

(The report is composed of the original report to the convention--which was endorsed unanimously by the convention--plus what appears below. The following should be understood as an addition to the original report to the convention and therefore, for the most part, deliberately excludes points that would be repetition. It should be read along with the original report contained in the pre-convention Bulletin entitled "Convention Report.")

"I had thought about the Party recently, but now, after being at this convention yesterday and today, I decided I must join the Party."

This decision by Elliot from Newark, an observer at the Convention and a black worker at GE, symbolized the feeling about the Party and the working class that was held by everyone in the workshop. Many examples were cited to show the response of the working class to the Party's ideas and **ESPECIALLY TO THE PRACTICE OF THOSE IDEAS IN THE CLASS STRUGGLE.**

When several workers in a car pool going to the Mahwah, N.J. Ford plant were complaining about the union and conditions in the plant and said, "We need an organization to fight around these things," one worker exclaimed, pointing to the Party member in the group, "We've got an organization--the Progressive Labor Party." And when our Philadelphia comrade, in the midst of a welfare workers' strike, addressed hundreds of his fellow workers and got up the courage of his convictions to speak out not just about the immediate struggle but about the need to destroy this system that keeps us enslaved, about the need for revolution as put forward by the PLP, the workers' party (and the union president kept tugging at him to get him to finish), he said he couldn't "because the workers were clapping so much it was taking longer to say what I had to say."

Based on this kind of support for the Party, its line and its activity, the workshop unanimously endorsed the trade union report to the Convention and emphasized the following:

The antidote to the poison of revisionism is building a mass party, in doubling the size of the Party in the next year. It was felt this was entirely realistic in light of a much more aggressive approach to recruiting. Many instances were cited wherein friends of the Party were NOW asking to come to Party club meetings, asking "How can I join the Party" or "How do you get into PLP." Members cited all sorts of excuses to put them off. We now realize more than ever that building the Party--RECRUITING--is the key thing to win the class struggle; it is the key to working on three levels simultaneously--in the mass movement, in WAM and as the Party--since without building the Party it is impossible to put forward a communist line anywhere else. Winning people to the Party from the working class is decisive in the class struggle, proven once again in Philadelphia, where a combination of communist ideas, involving the WAM Convention; an alliance of workers and clients; and work in the union, prevented a split between white and black and solidified each other's support in a common working-class struggle.

Based on all the experience cited in the workshop, of workers responding to the Party, it was felt that great potential exists NOW for recruiting, but that if we don't seize the initiative now, we will not just move forward but would be following a revisionist line and move backwards.

In order to double our membership in one year, in addition to the "1 to 2" proposal in the original report, the workshop proposed:

1. Every Party member go back to their area from this Convention and ask the person closest to them about joining the Party. From this we will get at least an understanding of where several hundred potential recruits stand in relation to joining the Party, or a Party study

group. Probably it will speed up the recruiting process.

2. Every Party club give a plan for recruiting specific individuals to the National Steering Committee in New York within two weeks of this Convention--by July 29. We mean to consolidate the sentiments expressed at the Convention RIGHT AWAY.

It was felt there were several things that are decisive to building this mass party:

LEADERSHIP--It has been proven time and again that when leadership is given, there is an immediate response. This was true in trying to reverse the right-wing trend, in building the paper, and in putting forward the question of building the Party at this very Convention. Therefore, it behooves the leadership in the Party, the National Committee, the area leaders, the club organizers to get DIRECTLY involved in recruiting by discussing with the members the content of the discussions and relations they have with prospective recruits and actually meeting some of them personally, on a concentration basis. It is the leadership's responsibility, in the first place, if this doubling of the Party is not achieved, just as it has been their responsibility for the lack of building the Party in the past. The leadership must constantly check on the progress of recruiting plans. There must be strict accountability.

In addition, there must be leadership given by the Party and its individual members to the mass movement and the class struggle--by every member within the club to the club, to collectively recruit and participate in the class struggle. Finally, there must be greater specific knowledge of the "ins" and "outs" of the class struggle around us--the union, the shop, the relationship of forces, etc., to be able to present a Party program

to every group among whom we're working as well as to the working class as a whole.

30 FOR 40 AND WAM--Our discussion around this question was highlighted by, and conclusions drawn from, a struggle on a difference in the teachers' work. One group said we must vigorously, as communists, put forward the Party's line on 30/40 among teachers (as reflected in a WAM petition now being circulated). The other group said 30/40 has little meaning specifically to teachers, but that smaller classes does and is objectively anti-racist, too. Therefore, to take power in the union we should focus around that as a main demand, and we will also be fighting racism. They also said that the formula in the petition, of 15 classroom hours plus 15 unassigned hours = 30/40, is too complicated to explain to teachers and we would spend all our time doing only that.

The workshop concluded and voted the following: (which applies to all)

1. If we say we agree with 30/40 and building WAM, then we are duty-bound to carry this out, and figure out ways to overcome obstacles to doing this. Many members in different industries have cited reasons why 30/40 doesn't apply to them, but in all cases where 30/40 and WAM have been put forward vigorously, there has been a very positive response. Therefore, we must conclude presently, until testing proves otherwise, that there can be no exceptions and ^{not} to do it is a violation of democratic centralism.

2. 30/40 (and an organization like WAM to build it) is a demand for the international working class. Without such an international demand that unites all workers, an international communist movement cannot be built. ALL workers are part of that international working-class movement.

3. Every Party member, not just teachers, must deepen the understanding of the need for 30/40 and WAM, how it applies generally and also specifically in each shop and union. Virtually everyone in the Party has fallen down on pursuing 30/40 and WAM vigorously, at least as stated in the workshop. Therefore, it behooves all of us, not just teachers, to overcome the obstacles to doing it.

4. As communists, our teacher-members must put forward 30/40 and WAM vigorously among teachers, while at the same time fighting for the other demands--smaller classes, no layoffs, preferential hiring of minority teachers, against racist textbooks, etc. The fight against racism will result from injecting this line into everything we do in the schools. Neither smaller classes nor 30/40 automatically equals anti-racism.

The Convention also supported the amendment that this Fall every Party member in a teachers' union local chapter should initiate a campaign against racist slurs in the schools, classrooms, etc. It was also agreed that 30/40 not be seen as a "make-or-break" issue in any broad caucuses we are working in and trying to build around some of the other reform issues mentioned and others. Tactically we may decide that this one or that one should make the 30/40 point at meetings, caucuses, etc., we should but guarantee--by the Party--that the point be made. If it doesn't make headway, we should not automatically conclude that it is invalid but should re-discuss it in the Party club and in WAM, to figure out why that happened, and ways to go back to do it again, only better. (Examine the groundwork laid for the issue, if certain individuals should have it discussed with them before-hand, what kind of propagandizing had

been done for it in advance, etc.) *This is true for all Party sections.*

RACISM--Also decisive to doubling the Party and building it is the fight against racism. In addition to what the original report states, it was felt the needs are:

1. Racism in the party must be fought by developing close personal relations with minority workers looking towards recruiting them.
2. One big basis of recruiting white workers must be on a basis that they are actively fighting racism.
3. A big basis of recruiting black workers must be an active Party fight among white workers against racism.
4. Either preferential hiring or upgrading of minority workers into higher-paying jobs or both apply in every industry, without exception. Therefore, we should fight for either or both of these demands where they apply.
5. Political disunity within the working class caused by racism is a major reason we must smash it, in addition to those cited in the original report.
6. The workshop did not finish a discussion on whether or not the Party should fight within WAM to place fighting racism as a 4th point in the WAM masthead. However, it did feel that not having it there has not prevented, and would not prevent, WAM members or PLP members from either fighting racism or from winning black workers into WAM, nor would it stop us from fighting racism among white workers won to WAM. The plenary voted to have the incoming National Committee guarantee a discussion throughout the Party on this question (in the internal bulletins, in the clubs, etc.) as it was too important a decision to come to based on the limited

discussion thus far. (There is a resolution on this question following this report, which was tabled pending the proposed discussion.)

7. Fighting for 30/40 does not automatically mean fighting racism. Although we probably could not win 30/40 without a united working class, not split by racism, racism has to be fought specifically within the fight for 30/40 (as well as in other areas), not just as an "implied" result of winning 30/40.

On the question of "agreeing with the line" but not carrying it out, the workshop felt that not carrying out the Party line means there must be disagreement with it, in the sense that there are only two lines to carry out--if not the Party's, then the bourgeoisie's. Seeing these differences, pointing them out and carrying out political struggle in the Party to overcome these differences guarantees the defeat of revisionism. Since we manage to do the things we think are important--raising families, buying certain things, etc.--if because of these things we do not carry out the Party's line, they and we stand in contradiction to the Party's line. It follows that we may not be carrying out the line because we fear losing the things we think important that appear to be in contradiction to the line--a job, etc. A collective fight must be made against this fear and a fight made to carry out the line, showing how, if the Party loses, we lose everything, and THAT is what we really must fear.

The workshop felt there should be a Party internal bulletin issued periodically which publishes the strategic and tactical experiences of all the members.

The workshop felt that a mass campaign sparked by the Party, through WAM and the unions, could make the difference in ACTUALLY SMASHING the ruling class's slave labor program, and should be carried out with that goal in mind by all Party sections with direct relations to these programs.

As auto is our #1 concentration, the workshop discussed building a mass party there. It is clear that some advances have been made in bringing auto workers around our line. Organizing by CPL and PLP is going on at Mahwah, N.J., Toronto and London, Ontario, Cleveland and Detroit. In plants there, rank-and-file activity is developing around 30/40, shop grievances, and a strategy for the contract--no stockpiling and strike the Big 3 to win. Our plan now is everybody walks on Sept. 14 as part of the contract fight. Militant actions throughout the industry indicate our line is the wave of the rank and file, and communist strategy and tactics will lead if we take a positive approach to putting forward our program.

So far auto workers are involved with our Party through WAM and study groups. Black and white men and women auto workers are now involved in the mass work. Most are black. Our main weakness is recruiting to the Party. Doubling of the Party in auto will enable us to lead the largest industry-wide bloc against Woodcock. 30/40 and the contract-struggle strategy has not been integrated well enough into our grievance struggles at the shop level.

Since there are auto workers around who work in WAM, sell C-D and meet with the Party, we propose to immediately ask those workers to join the Party. Already one observer from Cleveland, at the Convention,

sees the need for PLP from the workshop discussion and wants to join.

Organizing the Party in auto through base-building and recruitment around our communist program is the primary struggle leadership must give to the auto work. Party members now in auto, plus our friends, are in an immediate position to guarantee, through recruitment, leadership of a significant rank-and-file movement in the UAW.

The WHOLE Party, in EVERY AREA, is expected to mobilize support for the Party work in auto in the coming months, especially. That's what it means to build auto as the No. 1 CONCENTRATION.

We as a Party have played a major role in fighting the exploitation of women. Women have been won to our independent line as communists; our vanguard line in fighting for 30 for 40; and our mass line by taking an active role in the trade union movement. We have, however, failed to address ourselves to developing a strategy which would lead to smashing the oppression of women.

We agree with the proposals made in the T.U. Convention Report:

1. A constant exposure of the super-exploitation of working-class women, both as workers and as "sex objects."
2. Fight for equal pay for equal work in union contracts.
3. Open up all full-time jobs to women.
4. Have unions fight for boss-financed, union-run daycare centers.
5. Fight to develop women in leadership in unions, in WAM and in the Party.
6. Link the fight for 30-for-40-with-a-big-pay-boost to the fight for jobs and equal pay for women workers.

However, we further propose that:

1. In line with the first proposal as outlined above, that there be a Party pamphlet written which will expose the exploitation of women as members of the working class. This pamphlet should draw from the historical fight which women have waged in their battle against the ruling class.
2. In line with proposal #6 above, that a pamphlet be written connecting the fight to smash the oppression of women to the fight for 30/40.
3. That the incoming N.C. deal with the question of preferential hiring of women.
4. The key to developing a strategy to implement the Party's line lies in an open discussion in the clubs on the oppression of women in our homes, in our relationships with our family and our base, and the oppression of women on the job. The incoming National Committee must see to it that these discussions take place.

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RESOLUTION: WAM should include opposition to racism in its platform
(This was tabled for further discussion, as noted in the report)

Capitalism's main prop is racism. It makes millions for the ruling class, directly from super-exploitation, ghettos, imperialism. It lowers the wages of all workers in this country and makes them unable to fight back by splitting the working class and isolating its most militant leaders. Any significant working-class struggle will be attacked on a racist basis by the bosses, and viciously, too. Racism is the main strategic obstacle to a unified revolutionary movement. Therefore, the Party says that the main strategic goal for us is to smash it.

It seems to us that if anti-racism is really the key strategic fight we have to wage among the masses, then the key organization we are trying to build among workers should explicitly fight racism.

Our purpose in building WAM was so that workers who aren't communist can have an organization with a long-term reform strategy--not just day-to-day struggles on their own or directly linked to the Party. We felt that since most people need some over-all strategy in order not to give up the struggle, and since most of those people are not ready to join PLP, they should have a reform organization with the long-term goal of the shorter work-week. Without such an organization, many workers join Challenge clubs and struggle for a while and then drop out.

So far, so good. But the shorter work-week cannot be won unless racism is largely defeated. This means that the workers must take the offensive against racism.

Any worker who does not see (at least from a trade union perspective) the need for black-white unity does not have a workable, or in any way progressive, strategy.

In practice, WAM does fight racism, at least somewhat. Some people have argued that this obviates the need to put it in the platform, since putting it in would scare away some of the less advanced white workers. But if racism is really the key to the bosses' power, and therefore our key attack, it should be a major plank in WAM's platform.

We all seem to agree with this for the student movement, and try to win all the organizations we are in to take anti-racist positions, and actions (at least we are supposed to). Among university faculty, school teachers, medical professionals--practically everywhere--we are supposed to always fight for anti-racist struggles. Why not among workers? After all, they are the key force. If we build a racist movement among workers, the rest of it won't mean a damn. And if we are going to build an anti-racist movement, we better start now, before the ruling-class racist campaign succeeds more than it already has and it is ten times harder to oppose because people are ten times more racist.

We think that this position would be correct even if racist ideas were much stronger than they are. For instance, I think PLP would say that a South African movement for 30 for 40 which didn't mention racism was reactionary because it was fighting for crumbs at the expense of black workers. But that is not the case here. Many union locals with mainly white workers elect black stewards because they are the most militant. Many white workers will, and do, oppose racism on trade union unity grounds or even on just liberal humanitarian grounds. For example:

A. Karen Paley got over 5,000 signatures, mostly from white workers, as an open communist running for the Boston School Committee on a strong anti-

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racist platform. This is because people see it in their interests to oppose the racist practice of their government in the form of school committees, although they still have a LOT of racism. In other words, although people are racist, they can see that the government pushes racism to attack them.

B. The Philadelphia teachers strike was objectively, and to some extent openly, anti-racist and would have been much stronger if it had been more so. That is probably the main reason the city workers (mainly black) struck with them.

I think our previous position on this is a good example of the right-wing trend--not having confidence that the people can fight racism--most especially workers--and being afraid to tackle head-on what we continually say is the crucial obstacle to revolution.

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