

## **Workplace Strategy**

Stand encourages the formation of radical workplace groups composed of workers who share revolutionary principles. Workplace groups can be the nuclei of radical workers' networks organized throughout different sectors and industries. Such networks can form the basis of mass revolutionary unions, which we see as eventually being capable of appropriating the means of production and of overthrowing the state and capital.

The principles which guide Stand members' workplace activity are self-organization, direct action, and solidarity with other workers in struggle.

### **Self Organization**

Workplace struggles should be controlled by the workers themselves, regardless of their union affiliation, job type, or other stratification. Workers should be ready to respond to workplace grievances and other issues by pro-actively organizing. In the process of organizing, decisions should be made democratically in open meetings to which all workers in the relevant workplace, sector or industry have been invited to attend.

In workplaces where one or more members of Stand are present, the onus will be on them to help build solidarity and organization amongst the workers where such conditions are missing. The starting point would be to call meetings open to all workers to discuss common issues. If such a process is already underway, Stand members will be expected to play an active role in furthering organization and solidarity. Through participation of this nature, Stand members can help break the culture of divisiveness in and between our workplaces, which split workers according to union affiliation, job type, etc.; factious conditions that ensure workers stay relatively powerless.

Through active organization in workplaces where Stand members are present, more interest in Stand can be fostered, encouraging new members. Gaining new members should not be considered the main objective of Stands members in their respective workplaces but a positive result of their organizing contributions.

### **Direct Action**

Increased organization, strikes, occupations, slow-downs, sick-ins and other collective direct actions will become workers' most powerful weapons in asserting their needs and demands, and will build power against employers and the state.

Where workers have achieved the organized capacity to do so, Stand members will advocate collective direct action over union grievance procedures and other legal channels of recourse as a means of dealing with workplace disputes.

### **Solidarity**

Solidarity between workers in different workplaces, sector and industries presents the greatest threat to the power of employers and the state. Stand members will act in solidarity with other workers in struggle whenever possible, up to and including solidarity strikes and providing financial support. At minimum, members adhere to the principle: Don't cross picket lines.

Additionally, Stand recognizes that there are many workplaces (such as certain small businesses) where workers can be isolated and not have a pool of co-workers who they could rely on for solidarity

in responding to a grievance that the boss does nothing to resolve. Workers who are isolated in this manner can call on Stand to show solidarity. Stand members will then picket the employer or just provide a resolute presence to impel the employer to respect workers' dignity.

### **Stand Position and Response to Union Presence**

While unions are sometimes positioned to deliver workplace reforms, including wage increases, improved benefits and safer working conditions, their position as employee and state sanctioned legal bargaining agents is exactly what makes them fundamentally non-revolutionary.

An effect of union presence is that workers can become disengaged, except when it is time to vote on new contracts or legal strike action. The original creation of unions was an example of engaged workers taking matters into their own hands. This is where power has to be re-established, in workers' hands; this is where Stand intends to intervene.

Stand members will organize in their own workplaces, whether a union is present or not; or be called to assist other workers, whether a union is present or not.