

**Portland General Membership Branch
Bylaws**

As amended through March 25, 2018

Article 1: Name and Purpose

1. The name of this chartered body of the IWW is the Portland General Membership Branch (GMB).
2. The GMB shall nurture workplace and industry organizing efforts within Portland, OR, and its surrounding metropolitan area.
3. The GMB shall encourage the growth of worker industrial organizing strategies, up to and including the formation of new Industrial Organizing Committees and Industrial Union Branch bodies.
4. Branch delegates provide a copy of the bylaws to new members. Bylaws are made available upon request to any member in good standing.

Article 2: Membership

1. Membership in the GMB is open to all IWW members not represented by other Industrial Union Branches. Ability to participate in meetings, including the right to vote is determined by the dues status of a member.
2. IWW members from other Industrial Union Branches or other General Membership Branches are allowed voice in the affairs of the GMB, if they are approved by a majority of GMB at a regularly scheduled business meeting. Members from the Portland area who do not pay dues to GMB delegates may also be granted voice in meetings. Non-members may also be allowed voice at a meeting if approved by a majority of members at the meeting.
3. Members pay dues in accordance with the IWW Constitution.

Article 3: Business Meetings

1. Portland GMB business meetings are run according to Rusty's Rules of Order. Copies of Rusty's Rules will be made available to members and the GMB will hold trainings on Rusty's Rules before each meeting.
2. A quorum of five (5) members in good standing must be present to conduct any business meeting.
3. There shall be a minimum of one (1) business meeting of the GMB per month, at a well-advertised date and location. The GMB may authorize additional business meetings during the month as needed.
4. Other meetings of the Branch may be called that will not have the power to make official decisions but are for discussion and strategizing.
5. Members present and in good standing at business meetings will be able to vote. Anyone more than two (2) months behind on their dues will not be able to vote, unless approved by those present at the meeting. Assembled member have the final say in the level of participation of workers in bad standing.
6. Before the conclusion of each business meeting, a Chair is elected by members present. It is the responsibility of the Chair to coordinate the logistics for the next scheduled business meeting. The Chair is responsible for securing a venue for the next business meeting, soliciting reports and agenda items, and facilitating the business meeting according to Rusty's Rules of Order. The Chair produces a draft agenda and circulates it to the membership at least seven (7) days before the next business meeting commences.
7. New business items for each business meeting must be submitted to the Chair and Branch Secretary at least seven (7) days before the business meeting commences. Any motion or new business not submitted seven (7) days before the business meeting may be added to the agenda by means of a

procedural motion.

8. Reports from branch officers and committees must be submitted to the Chair and Branch Secretary at least seven (7) days before the business meeting commences. Reports not submitted by this deadline will be excluded from the draft business meeting agenda.
9. The Portland GMB conducts two (2) Annual Planning Sessions held in conjunction with and immediately following the January and February GMB business meetings. Members are encouraged to use these sessions as an opportunity to reflect on the challenges of the previous and upcoming years. Officers, committees, and the general membership are encouraged to bring drafted proposals and topics for discussion to the Planning Sessions.
 - a. Preparation for the Annual Planning Sessions occur at the December GMB business meeting and include the formation of a temporary committee to coordinate the logistics of the Planning Sessions. The Secretary is responsible for ensuring that a motion to form the temporary committee occurs at the December GMB.
 - b. January Planning Session: The Reports section of the meeting includes Annual Reports from all officers, committee chairs, and appointed representatives of the branch.

The Old Business section of the meeting begins with three topics of discussion: 1) Administration, 2) Organizing and 3) Education/Fundraising. The meeting chair facilitates a discussion to brainstorm goals for the coming year. Motions for action and implementation for these goals are developed in the month between Planning Sessions and presented for voting at the February Special Session.

The New Business section includes proposals presented prior to the meeting or which arise during the Old Business discussion.

The New Business section includes a review of the responsibilities and duties officers, delegates, and appointed branch positions fulfill. Nominations for all elected and appointed positions begin at the January Planning Session.

- c. February Planning Session: Further discussion and voting on motions occurs during the New Business section of the meeting. Proposed amendments to the branch's by-laws are also discussed and follow the guidelines outlined in Article 8, Sec. 2 of the branch's by-laws.

Nominations and proposals for amendments to the branch by-laws that require a referendum vote of the GMB are closed at the conclusion of the February Special Session.

- d. Items for each Planning Session must be submitted to the Chair and Branch Secretary at least seven (7) days before the Planning Session commences. Any motion or new business not submitted seven (7) days before the Planning Session may be added to the agenda by means of a procedural motion.
- e. Reports from branch officers and committees must be submitted to the Chair and Branch Secretary at least seven (7) days before the Planning Session commences. Reports not submitted by this deadline will be excluded from the draft Planning Session agenda.

Article 4: Officers

1. The GMB elects a Secretary, Treasurer, and Organizing Department Liaison (ODL) for thirteen (13) month terms, to begin on April 1st. Nominations for Secretary, Treasurer, and ODL are open at the January GMB business meeting, with formal election taking place in March by referendum. The duties of Secretary, Treasurer, and ODL are appointed to the individuals receiving the majority number of votes for each position. The departing Secretary, Treasurer and ODL are expected to spend at least one (1) month training their replacements. See below for job descriptions.
2. The GMB elects delegates for thirteen (13) month terms, to begin on April 1st. Nominations for delegates are open at the January GMB business meeting, with formal election taking place in March by referendum. Delegates are elected by a “Yes/No” system of voting, whereas a nominated delegate must receive a majority of “Yes” votes in order to be elected. Delegates may also be elected throughout the year as deemed necessary by developing organizing projects, provided the delegates are approved by a majority vote of a regular GMB business meeting. Delegates must undergo a branch sponsored delegate training prior to applying for delegate credentials from IWW General Headquarters.
3. GMB Officers must remain in good standing as defined by Article V Section 1 of the IWW Constitution. If any Officer falls more than two (2) months behind on their dues, they shall be given the option of catching up or being replaced.
4. All Officers are subject to recall by referendum through a vote conducted by mail ballot.
5. To initiate recall of a GMB Officer to be approved for referendum, a written motion for that officer’s recall must be endorsed by at least ten (10) GMB members in good standing, or endorsed by a regular monthly branch meeting.
6. In order to recall a GMB Officer, a simple majority of the respondents to the referendum must vote in favor of recall.

Job Descriptions and Duties

7. Secretary
 - a. Keeps a current record of GMB business meeting minutes both digitally and in paper form.
 - b. Maintains a database of membership information, including dues payments, contact information, and mailing addresses.
 - c. Responds to inquiries from prospective members, and helps to schedule meetings between prospective members and branch delegates.
 - d. Reports in writing on activities to the GMB business meeting, and attends as many GMB business meetings as possible throughout their term.
 - e. Attends GMB meeting with spreadsheet containing dues status of membership, or finds someone to attend meeting with the information.
 - f. Regularly communicates with Treasurer to discuss and make decision on matters directly related to administering the hall.
 - g. Checks in with and coordinates with all standing committee chairs,, and ensures regular timely reports. Also discusses committee needs and communicates these to delegates.
 - h. Completes and sends a written Branch Secretary/Treasurer Report to IWW General Headquarters by the 10th of every month, and accurately records the GMB dues share.
 - i. Updates membership dues payment information in the database each month.
 - j. Updates bylaws correctly when amended and ensures there are no grammatical or general formatting errors. Maintains both electronic and paper copies of past branch bylaws.
 - k. No member may serve as Secretary for more than two (2) consecutive terms. A member may run for Secretary again at the end of their second term only if no alternative candidate is found.

As needed the branch can appoint at a regular business meeting an assistant to the Secretary for the purpose of helping them to carry out their workload.

8. Treasurer (see also **Article 5: Finances**)

- a. Maintains an accurate and current ledger of the GMB bank account expenditures and income. It is the personal responsibility of the Treasurer to maintain accurate records.
- b. Safeguards the GMB check book and issues checks/receipts as needed.
- c. Issues monthly written reports and produces quarterly financial statements to the GMB business meeting.
- d. Oversees the Automatic Funds Transfer system.
- e. No member may serve as Treasurer more than two (2) consecutive terms. A member may run for Treasurer again at the end of their second term only if no alternative candidate is found.
- f. Responsible for completing annual financial report forms asked of the branch by IWW General Headquarters, Internal Revenue Service (IRS) and Department of Labor.
- g. At a regular business meeting, the branch may as needed appoint an assistant to the Treasurer for the purpose of helping them with their workload.
- h. Submission of a Projected Annual Budget, with the help of the budget committee if needed, at the June GMB of each year. The Budget should include details of expected income and expenses for the following fiscal year, July 1st through June 30th.

9. Organizing Department Liaison (ODL)

- a. The ODL serves as an 'Organizing Liaison' for the Portland GMB, connecting the branch to ODLs around the union and the Organizing Department.
- b. The ODL completes the monthly online ODL Report Form sent out on the Organizing Department Board's (ODB) email list.
- c. Be a 'Campaign Liaison' for the Portland GMB ensuring that each campaign completes the monthly online ODL Report Form sent out on the Organizing Department Board's (ODB) email list.
To do so ODLs will:
 - i. Keep in touch with branch campaigns
 - ii. Connect them to relevant organizers and resources around the union
 - iii. Help us build a stronger culture of reporting, to better support campaigns and where reporting challenges campaigns to be more systematic in their efforts.
 - iv. Note: campaigns should submit reports more often if particularly active. Also, if for some reason campaigns are unable to report, ODLs should get the relevant information and submit a report for them.
- d. Train replacement ODL by going over responsibilities with them and sharing your experiences on how to be an effective ODL.
- e. Share what is going on in the broader IWW with the Portland GMB via monthly reports to the Portland GMB business meeting and listserv.
- f. Help members in the branch who want to connect into broader organizing or IWW projects to do so.

9. Delegates

- a. Delegates are elected yearly. All delegates are required to attend a delegates training before serving their term.

- b. Delegates are responsible for signing up new members, collecting dues maintaining regular contact with members on their delegate contact sheets at least once a month and correct contact information, as necessary.
- c. The roles of the delegates go beyond the collection of dues. Delegates will be asked to build and maintain relationships with members on their contact sheet, for the purpose of getting them involved in organizing projects, other committees, and for giving everyone a face for the IWW.
- d. Reports by the fifth of each month, turns over any money they have collected, and notes any changes in membership information. Reports are submitted regardless if dues were collected or not.
- e. Delegates must return all IWW supplies, including but not limited to dues stamps, assessment stamps, forms, membership packets, buttons, and other materials upon leaving their position.
- f. Branch delegates will be considered resigned if they have not reported to the branch secretary for 3 consecutive months, unless correspondence of special absence has been arranged or communicated to branch secretary in writing.

10. ACH Delegate

- a. The Portland GMB utilizes banking software through its financial institution(s) known as A.C.H. This software enables Portland GMB members to electronically pay their dues and make donations to the branch on a monthly basis. The specified amount of funds is transferred to the Portland GMB via the Internet from the checking accounts of A.C.H. participants, typically on the 17th day of every month. A.C.H. dues and donations are recorded by a branch Delegate, and reported to the Portland GMB Secretary who keeps a record of this history on the branch membership tracking document. Since these funds are transferred electronically, it is the responsibility of the A.C.H. Delegate, along with the branch Secretary and Treasurer, to verify that all member transactions are credited to the branch checking account.
- b. The A.C.H. Delegate is subject to recall by a majority vote of the Portland GMB at any regularly scheduled branch business meeting.

c. **Obligations**

- i. The responsibility for electing the A.C.H. Delegate is conducted by Portland GMB Delegates at a regularly scheduled Delegate Meeting. A Delegate must serve for two consecutive terms before being eligible to serve as the A.C.H. Delegate.
- ii. After their election, the A.C.H. Delegate is required to present themselves to the financial institution of the Portland GMB, for the purposes of being given administrative access to the branch account. The A.C.H. Delegate should be prepared to furnish a valid state I.D., and must participate in a criminal and credit background check, as stipulated by the financial institution.
- iii. The A.C.H. Delegate will be given access to the personal checking account information for all A.C.H. participants, and will have the ability to deduct the specified amount of funds directly from each of these participant's checking accounts. This is sensitive member information, which should be kept secure in a place inaccessible to anyone other than the A.C.H. Delegate.

d. **Responsibilities**

- i. The A.C.H. Delegate must maintain Good Standing status on their IWW membership at all times while being responsible for the A.C.H. program.

- ii. The A.C.H. Delegate must maintain a uniform A.C.H. Authorization Form enabling members electing to participate in the A.C.H. program to sign up and clearly indicate the amount of funds they want transferred to pay dues and make donations. An A.C.H. Informational Manual must also be maintained and given to members prior to participating in A.C.H. The A.C.H. Delegate must be prepared to amend these documents at the directive of the Portland GMB.
- iii. The A.C.H. Delegate must prepare a monthly Delegate Report form depicting the dues and donation payment activity of all members participating in the A.C.H. program. This Delegate Report form must be submitted to the Portland GMB Secretary by no later than the 5th day of each month.
- iv. The A.C.H. Delegate must be diligent in signing up new A.C.H. participants to the program, as well as amending the payment and account status for each participant as requested.
- v. The A.C.H. Delegate is responsible for contacting A.C.H. program participants directly if their personal checking accounts are closed or have insufficient funds at the time of a transfer.

Article 5: Branch Positions

I. Portland GMB Jobs with Justice Representatives

The Portland GMB's Jobs with Justice Representatives serve the union by regularly attending Jobs with Justice's monthly Steering Committee meetings. Nominations for Jobs with Justice Representatives occur annually beginning at the January GMB Special Session and are appointed by a vote at the March GMB Special Session. Representatives serve a one (1) year term of service. The responsibilities of the representatives are:

1. To ensure that at least one (1) representative attends the monthly Jobs with Justice Steering Committee meeting.
2. To bring any requests, reports, or announcements of the union to Jobs with Justice's Steering Committee.
3. To report monthly at GMB meetings on their participation at Jobs with Justice's Steering Committee meetings.
4. To solicit event details and action support from IWW officers, committees, and organizers to deliver to the Steering Committee meetings and inform our union's membership about upcoming actions and events sponsored by Jobs with Justice.
5. To encourage members, particularly new members, who are interested in participating in the Jobs with Justice Coalition to attend Steering Committee meetings with them.

II. Web Site Editor

The Portland IWW website is a forum for the GMB to communicate to its members and to the broader communities about the union and its activities. It is designed as an outreach tool, educational forum and source for news and publicity about local organizing and events.

The website is a very important tool and the role of editor is vital to keeping our website relevant and effective. The web site editor is the chair of this forum. They are asked to post content that is submitted by the membership and to keep the website functional.

The content posted should be restricted to news and information about labor organizing, publicity for upcoming events and actions, and information about our branch and ways to get involved.

The Web site editor is a 1 year position that is appointed and supported by the Education and Outreach committee. Should more than one person express interest in this role, they can either fill the role as a partnership or an election can be held at a GMB meeting.

III. International Solidarity Committee (ISC) Liaison to the Portland GMB

The ISC Liaison serves as the contact between the Portland GMB and the IWW's ISC. Nominations for ISC Liaison occur annually beginning at the January GMB Special Session and the position is appointed by a vote at the March GMB Special Session. Representatives serve a one (1) year term of service.

IV. Stumptown Wobbly Editor

Nominations for the Stumptown Wobbly Editor occur annually beginning at the January GMB Special Session and is appointed by a vote at the March Special Session GMB. Representatives serve a one (1) year term of service.

The Stumptown Wobbly is a forum for the Portland members to discuss labor and organizing issues as well as to make announcements and communications to the branch. The editor is the chair of this forum. Like the chair of a meeting, the role of the chair is to facilitate discussion, maintain order and ensure a tone of mutual respect. The chair is there to serve the group and make sure everyone is being allowed and encouraged to participate.

The deadline for each issue is one week after each GMB meeting, which will be the first Sunday of each month. Each issue is then completed and distributed at least one week before the next GMB meeting.

The editor may submit content, like any other member, but their submissions whether written or art, should not be given priority or special space not provided for other submissions. The editor may include an editor's page at the beginning of the publication, but that should be limited to what members can expect to see in the pages that follow.

The Editor of the Stumptown Wobbly is generally a 1-year position that is supported by the Education and Outreach committee. Should more than one person express interest in this role, they can either fill the role as a partnership or an election can be held at a GMB meeting.

V. Literature Representative

Literature and merchandise are assets of the IWW in many ways. These are tools to educate and share ideas, as well advertise our union and show solidarity with fellow workers. A good selection of literature can provide both historical lessons in labor organizing and build new ideas of what it means to be a Wobbly.

The Literature Representative will be appointed to a one-year term each referendum cycle (April 1st through March 31st). Additional Literature Co-Representatives can be appointed at any GMB.

VI. Volunteer Coordinator

The Volunteer Coordinator serves the union by matching the membership with projects and tasks that are needed to help the work along. Many members are able to donate some time to the union, and the Volunteer Coordinator strives to create a balanced workload for all volunteers. Volunteers are defined as members in good standing who commit to donating a regular set number of hours to the union. The Volunteer Coordinator will be appointed to a one-year term each referendum cycle (April 1st through March 31st) at the March GMB meeting.

Article 6: Finances

1. The GMB shall maintain a bank account in its name for the purposes of organizing and union expenses. It is the responsibility of the Treasurer to keep a balanced ledger of this account, and to act as liaison between the branch and our bank.
2. The primary purposes of maintaining a bank account are to supplement the financial needs of GMB organizing projects, and to contribute to the expenses of the union hall(s).
3. The Treasurer is authorized to dispense budgeted funds and discretionary emergency expenditures not to exceed \$50 per month. All emergency expenditures must be reported in the regular report to the GMB.
4. Any unbudgeted funds above \$50 must be approved by a majority vote of the GMB at a branch meeting.
5. The Treasurer shall make financial records available for inspection within a reasonable amount of time upon request by any GMB member in good standing.
6. The Treasurer may request additional branch members to act as alternate signers in issuing written checks from the account. A GMB member must be approved by a majority of a branch business meeting in order to be included at the bank as a secondary signer for the account. Any secondary signers must file receipts and record their expenditures in the GMB ledger in the manner prescribed by the Treasurer.
7. The Portland GMB will appoint an Audit Committee annually. Said Committee will consist of three (3) members with one (1) chair. Factual input to this Committee is required of the Branch Treasurer, as needed. However, the Audit Committee explicitly bars current Treasurer and Assistant Treasurer from participating in this Committee for sake of full-transparency. The Committee is asked to conduct an audit of all local branch finances by the August GMB meeting, each year. The committee must follow the Department of Labor's guide to conducting an audit. The Portland GMB will begin taking nominations at the May GMB meeting and three (3) fellow workers shall be appointed by vote at the June GMB to serve as the Portland GMB's Audit Committee. The Committee is to dissolve annually, following its report at the August GMB.
8. The Portland GMB Treasurer will submit a Projected Annual Budget at the June GMB of each year. The Treasurer is recommended to appoint, or ask the GMB to appoint, a Budget Committee to help complete this task. Need for a Budget Committee should be assessed at the April GMB, each year.

Article 7: Organizing

1. Branch Organizers: The GMB will nominate and recognize Branch Organizers as needed, but at least twice a year. The position of Branch Organizer exists as a means to formally identify members with the organizing experience necessary to meet with workers from a shop, mentor new organizers, or chair Industrial Organizing Committees.
 - a. The requirements for the position of Branch Organizer are, 1) Having attended an Organizer Training within the previous year and/or 2) having experience working on multiple organizing projects and has met with groups of workers.

- b. A Branch Organizer is expected to fill their position for at least one year.
 - c. The Branch has the right to consider a member who has not met the above requirements, if it deems necessary. A Branch Organizer is asked to make themselves available to work with new shop contacts (hot shops).
 - d. A Branch Organizer is also asked to work with members involved in organizing on their job, and when possible chair Industrial Organizing or Shop Committees. They will also be asked to mentor new organizers when meeting with workers.
 - e. A Branch Organizer is appointed with consideration of equal participation of all races and genders.
2. Shop Committees: In the situation where the Portland IWW is organizing in a workplace or has a long term presence in a workplace, the GMB will appoint a Shop Committee. Said Committee possess a chair, selected by the branch to facilitate the organizing being done in the shop, and will report back monthly to the branch. Said Committee is allowed to organize formally in the name of the Portland Industrial Workers of the World and can expect the help and support of the whole branch.
 3. Industrial Organizing Committees: In an industry where there are multiple workplaces organizing or are already organized OR in the situation where multiple workers from an industry want to pursue formal organizing in their industry: The Portland GMB may establish an Industrial Organizing Committee for the industry. The IOC is open to any member in the Portland GMB who is in the same industry. Workers in the IOC have the power to invite workers from outside the IOC.
 - a. An IOC Chair is appointed by the GMB. An IOC Chair should belong to the industry or should be nominated by workers from the industry. An IOC Chair is expected to facilitate communication between organizing projects, schedule monthly meetings, ensure regular reports from projects, and is required to report to monthly branch meetings.
 - b. Upon establishing the IOC the GMB will approve a monthly operating budget for the IOC, for the purposes of organizing. An IOC's budget and expenses are allocated from the branch's Organizing Fund. The GMB Treasurer is asked to turn over funds upon request of the IOC Chair.
 4. Organizer Trainings: The Portland GMB holds IWW organizer trainings at least every six (6) months. The purpose of these trainings is to provide every worker the basic skills of organizing on the job. All members in the Portland area are encouraged to attend organizer trainings. Efforts will be made to make accommodation to meet the needs of race and gender equity: for example childcare and translators.
 5. Note: None of the above is meant to discourage workers from organizing on their job, or to put structure above real need. It is meant only to clarify what constitutes formal organizing, and to ensure that there are structures within which to we can hold each other accountable.

Article 8: Communications

1. The Portland GMB shall maintain an email announcement list for the membership, for the purpose of disseminating official information from the branch administration. This email list shall be moderated, and only the Branch Secretary and Assistant Branch Secretary shall have posting privileges. The announcement email list shall serve as the default email communication vehicle for the Portland IWW, and all members shall be subscribed to it upon initiation.
2. The Portland GMB shall maintain an email discussion list for the membership, for the purpose of promoting inter-branch discussion, announcements, and Good & Welfare items. Subscription to the email discussion list is voluntary, and posting privileges are open to all subscribed members in Good Standing.

Article 9: Standing Committees

1. A Standing Committee is appointed for projects of the branch. These are outside of organizing committees. Examples of such a committees are Literature, Education, and Fundraising.
2. A Committee is expected to have a chair and a set of goals approved by the General Membership Branch.
3. A Standing Committee is asked to report monthly to the General Membership Branch.
4. The role of a Committee chair is to issue monthly report, discuss the status of the Committee with the Branch Secretary and indicate where the chair needs help with their work. The chair is expected to communicate with the Branch Secretary about any upcoming events.
5. The Conflict Resolution Committee (CRC) creates and implements (with support and approval of the Branch) policies and procedure on addressing conflict that arises among members in the General Membership Branch. Additionally the CRC offers mediation services to members as requested and offers workshops and trainings on conflict resolution topics. The General Membership Branch will elect one (1) person to chair the Committee and report monthly. Two (2) to three (3) other members are elected to serve on the committee along with the chair. Terms are elected annually.

Article 10: Junior Wobblies

The Portland GMB takes the care of the children in our branch seriously. We recognize that offering quality child activities to working families is an integral component of our work to build a better world. We want to make space for everyone and to dismantle barriers that marginalize people from participation in our union. To that end, we have developed a series of policies and procedures to ensure that we offer safe and quality child activities to families, as well as, create a structure that welcomes Wobblies to help the work along by volunteering with our Junior Wobblies.

1. Child activities will be supervised by a pool of pre-selected and pre-screened volunteers. A committee of 3-5 Co-coordinators will be elected at a branch business meeting.
 - A. Coordinators should be established branch members with some experience and knowledge relating to working with children. Coordinators should meet periodically and determine how they would like to divide up duties to ensure that they get done.
 - B. Junior Wobbly Coordinator Duties include: respond to emails, approve child supervision subsidy expenditures, screen & train junior wobblies volunteers, arrange supervision when requested by soliciting volunteers from approved pool, maintain list of contact information for junior wobblies volunteers, maintain list of contact information of parents, children, & families in the union, access Junior Wobblies budget to pay for supplies & activities, reach out to parents new to the branch to say hi and let them know about activities offered through IWW for kids, solicit volunteers, create pamphlet for parents describing child activities and supervision practices.
2. Training will be offered periodically, at least twice a year, and can also be done individually.
3. The screening process for Junior Wobblies volunteers will consist of an application, an interview assessment with a Junior Wobblies Coordinator, training, an internet search of the person's name, and an email to the branch soliciting any concerns.
4. Although there is no way that the branch can completely guarantee the safety of children left in the care of volunteers, we have put the following measures in place to minimize the risks involved:
 - A. Junior Wobblies will aim to have at least two volunteers present when children are not within the close vicinity of their parents or caregivers. When two people aren't available, activities will take

place in an area easily accessible to the parents. Parents can elect to have just one person they feel comfortable with supervise their children.

- B. Parents can communicate with Junior Wobblies coordinators if they have preferences or if concerns regarding the people who spend time with their kids. A list of all volunteers and their experience with kids should be made available to parents to help with this process. The Coordinators will make every effort to address concerns respectfully to all parties involved.
5. Money will be budgeted to Junior Wobblies to pay for materials and services needed to provide child activities. In the case that parents want their child care to happen outside of the IWW, this budget can be used to subsidize their chosen provider.

Article 11: Amendments

1. Any part of these bylaws may be amended through a majority vote of the branch membership through a referendum vote conducted by mail ballot.
2. For a proposed amendment of these bylaws to be approved for referendum, a written motion stating the amended articles must be endorsed by at least ten (10) GMB members in good standing, or endorsed by a regular monthly branch meeting.
3. Once amendments are passed by referendum, the newly edited bylaws will be approved before first printing at a regular monthly branch meeting. Before approval, the bylaws will be reviewed at this meeting to ensure amendments were correctly made by the Secretary and there are no grammatical or general formatting errors.

Article 12: Conflicting Parts

1. All parts of the GMB bylaws conflicting with the IWW Constitution are null and void.

**Industrial Workers of the World
Portland General Membership Branch
Resolutions**

As amended through May 1, 2012

Listserve Policy : 2012

The Portland IWW Branch listserve serves as a bulletin board. It is a place to post motions and notifications of events. The content should be restricted to IWW and working class related items. It is not meant to be a forum for debate.

The Safer Space policy is applicable to the listserve and anyone posting to the listserve is responsible for ensure that the content of their email is not in violation of the Safer Space policy.

If a person violates the listserv policy or safer space policy, members are encouraged to choose from among the following responses:

1. Contact the individual personally and discuss your concerns.
2. Contact the Conflict Resolution Committee if you are interested in discussing your concerns through mediation.
3. Raise your concerns at a GMB meeting.
4. Voice your concerns by responding through the listserv. It is important that a person choosing to respond through the listserv does not violate the safer space policy in their response. We encourage people to maintain a respectful tone and to condemn the actions of the individual rather than the individual themselves.