

B. If balloting is required, the branch shall elect an election committee of two or more members, none of whom are nominees, to conduct the election. The election committee shall prepare and mail notices of election to branch members at their last known address. Balloting may be conducted either by mail or by electronic means. The committee shall also receive and count all ballots, and certify the results to the branch at the next regular business meeting.

C. Delegates may be appointed by the membership during the year if the need arises, and shall serve the remainder of that year as one term, in accordance with article VI, Section E of the branch by-laws.

D. Chairpersons for regular committees shall be elected by those committees.

E. The terms of the officers shall commence on January 1 following the election. Outgoing branch officers will provide support and training to incoming branch officers for the month following the election.

ARTICLE X FINANCES

A. Sources of revenue shall be the branch portion of dues paid directly to the branch by individual members, proceeds of sales from literature and ephemera, and from fundraising.

B. All funds shall be deposited in an FDIC member bank, in a designated checking account. 1)

All forms of payment must be signed/approved by the branch Secretary or Treasurer.

2) The membership of the branch shall elect a person who may sign checks, who may only do so if the branch Secretary and Treasurer is unable to perform duties, and is authorized by the membership to do so.

3) The membership may requisition a petty cash fund to cover expenses which arise between business meetings. All petty cash transactions shall be itemized and reported, and approved by the membership before the fund is reimbursed.

4) The branch membership may authorize funds to be spent on the ongoing work of a committee, under the same rules as the petty cash fund.

5) The membership may authorize disbursement of funds from the checking account, provided its use is approved by the membership and a budget cap is set.

C. The branch Treasurer shall make available all records of financial transactions at meetings, and shall report the income, expenses, and total assets of the previous month.

D. An auditing committee consisting of at least three members in continuous good standing for at least the prior six months shall be elected at least once per year, for the following year, at least one month in advance of the year, but no more than two months in advance, to audit branch financial records, at a time mutually convenient when and where the branch Treasurer shall be present to provide branch financial records, and additional financial information. The auditing committee shall report all such business at the next regular business meeting.

E. Expenditure of funds shall require a vote of the membership.

F. All personal expenditures on behalf of the branch shall be submitted within 60 days for reimbursement.

G. The membership shall retain the right to audit the financial transactions of all

committees.

H. The branch financial year shall run from July 1 to June 30.

ARTICLE XI REPRESENTATION OF THE BRANCH

A. No member of the branch shall represent the same without the approval of the membership.

B. All publications shall bear an IWW label when produced by IWW organized shops. If none is available, than all publications shall have a union bug if possible, provided that the cost doesn't prevent the issuance of such literature. The branch may use donated labor and materials in lieu of paying for printing.

C. All publications representing the branch shall be approved by the membership or by a committee specifically empowered to approve the distribution of literature.

ARTICLE XII ORGANIZING

A. All workplace organizing shall be coordinated with the branch.

B. All activities which may reasonably result in legal action taken against the branch as a whole must be approved by the branch.

C. The branch may not act on behalf of a job action or group of workers, unless it is requested by those workers organizing.

D. Any organizer bargaining on behalf of workers who are not members of the IWW, but where the IWW or the branch has been recognized as a bargaining agent by a government agency, may be replaced at the request of the membership, if the membership deems it necessary.

E. Any organizer or delegate may not receive a bonus or severance package from an employer, at the job site that they are organizing, unless there is shop floor control that has resulted in improved working conditions, or a collective bargaining agreement has been signed, and the membership of the branch has been notified of such a pending financial arrangement.

F. Committees may be elected to coordinate communication between workers who are organizing and the branch, provided that these committees are approved by those workers

G. All dues collected from workers that are organizing that are retained by the branch shall be earmarked for use in the same organizing effort.

ARTICLE XIII DUES AND ASSESSMENTS

A. IWW members may pay dues directly to the branch in accordance with the IWW constitution in regard to "branches".

B. All assessments issued by the branch shall be voluntary.

ARTICLE XIV CHANGES IN BYLAWS

A. The branch by-laws may be changed by the membership through a balloting of branch members, which must be approved by a resolution of the membership at a regular business meeting.

B. The branch Manual of Policy & Procedure (MPP) may be instituted and/or amended through passage of a resolution by the membership, as long as they are not in conflict with the branch by-laws or IWW constitution.

ARTICLE XV INTERNAL MEDIATION

A. In the interests of preserving solidarity within the branch, there shall be a localized process for handling internal mediation, particularly in regards to conflicts arising out of racist, sexist, homophobic, and other forms of discriminatory behavior. In addition, it shall be the responsibility of the branch to support internal discussion and education in regards to these issues. The process for handling internal mediation shall be laid out in the MPP.

1) No member shall be denied the use of the branch mediation process by any subordinate body, in accordance with these by-laws and IWW constitution.

2) No member shall be denied union representation on the job, or voting privileges by the

branch, unless their membership has been suspended or revoked in accordance with the IWW constitution and by-laws.

ARTICLE XVI LABOR RELATIONS AND BARGAINING UNITS

A. The branch recognizes the duty of fair representation, and shall make all reasonable efforts to provide reasonable support when requested by members or a representative of a bargaining unit. These things shall include, but not be limited to, assistance with contract administration, legal resources, and other assistance as requested, limited only by material and financial resources available to the branch or subordinate unions.

1) The branch shall recognize the election of a shop steward or stewards in each bargaining unit. If there is no contest for an election, then that member shall be shop steward, absent of objection provided in writing to the union under which the unit is affiliated. In either case, every member of the unit shall be notified in writing of who is serving as shop steward and the process through which that person was selected. The branch shall provide assistance to stewards as requested.

2) Each unit, or combination of units as appropriate, shall elect a Contract Administrator from outside of the unit(s), who is a member of the IWW, to assist the steward(s) in grievance procedures, NLRB procedures, Arbitration, Mediation, and matters of collective bargaining. The branch will in good faith provide the name(s) of nominated member(s) and their qualifications in grievance processing, legal matters, and experience, in order for the affected membership to make an informed decision.

Candidates wishing to serve the branch in this capacity shall provide factual data on their qualifications.

The Contract Administrator shall support the steward(s) and bargaining unit members in good faith and in a professional manner. The Contract Administrator shall also be a delegate charged with arranging for the payment of dues by members in the affected units, if needed.

3) Elections of the steward(s) and Contract Administrator(s) shall be conducted at a meeting or referendum of the affected units. Quorum for total votes shall be 25% for unit(s) with membership totaling more than twenty, and shall be three members for units or combinations thereof under twenty members. Notice of these elections shall be provided at least 15 days in advance in writing, either by mail or posting on union approved bulletin boards in affected shops. If quorum cannot be reached then the IU, IUB, or, in absence, the branch labor relations committee may appoint either office.

B. Grievances: The stewards shall have the authority to file grievances under the language of the governing collective bargaining agreement. In absence of the steward or by request of the steward, the Contract Administrators may handle or assist with grievances. The Steward and the Contract Administrator will always assume good faith on the part of the aggrieved member. In

cases where either the steward or the Contract Administrator decides that the grievance has no merit, or if the member wishes to appeal their grievances to the union, it may be brought to a general membership meeting for a vote. Stewards and Contract Administrators shall recuse themselves from such votes on appeals of grievances they are administering.

C. The contents of IWW members' grievances are confidential, and the details of grievances filed by IWW members against employers in IWW shops, or in the case of dual carders, by members in shops not controlled by the IWW shall not be discussed with non-IWW members without explicit permission from the aggrieved party. Members who violate this confidentiality are subject to union discipline under the charges process.

D. Collective bargaining committees shall include up to three elected members of appropriate bargaining units. Proposed contracts must be ratified by a majority of members in good standing in the bargaining unit in order to authorize agreement by the union and any employer.

ARTICLE XVII CONFLICTS OF INTEREST

A. IWW members must reveal conflicts of interest in the course of IWW business. Such conflicts should be stated at a regular meeting and recorded in the minutes. These conflicts include:

1) Promotion to any supervisory role in any IWW bargaining unit.

2) Membership in any organization in which the IWW is in contract negotiations with, such as nonprofits, cooperatives, and other member based organizations in which the IWW may potentially engage in contract negotiations or organizing.

3) Membership or alliances with any organization that has demonstrated hostility toward the IWW.

4) Election to any government office.

ARTICLE XVIII JOB BRANCHES

A. When there are at least three IWW members in a single workplace they may request Job Branch status at a GMB meeting and be confirmed by majority vote.

B. The GMB shall support the efforts of Job Branches to the best of its ability.

C. Job Branches shall create their own bylaws that conform to the standards for Job Branches in the IWW Constitution and shall be entitled to the rights defined in Article IV., Section 1. of the IWW Constitution.

D. Job Branches may elect a treasurer for the purpose of keeping a share of their dues collected.

1) Job Branches that decide to maintain a treasury will be entitled to half of the Branch share collected from each member.

E. Job Branches shall regularly discuss organizing in the rest of their industry, with the goal of forming Industrial Unions or Industrial Union Branches.

F. Job Branches shall give monthly reports to the GMB.

As amended January 1st 2026