

Excerpts from Report by Comrade F. Brown to C. C. on Organization and Fluctuation

WHAT has to be done to improve the recruitment, to concretize the slogan "double the recruitment power and cut the fluctuation in half"?

We must make a real drive to improve the political life of the units; which means that we must concretize into practice all decisions made previously on this problem: development of cadres, improvement of the discussion in the units, building of functioning unit buros, still further reduce the size of the Sections, improve our school system, etc. . . .

The experiences in Cleveland show the importance and necessity of Org. instructors in all the concentration Districts, an Org. instructor who will go down to the units, work out with them the plan of work, help in developing their initiative and show them practically how the work is to be done. If we do not use Org. instructors, on a Section and unit scale, we shall select some of the best comrades who, through their activities, show results, to go and help another section, another unit, for a little while.

Another problem to be solved is the issuing of a simple manual for lower functionaries. . . . Very probably we will need two kinds of manuals: one, for the best developed functionaries on a unit and Section scale and a still simpler one which will help the development of the new Party members, to acquaint them with the structure of our Party, with the main tasks of the units, with the role of the unit as the Party in a given shop or territory, with the nature and task of the fractions, etc.

The method used in Cleveland and other Districts of regular reports of the Org. Department to the District Buro must become a real institution. These reports not only will acquaint the leadership with the more minute organizational problems but will also stimulate the responsibility of the leadership towards the lower organization: the leadership will become more and more conscious of its task of concentrating below, on checking, also, on such problems as recruitment, fluctuation, circulation of the **Daily Worker**, activity of the Party members in the trade unions, etc.

It is already one year since we discussed the necessity of introducing the group system in the units, yet such a system is only on a very weak experimental stage. We must make up our minds that this system must be definitely established and the group captains will not only be responsible to lead the activities of the groups but also to collect the dues. In view of the difficulty of making a general decision and putting

it into effect overnight, we shall start with one section in each of the larger Districts where the leadership can check up continuously, improve the system, and extend it to the other sections. . . .

The unit must check up more consistently on the activities of all Party members who are active in the trade unions and other mass organizations and while striving to activate them in the units, at the same time in cases where the situation (as strikes and other mass struggles) prevents the comrades from attending their unit meetings regularly, a way must be found on how to obtain the dues payments from these comrades. (I mean members of the street units.)

There must be more discussion on the problems of recruitment and fluctuation in the leading committees and units. This discussion must be led through the Party Life column of the **Daily Worker**, the **Party Organizer** and articles in the Party press. The whole Party must feel that we are conducting a fight, that we are determined to make a real turn in increasing the recruitment and stop the fluctuation. . . .

We must reintroduce the initiations of the new members, introduce them into the life of the Party, so that these newcomers will feel at home, will feel a comradely atmosphere.

Each District must regularly issue its own bulletins which will primarily mobilize the Party to carry out the control tasks set up by the District Committee. The bulletins will help the discussion in the units on many of the important organizational tasks, and in checking on the tasks set up in the plans of work and will stimulate competition.

The sections must compare weekly the dues paying membership on the unit roles. This will help not only in checking on the dues payments but also to see why comrades who appear on the roles do not participate at unit meetings, etc. This weekly check-up will spur the unit to find the reasons for the non-attendance of some of the Party members at unit meetings and, in this way, reactivate some of the elements who have decreased their activity.

We must prevent the units from becoming distributing agencies of all kinds of leaflets and papers. There are cases where the units, besides being very active in fulfilling one of their main tasks by distributing the Party leaflets, Party literature, the **Daily Worker**, are loaded with the distribution of material of the mass organizations, which should be distributed by the mass organizations themselves.

These are all measures which will help us in solving this burning problem. We must, however, have the apparatus which will orientate the lower units on this task, and help them to solve it. Three Districts, Chicago, Cleveland and Birmingham, decided to carry on a control of the membership with the aim not only of checking the fluctuation but of im-

proving the life of the units, raising the consciousness of all eligible members of trade unions to their Party task, etc. This is a good decision. We cannot, however, have a thorough and general control every three or six months. Such a control takes time, and, to some extent, if frequently applied, would hinder the activity of the units. Such control is correct only when the situation makes it necessary.

We came to the conclusion that all Districts should have a membership commission whose task will be to see that there shall be no delay in assigning the new members to the units, which will check up on the dues payments in the sections, in some of the units, will utilize the Party bulletins to popularize the good experiences, bring forward the weaknesses and methods which will help in stabilizing the dues payments, which will spur the competition between section and units in the recruiting drive, will call special meetings of the comrades assigned to the same task on section scale, will check up on the comrades in the trade union field, etc.

In conclusion, to bring before the Party the seriousness of this problem, stimulate the discussion in the units, popularize the experiences, the methods of how to improve the recruitment and check the fluctuation. We are also of the opinion that the small commission of the Central Committee should select one District for inspection, study the problem of recruitment and fluctuation concretely and upon the basis of a thorough examination of the experiences of this District, will dramatize before the whole Party this burning problem, will stimulate the whole Party in concretizing the three control tasks which will move the Party forward on the road to becoming a mass Party, able to lead millions:

1. Bring the good standing membership to 40,000 by the end of the year.
2. Increase the circulation of the **Daily Worker** to 75,000.
3. Make every Party member eligible to join a trade union, join the particular union of his trade.

The example of the Center should be followed by each District, building immediately the membership commission which will examine one of the sections, study all the experiences and work out the necessary measures for improving the recruitment and checking on fluctuation.

The carrying through of the three main organizational tasks is one of the main prerequisites to equip the Party to lead the struggles of millions of workers, to take hold of the spontaneous movement of the masses and turn it to its revolutionary political fullness.
