

Organizational Guidelines on Recruiting, Obligations of Members, Democratic Centralism and Security.

There is a contradiction inherent in a communist organization existing on a small scale, local level. Communists must not only participate in mass work themselves but must also concern themselves with the overall needs of the time and with work that must be done simultaneously around many issues and among many groups of people. This involves the coordination of work and the development of revolutionary strategy. In the long run, a Leninist party is essential for the carrying out of such work.

In the absence of such a party, we have correctly chosen to confine ourselves to the development of communist work in our own geographical area and to the tasks that we can realistically take on, considering our small numbers and limited experience.

Even to take on such limited tasks, however, demands a certain level of political unity and also a certain level of organization and discipline. To carry on all-around communist work also demands a certain number of trained cadre.

Recruitment.

The quality of the work of a communist organization and the correctness of its political line is, overall, more important than its numbers. This is particularly true with a new and inexperienced organization. Numbers are, nevertheless, important. ^{With} a smaller number work must be more limited, less approximating the scope of communist work.

The potential exists for us to recruit, in our initial stage, a good number of people. There are many independent Marxist-Leninists who are anxious to do communist work but who are not satisfied with any of the existing major organizations. Many of our cadre have similar histories and strong ties with these individuals and collectives.

In this early period we must be energetic but careful in regard to recruitment. We should work with and know people well before recruiting them. Recruiting those with significant influence or abilities is important but should never be done at the expense of becoming liberal and compromising principles. We should avoid recruiting those who have significant differences with our political views. At this time, we should avoid recruiting

those who have particular problems in finding their own bearings and who would be a drain on the resources of the organization. We should, however, recruit not only those who are theoretically developed but also those who can make a contribution through good mass work. Particularly this is true in regard to individuals who are involved in areas of work where we have, or can have, some contact.

We must develop a style of paying particular attention to the political, as well as practical, development of new cadre or contacts. Not to do so, encourages cadres lack of confidence in themselves and in the group, stifles independent initiative, feeds elitism, and reflects a one-sided emphasis on development of line over the achievement of practical political tasks.

As potential recruits will come from varying class backgrounds and level of experience, our recruitment procedure will vary. Overall, recruits generally fall under two categories--(1) "Movement" people or intellectuals who have some familiarity with Marxism and (2) working class people and others who have less familiarity with Marxism or with the movement.

Recruiting "Movement" people or intellectuals.

This category will include people who, in many cases, have formulated positions on some political issues. Some have been members of communist organizations or collectives. Some will already be active in a plant, campus or community or other area of mass work.

Recruitment will depend on how close we come to theoretical agreement as well as whether the person demonstrates a willingness to do mass work and integrate with the people.

Recruiting Working Class People.

Given present conditions, most of our recruits in the near future will not come from the working class. Our ability to recruit workers will reflect our success at integrating with and giving positive direction to workers and their struggles. As the recruitment of workers becomes possible that will become among our highest of priorities. The recruitment of even a few workers

can add much to our ability to correctly approach our tasks.

In recruiting working class people, agreement with or understanding of all aspects of our line is not necessarily decisive. Nobody should be recruited opportunistically, however, ie. before they are ready to accept the committment that being in a communist organization entails and before they have a basic understanding of our political principles.

A prospective recruit, of any class background, must have a basis understanding of Marxism-Leninism and be in general agreement with the line of BACU. A new recruit must have a positive attitude toward engaging in mass struggle. A recruit must be willing to pay dues, according to our dues schedule, and to participate in the collective discussions and practical work of BACU.

Democratic Centralism.

BACU is developing but we have much work to do in solidifying our general line and developing specific positions on a number of questions. We expect disagreement and struggle among our membership. If there were no struggle ther would be no progress and, in particular, there would be no need for democratic centralism.

Political debate is encouraged on all questions throughout the organization. Members are also not restricted to carrying on debate only inside the organization. We recognize that BACU is only a small part of the communist movement and struggle is needed throughout the movement for the development of correct theory. Members should not be politically bound by the discipline of a small local group. Criticism of members of BACU should first be taken to the person or committee responsible, however, and we should avoid destructive personal gossip.

The majority will determine the basic line and tasks of BACU. While a member can publicly express disagreement with any positions, he cannot do so in a way that hampers the implementation

of practical work. All cadre are bound to "unity of action".

The political committee is the highest body, elected by the membership. and has the responsibility of the political direction of BACU between general meetings. A meeting of the general membership may be called by the p.c. or by a majority of any collective to review or criticize the work of leadership. Any important development of or change in line or policy must be approved by the general membership. Whenever possible, the broadest discussion should go on throughout the organization prior to such a decision. Any significant disagreements among the leadership should, as a general rule, be brought out openly to the membership.

Any member of BACU may represent the views of BACU. The member should, when it is appropriate, clarify whether he is representing the views of BACU or his own views.

Security.

Security should be dealt with from the point of view of the overall requirements of the work and the character of the present situation.

The present situation is still basically characterized by bourgeois democracy. If a period of severe repression or fascism develops, none of the communist groups could operate with the relative openness that they now do. Under legal conditions, it is possible for communists to build an open public presence. To act as though we are operating under illegal conditions, (constant surveillance, etc.), inhibits work and also inhibits internal democracy.

It is necessary, however, to avoid needlessly allowing possibly harmful information to fall into the hands of the police or other reactionaries. Some members can be more easily fired or blacklisted than others if membership in a communist group is known. Some are more subject to government harassment or prosecution, including deportation.

Some general rules include the following--no long political discussions over the phone or needlessly mentioning names, workplaces or organizational details when it can be avoided. Generally, we should not identify members or their workplaces unless we have checked with them first.

Members should be classified into four categories--entirely open, open except for very public circumstances, relatively secret or confidential and entirely secret. Those who are entirely secret, as the need arises, should be known to only a very minimum number in leadership. The identity of those who are "relatively secret" should not normally be made known to those outside the org.

The purpose of security is to protect jobs, avoid legal prosecution etc. It is not to hide or misrepresent aspects of our work from the people, including those in the movement. Our work should be open unless there is a reason not to be open. Internally members must be informed of all aspects of our work. Far from the RU's "need to know", everything should be known unless there is a "need to not know."