

Pre-convention bulletin #8 / January 31, 2015

for members only

<u>Contents</u>	Page
Important convention information and deadlines	1
Report, Disciplinary Proposal, and Flow Chart from Rules Commission Submitted by the Rules Commission (NC, PD, BR, ER, LW, DW)	4
Resolution and Nomination of slates for National Disciplinary and Appeals Committees Submitted by AM, LY, and PG	11
Nomination of slate for ISO Steering Committee Submitted by the Steering Committee	13
Nomination of slate for ISO National Committee Submitted by the National Committee	13

Important convention information and deadlines

Convention dates and times:

Presidents' Day Weekend: Saturday, February 14 through Monday, February 16 in Chicago. [*Please note: the last ISO Notes incorrectly stated that the convention would begin on Friday.*] The meetings will take place from 10 am until 7 pm on Saturday and Sunday, and from 10 am until 3 pm on Monday.

Convention locations:

Saturday and Sunday: Northwestern University, Evanston (just a few stops north of Chicago on the Red Line "el"). [We will send out detailed meeting room information and all necessary directions in the "Convention Information Sheet" the week before the convention.]

Monday: Grace Church of Logan square (3325 West Wrightwood Avenue, Chicago, IL 60647). This is a more central location in Chicago, which will make it quicker and easier for comrades to get to both airports afterward. [Full details and directions will be in the "Convention Information Sheet" the week before the convention.]

Thanks for your patience—Chicago comrades have put a lot of effort into securing these locations. We are hoping to have a more convenient alternative to Northwestern by next year!

Organizational Deadlines:

I. Below is a set of deadlines that will help us make sure that all comrades who are coming are preregistered, that comrades who need free housing are offered it, and that the pre-convention bulletins contain as many resolutions and documents as necessary.

1. Delegates and guests:

Convention delegates are elected by local branches at a ratio of one delegate for the first five dues-paying members, and one delegate for every eight dues-paying members thereafter.

Please send in the names of your branch's elected delegates along with requests for any guests you would like to attend. Twigs (groups of less than five members) are entitled to request a guest. Please send an email with the words "delegate" and/or "guest" in the subject line to sharon@internationalsocialist.org. Your delegates will automatically be pre-registered. *Guest requests will be answered on the Monday following the day you send in your request.*

The deadline for delegate information and guest requests is Sunday, February 8.

2. Childcare:

We are committed to providing childcare to all delegates who require it. The childcare will take place at the home of Chicago comrades.

If your branch is sending any delegates needing childcare during the convention, please send an email with the word "childcare" in the subject line to orgdept@internationalsocialist.org.

The deadline for submitting childcare requests is Friday, February 6. This is a firm deadline, and we can't accept any requests after this date, as we will need enough time to arrange quality childcare.

3. Housing:

Housing with comrades:

Chicago comrades are happy to offer free housing to all comrades who need it. But we are only able to guarantee floor space, so we strongly recommend that you bring a sleeping bag and a pillow.

If you want to request housing with comrades, send an email with the word "housing" in the subject line to orgdept@internationalsocialist.org. Please make sure to let us know in your email if the comrades requesting housing have any pet allergies, etc.

The deadline for requesting housing with Chicago comrades is Sunday, February 8.

Local hotels:

Hotels near Northwestern:

Comrades who are able to afford it might prefer to pitch in together to stay in a hotel for the sake of comfort. Below are a few suggestions—but if you find a good deal somewhere, please let us know and we'll pass it on to other comrades.

Our advice: Book as soon as possible, as Evanston hotels fill up quickly.

- The Best Western Hotel (1501 Sherman Avenue, Evanston, Illinois 60201-4416) in downtown Evanston \$ **113.96**. Free wifi; free breakfast included. Free parking a couple of blocks west. Please note: We earlier wrote that the hotel offers free shuttle service to Northwestern—but we have found out that they only offer this service Monday-Friday. Nevertheless, this hotel is just a half-mile from the campus. Go to <http://www.bwuniversityplaza.com/>
- The Orrington Hotel (1710 Orrington Avenue, Evanston, IL 60201) in downtown Evanston: \$143 per night for rooms with two queen beds. Walking distance to university. <http://www.hotelorrington.com/>
- There is one option worth considering for a larger group: The Homestead Evanston (1625 Hinman Avenue, Evanston, IL 60201). This hotel is located just two blocks from Northwestern University (closer than any other hotel). It has one-bedroom apartments with kitchens (which can save money on food—there is a Whole Foods in downtown

Evanston). These apartments cost \$185 per night, but you can probably squeeze in 6-7 people to save costs. **When you register, however, you should only register as four guests, which is the maximum the hotel allows.** They advertise: Free breakfast; free local calls; free self-parking; Free Wi-Fi. Their website is <http://thehomestead.net/results.cfm>.

- One of the cheaper options (a few stops away from Northwestern on the Red Line “el”) is the Super 8 hotel (7300 North Sheridan Road, Chicago, IL 60626). This hotel is pretty dingy but cheap. They are listing their rate for two queen beds at \$93.49 night (maximum of 4 guests) on Presidents’ Day weekend. Their website is <http://www.super8.com/>

4. Pre-convention documents and resolutions:

Deadline for all pre-convention submissions:

All documents and resolutions need to be submitted by Wednesday, February 11 at midnight CST if they are to be included in a pre-convention bulletin (although we strongly urge you to submit them earlier if you want comrades to have time to read them before the convention). We will produce as many bulletins as necessary to include all documents submitted by this deadline. All comrades who submit documents or resolutions after that time will be required to make their own copies to be distributed at the convention. We will include all of these in the post-convention bulletin, which reports back to the entire membership.

Please submit your documents and/or resolutions to bulletin@internationalsocialist.org and let us know ahead of time if you plan to submit a document and/or resolution, so we can plan bulletin production. Thanks.

II. Requirements for seating of branch delegates. This second set of items, listed below, is meant to ensure that all branches are able to seat their delegates, which requires branches to abide by the ISO rules and procedures.

1. SW and dues:

All branches must be paid up on dues and SW to seat their delegates.

If your branch owes money for dues and/or SW, please make sure to send it so that it arrives before the start of the convention: the mailing address is ISO, P.O. Box 16085, Chicago, IL 60616.

If absolutely necessary, send outstanding payments along with your delegate. We discourage waiting until the convention to pay branch debts because it will interfere with the streamlined registration process, wasting time unnecessarily while other comrades are forced to wait.

2. Double dues payments for February.

The ISO rules require all members to pay double dues for the month of February. The extra month of dues is necessary to pay for delegates’ plane fares to the convention. This is the most democratic way for us to ensure that comrades who live the farthest from Chicago (and therefore have the highest travel costs) are given adequate representation at the convention. Otherwise, those with the cheapest transportation would be over-represented and those with the most expensive travel costs would be under-represented.

Here is how to handle the double dues:

If your branch delegates will be flying to the convention, use the double dues money to reimburse your delegates. **[All delegates are requested to obtain the cheapest available plane fares.]** If you have any money left over, turn it in to the national office to help pay for other branches’ delegates. If your branch’s double dues are not enough to fully pay for your delegates’ plane fares, the national office will make up the difference.

If your branch’s delegates do not need to fly to the convention, you should turn over all your double dues to the national office to reimburse other branch’s delegates.

Thanks to all comrades for attending to these issues as soon as possible. We want to make sure that every branch is fully represented in the discussions and decisions that will take place. If you have any questions or concerns, please contact sharon@internationalsocialist.org.

Report and proposed resolutions from the ISO Rules Commission

Following the 2013 ISO convention, the ISO's National Committee created a Rules Commission of members to evaluate and update the ISO Rules. At the 2014 Convention, the membership approved several changes to the existing ISO rules, proposed by the Rules Commission, as well as a new Code of Conduct for ISO members.

Additionally, the 2014 Convention unanimously passed the following resolution: "The ISO convention mandates that the Rules Commission continue working on the draft of ISO Disciplinary Procedures and Branch Guidelines for approval by the ISO Steering and National Committees, and that the National Committee of the ISO add members as it sees fit to the Rules Commission to aid in this process."

Throughout the course of the year, the Rules Commission has met regularly to discuss the creation of a set of procedures to be put in place for the National Disciplinary Committee to hear cases. In an effort to detail a set of procedures that would provide absolute clarity to what can be an intensive and extremely difficult-to-navigate process, at one point our working draft of the procedures ran at 22 pages in length (single spaced). It eventually became clear, however, that this was not workable.

No set of disciplinary procedures, no matter how detailed, will ever be able to answer every question that might arise during a disciplinary case. Instead, the question of how a revolutionary socialist organization such as the ISO should approach the question of discipline has to be, in the first instance, a political one.

After discussion with the Steering Committee, we made the decision in late September to set aside that initial draft and begin a new draft focused on a few main goals. These included:

1.) *Making sure that the procedures provided clear guidance while remaining workable.*

Ultimately, it is impossible to rigidly proscribe every step and detail that could potentially arise during a case. As a result, within the framework provided, we must depend on the political judgment, maturity, and experience of the members of the National Disciplinary Committee and Appeals Committee to act responsibly on behalf of the organization. In some instances, as we note, the National Disciplinary Committee ultimately may be forced to use its own best judgment about a particular interpretation of these procedures "in choosing a course of action that is both fair to the two parties and upholds the ISO's core commitments to liberation and social equality."

We have suggested that, in certain cases, it may be appropriate for adaptive resolution processes like mediation to be utilized. However, whether the National Disciplinary Committee has the skills and resources to carry out such practices will need to be based on the judgment of the committee itself.

Such judgment calls may be unavoidable given the complexities of a particular case, and will mean that those on the National Disciplinary Committee and Appeals Committee will need to take their roles seriously and be committed to basic norms as outlined in this document, including a commitment to confidentiality and due process.

Ultimately, we hope that what these procedures do first and foremost is to stress a framework for a process that is both fair and workable, while helping the ISO to function in a principled manner in the rare instances in which serious disciplinary conflicts will arise.

2.) *Ensuring fair treatment and norms of due process for both the complainant and respondent in a case.*

Given the seriousness of potential state infiltration, as well as our commitment to basic norms of democracy, we do not feel a “guilty-until-proven-innocent” approach is warranted, even in the most serious of cases. Instead, we began from the idea that any disciplinary process must be both sensitive to those bringing serious complaints while also protecting due process for members accused of an infraction.

3.) *Recognizing that cases involving sexual misconduct do require some special considerations.*

Proceeding from discussions at last year’s convention about how a disciplinary process can be both fair and sensitive to those bringing serious complaints, while reflecting our commitment to fighting oppression, we have crafted a set of procedures that does make certain allowances in cases of alleged sexual misconduct. These include not limiting the timeframe in which a complaint of sexual misconduct can be brought, as we do in other kinds of cases; and, when a complaint of sexual misconduct is brought, immediately suspending the respondent from the organization, without the presumption of guilt, until the case is resolved.

Additionally, we also believe that a few provisions in the disciplinary procedures should be written into the ISO rules; these provisions should guide the behavior of *all* members and *all* ISO bodies that handle discipline cases, whether or not the National Disciplinary Committee gets involved.

We thus propose that the following four paragraphs be appended to section III.B of the current ISO Rules:

“ISO members should treat all complaints and disciplinary processes with the strictest confidentiality. Only those directly involved with the investigation of a complaint should have knowledge of the process.

“Complaints against an ISO member should be made within one calendar year of an alleged violation, except for complaints of sexual assault, which may be submitted at any time.

“Retaliation against anyone who reports an incident or brings forward any complaint is strictly prohibited, and is grounds for disciplinary action, including expulsion.

In the event of a serious accusation, such as one alleging an act of violence or sexual assault, the accused is to be suspended, without presumption of guilt, until the complaint is resolved.”

We realize that this document is not the end of the discussion about discipline and disciplinary procedures in the ISO. Branches, which are not (and should not be) bound by the same formal procedures as we have set forward for the National Disciplinary Committee, do need more concrete guidance on how to handle disciplinary issues at a local level. We feel it would be appropriate for the National Committee to empower a new Rules Commission going forward to help aid in this process.

Therefore, we ask that the 2015 ISO Convention to pass the following resolutions:

- 1) Approve the attached Disciplinary Procedures for use by the National Disciplinary and Appeals Committees;
- 2) Approve the above wording changes to the ISO Rules in order to bring the current version of the Rules in line with what is set out in these Disciplinary Procedures;
- 3) That the National Committee empower a new Rules Commission to help draft documentation in the coming year that can aid branches in how to handle discipline cases at a local level.

--The Rules Commission (NC, PD, BR, ER, LW, DW)

Contents

Introduction

Definitions

Abbreviations

General notes

Step-by-step guidelines for Disciplinary Committee proceedings

Additional procedures that apply in sexual misconduct cases

Procedure for appeals of NDC decisions

Introduction

The formal procedures outlined in this document are intended as guidelines only for the proceedings of the National Discipline Committee and the Appeals Committee — not for cases handled by branch or district committees, the National Committee or the national Steering Committee.

The ISO's formal disciplinary process is not intended to be analogous to, a substitute for, or a preclusion of court or legal proceedings. Rather, the disciplinary procedure is designed to determine whether an accused member has violated the ISO's Code of Conduct or ISO Rules. The parties to the process should be aware that the ISO can only impose disciplinary actions relating to membership in the ISO such as probation, suspension or expulsion.

All records, recordings, and transcriptions that result from a disciplinary procedure shall be the sole property of the ISO. The ISO will make every attempt to keep such materials private, and is committed to destroying the materials after a case, including appeals, is resolved. All parties, however, should be aware that the materials from a case may be subject to a court subpoena. Parties should weigh that fact in their decision to participate in the process.

Complaints can be filed against any person who was a member of the ISO when the alleged incident(s) took place. If that person has since resigned membership in the ISO, the NDC, SC or other leadership body may still choose to hear the complaint and/or investigate the alleged incident, especially if serious and/or involving violence. If that person has resigned prior to the disciplinary process, or in order to avoid a disciplinary process, they may not apply for readmission to the ISO at any time unless they first agree to submit to the process.

The ISO encourages complaints to be handled at the most local level, by the elected leadership of a branch or district, if appropriate and possible. Individuals can also take their complaint to the national Steering Committee or the National Committee. Those who feel they cannot receive a fair or impartial resolution of their complaint from these leadership bodies, or who are bringing a serious accusation — such as one alleging an act of violence or sexual assault — have the right to bring the complaint directly to the ISO's Disciplinary Committee. Those making a complaint to the Disciplinary Committee can send an email to disciplinarycomm@internationalsocialist.org. Appeals of disciplinary decisions may be submitted to the Appeals Committee at appealscomm@internationalsocialist.org.

Aside from this document, there are other important written sources on discipline within the ISO, primarily the members' Code of Conduct and the ISO Rules.

Definitions

Complainant: A person, not necessarily an ISO member, who makes an accusation that an ISO member has violated the ISO Rules or ISO Code of Conduct.

Respondent: An ISO member who is accused of violation by a complainant, or a former member accused of committing a violation during their time as a member.

Abbreviations

AC = Appeals Committee

NDC = National Disciplinary Committee

NC = National Committee

SC = Steering Committee

General notes

1—ISO members should treat all complaints and disciplinary processes with the strictest confidentiality. Only those directly involved with the investigation of a complaint should have knowledge of the process.

2—The Disciplinary Committee and the Appeals Committee resolve all questions by majority vote, from procedural questions to determinations of whether an infraction has occurred.

3—Both the complainant and the respondent will be afforded full rights of due process as specified in this document. In circumstances where the document provides no definite guidance, the committee must use its best judgment in choosing a course of action that is both fair to the two parties and upholds the ISO's core commitments to liberation and social equality.

4—Complaints against an ISO member should be filed within one calendar year of an alleged violation, except for complaints of sexual assault, which may be submitted at any time.

5—Retaliation against anyone who reports an incident or brings forward any complaint is strictly prohibited, and is grounds for disciplinary action, including expulsion.

6—In the event of a serious accusation, such as one alleging an act of violence or sexual assault, the respondent is to be suspended, without presumption of guilt, until the complaint is resolved. This applies no matter which body handles the case — a district or branch committee, the NDC, the NC or the SC.

7—A complainant may decide not to participate in the process beyond the initial complaint but should understand that such a decision may impair the ISO's ability to investigate and to respond to the allegations with a definitive finding.

8—A complainant may request confidentiality/privacy. If such a request is made, the complainant's name will be redacted from all written materials, and witnesses will be asked not to use the complainant's name in interviews. The respondent, however, has the right to know the identity of the complainant and to have access to all of the evidence in the case against them.

9—A complainant may withdraw a complaint at any time before the conclusion of the disciplinary process, but the ISO reserves the right to move forward with the process without the complainant's participation.

10—In the event that a respondent admits to the infraction, the NDC may attempt to resolve a complaint through an adaptive resolution process, such as mediation, restorative practice or facilitated dialogue. This option is available only if the complainant and respondent both agree to it.

Step-by-step guidelines for Disciplinary Committee proceedings

1—Upon receipt of an initial written complaint against an ISO member, the NDC should convene to decide whether to hear the case. The complainant should be as specific as possible about the date, time, location and nature of the alleged incident(s) before the NDC convenes.

2—The NDC may refuse to hear any case that it rules to be without merit or to be more appropriately handled by a different organizational leadership body (i.e., by a branch committee, district committee, NC, or the SC).

3—If the NDC chooses to hear a case, both the complainant and the respondent should be asked to submit signed statements describing their full account of the alleged incident.

- The respondent has a right to see the complainant’s statement before writing their own, but any statement in response must be written within fourteen days.
- Both parties should take care to distinguish between what they saw, heard, or experienced firsthand from what they may have learned about the alleged incident from others.
- Statements should also list other sources of pertinent information, such as witnesses, correspondence, records, etc.
- The complaint must be written by the complainant alone. It cannot be submitted on behalf of another person.
- Once submitted, a complainant's written statement may not be amended. However, further clarification of the event(s) in question can be provided during testimony as part of the hearing process.

4—If the respondent admits to the infraction(s), then the case is automatically resolved, and the NDC should decide on the appropriate disciplinary action, ranging from restorative justice measures to expulsion from the organization.

5—If the respondent denies the accusation(s) in their signed statement, then the NDC will initiate an investigative process, culminating in a hearing and verdict, which it should aim to complete within two months.

6—The parameters for the investigation should be limited to the specific incident(s) alleged in the complaint. Thus, if a complainant alleges that a comrade stole their wallet on March 1 between 7 and 10 pm, the NDC is investigating that single incident. If, in the course of the investigation, someone else also alleges that the same comrade also stole their wallet, the second accuser should also submit a written complaint. At that point, the NDC would be investigating two complaints against the same comrade.

7—The goal in the investigation is to weigh all evidence and ultimately to determine whether sufficient evidence exists to support the complainant’s specific allegation(s) against the respondent. There must be a preponderance of evidence to support a specific charge(s) in order for the respondent to face disciplinary action. A preponderance of evidence is a standard for judging that a specific violation is more likely than not to have occurred, based on the evidence presented. This is in contrast to the standard utilized in criminal court requiring that the respondent’s guilt be “proven beyond a reasonable doubt.”

8—Both parties are entitled to assign an individual to act as their support person throughout the process, although the support person cannot be a lawyer or someone who might be called as a witness to testify on the events related to the complaint. The role of the support person is restricted to providing advice and direct support to the party, and to asking questions of the witnesses during the hearing and raising questions about procedure.

9—The written statements are the starting point for the investigation. The two statements constitute evidence, but the complainant’s statement does not necessarily, by itself, constitute sufficient evidence for a finding if the respondent denies the accusation. Both the complainant and the respondent should submit a list of witnesses whom they believe will help bolster their case, along with any physical evidence, to the NDC. Even if the complainant’s statement is the only evidence submitted or gathered in support of his/her case, the NDC still has the option of finding that the statement represents a preponderance of evidence in the complainant’s favor.

10—Only material evidence is permissible. Material evidence is defined as testimonial, documentary or physical evidence that is directly relevant to determining whether the infraction took place. Material evidence from a witness' testimony would include, for example, "I ran into the respondent later in the evening and noticed they were carrying the complainant's wallet."

- Material evidence does not include witnesses' personal opinions about the character of either the complainant or respondent (e.g., "I don't consider them trustworthy."). Thus, the NDC should not allow or consider testimony about the character of either the complainant or the respondent (i.e., questions such as "Do you consider them trustworthy?" should not be asked of witnesses).
- A witness's report of what a third party said about the facts of the case is not material evidence about those facts. (The only exception would be direct testimony by a witness about remarks a complainant or respondent made to that witness about the event(s) in question.)
- The NDC may decide to pursue witnesses on its own, but it needs to clarify the basis on which it pursued them. Examples: (1) If there's evidence that the complainant or respondent put through a phone call to someone during the alleged incident, that person may be added as a witness; (2) If Jane Doe tells the committee that Richard Roe claims to have seen the respondent commit the violation, Doe's statement does not constitute material evidence, but it does provide the committee a basis for interviewing Roe.
- The statistical likelihood, based on other supposedly similar cases, of whether a violation occurred is not material evidence. Each case must be tried on its own specific facts and immediate circumstances.

11—The NDC must keep a full list of all the material evidence they have compiled—including all witnesses they interview—and whether the complainant or the respondent provided them. All interviews conducted by the Disciplinary Committee must be recorded. This is important to guarantee the basic due process rights of both the complainant and the respondent, who should receive a copy of all documentary and testimonial evidence not provided by them—in order for them to be able to rebut testimony that they believe is inaccurate *before* the hearing is held.

- Investigators must make clear to all witnesses that their testimony will be shared with the complainant or respondent for rebuttal as indicated above.
- Under no circumstances should investigators share with any witness their opinions or judgments of other witnesses' testimony—before, during or after the proceedings. This is necessary to ensure the confidentiality and integrity of the process for all parties involved.

12—Following the investigation, both the complainant and respondent have the right to a hearing, during which both complainant and respondent are allowed to testify and to bring forth evidence and witnesses who they believe can convincingly rebut claims made by the other party or the other party's witness(es). If a party brings a support person to the hearing, the support person may ask questions of the witnesses and raise questions about procedure. The complainant and respondent are not permitted to ask direct questions of each other.

13—Following the investigation and hearing, if any, the NDC will begin deliberations. Arguments among NDC members during deliberations may play an important role in reaching the best conclusion. All comrades on the NDC must behave in a mutually respectful manner even when they disagree. In voting to reach a finding in the case, committee members will have three choices: 1) A preponderance of evidence confirming that the violation is likely to have occurred; 2) Insufficient evidence that the violation is likely to have occurred; or, 3) A preponderance of evidence that the violation is likely not to have occurred. If a majority finds in favor of the complainant (choice #1), the committee should then decide on any disciplinary action.

14—Once the committee has concluded its deliberations, it will announce the results, including the tally of the vote and any disciplinary measures, to both parties. Both parties have twenty-one days from the date that they are notified of the decision in which to notify the Appeals Committee whether they intend to

appeal. In this case, all relevant materials will be forwarded to the Appeals Committee. If neither party intends to appeal, all written and electronic materials related to the case will be destroyed immediately.

Additional procedures that apply in sexual misconduct cases

1—Sexual harassment, sex/gender discrimination, sexual assault, stalking, violence or other abuse in the context of a relationship, rape and other gender-based misconduct are all grounds for sexual misconduct complaints.

2—Incidents of sexual misconduct should be reported as soon as possible, either by a complainant or a witness, to ensure the greatest possibility of securing evidence, witness testimony, and other pertinent information.

3—Once a complaint is made, the organization will take measures to prevent interaction between the two parties at ISO events.

4—Upon hearing of a complaint, ISO members should respect the complainant's confidentiality and offer assistance to the complainant in contacting support services (where available).

5—After the complainant has submitted a written statement to the NDC and the respondent has submitted a written reply, the complainant in a sexual misconduct case may submit a written rebuttal to the respondent's statement. The rebuttal must be submitted within seven days. (This is to allow a complainant who does not wish to participate further in the process to make a reply to the respondent.)

Procedure for appeals of NDC decisions

1—A complainant or a respondent can initiate an appeals process by submitting written notification to the AC within twenty-one days of receiving the decision of the NDC. The committee can be reached at appealscom@internationalsocialist.org.

2—The party making the appeal must submit a written appeal statement including the reasons for requesting the appeal and the actions requested.

3—The AC can vote to not consider an appeal that is frivolous, malicious or retaliatory.

4—The AC will limit its review to the summary or record of proceedings of the previous hearing and to the statements submitted by all parties, unless new witnesses have come forward or the party appealing the decision is disclosing new information unavailable to them at the disciplinary hearing.

5—The AC is empowered to:

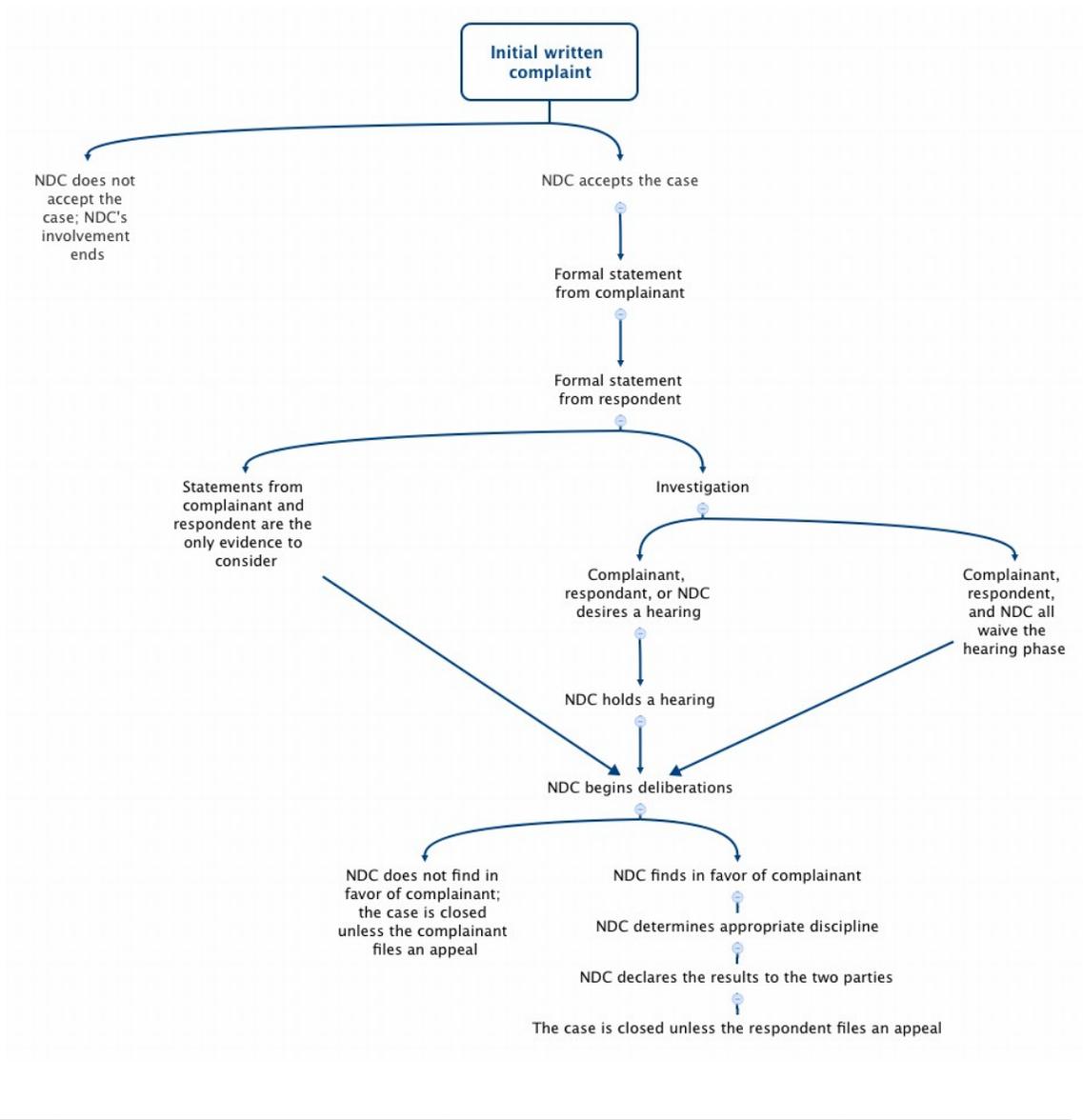
- Affirm the decision;
- Reverse the decision;
- Reduce or increase the disciplinary measure imposed.

6—If the AC finds that there has been a serious violation of due process in a case heard by the NDC, it can direct a new NDC made up of alternate members to take up the case.

7—At the conclusion of the appeals process, the NDC and the AC will immediately destroy all written and electronic materials relating to the case.

Submitted by the Rules Commission (NC, PD, BR, ER, LW, DW)

Flow Chart of disciplinary process



Nomination of slates for National Disciplinary and Appeals Committees

This document will make a proposal on the election process for at-large members of the Appeals Committee and Disciplinary Committee voted on at the ISO Convention each year. Comrades have been very dissatisfied with the procedure we used at the last two conventions, after the size of these bodies was expanded.

We have been following our past practice when there was a single committee and just two at-large members to elect. That made it simple to use individual nominations, made from the floor of the convention rather than beforehand in the Internal Bulletin, and then vote on the individual nominees. Now, however, we must elect a total of 16 people--four at-large members for the Appeals and Disciplinary Committee, plus four alternates for each panel. This means that during the resolutions and elections session on the last day of the convention, we need to open the floor to nominations to get at least 16 names of members willing to

serve--and then, because the rules bar anyone from serving on both bodies, vote for both panels at once to ensure there is no overlap.

Members at the last two conventions will know that this was a recipe for confusion at best. Aside from the obvious problems of asking delegates to cast eight votes for nominees whose names were only just put in nomination, with no time for consideration, then collecting the unprinted ballots and tallying the results, there is a bigger issue: The current nomination and election process selects a random group of individuals, based on who gets the most votes, rather than a panel of members where there could be some consideration of whether they make sense serving together. For example, there is currently nothing about the election process that would prevent the Appeals Committee from being made up entirely of members from one city--which would pose an immediate practical problem if the committee had to hear a case involving a member from that city.

Therefore, we are proposing that the ISO convention support our resolution to elect the Appeals and Disciplinary Committee by slate. This would be the best way to ensure not only that there are no members serving on both bodies, but that there is balance on both panels in terms of experience, knowledge of the existing practice of the AC and DC, and respected political judgment. It should be said that one consideration in using the slate system for electing the Steering Committee and National Committee--assuring the representation of particular political views, in keeping with the decisions of the Convention--doesn't apply in this case; these are not slates representing a political viewpoint, in our opinion. We merely hope that voting by slate will simplify the process of choosing comrades who have the confidence of the organization to serve on the Appeals and Disciplinary Committees.

The other purpose of this proposal is to begin the nominations process well before the convention itself, so there is more time to consider who has been nominated. We put forward a joint slate for the Appeals and Disciplinary Committee at the end of this document. Any member can propose a different slate (under our proposal, which must be approved by the Convention, it will be necessary to put forward a full slate for both bodies at once, for all the reasons stated above), up to the deadline set in the convention rules voted on at the beginning of convention (usually, the night before the last day of convention). If there are more than two slates nominated, the winning slate would need more than 50 percent of the total vote--if that isn't achieved in the first vote, there would be a runoff vote between the slates with the highest vote total.

The NC considered this proposal for changing the way we elect the Appeals and Disciplinary committee, and voted to support it, selecting the three of us, AM, LY. and PG, as members of a Nominations Commission that would put forward this proposal to the convention and propose a joint slate to begin the nominations process. Our slate below starts with the members and alternates from the two committees as they were elected last year. Our reasoning was that we know they were willing to serve at least this year, and that they have the confidence of the membership, based on the vote at last year's convention. The only major changes were to propose new nominees in place of current members who were unable or didn't want to serve again.

RESOLUTION:

The ISO convention will elect at-large members and alternatives for the Appeals and Disciplinary Committee by joint slate, with nominations open throughout Pre-Convention discussion period.

JOINT SLATE FOR THE APPEALS AND DISCIPLINARY COMMITTEES

(pending approval of the resolution above)

Disciplinary Committee members

CK
SP
AM
MB

Disciplinary Committee alternates:

DK

AM
MB
KF

Appeals Committee members:

KPS
DB
AA
BW

Appeals Committee alternates:

KR
DW
ET
JT

Proposed by AM, LY, and PG
