

RANK AND FILE CHARTER AGAINST RACISM

1. Campaign against new Nationality legislation and 1971 Immigration Act. Opposition to restrictions on free migration of labour. Support for all workers threatened with deportation.
2. No nazis in the unions. Racism and trade unionism are not compatible. Distribution of racist literature should be prevented and racist graffiti eradicated. Trade union bodies should produce and distribute material countering racist and fascist myths and lies.
3. Trade unions should defend members against police harassment. For trade union support for the ANL and anti-racist campaigns such as the Bradford 12.
4. Collective agreements which ensure that recruitment, training and promotion practices are truly fair and equal; for example no language tests and other unnecessary qualifications, avoidance of restrictive practices, advertising of vacancies in ethnic minority press.
5. Opposition to all redundancies. Against selective redundancies. Support for strikes, marches and struggles against unemployment. For a TUC sponsored union for the unemployed.
6. For 100% trade unionism, closed shops, effective shop stewards committees, regular election and accountability of all trade union officials. For full and active involvement of women in the unions. For rule books, union recruitment material, strike appeal sheets etc. in ethnic minority languages. For encouragement of black workers to become stewards and union officers; against tokenistic reservation of union positions for black workers.

Agreed at a Conference in Birmingham on 25.10.81 sponsored by the IWA (GB) and the Right to Work Campaign.