Workers' Alliance Congress

– December 5 and 6, 2026 –

Proposals package

1. Coordinating Committee Proposals

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The following proposals are carried by the Coordinating Committee to the congress of Workers Alliance. They have been adopted by majority vote in the meetings of the Committee before the November 1st 2026 deadline.

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Motions presented to the Workers Alliance Pan-Canadian Congress by the Coordinating Committee

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Motion to adopt the text on organizing committees

Be it resolved that:

The text “Organizing committees for the Working Class” be adopted as one of the main political documents of Workers Alliance.

Motion to amend the text on organizing committees

Add to the text “Organizing committees for the working class” the section called “What is the relationship of the Organizing Committee to the rest of Workers Alliance?”

Note 1: The amendment is brought as an amendment to ensure that the congress will actually discuss the substance of this point. The Coordinating Committee wishes to make it clear that congress participants are ready to explicitly adopt this political line after a conscious and thorough discussion on the matter.

Note 2: See the annex of this document for the referenced texts.

Motion presented to the Workers Alliance Pan-Canadian Congress by the Coordinating Committee

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Motion to amend the organization's Statutes

1) Add at the end of *Section 2: Membership* the following text:

"Members may have their membership revoked either by majority vote of their local chapter or by majority vote of the Coordinating Committee. In cases where membership is revoked by the chapter, this decision may be appealed to the coordinating committee which will affirm or overturn the decision by majority vote. In such cases, and in cases of revocation by the Coordinating Committee, revocation may be appealed to the Congress by written application and either affirmed or overturned by majority vote of that body."

2) Replace "budget" in *Section 3: Dues* with "dues income"

3) *Section 4.2: The Regional Chapter*, add ", planning expansion of the work into new shops and new industries," after "campaigns"

4) Replace all instances of "Coordination Committee" with "Coordinating Committee"

5) In *Section 5*, paragraph 1 after "Workers Alliance basic bodies" add "and enforcing the statutes of Workers Alliance"

6) *Section 5*, paragraph 3, after "accountable to and recallable at all times" add "by majority vote of the regional chapter.
Regional chapters elect their representatives to the Coordinating Committee, the term for which lasts until the seat becomes vacant or there is a new Congress. Chapters may similarly elect a single Alternate representative to attend meetings of the Coordinating Committee in cases where the main representative is unable to attend. Alternate status is not transferable except by recall and re-election by the regional chapter.
In order to conduct its business, the Coordinating Committee must have a quorum of at least 50%+1 of its members present."

7) *Section 6*, paragraph 1, remove "elected at the previous congress"

8) *Section 6*, paragraph 2, add "The congress is held using a system of delegated voting, the particulars of which shall be proposed by the Coordinating Committee and approved by no less than a majority of the regional chapters."

9) *Section 6*, replace "The congress must be held at least every two years" with "Congress shall be held at such time as is necessary, determined by 2/3 majority vote of the Coordinating Committee or by petition of 50% of the regional chapters."

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2. Chapter Proposals

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The following proposals are carried by their respective chapters to the congress of Workers Alliance. They have been adopted by majority vote in the general assemblies of these chapters before the November 1st 2026 deadline.

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Motion presented to the Workers Alliance Pan-Canadian Congress by the Montreal Chapter

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Motion to support the campaign of the Flight Attendants' Rank and File Committee

Whereas the flight attendants demonstrated great determination during their most recent strikes, which represented the most recent truly militant strike movement at the federal level in Canada;

Whereas the demands of this strike were only partially met;

Whereas there was a swift response to the "sick-out" in solidarity with WestJet employees;

Whereas WestJet employees have paved the way for full pay for hours not worked;

Whereas it is necessary to resist the erosion of the right to strike and the privatization of airports, and to fight for pay for all hours worked;

That Workers Alliance provide logistical, material, and political support for the call by the Flight Attendants' Rank and File Committee for a "sick-out" on March 8, 2027, as well as the call for all flight attendants to join the March 8 demonstrations.

That, if the March 8 mobilization is a success, a call for a second day of action on May 1, 2027, be organized.

That each chapter organize leafleting in front of the hotels where flight attendants stay during their local assignments.

Motion presented to the Workers Alliance Pan-Canadian Congress by the Quebec City Chapter

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Motion on developing intra-regional communications in Alliance Ouvrière / Workers' Alliance

Considering the creation of new AO chapters in Canada

Considering the difficulties in bringing life to the small chapters and small caucuses (campaigns, expansion, sense of belonging, cohesion, integration of new members).

Considering the need for cohesion for some future strategic campaigns (e.g. Front Commun in Quebec)

Considering that a portion of our contributions are centralized according to the statutes.

We propose to do an internal campaign in 2027 to improve communication and cohesion between chapters and caucuses.

We propose that the national executive implement some of its strategies, if applicable:

Fast communication channel between all chapters of the region (e.g. Discord)

Have a procedure to centralize contributions

Make an annual training camp (alternate the organization of the camp between chapters), bringing together the chapters and/or caucuses of the same region.

Motion presented to the Workers Alliance Pan-Canadian Congress by the Winnipeg Chapter

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Proposal on Coordinating Committee Structure

1. Whereas the Workers' Alliance Principles, objectives and strategy sets the goal to solidly organize the working class and recognizes that the ruling class is organized nationally;
2. Whereas the national scope of Workers' Alliance is a key tool to overcoming localism, developing class and internationalist solidarity, and building a movement which can meet and fight a key level of the ruling class' organization;
3. Whereas Workers' Alliance is expanding rapidly across the country and deepening its roots in the working class;
4. Whereas, for the purposes of consolidating its expansion, WA is increasingly taking on tasks of a varied nature, such as providing education, developing educational materials, editing newsletters, running fundraising drives, etc.;
5. Whereas, to solidly organize the working class, provide strong national leadership, respond adequately to its expansion, and properly execute its tasks, Workers Alliance must organize itself solidly on local and national levels;
6. Whereas the division of labour is an essential aspect of the development of the productive forces which is taught to the working class in production and which the working class can seize to organize itself efficiently, using it for its own purposes to build functional, fighting organizations, and later to reorganize society;
7. Whereas assigning clear roles in leadership bodies is an effective way of dividing labour to ensure the advancement of different forms of political work in an organization by attributing individual responsibility under collective leadership;

Be it resolved that:
1. The following roles be elected within the Coordinating Committee, by the Coordinating Committee:
    1. A secretary;
    2. A vice-secretary
    3. A treasurer;
    4. A newsletters editor.
2. The Coordinating Committee will write a brief description of the above roles' specific responsibilities to share with the Workers' Alliance membership.

Motion presented to the Workers Alliance Pan-Canadian Congress by the Winnipeg Chapter

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Proposal for a yearly plan to unify our work across the country

1. Whereas Workers' Alliance aims at organizing the working class across the whole of Canada.
2. Whereas Workers' Alliance formed through a number of worker organizations across the country coming together with minimal central coordination or planning so far.
3. Whereas the challenges we have faced so far in forming organizing committees and dealing with union bureaucracies could benefit a great deal from the insight of comrades across the country who are facing similar challenges.
4. Whereas to expand our organization, more developed regions will have to assist in training and development of new regions while new regions will benefit from having clear organizational processes to link themselves into.
5. Whereas to succeed in our aims, our organization must systematically train new generations of workplace organizers.
6. Whereas to develop the level of organization capable of carrying out political strikes and country wide campaigns, our organization must become proficient in drafting plans with clear objectives which allow us to give assessments on how well we are progressing towards these objectives.

Be it resolved that the coordinating committee of Workers' Alliance drafts an annual plan of work to be shared out with the entire membership aimed at achieving the objectives of:

1. Overcoming localism in our organization.
2. Standardizing our political education and workplace organizer trainings.
3. Increasing communication and knowledge sharing across regions.
4. Building our capacity to eventually wage country-wide campaigns.

Be it further resolved that the coordinating committee carry out an annual assessment of the annual plan which is then reported back to membership.

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3. Annexes

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The following are the aforementioned texts “Organizing Committees for the Working Class” and the proposed amendment to the text.

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Organizing Committees for the Working Class

What are the Organizing Committees?

As described in "Organizing Committees for Direct Action" (the training manual) an Organizing Committee is "a group of worker-leaders in the workplace who organize their fellow workers to fight collectively for their interests through direct action." The manual goes on to break down and elaborate upon every element of this description, including distinguishing it from what it is *not*. It is not, as the manual describes, "a steering committee for volunteers, an informal group of friends already on the same page, or a parallel union executive."

So we already have some clear guidelines with which to find our bearings in a shop and to evaluate the results of our work. To the extent an Organizing Committee is lacking some of the worker-leaders, it is a less effective Organizing Committee. To the extent an Organizing Committee does not organize fellow workers to fight collectively for their interests, or to do so other than by direct action, it is not fulfilling its purpose. To the extent that it is a body made up of mere volunteers or like-minded friends, it will be both deviating from its intended purpose *and* be less effective.

This is not a demand for all-or-nothing perfection but a clearly-worded set of directions about what our work should be at the local, shop-floor level.

On what basis should a person be recruited to an Organizing Committee? On the basis of their willingness to engage in class struggle, concretely, even if they don't express it in those terms. In a given shop, there should be many organic leaders who we intend to organize such that they'll fit this description, and possibly a few people – usually not organic leaders – who want to do this already. The task is to make the organic leaders into class fighters, and the preexisting class fighters (and those who aspire to be) into leaders.

An OC may start as a dedicated core of trusted activists but it *needs to be* the broadly-representative committee of organic leaders in the shop. It is only going to be successful in leading class struggle and in pursuing our larger political goals insofar as it does this. This is not to denigrate the initial core of activists, as some theories of labour organizing do. Indeed, if they set themselves to the right kind of work and are dedicated to improving their skills and really becoming organic leaders, these people can change the whole course of history in a shop.

The Organizing Committee is therefore not a detachment of a particular ideological tendency in the shop, though the implications of different ideologies, ways of understanding the world, will inevitably be contended over within an Organizing Committee as its work becomes more mature.

Why are Organizing Committees the main focus of our work?

It is not a coincidence that the organizer training manual produced by Workers Alliance has the draft title, "Organizing Committees for Direct Action".

The training manual lays it out in plain language: "Every one of WA's bigger goals depends on strong OCs in workplaces across the country". From establishing independent working class political power to waging political strikes, none of it is possible without building Organizing Committees. There is no other mechanism by which we will be realistically able to move the workers we need to move – not by preaching to them at the picket line, not by making friends with their union leaders, and not by taking spectacular action on our own or with a few friends. Our power as a class comes from our overwhelming numbers and our control of production, and it's through the point of production that our path to victory travels.

What happens if we fail to build Organizing Committees that wage class struggle in the shops? "Organizing Committees for Direct Action" says it clearly: without strong OC's in enough workplaces, Workers Alliance is "just a social club". Many cities have one or more "worker" organizations that are, in truth, just small collections of middle-class, pro-worker leftists doing what can at best be described

as advocacy or propaganda work. Without a real, living connection to the class struggle in the shop, it's hard for such a group to become anything more.

What is the relationship of the Organizing Committees to the unions?

The laws, norms, and incentives governing unions all direct them into conservative, business unionism and away from militancy, democracy and class struggle. This will be some of the necessary work of an Organizing Committee, whether some of its members sit in official positions in their unions or not.

We cannot create a strategy that assumes one, and only one, relationship with unions across the country. Different unions, different locals, and even different individuals within local leadership will orient themselves differently toward our work when the question is truly called and so we need the flexibility to respond to all these possibilities. Depending on the situation it may be advantageous or even necessary to keep our work effectively hidden from the union leadership, or even our members/sympathizers take official positions. Each comes with its own set of possibilities and liabilities, and our tactical flexibility here increases as our real strength in the shop – that is, the structure of organic leaders we have on the committee and their ability to move their fellow workers into direct action – itself increases.

We need a body that can plan and carry out actions the union legally cannot, even when it is supportive. We need an organizational form in the shops which is capable of carrying out action and which we can consolidate people into even when the union in a shop is conservative, legally restricted, defeated, or otherwise unwilling to do this.

Even if our own members do eventually get elected to leadership positions in their unions, they'll be subject to all these same forces. Keeping them accountable and on the path of democracy, militancy, and class struggle means keeping the organizing committee alive and well, and collectively focused on our larger goals, even if it means disagreeing with our old comrade.

It is the workers who ultimately have the power, yet the union apparatus is important nonetheless. It is inevitable that, when we have success in gaining some influence and position in the larger union structures, we will eventually face repression inside it from the union bureaucrats. We'll be in a fight for our people to keep their jobs in the structure, for the locals we lead to keep their affiliation to the larger national unions, and for the larger national unions we influence to keep their affiliation to the larger labour centres.

How to Make the OCs *Do* Politics

There will be an art and a science to bringing the activity of an OC from the immediate economic fights, small and large, into the political arena. Even national unions in the public sector, where the political dimension of their economic struggles is more immediately obvious, sometimes struggle to convince their members of the need for a broader political perspective (however limited or wrongheaded this perspective may be). This is why OCs must be connected to industrial caucuses and to chapters. It is a work of political contention, of leadership, and of struggle through those bodies to conceptually and practically link the struggles in a given shop to struggles within a whole branch of industry and within society as a whole, both of which cry out for political solutions.

A single fight at a single shop can raise an undeniable political question. It could be the tactics of the strike, its effect on the broader local/regional/national economy, or even the demands of the strikers. Whether this fight is the result of our own Organizing Committee work or spontaneously emerges from the regular course of trade union struggle, the presence of Organizing Committees across the industry/region and the rest of our organizational infrastructure *make it possible* to raise that fight to the level of a political struggle. That possibility can be realized only when we lead the workers to that political struggle, intentionally, at every level and such leadership requires that we forge Workers

Alliance through constant struggle in the workplaces and militant action in solidarity with workers' struggles and against reactionary governments.

Conclusion

We've set ourselves the monumental task of establishing the working class as an independent political force and are charting the early stages of a path toward this. Exercising power by shutting down production toward political ends is the essence of this orientation and the Organizing Committees are the means by which we advance that goal.

The Organizing Committees, structures we build in the shops where we work and organize made up of organic leaders capable of moving the masses of workers into action, are the place where leaders *in* the class start becoming leaders *for* the class. This work cannot be delayed to some point just over the horizon, nor revised into some other form that loses this essence. Instead it must be undertaken with determination, courage, and clarity of purpose. The course of history depends on it. Let's get to work.

What is the relationship of the Organizing Committee to the rest of Workers Alliance?

Similar to how we have tactical flexibility in relationship to the unions depending on the specific circumstances in a shop, we also need to be flexible in how and whether we make membership in Workers Alliance synonymous with belonging to an Organizing Committee. WA Organizers should be open about their affiliation to the people they recruit to the Organizing Committees and about the association of this work to the larger organization. Recruitment of organic leaders to Workers Alliance as such is important but secondary to involving them in the concrete work of the Organizing Committee in their shop. Our goal should be to make all Organizing Committee members into members of Workers Alliance and to affiliate the OC to WA openly but the road to achieving this goal will not be identical in all circumstances.