

GUIDE FOR LIAISON COMMITTEES

Workers are advised not to form liaison committees, but instead to elect democratic works committees. But if you already have a liaison committee, and if it has the trust of the workers, then here is a guide for it to follow:

1. The liaison committee should consist of worker representatives (who are workers elected by workers and responsible only to the workers) and management representatives (who are appointed by management from amongst managerial staff).

NO appointed workers should sit on the liaison committee as this will only serve to divide workers.

2. The worker representatives on the liaison committee must be allowed to meet independently and must be allowed to call regular meetings of all the workers where matters of interest to the workers can be discussed and decisions taken. Management is not to attend these meetings.
3. The workers must be allowed to call their representatives to a meeting should they wish to discuss any matter of interest to the workers. The workers may, at any time during the term of office of the liaison committee, discuss and replace any of their representatives if they fail to carry out the wishes of the workers to the satisfaction of the majority of the workers.
4. The worker representatives (and the workers) may call the Advice Bureau officials to their meetings if they wish them to be present.
5. The worker representatives sit on the liaison committee merely to meet with management, convey to management the wishes of the workers and negotiate on behalf of the workers in terms of decisions taken at general worker meetings. The worker representatives are not to enter into agreements with management without instructions from the workers, nor are they to serve as agents of management in, for example, disciplining workers, performing functions ordinarily performed by foremen or supervisors, agreeing to the dismissal of workers, allocating (as between workers) remuneration for their labour etc.
6. The liaison committee should meet regularly (at least once a month) - special meetings may be called by workers or management.
7. Management is to recognise the worker representatives as the only representative voice of the workers.
8. The term of office of the liaison committee shall be one year, at the end of which all its members who are workers' representatives (including those elected to the committee at any time during the term of office) shall cease to be members of the committee and shall be subject to re-election by the workers.
9. At the expiry of the term of office of the liaison committee, the workers may vote to elect a works committee instead of re-electing representatives to serve on a liaison committee.