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Resolution: Metro Detroit DSA Stands With Our Union Workers

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Whereas: At the start of budgeting season DSA had a projected budget deficit of up to 2 million dollars, and we face the potential closure of the org by August of 2024 if the organization doesn't take serious steps to reduce the budget deficit.

Whereas: Last fall, our national leadership on the NPC considered a [resolution](#) that would have prioritized protecting union staff jobs, which are vital to the functioning of the org and its ability to deliver dues share, correspond with chapters, communicate with members internally and externally, keeping member lists updated, implementing dues share amongst other key functions, but was voted down along largely factional lines.

Whereas: NPC members Alex P, Kirstin S, and Laura W proposed a [resolution](#) titled "Cutting Staff Expenses" that would have violated the DSA staff union's collective bargaining agreement, and which would have been a direct violation of parts of the Labor Relations act that ban the modifying of any term of a collective-bargaining agreement without the union's consent. This could have led to a grievance or an [unfair labor practice](#), prompting this [response](#) from the union itself before the proposal was fortunately withdrawn.

Whereas: An article in the DSA caucus publication the Call written by Alex P, Kirstin S, and Laura W, publicizing on Twitter the budget crises and the resolution titled "Cutting Staff Expenses" generated over 18 negative hit pieces about DSA, distorting the cause of DSA's budgetary crisis, and publicizing the budget fight in [national media](#) .

Whereas: While we all understand that a budget crisis will require difficult choices, we should be able to expect the leadership of a socialist organization to be able to make those choices without undermining our own union staff and violating basic tenets of labor law. We are more than non profit bosses who demand that our staff suffer for the cause. Just like we would stand with workers against a boss seeking to eliminate union positions and replace them with volunteer scabs, we should expect our own volunteer leadership to prioritize union salaries over factional priorities and their own personal payouts.

Whereas: Some members of DSA and DSA's National Political Committee have taken this crisis as an opportunity to [attack DSA staff](#) and present them in opposition to "member-led organizing," when in reality the overwhelming majority of staff members are cadre DSA members who were chapter leaders prior to joining DSA. Our staff worked over 60 hours a week to help make the Strike Ready and No Money for Masacres campaigns possible, and their actions are under direct democratic control of the NPC.

Whereas: The conduct of certain NPC members has created an [unhealthy work environment](#), demoralizing DSA staff, and leading to the [resignation](#) of the interim National Director.

Whereas: Metro Detroit DSA has just finished Strike Solidarity for the UAW and has plans for future strike solidarity, but continued anti-union conduct during contract negotiations will hurt our relationship with the DSA staff union represented by the News Guild and CWA, damage our reputation with organized labor, and isolate us from labor unions and their members.

And Whereas: Prioritizing our union staff, and maintaining a healthy work environment for them is not just a moral imperative as socialists, but an existential imperative for our entire

organization. Our NPC was elected specifically to make difficult decisions about funding the laundry-list of proposals that came out of our last convention, but none of those projects can happen if the whole organization goes under, nor can those proposals be implemented without the labor of our union staff. Should the rest of staff resign because of toxic working conditions, critical operations of the org will cease to function, thus threatening the existence of the organization itself.

Therefore be it resolved that: Metro Detroit DSA stands in full solidarity with DSA Staff and the DSA staff union, and recognizes that it will not be possible to grow a winning socialist movement without their tireless efforts.

Be it further resolved that: MDDSA recognizes that we cannot claim to be in true solidarity with the working class without first standing in constant solidarity with our own union workers, the vast majority of whom are DSA members who work long hours, for less pay than their market value, and at a personal risk to their future careers. Their labor is critical to our movement's success.

Be it further resolved that: MDDSA further stands in solidarity with our union staff in echoing their demand that the NPC not cut critical union jobs in order to pay for non-union leadership salaries. We demand that the NPC make protecting union DSA jobs their highest priority in navigating through the current budget crisis.

Be it further resolved that: MDDSA echoes the call of our national leadership for individual members to sign up for solidarity income-based dues whenever economically feasible, and will engage in a solidarity dues drive and recommitment campaign of our own, at the direction of the membership engagement committee.

Be it further resolved that: MDDSA will send this [open letter](#) to the NPC, urging them to negotiate in good faith, abide by the process outlined in the CBA, ceasing public discussion of the bargaining process by NPC members, until the personnel committee comes with a recommendation, ceasing discourse by NPC members that could lead to the further demoralizing of staff, and prioritize member led organizing in dsa by preserving the organizations critical infrastructure it needs to continue communicating to members, chapters, and the public, distribute dues share, keep member roles updated, and prioritizing the protection of staff jobs which is crucial in supporting that infrastructure.

Be it further resolved: This letter will be sent on behalf of our chapters steering committee and signed by our two chapter co chairs. This letter, alongside this resolution will be sent to the NPC via email, and distributed through our email, slack, and published on the DSA forums by our chapter's Secretary.

Signatories:

Ali Hallal

Jessica Newman

Victoria Castilla

Kim Hunter

Chris Gilmer-Hill

Nathan McInerney

Aaron Bager

Ricardo Caudillo

Lake Liao

Mikal Goodman

Liam McCormick

Gary Walker

Melina Herrera