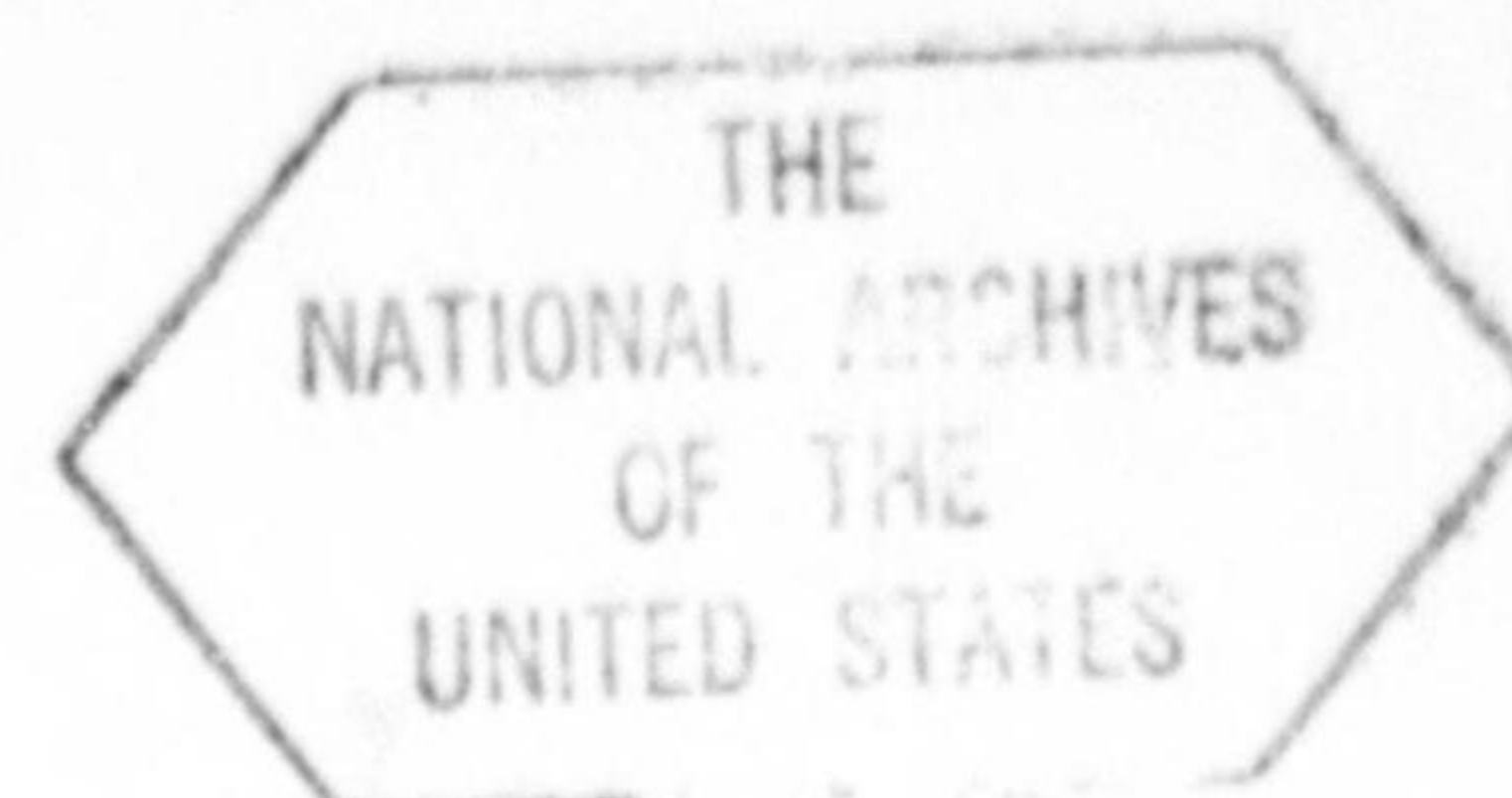


GHQ/SCAP Records(RG 331)
Description of contents



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944

Constitution of Koyo Iron-Works Company
Workers Union (Kabushiki-gaisha Koyo
Tekkojo Rodo Kumiai)

Chapter I. General Rules

- Art. 1: The name of the union shall be The Koyo Iron-Works Company Workers Union.
- Art. 2: The union is composed of the employes who work in The Koyo Iron-Works.
- Provided that the representatives for the interests of employers shall be excluded.
- Art. 3: The office of the union is placed in The Koyo Iron-Works located at Shingokan, Takasaki City.

Chapter II. Aim and business

- Art. 4: The aim of the union shall be to take measures for the democratization of the Iron-Works, the maintenance and improvement of labour conditions of the members and the elevation of economical, social and cultural position of them, contributing thereby to the bright and fair development of The Koyo Iron-Works.
- Art. 5: The union shall carry out the following business in order to attain the aim provided by the preceding article.
1. The necessary business for the democratization of the Iron-Works.
 2. The maintenance and improvement of labor condition of the members.
 3. The necessary business for the stabilization of livelihood of the members and their families.
 4. The business concerning the education, culture and welfare of the members.
 5. The measures for the increase of working efficiency.
 6. The other necessary business to attain the aim.

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Chapter III. Rights and duties of members

- Art. 6: Union members shall have the right to elect officers and to be elected as an officer. Furthermore they have the right to attend the mass meeting, to speak and to vote at it in accordance with the constitution.
- Art. 7: Members shall have the right to enjoy equally all the fruits which are acquired by the activities of the union.
- Art. 8: Members shall owe the duties to pay the membership dues provided by the constitution and to respect and observe strictly the constitution of the union and resolutions of conferences.

Chapter IV. Officers

Art. 9: The union shall have the following officers:

Chairman	1
Vice-chairman	1
Committeemen	some

Officers shall be elected by members from among them.

Art.10: Chairman shall represent the union, convene the mass meeting of members and the committee meeting, and preside over the business of the union. Vice-chairman shall help Chairman, and act for him in case of his inability.

Committeemen shall help Chairman and deal with the business.

Art.11: The office term of officers shall be one year. Provided that there is no objection to be re-elected.

The office term of the by-elected officer shall be the remainder of his predecessor.

Art.12: Chairman and Vice-chairman shall audit accounts of the union.

Art. 13: The union can have advisers.

Advisers shall be appointed by Chairman through the resolution of committee meeting.

Chapter V. Organs

Art. 14: The union shall have the following organs.

1. Mass Meeting
2. Committee Meeting

Art. 15: The Mass Meeting shall be the supreme resolution organ, and deliberate the following matters.

1. Report of business.
2. Budget and Settlements of accounts
3. And other important matters.

Art. 16: Mass Meetings are divided into Regular Mass Meeting and Extraordinary Mass Meeting.

The Regular Mass Meeting shall be held once a year in March.

The Extraordinary Mass Meeting shall be convened by Chairman through the resolution of the committee meeting. Chairman shall convene an extraordinary meeting in case one-fifth or more of the members demanded it.

Art. 17: The Committee Meeting shall be composed of committeemen, and deliberate the matters concerning the management of the union.

Art. 18: The proceedings of the conferences of the union shall be decided by a majority of the members. In case of a tie, the Speaker (Chairman) shall decide the issue.

Art. 19: The Mass Meeting shall be valid with the presence of two-thirds or more of the members.

Art. 20: Committee meeting shall be valid with the presence of a half or more of the whole committeemen.

Chapter VI. Accounts

Art. 21: The fiscal year of the union shall begin on April 1 of each year and end on March 31 of the following year.

Art. 22: Members shall pay the membership dues every month.

The sum of the membership dues shall be decided by the resolution of the committee meeting.

Art. 23: The union can accept right contributions through the resolution of the committee meeting.

Chapter VII. Entrance and Secession

Art. 24: Employees of The Koyo Iron-Works shall be members of the union as a rule. (But the employers and the representatives for the interests of the employers shall be excluded.)

Art. 25: Any member who disturbed the solidarity of the union, acted against the interests of the union or defamed the honor the union shall be expelled.

Art. 26: The expulsion of members shall be decided at the Mass Meeting. But in case of an urgent necessity, it may be done by the resolution of the Committee Meeting.

Chapter VIII. Additional Rules

Art. 27: The constitution of the union shall not be altered unless the approval by two-thirds or more of those present is obtained at the mass meeting.

Art. 28: The constitution shall come into force from March 27, 1948.

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CONSTITUTION OF SHIBUKAWA BRANCH,
TOBU TRAFFIC WORKERS UNION
(Tobu Kotsu Rodo Kumiai,
Shibukawa Shibu)

Chapter I. General Rules

Art. 1: This Branch shall be called "The Shibukawa Branch, Tobu Traffic Workers Union (called only the "Branch" hereinafter) and belong to the Union Headquarters.

Art. 2: This Union shall be organized by under the Union's constitution) of the Tobu Railway Co., Ltd. and serve under the jurisdiction of the Shibukawa Branch.

Art. 3: The office of this union shall be placed at 1,847 Shibukawa-machi and the offices of the Sub-branches at proper places.

Art. 4: This Branch shall aim to fulfil the constitution, platform, declaration, resolutions and assertion of this Union by the members' strong solidarity.

Chapter II. Organs

Art. 5: This Union shall have following conferences.

1. Branch meeting
2. Sub-branch general meeting
3. Sub-branch committee

Art. 6: The Branch meeting shall be the resolution organ, be composed by the delegates elected according to Art. 21 of the union's constitution at each Branch and called by the Branch Chief as need be, when deemed necessary by the Branch Chief or demanded by two-thirds of the Branch delegates.

Art. 7: The Sub-Branch general meeting shall be the conference to decide the special will of the Sub-branch, be composed of all the members of the Sub-branch and called by the Sub-Branch chief, when recognized necessary by the Sub-Branch committee or demanded by one-third of the Sub-Branch members.

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Art. 8: The Sub-Branch committee shall be the organ disposing its matters as well as making its own will reflect for the Branch meeting and be convened by the Sub-Branch chief as need be.

The Sub-Branch committee shall take the responsibility for the Branch meeting.

Art. 9: The Branch meeting and the Sub-Branch committee shall be opened by more than two-thirds of composing members present, respectively. The Sub-Branch general meeting shall be opened by more than half of those present.

The resolutions of the above conferences must get approval of a majority of those present, and in case of tie, the Speaker shall decide the issue.

Art.10: The Branch meeting shall have following departments.

1. General Affairs Dept.
2. Organization Dept.
3. Education & Promulgation Dept.
4. Culture Dept.
5. Physical Culture Dept.
6. Accounts Dept.
7. Livelihood Consultation Dept.

Art.11: Those departments shall be the organs disposing their matters based upon the plans of the Union Central Executive Committee and be composed of the heads and members of them.

The head can set up the department meeting by approval of the Branch meeting, when deemed necessary by him.

Art.12: A department can be newly established, changed or closed, when recognized necessary at the Branch meeting.

Art.13: The rules on business allotment of the departments shall be stipulated separately by approval of the Branch meeting.

Art.14: This Branch shall have the Youngmen's Dept. and Women's Dept. as the special departments.

The rules of those departments shall be stipulated separately by the resolution of the General meeting.

Art.15: The heads of the Youngmen's Dept. and the Women's Dept. shall be regarded as the delegates.

Chapter III. Officers and Members of the Branch

Art.16: This Branch shall have following officers.

- | | |
|-------------------------|------|
| 1. Branch chief | 1 |
| 2. Vice-Branch chief | 1 |
| 3. Delegate | some |
| 4. Head of Department | some |
| 5. Sub-Branch chief | some |
| 6. Sub-Branch committee | some |

Art.17: The officers' duties shall be shown as follows:

1. The Union chief shall represent the Branch and govern its matters.

2. The Vice-Union chief shall assist the Union chief and in case of his inability, act for him.

3. The Delegates shall participate in the matters of the Branch.

4. The Heads shall take charge of the matters concerned.

5. The Sub-Branch chiefs shall represent the working places, respectively and participate in the Sub-Branch committee.

Art.18: The Branch officers shall be elected as follows:

1. The Branch chief shall be elected from among the Branch Delegates by the Branch members. The Delegates shall elect 3 candidates of the Branch chief by mutual vote at the Branch meeting. Their

names shall be announced before the Branch members. The Branch chief shall be elected from among them by the members.

2. The Vice-Union chief shall be elected by mutual vote of the Delegates at the Branch meeting.

3. The Delegates shall be elected according to Art.21 of the Union constitution.

4. The Heads of the departments shall be elected by mutual vote of the Delegates or may be recommended after getting approval of the Branch meeting.

5. The Sub-Branch chief shall be elected from among the Delegates at the Sub-Branch committee.

6. The Sub-Branch committee shall be composed of the following committees and elected by the Sub-Branch members.

- a. Business Dept.
- b. Station
- c. Conductor Division
- d. Tram-car Division
- e. Works Division
- f. Railway Substation Division
- g. Track Maintenance Division

Art.19: The rules on the tenure of the Branch officers and the filling of a vacancy in the office shall follow the rules for the Union delegates: .

Art.20: The Branch and the Sub-Branch may, in case of need, have the Clerk and the Accountant.

Art.21: The Branch Clerk and Accountant shall be appointed by the Branch chief based on the recommendation of the Branch meeting.

Art.22: The Branch Accountant shall dispose the accounting business of the Branch under the instructions of the Chief of the Accounts Dept.

Chapter IV. Organization

Art.24: This Branch shall have following Sub-Branch.

Business Dept. Sub-Branch
Station Sub-Branch
Conductor Div. Sub-Branch
Tram-car Div. Sub-Branch
Works Div. Sub-Branch
Railway Substation Div., Sub-Branch
Track Maintenance Div. Sub-Branch

Art.25: The jurisdiction of each Sub-Branch shall be divided by the unit of the electoral district according to the election rules of the union.

Chapter V. Accounts

Art.26: The expenditure of this union shall be appropriated by the fees allotted for the members. However, the membership dues may be collected additionally by the resolution of the Branch Meeting.

Art.27: The fiscal year of this Branch shall be for six months as follows:

- (a) April 1 -- September 30
- (b) Oct. 1 -- Mar. 31 of the next year

Art.28: The disposition of the membership dues shall follow the union rules and the accounts rules.

Chapter VI. Entrance and Secession

Art.29: One who comes under Art. 2 must join this union.

Art.30: Those who want to be membership of this union shall take the proceedings based on the union constitution.

Art.31: The member who fall under any of following items shall be expelled from this union and lose all rights.

1. Who violated the platform, constitution and declaration of the union.
2. Who defamed the honor of the union.
3. Who disturbed the order of the union.

Art.32: In case of expelling a member, this Branch shall decide according to Art.67 of the union constitution through the resolution of the Branch meeting.

Chapter VII. Supplementary Rules

Art.33: This Branch can open the general meeting composed of all members of the Branch through the resolution of the Branch meeting and the Central Executive committee.

Art.34: The rules on managing the Sub-Branch of this Branch shall be stipulated separately by getting approval of the Branch meeting.

Art.35: The alteration and abolition of this constitution must get approval of the union executive committee through the resolution of the Branch meeting.

Art.36: This constitution shall come into force as from January 1, 1948.

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CONSTITUTION OF GUMMA PLANT
WORKERS UNION, DAIKO DRAWING
CO., LTD. (DAIKO SEIZU GUMMA
KOJO RODO KUMIAI)

Chapter 1

General Rules

Art. 1: This Union shall be called "The Gumma Plant Workers Union, Daiko Drawing Co., Ltd." and organized by all the members, except the manager, person who hold the final casting-vote of their labor terms and his assistants.

Art. 2: The office of this Union is placed in the Gumma Plant, Daiko Drawing Instruments Mfg. Co., Ltd. at 818 Katayama, Yoshii-machi, Tano-gun, Gumma-ken.

Chapter 2

Object and Business

Art. 3: This Union shall try to contribute to the following purposes by combination of and autonomous mutual aid among the workers.

1. Training of their character and technique.
2. Maintenance and betterment of their labor terms.
3. Promotion of their co-operative well being.
4. Elevation of their political, cultural and social position.
5. Democratization and sound development of industries.

Art. 4: The following purposes shall be performed to attain the purposes stated in the preceding article.

1. Security of collective bargaining.
2. Matters on liaison and co-operative with another organizations having the same purposes.

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3. Matters on labor agreement.
4. Matters on security of workers living rights and betterment of their treatment.
5. Matters on elvation of their technique and promotion of producing capacity.
6. Matters on acquisition of necessary knowlege and elevation of sound entertainments and recreation and interest of them.
7. Matters on mutual aid among and welfare of them.
8. Matters necessary to attain other purposes.

Chapter 3

Entrance and Secession

Art. 5: An applicant who come under Art. 2 and wants to be the member of the Union shall submit an application in which the fixed items clearly is written to the Union with the fixed entrance fee.

Art. 6: After investigating on his application stated in the preceding article, the Union chief shall admit that he is the member of the Union and he shall get the membership as from the date registered his name in the membership list.

Art. 7: Any member who wants to secede from membership shall submit an application in which the reason of his secession is clearly written to the Union chief and be approved by the chief.

Chapter 4

Rights and Duties

Art. 8: All members of this Union shall enjoy the following rights.

1. Voting rights and eligibilities of the officers.

2. Right to attend at various assemblies and initiative.

3. Rights to participate in the matters of this Union and receive its interests.

Art. 9: All members of this Union shall fulfill the following duties.

1. Duty to pay the fixed membership dues completely

2. Duty to observe the constitution and the resolution of the Union.

Chapter 5

Officers and Organs

Art. 10: This Union shall have the following officers and organs.

Chairman 1

Vice-Chairman 2

Executive committeeman some

Auditor committeeman 1

Art. 11: The Chairman shall represent and govern the union.

The Vice-chairman shall assist the Chairman and act for him in case of his inability.

The Executive committeemen shall perform the resolution.

The Auditor committeeman shall be engaged in receipts and disbursements of cash and keeping the property.

Art. 12: The officers of this Union shall be elected at the General Meeting and their office term shall be one year, but there is no objection to be re-elected.

The term of office for any member who is appointed to fill up a vacancy shall be the remainder of his predecessor's term.

Art. 13: The organs of the Union shall consist of the General meeting and the Committee.

Art. 14: The General Meeting shall be highest resolution organ and called by more than two-thirds of the total membership is present.

The Regular General meeting shall be convened in Apr. once a year.

The Extraordinary shall, when deemed necessary by the Committee or demanded by more than one-third of the total membership, be convened by the Chairman.

Art. 15: The Committee shall be the Executive organ and convened by two-thirds or more of the total committeemen are present.

Chapter 6

Accounts

Art. 16: The expenditures of the Union shall be appropriated by the entrance fees, membership dues and contributions. The entrance fee shall be each 10 yen. The membership due shall be 5 yen a month and collected by the end of every month.

Art. 17: The fiscal year shall be from Apr. 1 to Mar. 31 of the next year. A business report and statement of accounts shall be submitted to and approved by the General meeting every year.

Art. 18: The membership dues once paid in shall not be returned for any reason.

Chapter 7

Reward and Punishment

Art. 19: In case a member made a special contribution to the Union, he shall be commended by the resolution of the General meeting.

Art. 20: Any member who come under one of the following items may be ousted from membership by the resolution of the General Meeting.

1. When ignored the constitution and resolution or violated them.
2. When disturbed the order of the Union or defamed its honor.
3. When in arrear with the payment of the membership dues for three months or more.

Chapter 8

Supplementary Rules

Art. 21: This Constitution cannot be altered other than the resolution of the General meeting.

Art. 22: This Constitution shall come into force as from April 1, 1948.

Rules for Congraturation, Condolence and Consolation

Art. 1: In case there is an event of congraturation, the follow sum for it shall be presented to the member,

1. Wedding of the member 50 yen
2. In case a child of the
member born 30 yen

Art. 2: In case there is an event of condolence, the follow sum for it shall be present to the member.

1. Death of the member 200 yen
2. Death of one of the
member's families:
 - (1) Spouse, parents and children: 50 yen
 - (2) Brothers and sisters : 20 yen

1. When ignored the constitution and resolution or violated them.
2. When disturbed the order of the Union or defamed its honor.
3. When in arrear with the payment of the membership dues for three months or more.

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Art. 2: In case there is an event of condolence, the follow sum for it shall be present to the member.

1. Death of the member 200 yen
2. Death of one of the
member's families:
 - (1) Spouse, parents and children: 50 yen
 - (2) Brothers and sisters : 20 yen

Art. 3: In case a member come under any of the following item, a sympathy money shall be presented to him.

1. When absented for 2 weeks or more due to sick

30 yen

2. When suffered from a calamity and other disasters

50 yen

However, in either cases of the above two, the sum of these sympathy money may be altered by the resolution of the Committee according to circumstances.

Art. 4: When a member retired from the Comany, a parting money may be presented to him, but its sum shall be decided by the resolution of the General Meeting.

Art. 5: Gifts and presentation money for any congraturation and condolence of the members shall not be presented individually, but by this Constitution. Any member, to whom certain presentation was presented, shall not make a present in return.

end

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Constitution of Sawa Dispatched
Nurse Labour Union (Sawa Haken
Kangofu Rodokumiai)

Name:

Art. 1: The name of this union is the Sawa Dispatched Nurse Labor Union.

Office:

Art. 2: The office of this union is placed c/o seta, No. 22, Nishiki-cho, Iseaki-shi Gumma-ken.

Purpose:

Art. 3: The purpose of this union is to carry out the duties of nurse completely as the assistant in medical treatment complying with the demand of society, according to the improvement and maintenance of labor condition, elevation of social situation, mutual intimacy, training and study of practice and knowledge needed for their service, and cultivation of the moral character of members.

Membership:

Art. 4: This union is consisted of those who have the licence of nurse and those who agree with the genius of this union.

Undertakings:

Art. 5: For the attainment of the purpose of the Article 3, this union carries out the following undertakings.

1. Affairs concerning dispatch of members
2. Affairs concerning the professional short course, lecture of culture, for the sake of elevation of practice and knowledge needed for service, and cultivation of morals of members of union.
3. Affairs concerning the improvement and maintenance of labor conditions, and security of minimum living wages.
4. Affairs concerning the increase of Welfare of members of union.

Art. 6: For the attainment of preceding article, the rules shall be provided separately if necessary.

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Conference & Officers:

Art. 7: This union has the following conferences

1. General meeting
2. Board of directors

Art. 8: The general meeting is the highest resolution conference. General meeting shall criticize and examine freely the all behaviour of union and decide the intention of union.

Art. 9: The general meeting shall be called by the president once or more per year. When one-fifth or more of members or the board of directors required, the general meeting shall have to be called. It is needed to notify the opening date to the members of union previously.

Art. 10: The general meeting is consisted of officers and all other members of union.

Art. 11: The chairman of general meeting shall be elected from among the members of union at every meeting. The general meeting shall be formed with the presence of two-thirds or more of members of union and proceedings shall be decided by a majority of members present, and in case of tie, by chairman of meeting. At the decision of dissolution of this union, the consent of three-fourths of more of members present shall be needed.

Art. 12: The board of directors is the important conference next to the general meeting. The Board of directors shall carry out the decision of the matters for the while from a general meeting to the next one and be responsible for the above decision. The decision of board of directors shall be examined again at the next general meeting.

Art. 13: The board of directors is consisted of directors and officers of union, shall be called by the president complying with the needs, and formed with presence of half or more of directors.

Art. 14: The directors shall be elected from among the members of union, and their term of office is one year. The member of them and measure of election shall be decided at the general meeting.

Art. 15: The president shall exert himself to realize the resolutions of general meeting and board of directors, and at the same time execute the affairs of union.

Art. 16: For the execution of affairs, the president shall establish the clerical board. The detailed rule for the above shall be provided separately.

Art. 17: This union has the following officers

1. President	1
2. Vice-president	1
3. Secretary	1
4. Directors	5

Art. 18: The president shall be elected from among the members at the general meeting, and represent the union.

Art. 19: Vice-president shall be elected from among the members of union at the general meeting, assist the president, and in case of hindrance of latter, he shall act for the latter, and execute the affairs of union.

Art. 20: The secretary shall be selected from among the members of union by the directors at the general meeting, and assist the president, and execute the affairs of union, at the same time, represents the clerical board. But nothing is objectionable to be taken charge by the other officers as their additional post.

Art. 21: The officers' term of office is one year, but if there are just causes, they may be released from the post, even it is in their term of office. The term of office of substitutes shall be the remaining term of predecessor's.

Art. 22: The custody and accounts of properties of this union are the matter of joint responsibility of the officers and directors.

Art. 23: If the members had suspicion as to the accounts, they shall be able to inspect the account book at any time they want.

Art. 24: As to the account, the detailed rules shall be provided separately.

Administration:

Art. 25: The members of union will be able to examine and criticize the behaviour of union, and to ask to the officers or directors about their doubt freely at all meetings of union.

Art. 16: For the execution of affairs, the president shall establish the clerical board. The detailed rule for the above shall be provided separately.

Art. 17: This union has the following officers

- | | |
|-------------------|---|
| 1. President | 1 |
| 2. Vice-president | 1 |
| 3. Secretary | 1 |
| 4. Directors | 5 |

Art. 18: The president shall be elected from among the members at the general meeting, and represent the union.

Art. 19: Vice-president shall be elected from among the members of union at the general meeting, assist the president, and in case of hindrance of latter, he shall act for the latter, and execute the affairs of union.

Art. 20: The secretary shall be selected from among the members of union by the directors at the general meeting, and assist the president, and execute the affairs of union, at the same time, represents the clerical board. But nothing is objectionable to be taken charge by the other officers as their additional post.

Art. 21: The officers' term of office is one year, but if there are just causes, they may be released from the post, even it is in their term of office. The term of office of substitutes shall be the remaining term of predecessor's.

Art. 22: The custody and accounts of properties of this union are the matter of joint responsibility of the officers and directors.

Art. 23: If the members had suspicion as to the accounts, they shall be able to inspect the account book at any time they want.

Art. 24: As to the account, the detailed rules shall be provided separately.

Administration:

Art. 25: The members of union will be able to examine and criticize the behaviour of union, and to ask to the officers or directors about their doubt freely at all meetings of union.

Art. 26: The entrance and secession shall have to be approved by board of directors.

Art. 27: Those who disturbed the constitution, or injured the reputation, may be expelled from the union according to the resolution of general meeting. If those who expelled have any cause of discontentment, they will be able to make protest against the decision at the general meeting.

Additional rules:

Art. 28: The alteration of this constitution shall never be made without the resolution of general meeting. But in case of emergency, the resolution of board of directors shall take place of it, and it shall be reported at the next general meeting for their approval.

Art. 29: This constitution shall come in force as from April 1, 1948.

Art. 30: The expense of this union shall be defrayed with membership dues, income of the undertakings of union and contribution to the union.

Art. 31: The balance sheet shall be reported at the general meeting for approval.

Detailed rules of account:

Art. 1: These detailed rules were provided following to the rule of Art. 24.

Art. 2: The membership dues are as follows:

1. Ordinary membership due is 50 yen per man per month.
2. Special membership due is the amount of ten % of monthly income of every member of union.

Art. 3: The dues once paid shall never be returned for the reason of secession or others.

Art. 4: When the president deemed necessary, the membership due may be collected extraordinarily with the approval of board of directors.

Art. 5: This detailed rules shall be altered by the decision of general meeting or board of directors.

Art. 6: The financial year shall begins on April 1 of each year and ends on March 31 of the next year.

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CONSTITUTION OF YOSHIDA SAW-MILL
TRADE UNION
(Yoshida Seizai Rodo Kumiai)

Chapter I General Rules

- Art. 1: The Union is called Yoshida Saw-Mill Trade Union.
- Art. 2: The Union aims to penetrate the principles.
- Art. 3: The Union has the office in Y. Takagi's at 50 Shimonita, Shimonita-machi, Kitakanra-gun, Gumma-ken.
- Art. 4: The Union is organized by the workers of the Yoshida Saw-Mill, except the represents of the interests of the employer. The member shall not be confined for religion, thought and social position.

Chapter II Business

- Art. 5: The Union performs following matters for fulfilment of the aims mentioned in Art. 2.
1. Employment and labor conditions of the members based on the collective bargaining.
 2. Connection and co-operation with other organizations having the same aims.
 3. Mutual aid, finance, health and recreation for the members and their families.
 4. Joint purchase of necessary goods and agency of the houses for the members.
 5. Education, publication, examination, lecture, training course and inspection, etc.
 6. Other matters needed for fulfilment of the aims.

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Chapter III Officers

Art. 6: The Union has following officers.

1. President 1
2. Vice-president 1
3. Standing commissioners 6
4. Auditors 3
5. Accountants 2

Art. 7: The president represents the Union and supervises the business. The vice-president helps the president, transacts the business and acts for the president in case of his inability.

The standing commissioners co-operate with the president and the vice-president, and transact the business. The officers organize the meeting of officers and take part in important business. The accountants transact accounting. The auditors audit accounting.

Art. 8: The president, vice-president, standing commissioners and accountants shall be elected by the general meeting, and the auditors shall be elected from among the commissioners by mutual vote. The office term of the officers shall be one year, but they shall be able to be re-appointed. In case of vacancy of the officers, the commission shall be able to fill up the vacancy. The office term of the filling up officer shall be the remaining period of the predecessor's. The officers shall transact the business till the decision of the successors even after their office term.

Art. 9: The Union is able to have the execution, organization, culture and education, health, youngmen's and examination departments, etc., when deemed necessary by the meeting of officers. The standing commissioner shall be the chief of each department.

Art. 10: The Union is able to have the clerks and office-workers.

The clerks and office-workers obey the command of the president, and transact the business. The appointments and dismissals of them shall be held by him.

Chapter IV Conferences

Art. 11: The conferences of the Union shall be the general meeting and the meeting of officers. The general meeting, the highest resolution organ, is organized by all members and is called once a year by the president usually. But the extraordinary general meeting is held when deemed necessary by the meeting of officers or demanded by one-third or more of the members. The meeting of officers, the second resolution organ next to the general meeting, is organized by all officers including the auditors and accountants, and is convoked by the president occasionally.

Art. 12: A quorum of the conferences shall be two-thirds or more of the organizers. The decision shall be made by a majority of those present and in case of tie, the chairman shall decide the issue. The chairman shall be elected from among, but in the general meeting, the president and the vice-president shall not be the chairman.

Chapter V Admission and Secession

Art. 13: One who wants to join the Union applies for it with application previously furnished with the dues of one month to the president.

Art. 14: The membership of the Union is enforced as soon as registered on the list of the members.

Art. 15: The member who wants to leave the Union applies for it with the reason to the president previously.

The member who leaves the Union and has debt and other duties can not secede, but only after accomplishment of them. He loses all rights and properties in the Union.

Chapter VI Control

Art. 16: The member who violated rules, disordered the control or defames the honour of the Union, shall be expelled or interrupted his rights by the decision of the general meeting.

Chapter VII Accounting

Art. 17: The expenses of the Union is covered by the dues and donations, etc.

Art. 18: The admission fee of the Union shall be 10 yen. The dues shall be 5 yen for each one monthly, but shall be collected extraordinarily in case of necessity.

Art. 19: The fiscal year of the Union begins on Apr. 1 of each year and ends on March 31 of the following year.

Chapter VIII Additional Rules

Art. 20: The Constitution shall not be changed without consents of two-thirds or more of the organizers in the general meeting.

Art. 21: The Constitution shall be enforced on and after March 30, 1948.

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Constitution of Gumma Branch of Nihon Life Insurance
Labour Union (Nihon Seimei Jugyoin Kumiai Gumma Shibu)

Chapter I. General Rules

- Art. 1: The name of this Branch shall be "The Gumma Branch of Nihon Life Insurance Labour Union", and of Gumma Branch, and the office shall be placed at 35 Kuruwa-cho, Maebashi-shi.
- Art. 2: The unregulated parts of this constitution shall generally follow the union constitution.

Chapter II. Officers

- Art. 3: This Branch has the following officers.

1. Branch Chairman of Committee	1
2. Branch Vice-chairman of Committee	2
3. Branch Committeeman	some
4. Honorary Committeeman	1
- Art. 4: The office term of officers is one year, but there is no objection to be re-elected. The office term of officer appointed to fill vacancy shall be the remainder of predecessor's.
- Art. 5: The Branch Chairman of Committee and the Branch Vice-chairman of Committee shall be elected by mutual vote of the Branch Committeemen.
- Art. 6: The Branch Committeemen shall be elected by mutual vote of all the Members of the union.
- Art. 7: The Head Doctor shall be recommended as the Honorary Committeeman.
- Art. 8: The Delegates shall be elected by mutual vote of Branch Committeemen.

Chapter III. Conference

- Art. 9: The Branch has the following Conference
 - 1. Branch General Meeting
 - 2. Branch Committee Meeting

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Art. 10: The Branch General Meeting is the highest resolution organ of the Branch, which is consisted of all the labourers of the union, and called by the Branch Chairman of Committee once a year. But when the Branch Committee Meeting is deemed necessary, it shall be called.

Art. 11: The Branch Committee Meeting shall be consisted of the Branch Committeemen, at anytime the Branch Chairman of Committee shall call it, and at the Branch Committee Meeting, the matters to be proposed to the General Branch Committee Meeting and the necessary matters to manage the Branch, shall be deliberated and decided.

Chapter IV. Accounts

Art. 12: The expenses of the Branch shall be appropriated by the union fee given from the Head Office and contributions, etc.

Chapter V. Supplementary Rules

Art. 13: The revision of this constitution shall be decided by resolution of two-thirds or more of all the members of the union.

Constitution of Labour Union of Nihon Life Insurance Co.,
Ltd. (Nihon Seimei Jugyoin Kumiai)

Chapter I. General Rules

Art. 1: The name of this union shall be "The Labour Union of Nihon Life Insurance Co., Ltd."

Art. 2: The chief office of this union shall be placed in the Head Office of Nihon Life Insurance Co., Ltd. at 7-7-chome, Inabashi, Higashi-ku, Osaka-shi.

Chapter II. Purpose & Business

Art. 3: The purpose, of this union shall be the contribution for the elevation of social, economic and cultural position, establishment of democratic management, and promotion of insurance business.

Art. 4: To realize the purpose in the preceding Article the following Business shall be performed.

1. The matters concerned to the Labour Agreement and the Central Management Council between this union and the Company Manager.

2. The negotiation with the company manager concerned to the employment, and the discharge and the change of post, and maintenance and improvement of labour conditions.

Other matters concerned to the researches of practical methods and documents for the elevation of social, economic and cultural position.

3. The matters concerned to the welfare of all the members of the union and their families.

4. The co-operation with other groups having the same purpose.

5. Other necessary researches and studies, and the movement to complete the purpose of this union.

Chapter III. Right and Duties of the Membership

Art. 5: All the employees of the Nihon Life Insurance Mutual Company shall be the Members of this union. But, the following persons shall not be the members of this union.

1. Head of Department.
2. Head of the Tokyo General Office.
3. Secretary, Head of Personnel Department of Head Office, and Head of Labour Department.

But as to those other than who fall under preceding proviso it shall be decided by the Central Committee Meeting.

Art. 6: The members of this union shall have the following rights,

1. The right of voting for officers, the eligibility for election, and the right of discharge
2. The right to protest or to advocate for disposition of punishment
3. The right to peruse the accounts at any time
4. The right to get profits of businesses of the union.

Art. 7: The members of this union shall have the following duties,

1. The duty to follow the constitution of this union.
2. The duty to follow the resolution of the union.
3. The duty to pay the union fee.

Art. 8: The member who violated this constitution the member who disordered the control, the member who gave damage to this union, and the member who defamed the honour of the union, shall be dismissed or deprived or stopped the right, by resolution of two-thirds or more members of the Central Committee Meeting.

Chapter IV. Officers

Art. 9: This union has the following officers:

- | | |
|---|------|
| 1. Chairman of Executive Committee | 1 |
| 2. Vice-chairman of Executive Committee | 3 |
| 3. Executive Committeemen | 18 |
| 4. Central Committeemen | some |
| 5. Representative member | some |

1. Head of Department.
2. Head of the Tokyo General Office.
3. Secretary, Head of Personnel Department of Head Office, and Head of Labour Department.

But as to those other than who fall under preceding proviso it shall be decided by the Central Committee Meeting.

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1. The right of voting for officers, the eligibility for election, and the right of discharge
2. The right to protest or to advocate for disposition of punishment
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4. The right to get profits of businesses of the union.

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2. The duty to follow the resolution of the union.
3. The duty to pay the union fee.

Art. 8: The member who violated this constitution the member who disordered the control, the member who gave damage to this union, and the member who defamed the honour of the union, shall be dismissed or deprived or stopped the right, by resolution of two-thirds or more members of the Central Committee Meeting.

Chapter IV. Officers

Art. 9: This union has the following officers:

- | | |
|---|------|
| 1. Chairman of Executive Committee | 1 |
| 2. Vice-chairman of Executive Committee | 3 |
| 3. Executive Committeemen | 18 |
| 4. Central Committeemen | some |
| 5. Representative member | some |

The office term of officers is one year, but there is no objection to be re-elected and to be re-appoint. The office term of an officer appointed to fill a vacancy shall be the remainder of predecessor's.

Art. 10: The Chairman of Executive Committee and the Vice-chairman of Executive Committee shall be elected at the Central Committee Meeting from among the Executive Committeemen. The Chairman of Executive Committee shall call the Executive Committee Meeting and shall be the Chairman, represent and supervise this union.

The Vice-chairman of Executive Committee shall help the Chairman of Executive Committee and when the Chairman of Executive Committee is unable he shall act for him.

Art. 11: An Executive Committeeman shall be elected from each district by the Representative members from among the Central Committeemen, and other six shall be elected by the Central Committee Meeting from among the Central Committeemen.

Art. 12: The Central Committeemen shall be elected by mutual vote of the Representative members in the proportion of one to eight at the District Meeting, the Chief Office, and the District Meeting of General Dept. or District Meeting, but when the fraction is four or more, it shall become a unit. By the preceding method when the Central committeeman is less two, this shall be two.

Art. 13: The Representative Members shall be elected by the District Meeting of the Head Office, the District Meeting of the General Department and each local Branch, in the proportion of one to thirty from among those members, but when the fraction is twenty or more, it shall be one. By the preceding method, when the Representative member shall be less than two, it shall be two.

Chapter V. Organization

Art. 14: This union has the following organizations.

1. General Meeting.
2. Central Committee Meeting.
3. Executive Committee Meeting.

Art. 15: The General Meeting shall be consisted of the Representative Members and shall be not opened unless more than a half of total membership is present. The General Meeting shall be the supreme organ of decision, and it shall be called by the Chairman, when there is any important matter that the necessity of all the Representative Members' decision is recognized by the Executive Committee Meeting, or when it is demanded by the one-third or more of the Representative Members.

The Chairman of the General Meeting shall be elected by the mutual vote, and the decision shall be decide by a majority of those present.

Art. 16: The Central Committee Meeting shall be consisted of Central Committeemen. The Central Committee Meeting shall a decision organ to come second to the General Meeting, it shall be called twice or more times a year by the Chairman of Executive Committee, and it shall be called by the demand of one-third or more of the Central Committeemen.

The Central Committee Meeting shall discuss and decide the following matters.

1. The supreme policy to complete the purpose of this union and business.
2. The election and release of the Executive Committeemen.
4. And other matters recognized necessary by the Executive Committee Meeting.

Art. 17: The Central Committee Meeting shall not be opened unless more than a half of the total membership is present, and the Chairman shall be elected by mutual vote.

In some cases, the opinion of the Central Committeemen shall be asked by letter, and it is substituted for the Central Committee Meeting.

The rule in the Art. 15; Cl. 3. shall be adopted in the case of the Central Committee Meeting.

Art. 18: The Executive Committee Meeting shall be consisted of the Executive Committeemen, and it shall not be opened unless more than a half of the total members is present.

The Executive Committee Meeting shall discuss and decide the following matters. But in the case of the second item it shall be recognized by the Central Committee Meeting after the fact.

1. The matters to be proposed for the Central Management Council.
2. The urgent matter for the considerate subjects of the Central Committee Meeting.
3. And other ordinary matters to perform the business of this union. The rule in the preceding Article 2 shall be applied in the case of the Executive Committee Meeting.

Chapter VI. District Meeting & Branch

Art. 19: The following District Meetings and Branches are placed throughout the country. Hokkaido, Tohoku, Kanto, Tokai, Hokuriku, Kinki, Chugoku, Shikoku, Kita-Kyushu, Minami-Kyushu. But the Head office and the General Dept. (including the Tokyo Headquarters) shall be deemed as the District Meeting.

The rule of the District Meeting shall be decided specially.

Art. 20: Each Branch company shall have the Branch union but when there is a sub-branch, it shall be amalgamated into a Branch. In spite of the preceding rules, in some cases, the Branch may be set up a branch with nearest Branch. The rule of the Br. shall be decided specially.

Chapter VII. Section and secretariat

Art. 21: This union shall have the Sections of necessary business, the men's department and the women's department, for the execution of the union work and the management.

Art. 22: The union shall have a secretariat and the following officers: A chief clerk and several secretaries. It shall treat the businesses of this union under the direction of the Chairman of Executive Committee.

Chapter VIII. Accounts

Art. 23: The expenses of this union shall be paid by the membership dues and contributions. The membership dues shall be collected by the other rule.

Art. 24: The detail about the accounts shall be decided specially by the Central Committee Meeting, and this business shall be treated by the secretary of Accounts appointed by the Chairman of Executive Committee, and the estimate and the settlement of this union shall be reported to the Central Committee Meeting.

Supplementary Rules

Art. 25: The revision of this constitution shall be decided at the Central Committee Meeting by the recognition of two-thirds or more of the Central Committeemen.

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Draft Constitution of Sakura Silk
Industry Co., Ltd., Takasaki Factory
Workers Union (Sakura Shiruku Kogyo
Kabushiki Gaisha Takasaki Kojyo Jugyoin
Kumiai)

Chapter I. General Rules

- Art. 1: The name of this Union shall be "The Sakura
Silk Industry Co., Ltd., Takasaki Factory
Workers Union."
- Art. 2: The Union is organized by employees of the
Sakura Silk Industry Co., Ltd.
- Art. 3: The office of this Union is placed at the
factory of Sakura Silk Industry Co., Ltd.,
250, Ishiwara-cho, Takasaki-shi.

Chapter II. Purpose and Business

- Art. 4: The Union expects reflection of members'
opinions upon business management, elevation
of economic and social position of members
by security and improvement of working condi-
tions, promotion of common welfare and progress
of technique so that we may make a contribu-
tion to performance and development of silk
manufacturing business.
- Art. 5: The Union shall perform following business
for realization of the purpose mentioned in
the preceding Article.
1. Affairs concerning improvement of working
conditions of members.
 2. Affairs concerning progress and elevation
of technique and culture of members.
 3. Affairs concerning welfare and health of
members and their families.
 4. Affairs necessary for realization of the
purpose not abovementioned.

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important matters of the Union and undertake connection of members. The Auditor shall audit accounting business as occasion demands. The Clerk shall be engaged in the business of the Union by order of the President of the Union. The Accountant shall dispose whole management business of the Union by order of the President of the Union.

Art. 11: The President and the Vice-president of the Union shall be elected by all members at the general meeting. The Committee shall be elected by the Union in the ratio of one per a group. The Standing Committee and the Auditor shall be elected by mutual voting from among the Committee. In case there is any vacancy in the Committee, it shall be filled by manners above mentioned. The Accountant and the Clerk shall be nominated by the President of the Union at the request of the committee meeting.

Art. 12: The office term of the officers shall be one year. The office term of those appointed by the by-election or by increase of the staff, shall be a remnant part of their predecessors' or their fellow-officers.

Art. 13: The officers shall be released from office in case more than two-thirds of total membership approves a non-confidence vote.

Art. 14: Conferences of the Union shall be the general meeting and the committee meeting.

Chapter V. Conferences

Art. 15: The general meeting is the highest resolution organ of the Union, which is consisted of the whole members of the Union and called by the President of the Union once a year. An extraordinary general meeting shall be called when deemed utterly necessary by the officers' meeting.

Art. 16: The President of the Union shall be the Chairman of the general meeting.

Art. 17: The standing committee meeting shall be opened by the President of the Union as occasion demands. The standing committee meeting which is consisted of the President, the Vice-president of the Union and the Standing Committee shall deliberate on the resolution at the committee meeting and other important affairs of the Union.

Art. 18: The committee meeting shall be called regularly twice a month. The committee meeting which is consisted of the President, the Vice-president of the Union, the Standing Committee, and the Committee shall deliberate on the resolution of the next general meeting and other important affairs of the Union.

Art. 19: No conferences shall be opened unless more than two-thirds of component members are present. All matters shall be decided by a majority of those present, and in case of tie, the Chairman shall decide the issue.

Chapter VI. Accounts

Art. 20: All members shall pay prescribed membership dues every month.

Art. 21: The amount of membership dues shall be 15 yen a month.

Art. 22: The expenditure of the Union shall be met with membership dues and contributions. The Union may collect membership dues additionally as management of business requires.

Art. 23: Dues once paid in shall not be returned for any reasons.

Art. 24: The fiscal year of the Union shall be from May 20 to May 19 of the next year.

Art. 25: The Accountant and the Auditor shall state the estimate and settlement at every general meeting and get its approval.

Chapter VII. Reward and Punishment

Art. 26: In case a member made a great contribution to the Union or is worth to be a model to other members, he shall be commended by the resolution of the committee meeting.

Art. 27: In case a member disturbed the common affinity, defamed the honor of the Union or violated the purpose of the Union, he may be ousted from membership or demanded to be dismissed from the company.

Chapter VIII. Congratulations and Condolences

Art. 28: The Union shall make a monetary offering for congratulations or condolences to a member with the resolution of the committee meeting in case of suffering from calamity, a long disease, a birth or in other necessary cases. The sum and other details shall be prescribed in other place.

Chapter IX. Alteration of Constitution and Dissolution

Art. 29: The Union shall neither alter this constitution nor dissolve itself unless approved by more than two-thirds of members present at the general meeting.

Supplementary Rules

Art. 30: Necessary details for management of the Union shall be prescribed in other place by the officers' meeting.

Art. 31: This constitution shall come into force from May 20, 1948.

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CONSTITUTION OF SEWING DEPT.
LABOR UNION OF KIRYU JOINT
WORKHOUSE (KIRYU KYODO SAGYOJO
HOSEI-BU RODO KUMIAI)

Chapter 1

Organization and Nomenclature

- Art. 1: This union is organized by workers of the Sewing Dept. of the Kiryu Joint Workhouse, excepting the profit representatives.
- Art. 2: This Union is called the Sewing Dept. Labor Union of the Kiryu Joint Workhouse and its office is located in the Sewing Dept. of the Kiryu Joint Workhouse at 183 Asahi-machi, Kiryu-shi.

Chapter 2

Aims and Activities

- Art. 3: This union aims to smooth management, to promote working efficiency, to develop industry, to maintain peace, to elevate workers' position and to protect a right to live as human.
- Art. 4: Following activities are performed to fulfil the aims of last article.
- (1) Establishment of solidarity and security of collective bargaining right.
 - (2) Installation to elevate culture, to fulfil duties and to encourage self-consciousness of responsibility of workers making chances for training.
 - (a. Conversaciones or dicussion meetings shall be held to encourage expression of will, to make embody order to be observed at voicing and to make understand correct procedures.

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- b. Care for tools will be taught to contribute for increased production by material loving movement.
 - c. To strive for conclusion of proper and middle-of-the road labor agreement and to expect perfect realization of it by bonafide of parties concerned.
 - d. Autonomous, permanent and planned maintenance of factory equipment shall be aimed by "Safety First" movement to prevent any accidents, to expedite smooth operation and to promote order of industry.
 - e. The on-duty system is established to clean and adjust in and out of the factory to elevate sanitation thoughts and to draw attention to public health.
- (3) Cooperation for enforcement of welfare facilities.
- a. Encouragement of sports.
 - b. Reading facilities.
 - c. Recreations.
 - d. Health facilities
 - e. Holding of lecture meetins.
 - f. Guidance on dress-making.
 - g. Other facilities for elevation of quality of women.

Chapter 3

Entrance and Secession

Art. 5: Workers of the Sewing Dept. of the Kiryu Joint Workhouse become members of this union by application for entrance.

Art. 6: The qualification of members shall be valid as from the time registered on the membership list with seals.

Art. 7: Those who want to secede from this union shall propose it and shall be their names struck off the membership list.

Art. 8: When a seceder wants to rejoin the union, he shall apply for it and the procedures of Art. 6 shall be needed through the approval of the committee.

Chapter 6

Officers

Art. 9: The union has following officers.

Chairman	1
Vice-chairman	2
Committee	some
Clerk	1

Art. 10: The chairman supervises the committee, become the executive organ of the union and represents the union.

Art. 11: The vice-chairman helps the chairman and one of the chairman designated by him acts for him in case of his inability.

Art. 12: The committees shall engage in union business through the committee under the direction and supervision of the chairman.

Art. 13: The clerk engages in general affairs and accounting business under the direction of the chairman.

Art. 14: The committees shall be elected at the general meeting. The chairman and the vice-chairman are decided by mutual vote of committees. The clerk is appointed by the chairman.

Art. 15: The office term of the chairman, the vice-chairman and committees is one year. There is no objection to be re-elected.

Art. 16: Even during their office term, any offices may be dismissed by the resolution of the general meeting.

Art. 17: If there is any vacancy in the office, a by-election shall be conducted by the general meeting. The office term in this case shall be the remaining of

the predecessor's term.

Chapter 5

Meetings

- Art. 18: Meetings are the general meeting and the committee meeting. The chairman shall be the speaker of the both meetings.
- Art. 19: The general meeting is held twice a year in April and October. When recognized necessary by the chairman or demanded by two-thirds of the members, it shall be held extraordinarily.
- Art. 20: The proceedings of the general meeting shall be invalid unless attended by more than two-thirds of the members. The decision shall be made by a majority of those present, and in case of tie, the speaker shall decide the issue.
- Art. 21: The committee meeting shall be convened by the speaker in case of necessity.

Chapter 6

Accounts

- Art. 22: The fiscal year begins on April 1 of each year and ends on March 31 of the next year.
- Art. 23: The expenditures of this union shall be defrayed by initial fees, membership dues and donations. The initial fee is 10 yen and the membership due is 5 yen a month.
- Art. 24: To receive the donations, the approval of the general meeting is needed as a rule. But as for a small one, it may be dealt with by the decision of the committee meeting and shall be approved by the general meeting later.
- Art. 25: The statement of accounts shall be reported and deliberated by the general meeting in April.

Art. 26: The responsibility on accounts shall be borne jointly by all the committees.

Chapter 7

Rights, Duty, Reward and Punishment of Members

Art. 27: The member has right of elected and to be elected officer. But a new member in service for less than a year has no eligibility.

Art. 28: The member has rights to demand convocation of a meeting, to attend and opine at a meeting.

Art. 29: The member can enjoy profits of the union activities.

Art. 30: The member shall respect, follow and observe decisions of the meetings and the constitution.

Art. 31: The member meritorious for the union may be commended by the resolution of the general meeting.

Art. 32: Any member coming under any of the following items shall be suspended his rights or expelled by the resolution of the general meeting or the committee meeting.

- (1) Violation of the Constitution.
- (2) Negligence of duties.
- (3) Delay of payment of membership dues for more than 2 months without reason.
- (4) Disorder or defamation of control or honor of the union.

Chapter 8

Dissolution and Alteration of the Constitution

Art. 33: To decide dissolution of the union or to alter the constitution, an approval of more than two-thirds of the membership as the general meeting.

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Chapter 9

By-law

Art. 34: This constitution shall come into force.
as from May 1, 1948.

Chapter VI Accounts

- Art. 19: The expenditures of the union shall be defrayed by dues and contributions.
- Art. 20: A member attached to the allied union shall pay 2 yen a month as dues.
- Art. 21: The executive committee shall be responsible for receiving contributions.
- Art. 22: In case recognized necessary by the standing committee, this council shall pay the travelling expenses.
- Art. 23: The fiscal year of the council shall be from April 1 of each year to March 31 of the next year, and the accounts shall be reported at the grand meeting and be approved by it.

Chapter VII Supplementary Rules

- Art. 24: An union which defamed the honor of the council, or violated the object of the council shall be ousted from the council by the resolution of the grand meeting.
- Art. 25: This constitution shall not be altered unless approved by the grand meeting.
- Art. 26: This constitution shall come into force as from June 10, 1943.

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CONSTITUTION OF ALL-JAPAN CHEMICAL
INDUSTRY LABOR UNION, GUMMA BRANCH

(Zen-Nippon Kagaku Sangyo Rodo Kumiai Gumma Shibu)

Chapter I. General Rules

- Art. 1: This union is called the All-Japan Chemical Industry Labor Union, Gumma Branch and its office is placed in the Kanto Electric Sub-branch Office at 2,470 Handa, Furunaki-mura, Gumma-gun, Gumma-ken.
- Art. 2: This union is organized by local unions organized by chemical industry workers in Gumma-ken which join the All-Japan Chemical Industry Labor Union.

Chapter II. Aims and Activities

- Art. 3: This union aims to realize following items.
1. Organization and solidarity of the headquarters and branches of chemical industry workers in Gumma-ken.
 2. Elevation of economic social and political position of members affiliating.
 3. Democratization of management of chemical industry
- Art. 4: This union performs following activities to fulfil the aims of last article.
1. Positive promotion of activities of All-Japan Chemical Industry Labor Union.
 2. Compact connection with all the friendly bodies.
 3. Cooperation to protect benefits common to each union.
 4. Other necessary matters.

Chapter III. Organs

- Art. 5: This union has following organs.
1. General meeting
 2. Executive committee
 3. Secretariat

Art. 6: The general meeting is the highest resolution organ and the branch chief calls it through approval of the executive committee.

The general meeting is organized by representatives, officers and officers sent from sub-branches, and held each year in June and December as a rule.

When demanded by one or more sub-branches, the extraordinary general meeting must be held.

Art. 7: The executive committee (including officers sent from the branch) is an organ which disposes matters resolved at the general meeting and the directives given by the headquarters.

Art. 8: The secretariat belongs to the executive committee and takes charge of business disposal of matters decided.

Art. 9: If necessary, sub-committees may be set by the decision of the executive committee.

Art. 10: The branch chief shall be the chairman of meetings.

Art. 11: The general meeting is valid with presence of more than 2-thirds of the fixed number and the resolution is decided by approval of 2-thirds and more. The decision of the executive committee shall be made by unanimous content.

Chapter IV. Officers

Art. 12: This union has following officers.

Branch chief	1
Vice-branch chief	1
Executive committee	some
Chief clerk	1
Accountant	1
Auditor	2

No.:	Name of Federation:	Labor policy Office concerned:	Remarks:
1.	Maebashi Area Labor Union Council (Maebashi-chiku Rodo Kumiai Kaigi)	Maebashi	
2.	Gumma-ken Federation, NFL (Nihon Rodo Kumiai Sodomei Gumma-ken Rengo-kai)	Maebashi	
3.	Higashi Gumma Truck Workers Union (Higashi Gumma Kamotsu Jidosha Rodo Kumiai)	Isesaki	
4.	Kitakanra Area Labor Union Council (Kitakanra-chiku Rodo Kumiai Kyogi- kai)	Takasaki	
5.	Agatsuma Area Federation of Labor (Agatsuma-chiku Rodo Kumiai Rengo- kai)	Nakanojo	Dissolved
6.	Usui Area Labor Union Council (Usui-chiku Rodo Kumiai Kyogikai)	Takasaki	
7.	Hokumo Area Federation of Labor (Hokumo-chiku Rodo Kumiai Rengo-kai)	Maebashi	Dissolved
8.	Kiryu Metal Workers Union (Kiryu Kinzoku Rodo Kumiai)	Kiryu	Dissolved
9.	Gumma-ken Federation of Small Transportation Labor Union (Gumma-ken Shounso Rodo Kumiai Rengo-kai)	Maebashi	
10.	Takasaki Area Labor Union Council (Takasaki-chiku Rodo Kumiai Kyogi- kai)	Maebashi	
11.	Gumma Area Head Office, All Communi- cation Workers Union (Zen-teishin Rodo Kumiai Gumma-chiku Honbu)	Takasaki	
12.	Isesaki Area Labor Union Council (Isesaki-chiku Rodo Kumiai Kaigi)	Isesaki	
13.	Tone-gun Federation of Labor (Tone-gun Rodo Kumiai Rengo-kai)	Numata	

- | | | | |
|-----|--|-------------|--|
| 14. | Yamada & Kiryu Federation of Agricultural Assn.
(Yamada, Kiryu Nogyo-kai Shokuin Kumiai Rengo-kai) | Kiryu | Dissolved |
| 15. | Gumma-ken Federation of Municipal Office Workers Union
(Gumma-ken Shiyakusho Shokuin Kumiai Rengo-kai) | Takasaki | |
| 16. | Kiryu Area Government and Public Workers Union Council
(Kiryu-chiku Kanko Shokuin Rodo Kumiai Kaigi) | Kiryu | |
| 17. | Kiryu Area Council of NFL
(Nihon Rodo Kumiai Sodomei Kiryu-chiku Kyogi-kai) | Kiryu | |
| 18. | Gumma-ken Federation of Welfare Hospital Workers Union
(Gumma-ken Kosei Byoin Jugyoin Kumiai Rengo-kai) | Maebashi | Dissolved |
| 19. | Takasaki Area Instruments Labor Union (Takasaki-chiku Kiki Rodo Kumiai) | Takasaki | Dissolved |
| 20. | Kiryu Sewing Workers Union
(Kiryu Hosei Jugyoin Kumiai) | Kiryu | Changed from local union to federation |
| 21. | Kiryu Area Saw-mill Labor Union
(Kiryu-chiku Seizai Rodo Kumiai) | " | " |
| 22. | Kiryu Area Wooden Work's Workers Union, NFL (Nihon Rodo Kumiai Sodomei Kiryu-chiku Mokko Jugyoin Kumiai) | " | " |
| 23. | Ora-gun Federation of Labor Union
(Ora-gun Rodo Kumiai Rengo-kai) | Tatebayashi | |
| 24. | Gumma-ken Estates Workers Union
(Gumma-ken Shokuryochin Jugyoin Kumiai) | Fujioka | Changed from local union to federation |

25. Gumma-ken Federation of Truck Workers Union (Gumma-ken Kamotsu Jidosha Rodo Kumiai Rengo-kai) Takasaki
26. Nitta Area Labor Union Council (Nitta-chiku Rodo Kumiai Kyogikai) Iseaki
27. Kitakanra Branch of "Kosho-kai", Gumma-ken Labor Union (Gumma-ken Rodo Kumiai Kosho-kai Kitakanra shibu) Takasaki
28. Kanto Shinetsu Area Federation Prefectural Office Personnel Labor Union (Kanto Shinetsu-chiku Chiho Ken-shokuin Rodo Kumiai Rengo-kai) Maebashi Transferred to Kanagawa-ken
29. Matsuida District Labor Union Council (Matsuida Chiho Rodo Kumiai Kaigi) Takasaki
30. Gumma Federation of Silk Manufacturing Workers Union (Gumma Sanshi Jugyoin Kumiai Rengo-kai) "
31. Federation of Zen-nisshin Flour-mill Co., Ltd., Labor Union (Zen-nisshin Seifun Rodo Kumiai Rengo-kai) " Transferred to Kanagawa-ken
32. Nitta-gun Federation of Agricultural Assn. Workers Union (Nitta-gun Nogyo-kai Shokuin Kumiai Rengo-kai) Iseaki
33. Gumma-ken Government and Public Workers Union Council (Gumma-ken Kankoshoku Rodo Kumiai Kyogi-kai) Maebashi
34. Gumma-ken Federation, Nation Fibre Industry Labor Union League (Zenkoku Seni Sangyo Rodo Kumiai Domei Gumma-ken Rengo-kai) Kiryu
35. Sawa & Iseaki Federation of Agricultural Assn. Workers Union (Sawa, Iseaki Nogyo-kai Jugyoin Kumiai Rengo-kai) Iseaki Dissolved

36. Gumma Area Federation, National Financial Affairs Labor Union (Zenkoku Zaimu Rodo Kumiai Gumma-chiku Rengo-kai) Maebashi
37. All Shiraishi Relations Co. Labor Union Council (Zen-Shiraishi Kankei Kaisha Rodo Kumiai Kyogi-kai) Takasaki Transferred to Kochi-ken
38. Gumma-ken Branch, All Japan Electric Industry Labor Union (Zen Nihon Denki Kogyo Rodo Kumiai Gumma Shibu) "
39. Gumma-ken Federation of Town and Village Office Workers Union (Gumma-ken Cho-son Shokuin Kumiai Rengo-kai) Maebashi
40. Nitta-gun Federation of Town and Village Office Workers Union (Nitta-gun Cho-son Yakuba Shokuin Kumiai Rengo-kai) Iseaki
41. Gumma-ken Agricultural Assn. Medical Treatment Workers Union. (Gumma-ken Nogyo-kai Iryo Jugyoin Kumiai) Maebashi Dissolved
42. Gumma-ken Federation of Personnel Labor Union (Gumma-ken Shokuin Rodo Kumiai Rengo-kai) Maebashi
43. Gumma-ken Collage Teachers Union Council (Gumma-ken Senmon-Gakko Kyo-shokuin Kumiai Kyogi-kai) "
44. Gumma Branch Workers Union, Meiji Life Insurance Co. (Meiji Seimei Hoken-kaisha Gumma Shibu Jugyoin Kumiai) Takasaki Dissolved
45. Takasaki Branch, "Koseikai" Gumma-ken Labor Union (Gumma-ken Rodo Kumiai Kosei-kai Takasaki Shibu) "
46. Gumma-ken Federation of Agricultural Assn. Workers Union (Gumma-ken Nogyo-kai Jugyoin Kumiai Rengo-kai) Maebashi

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| 47. | Kiryu Area Fibre Chemical Industry Labor Union, NFL (Nihon Rodo Kumiai Sodomei Kiryu-chiku Seni Kako Rodo Kumiai) | Kiryu | |
| 48. | Gumma-ken Branch, Agricultural and Forestry Ministry Personnel Labor Union (Norin-sho Shokuin Rodo Kumiai Gumma-ken Shibu) | Maebashi | |
| 49. | Kiryu Area Federation of Neutral Labor Union (Kiryu-chiku Churitsu Rodo Kumiai Rengo-kai) | Kiryu | |
| 50. | Gumma-ken Federation of Silk Thread Labor Union (Gumma-ken Sanshi Rodo Kumiai Rengo-kai) | Takasaki | |
| 51. | Gumma-ken Teacher's Union (Gumma-ken Kyoin Kumiai) | Maebashi | Dissolved |
| 52. | All Gumma Mine Labor Union (Zen Gumma Tanko Rodo Kumiai) | Takasaki | Although this union was changed from unite union to federation, according to the actual condition, this union was change to unite union |
| 53. | Takasaki Branch, Government Railway Workers Union (Kokutetsu Rodo Kumiai Takasaki Shibu) | " | Changed from local union to federation |
| 54. | Tano Area Labor Union Council (Tano-chiku Rodo Kumiai Kyogi-kai) | Fujioka | |
| 55. | Tano Area All Government and Public Office Labor Union Liaison Council (Tano-chiku Zenkankocho Rodo Kumiai Renraku Kaigi) | " | |
| 56. | Gumma-ken Federation of House Painters Union (Gumma-ken Tosoko Kumiai Rengo-kai) | Maebashi | |

57. Shibukawa Area Federation of Sawa-mill Labor Union (Shibukawa-chiku Seizai Rodo Kumiai Rengo-kai) Maebashi
58. Gumma Branch, Japanese Electric Industry Labor Union (Nihon Denki Sangyo Rodo Kumiai Gumma Shibu) "
59. All Gumma Teachers Union (Zen Gumma Kyo-shokuin Kumiai) "
60. Gumma Branch, All Japan Printing & Publication Labor Union (Zen Nihon Insatsu Shuppan Rodo Kumiai Gumma Shibu) Iseaki
61. Iseaki Ota District Council, NFL (Nihon Rodo Kumiai Sodomei Iseaki, Ota Chiho Kyogi-kai) "
62. Federation of Japan Steel Tube Industry Co., Ltd. Labor Union (Nihon Kokan Kogyo Rodo Kumiai Rengo-kai) Nakanojo Office was transferred to mother prefecture.
63. Takasaki Area Federation, NFL (Nihon Rodo Kumiai Sodomei Takasaki-chiku Rengo-kai) Takasaki
64. Kusazu-machi Labor Union Council (Kusazu-machi Rodo Kumiai Kyogi-kai) Nakanojo
65. Gumma-ken Federation of Autonomy Bodies Labor Union (Gumma-ken Jichi dantai Rodo Kumiai Rengo-kai) Maebashi
66. Iseaki & Sawa Area Fibre Labor Union Council (Iseaki, Sawa-chiku Seni Rodo Kumiai Kyogi-kai) Iseaki Dissolved
67. Gumma-ken Federation of Public Works Labor Union (Gumma-ken Doken Rodo Kumiai Rengo-kai) Maebashi
68. Gumma-ken Labor Union Council (Gumma-ken Rodo Kumiai Kaigi) Maebashi

69. All Gumma Chemistry Labor Union Council (Zen Gumma Kagaku Rodo Kumiai Kyogi-kai) Maebashi dissolved
70. Tone Area Labor Union Council (Tone-chiku Rodo Kumiai Kyogi-kai) Numata
71. Hokuro Area Labor Union Council (Hokuro-chiku Rodo Kumiai Kyogi-kai) Maebashi
72. Gumma Branch, All Japan Metal Labor Union (Zen Nihon Kinzoku Rodo Kumiai Gumma Shibu) "
73. Gumma-ken Federation of Lumber Industry Labor Union, National Lumber Industry Labor Union League (Zen koku Mokuzai Sangyo Rodo Kumiai Domei Gumma-ken Mokuzai Sangyo Rodo Kumiai Rengo-kai) "
74. Gumma Branch, All Japan Express Labor Union (Zennittsu Rodo Kumiai Gumma Shibu) "
75. Takasaki Cardboard Labor Union (Takasaki Itagami Rodo Kumiai) Takasaki
76. Hara-machi Area Labor Union Council (Hara-machi-chiku Rodo Kumiai Kyogi-kai) Nakanojo
77. Agatsuma Area Labor Union Council (Agatsuma-chiku Rodo Kumiai Kyogi-kai) "
78. Maebashi Forestry Office Branch, All Agricultural, Forestry and Field Central Branch (Zen Norin Rinya Chuo Shibu Maebashi Eirin-kyoku Shibu) Maebashi
79. Gumma-ken Branch, All Japan Chemistry Labor Union (Zen Nihon Kagaku Rodo Kumiai-

- Gunma Shiba
30. Fibre Industry, Labor Union
(Seni Sangyo Rodo Kumiai) Inesaki
 31. Gunma-ken Leathers Industrial
Labor Union Council
(Gunma-ken Hikaku Sangyo Rodo
Kumiai Kyogi-kai) Kiryu
 32. Gunma-ken Federation of Health
Nurses Labor Union (Gunma-ken
Hashutsu Kangofu Rodo Kumiai
Rengo-kai) Maebashi Dissolved
 33. Federation of Toho Silk Manufactur-
ing Co., Ltd. Workers Union
(Toho Seishi Jugyoin Kumiai Rengo-
kai) Takasaki
 34. Gunma-ken Federation of Welfare
Hospital Workers Union
(Gunma-ken Kosei Byoin Jugyoin
Kumiai Rengo-kai) Maebashi
 35. Takasaki Federation, Fibre
Workers Union (Seni Jugyoin
Kumiai Takasaki Rengo-kai) Takasaki

2

Constitution of Gumma-ken Federation
of JFLU
(Nippon Kodo Kumiai Sodomei Gumma-ken
Rengo-kai)

Chapter I. Name and Organization

Art 1: This federation is called the Gumma-ken Federation of the Japan Federation of Labor Unions. The office is set in Gumma-ken and district councils may be established at proper places, if necessary.

Art 2: This federation expects to realize the platform, the declaration, the advocacy and the resolution of the Japan Federation of Labor Unions, aims to procure the proper and rational labor terms so as to enable the membership live human-like as to wages, working hours, etc., and nurtures friendship among the membership.

Art 3: This federation is organized by local labor unions, and federated labor unions by industry and trade affiliated labor unions by industry and trade affiliated to JFLU, which support the aims of last article.

Art 4: This federation performs following activities to fulfil the aims.

1. Connection and control of affiliated unions.
2. Education and training of the membership.
3. Diffusion and realization of labor agreement
4. Elevation of workmanship and efficiency of production.
5. Welfare and living guidance for the membership
6. Furtherance of labor culture.
7. Inquiry and research of industrial labor conditions.
8. Enrichment of union fund and livelihood protection.
9. Other matters necessary to fulfil the aims

Chapter II. Officers and members'
Duties and Rights

Art 5: The organs of this federation are the general meeting, the executive committee meeting, the standing executive committee meeting, the standing council, the sub-committee and the secretariat.

1. General meeting

- a) The general meeting is the supreme resolving organ, is organized by representatives and officers, and is convened more than once a year by the president.
- b) The president shall hold the extraordinary general meeting when deemed necessary by the executive committee or demanded by 2-thirds of unions affiliated.
- c) The ratio of representatives for the general meeting to be elected shall have to be decided in proportion of the number of the membership of each affiliating union by the executive committee meeting at least one month before the date of the general meeting of the year.
- d) The right to deliberate and the right to decide of the proceedings of the general meeting are only given to those organizing the general meeting.
- e) The president shall be the speaker of the general meeting. In case of the president's inability, his deputy shall be the speaker according to this constitution.
- f) The general meeting shall be invalid unless more than 3-quarters of those composing the general meeting are present.
- g) The decision of the proceedings referred at the general meeting shall be made by a majority of those composing the general meeting and in case of tie, the speaker shall decide the issue.

2. Executive committee.

- a) The executive committee is a resolution organ, next important to the general meeting.
- b) The executive committee is organized by the executive committeemen, the president, the vice-presidents, the secretary-general, the secretaries, the accountants and the full-time clerks, is responsible to the general meeting and resolves important matters.

- c) The president has the duty to convene the executive committee as occasions demand to report important affairs and has to convene it within 10 days when demanded by more than one-third of executive committeemen showing the matters to be conferred.
- d) The executive committee shall not be valid unless more than one-half of composing committeemen are present.
- e) The executive committeeman may let an officer or another executive committeeman act for him as to his voting right or have a member from the union concerned present for him.
- f) The resolution of the executive committee meeting shall only be made by a majority of the committeemen present, and in case of tie, the speaker shall decide the issue.
- g) The president shall be the speaker of the executive committee meeting. In case of the president's inability, his deputy acts for him according to the constitution of this federation.
- h) The executive committee elected from among them the standing executive committeemen and performs appointment and dismissal of the committeemen of sub-committee and full-time clerks.
- i) The executive committee can give advices to the affiliating unions to take proper steps as to the members who are disobedient to the control.

3. Standing executive committee

- a) The standing executive committee is an organ to execute resolutions of the executive committee.
- b) The standing executive committee is organized by the standing executive committeemen, the president, the vice-president, the secretary-general, the secretaries and the accountants, executes the affairs during the period from a general meeting to the next one, is responsible to the executive committee and has the duty to report the matters it disposed.

c) The operation rules of the standing executive committee follows that of the executive committee.

4. Standing council.

a) The standing council is an organ to execute matters urgent and assigned by the standing executive committee and is responsible to the standing executive committee.

b) The standing council is organized by the president, the vice-presidents, the secretary-general, the secretaries, the accountants, the auditors and, in case of necessary, the representatives of federations by industry and the representatives, of sub-committees.

c) The operation rules of the standing council follow that of the standing executive committee.

5. Sub-committees

a) Sub-committees

1. Organization and Propaganda sub-committee
2. Strike counter measure "
3. Education and culture "
4. 4. Inquiry "
5. Political "
6. 6. Welfare and physical culture "
7. 7. Industrial Rehabilitation "
8. 8. Youngmen's "
9. 9. Women's "
10. 10. Sub-committee for liaison of unions by industry.

11. Others necessary to realize the aims of art.2 of the constitution of this federation.

b) Each sub-committee has some committeemen and the head is elected from among them by mutual vote.

c) Each sub-committee engages in disposing matters trusted by the standing executive committee and is responsible to the standing executive committee.

d) Each sub-committee can send its deligate to the executive committee meeting, the standing executive committee meeting and the standing council and has a voice as to matters concerned.

6. Secretariat

a) The secretary-general supervises the secretariat. This is an organ to take charge of affairs of the standing executive committee, the standing council and each sub-committee.

The full-time clerks and office-workers are attached to this.

b) The secretariat has duties such as notice of meetings, necessary correspondences, adjustment of important papers and making of minutes of conferences and shall engage in the matters necessary to fulfil the aims of Art.2 of the constitution.

c) The secretariat is responsible to the standing executive committee, the standing council and each sub-committee.

Art 6: The federation has following officers.

President	1
Vice-president	some
secretary general	1
Secretary	some
Executive committee	some
Standing executive committee	some
Accountant	1
Auditor	some

(1) The president, vicè-presidents, secretary-general, secretaries and accountant are elected at the general meeting.

(2) The executive committeemen are recommended by the affiliating unions in the proportion separately given and are elected at the general meeting.

(3) The tenure of each officer is the period between a general meeting and the next one and there is no objection to be reelected.

(4) The officers shall continue his office despite matured office term, until their successors are decided.

(5) The vacancy of an officer may be filled by the executive committee.

(6) The tenure of the officer installed to fill up the vacancy is the remainings of the predecessor's.

(7) The officers are elected from among the candidates recommended by the affiliated federations and the executive committee.

(8) The president represents this federation and supervises the affairs of the union.

(9) The vice-presidents help the president and act for him in case of his inability.

(10) The secretary-general engages in the affairs of the union under the direction of the president. He can convene any sub-committee, if necessary to dispose the affairs of the union.

(11) The secretaries help the secretary-general and act for him in case of his inability.

(12) The accountant engages in the affairs of the union and make the accounts during the period between a general meeting and the next one clear to the members.

(13) The auditors cooperates with the accountant and audit the accounting businesses.

Art 7: This federation may have advisers, full-time clerks and office-workers.

(1) The advisers are assigned by the president by recommendation of the general meeting.

They reply to inquiries of the executive committee on important matters.

(2) The full-time clerks engage in businesses of the secretariat under the secretary-general and shall have to observe policies and the constitution of the federation.

(3) The office-workers are appointed and dismissed by the president and engage in office-works of this federation.

Art 8: Rights and Duties of Membership

(1) The member, through legitimate procedures, has the voting right and eligibility for the officer and committee of the federation.

(2) The member can claim for re-examination to the executive committee, if he has any grievance as to expulsion and discrimination of the union he attached.

(3) The member can attend various meetings as observer and can have a voice if permitted.

(4) The member has a duty to observe all the decisions of the federation. If he is dissatisfied with any matters decided, he can express his opinion through legitimate procedures.

Chapter III. Admission and Secession

Art 9: The union wishing to join this federation, shall apply to the federation, approving the platform and the constitution of JFLU and shall get approval of the executive committee.

Art 10: The qualification as member begins when the membership dues is paid in.

Art 11: The union wishing to leave this federation, shall notice it to this federation after resolved by the legitimate organ of the union.

Art 12: The union which left this federation loses the dues paid so far and any rights pertaining to the property.

Chapter IV. Regulation

Art 13: The officer or the union affiliated violated

the constitution, disordered the control or defamed the honor may be expelled or advised to secede by the resolution of the executive committee.

Art 14: The union or the federated unions by industry affiliated to this federation has the duty to report without delay, when it is going to walkout or any special important matter necessary of the support of this federation.

Art 15: This federation, when received the report mentioned in last article must make its utmost to protect the benefit of that union.

Chapter V. Accounting

Art 16: The expenses of this federation are defrayed by the membership dues of affiliating unions and donations of interested parties.

The sum of dues is separately given.

The acception of donations shall be reported to the executive committee to get its approval.

Art 17: The budget and settlement must be approved by the general meeting.

Art 18: The funds and expenses needed for enterprises of this federation are defrayed by investment, loan, charges, etc. and these may be treated in the special accounts.

Art 19: Important matters necessary in management and disposition of the property of the federation shall be decided by the president basing on the resolution of the executive committee.

Art 20: The fiscal year of this federation is from Apr. 1 of each year to Mar. 31 of the next year.

Additional Rule

Art 21: This constitution shall not be changed unless approved by more than 2-thirds of the repretatives present at the general meeting.

Art 22: This constitution shall come into forces
as from Apr. 15, 1948.

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Constitution of Higashi Gumma Truck Workers'
Union.

(Higashi Gumma Kamotsu Jidosha Rodo Kumiai)

Chapter I. General Rules

Art 1: This union shall be called the Higashi Gumma Truck Workers' union.

Art 2: The union, aims establishment of the collective bargaining right, protection of the livingright, the elevation of the social position, maintenance and betterment of labor terms, increasing of the weal, the friendship of members, establishment of the rules and the improvement of the businesses.

Art 3: The head office of the union is set at 114 Ota, Ota-machi, Nitta-gun, and the branches are set at each business place, and at each place applied it.

Art 4: The union is organized by the branch unions of the Higashi Gumma Truck Joint-stock Co.

Chapter II. Organs

Art 5: The union has the following organs.

1. The committee of the branch.

The committee of the branch is organized by the members of the committee of the branch elected basing on Art 24 in each branch, is the resolution organ in each place and is convened by the chief of the branch in case of need.

2. The committee of the head office.

The committee of the head office is the executive organ of the supreme resolution, is organized by the officers and is convened by the president in case of need at any time.

The proceedings of the committee of the branch and the head office is valid with the attendance of a majority of the members of the committee, and the resolution is decided by approval of two-thirds or more of those present. But in case of tie, the chairman decides the issue.

3. The general meeting.

The general meeting is the supreme resolution organ and is held in case recognized the need by the committee or required by one third or more of the membership.

The general meeting is valid with the attendance of a majority of the members and the resolution is decided by a majority of those present. But in case of tie, the chairman decides the issue.

Art 6: The union has the following, officers and the officers have the liabilities for the union.

1. President	1
2. Vice-president	1
3. Standing director	1
4. Directors	10
5. Auditors	2
6. Secretaries	3

Art 7: The president represents the union and controls the businesses.

Art 8: The vice-president helps the president and acts for him in case his absence or his inability.

Art 9: The standing director holds the businesses of the head office under the orders of the president.

Art 10: The directors and the secretaries plan the proceedings of the committee of the head office.

Art 11: The auditors audit the properties basing on the rules of accounts decided separately.

Art 12: 1. The director is acted by the chief of the branch.

2. The chiefs of the branches, the directors, are elected by the president, the vice-president the standing director, the secretaries and auditors.

Art 13: The office term of the members of the committee and the officers is one year, but the

re-election is not objectionable. The office term of the officers filled in is the remainings of the predecessor's.

Chapter III. Organization

Art 14: The organizations are the head office and the branches.

Art 15: 1. The head office has a chief of the head office, who is acted by the standing director.

2. The head office has three secretaries, who are acted by the secretaries of the head office. The secretaries help the chief of the head office and manage the businesses.

Art 16: The head office has the following staffs.

1. Clerks of the head office some
2. Accountants of the head office some

Art 17: The clerks of the head office manage the businesses of the head office under the orders of the chief of the head office.

Art 18: The accountants of the head office manage the accounting businesses of the union basing on the accounts-constitution decided separately and have the liabilities for the union.

Art 19: The union has the following branches under the head office.

The branches are set at the head office, at the businesses places and at each place applied it.

Art 20: The branch has the chief of the branch, who controls the branch.

Art 21: The chief of the branch is elected by mutual vote from among the members of the committee of the branch.

Art 22: The branch has the following officers.

1. Clerks of the branch some
2. Accountant s of the branch some

Art 23: The businesses of the clerks and accountants of the branch are applied by the rules of Art 17 and 18.

Art 24: The members of the committee of the branch are elected at the rate of one for each ten members basing on the state of the businesses place. But the members of the committee are two or more at each branch.

Art 25: The qualification as the member of the committee shall be lost at the following cases.

1. In case he was transferred from the branch, which he belonged to the other place and he was recognized by the committee in his term of office.
2. In case he submitted the resignation of the member of the committee and he was recognized by the committee.

Art 26: The union performs the following businesses to attain the aims mentioned in Art 2.

1. Matters about the protection of the living right, the progress of the social position and the maintenance and betterment of labor terms.
2. Cooperative purchases of the things for the living.
3. Matters about the houses.
4. Financial aid for mutual benefit for the members and their families.
5. Matters about the insurances, the hygienes, the amusements and the consolations.
6. Other matters needed to attain the aims of the union.

Chapter IV. Accounting

Art 27: The expenses of the union are defrayed by the union fees and the donations.

Art 28: The union fee is 30 yen a month for a member, but it may be collected separately in case of need.

Art 29: The union fee is collected at end of each month, and 5 yen of the union fee is paid to the accounts of the branch and 2 yen is paid to the accounts of the head office.

Art 30: The accounts of the union are divided the general accounts and the business accounts.

Art 31: The businesses of the accounts are managed basing on the rules of accounts decided separately.

Chapter V. Right and Duties

Art 32: The member has the franchise and eligibility for the election of the officers.

Art 33: The member has the right for the appearance, the voice and the voting at the meetings.

Art 34: The member has the right to take part in the profit of the businesses of Art 26.

Art 35: The member has the right to accept the profit basing on the constitution and the resolution.

Art 36: The member has the duty to pay the union fee decided every month.

Art 37: The member has the duties to respect and observe the constitution and the resolution of the union.

Chapter VI. Admission and Secession

Art 38: One who comes under Art 4 joins to the union, but he must pay 50 yen of the admission fee.

Art 39: One who losed the qualification to come under Art 4 is locked upon as the secession.

Art 40: One who seceded from the union or one who is stricken his name off the list loses the funds and the other rights.

Chapter VII. Reward and Punishment

Art 41: The meritorious member is commended by the resolution of the committee meeting of the head office.

Art 42: The member who defamed the honor of the union or harmed intentionally the profit of the members may be stricken his name off the list by the resolution of the committee meeting of the head office.

Additional Rules

Art 43: The revision of this constitution needs the recognition of the committee meeting of the head office .

Art 44: The members of the committee and the officers are the honorary posts. They accept the travelling expenses when they travel on official business.

Art 45: This constitution shall come into force is from March 10, 1946.

Rules of accounts

Art 1: The accountants engage in the budget, the record and the settlement of the revenue and expenditure about the cashes, the delivery and receipt and the custody of the fixtures and the articles of consumption, and the accounts and book-keeping.

Art 2: The fiscal year of the accounts is one year, and begins in March and ends in February of the next year.

Art 3: The accounts of the union are the general accounts and the business accounts.

1. The general-accounts are the expenses for the maintenance and betterment of the union, and are defrayed by the union fees.

2. The business-accounts are the expenses for the businesses of the union basing on Art 26 and are defrayed by the collecting in case of need from the members or by the donations of the volunteers.

Art 4: The union has the following account books.

1. Book of collecting the union fees.
2. Book of the revenue and expenditure in cash.
3. Book of the general-accounts.
4. Book of the business-accounts.
5. Book of the fixtures.

Art 5: The things gained by the union fees, the donations and the others are taken into custody as savings of banks or in cash.

Art 6: The auditors audit the accounts once a month.

Art 7: The accounts of the union must be deliberated by the committee, be audited by the auditors, be reported to the members and be approved.

Art 8: This constitution is applied to the head office and the branches.

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Constitution of the Kitakanra District
Council of Trade Unions
(Kitakanra-chiku Rodo Kumiai Hyogikai)

Chapter I. General Rules

- Art 1: The council is called the Kitakanra District Council of Trade Unions.
- Art 2: The Council is constructed by the local trade unions located in Kitakanra District.
- Art 3: The office of the council is set in the Tomioka Plant of the Taisei Rubber Industrial Company at 1783 Tomioka, Tomioka-machi, Kitakanra-gun, Gumma-ken.

Chapter II. Aims

- Art 4: The council aims to unify the organized local trade unions, to hasten unification of all the trade unions uniformly over Japan by its solid co-operation, to elevate the political, economic and social position of the labor, and to make stable and assist their life.

Chapter III. Business

- Art 5: The council performs following matters to fulfil the aims of Art 4.
1. Extension and strengthening of organization of the unions.
 2. Connection and association to the other organizations which aim the some matters.
 3. Enlightenment of cultural thoughts of the membership.
 4. Spread and propaganda of the union's movement.
 5. Investigation of the general, political, economic and social problems.
 6. Directing strike of the local unions.
 7. Other matters needed for fulfilment of the aims.
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Art 6: The council has the following organs to perform the matters of Art 5.

1. Organ about organization.
2. Organ about education and propaganda.
3. Organ about strike.
4. Organ about investigation.
5. Organ of youngmen.
6. Organ of women.
7. Organ of accounting.

The rules of the each organ are decided particularly.

Chapter IV. Organization

Art 7: The council is constructed by the following organization.

Local trade unions in Kitakanra District.

Chapter V. Conference

Art 8: The council has the following meetings.

1. Committee
2. Executive committee.

Art 9: The committee shall be constructed by the committeemen elected from among the local unions.

The committee, the highest resolution organ of the council, is held once a month (on Friday of the second week at p.p.m.) regularly.

Art 10: The committee shall discuss on the following matters.

1. Principle of working and business of the council.
2. Plan of the movement of the council.

3. Planning and change of the rules and important documents, etc.

4. Making the budget of the council.

5. Plan of the public relations.

6. Other important matters about the council.

Art 11: The executive committee, the executive organ of the council based on the resolution of the committee, is held twice a month (on Friday of the second and fourth week) regularly.

Art 12: Beside the regular holding, the committee and the executive committee are held at any time when deemed necessary by the chief committee or demanded by one-third or more of those who are permitted to present the committee.

Art 13: The general affairs section, the assistant organ, is constructed by those requested by the executive committeemen.

Chapter VI. Officers.

Art 14: The council has following officers.

chief committee	1
Vice-chief committee	1
chief general affairs section	1
Executive committeemen	less than 20
committeemen	some
Adviser	some
Accountant	1
Auditor	1

Art 15: The chief committee and vice-chief committee shall be elected by mutual vote at the committee and necessary to be recognized by the committee. The chief committee supervises the executive committee and presides over the council.

The Vice-chief committee assists the chief committee and acts for him in case of his inability.

Art 16: The executive committeemen shall be elected by mutual vote at the committee.

Art 17: The committeemen shall be elected from the local trade unions, and its electing ratio is two when the members of the union are less than two hundred, three when they are less than three hundred and four when they are more than three hundred.

Art 18: The accountant shall be recommended by the committee and appointed by the chief committee. He undertakes the receipts and disbursements of the money and is responsible for it.

Art 19: The auditor shall be elected by the committee, and at any time he wants, he audits the finance and receipts and disbursements of the money.

Art 20: The chief of the secretariat shall be recommended by the executive committee and appointed by the chief-committee. He supervises the business matters and is responsible for it, under the executive committee .

Art 21: The committee shall recommended the adviser in case of necessity and the chief committee assigns him. He answers the chief committee's questions.

Art 22: The office term of the officers shall be six monthes and the officers shall be re-elected twice a year (Apr. & Oct.) but they shall be able to be re-appointed. But any officer who is recognized unsuitable by the committee shall be dismissed from his post in spite of continuing of his office term. The office term of the successor shall be the remaining period of his predecessor's.

Chapter VII. Admission Secession and Punishment.

Art 23: One who wish to join the council applies for it to the secretariat with a written application uniformed previously and the dues of that month.

Art 24: The member who wants to leave the council shall apply for it to the committee with a written reason and get permit from the chief committee.

Art 25: The member union which did following Matter, shall be expelled or stopped its rights by the resolution of the committee.

1. Violation of the constitution and rules
2. Disordering the council.
3. Defamation of the council.
4. Injuring to the council.
5. Other matters recognized as unsuitable by the council.

Chapter VIII. Accounting

Art 26: The expenses of the council are defrayed by the income of the dues and donations etc.

Accepting of the donations is necessary the resolution of the committee.

Art 27: The budget and settlement, passing through the executive committee, are necessary to be recognized by the committee to be held twice a year (Apr. & Oct.)

Art 28: The rules about accounting are decided particularly.

Art 29: The fiscal year of the council begins on Apr. 1 of each year and ends on March 31 of the following year.

Art 30: The member of the local trade union shall pay 30 sen monthly to cover the expenses of the council. The each union shall gather the dues and pay it to the organ of accounting of the council till the end of each month.

The extraordinary collection and change of the dues shall be able to do, based on the recognition of the committee when deemed necessary by the executive committee.

Chapter IX. Disolution

Art 31: The council shall dissolve by the following reason.

1. The resolution with the consents of the three-fourths or more of the membership.
2. The command of the administrative office.

Chapter X. Change of the constitution

Art 32: The change of this constitution shall not be valid without the approval of the committee Additional Rule

This constitution is enforced as from the day when the Kitakanra District council of the trade unions is organized.

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CONSTITUTION OF GUMMA DISTRICT COUNCIL OF
ALL COMMUNICATIONS EMPLOYEES UNION
(Zen-Teishin Jugyoin Kumiai Gumma Chiku
Kyogi-kai)

Chapter I. General Rules

Art. 1: This council is called the Gumma District Council of the All Communications Employees Union. The office is set in the Maebashi Post Office at 8 Kuruwa-cho, Maebashi-shi. But for the time being, the temporary office is placed at 1 Takamatsu-cho, Takasaki-shi.

Art. 2: This council is organized by the branches in Gumma-ken of the All Communications Employees Union.

Art. 3: This council aims to make compact the connection between the headquarters and branches attached to this council and to promote liaison among branches to fulfil the aims of the All Communications Employees Union.

Chapter II. Organs

Section 1. Resolution organs

Art. 4: This council has following resolution organs.

1. General meeting
2. Committee meeting

Art. 5: The general meeting is the supreme resolution organ of this council, organized by representatives of each branch and committees and officers of this council and is convened by the president in September each year. But when recognized necessary by the committee meeting or demanded by more than one-third of the members, the president must convene it extraordinarily.

The ratio of representatives shall be given separately (annex I.)

Art. 6: The committee meeting is a resolution organ next important to the general meeting, is organized by all the officers and is convened when recognized necessary by the president or demanded by more than one-third of the committees.

Art. 7: The conference is valid with the presence of a majority of composing members. The proceedings are

decided by a majority of those present, and in case of tie, the speaker shall decide the issue.

The president, the vice-presidents, the chief secretary and executive committees have no right to vote.

Art. 8: The speaker and the vice-speaker are elected at each conference.

Section II. Executive organ

Art. 9: This council has the executive committee.

Art.10: The executive committee is composed of the president, the vice-presidents, the chief secretary and executive committees and is convened by the president in case of need. It executes matters decided at the general meeting and the committee meeting.

Art.11: This council has following departments under supervision of the chief secretary.

1. General affairs dept.
2. Propaganda dept.
3. Culture dept.
4. Inquiry dept.
5. Canvassers' countermeasures dept.
6. Special post office system dept.

The detailed rules of each department shall be separately given.

Art.12: Each department has a chief who is elected from among executive committees by the committee meeting.

The chief shall be full-time at the office as a rule.

Chapter III. Officers

Art.13: This council has following officers

President	1
Vice-president	2
Chief secretary	1
Executive committee	some
Auditor	3
Committee	some

Art.14: The duties of committees and officers follow:

1. The president represents and supervises this council.
2. The vice-presidents help the president and act for him in case of his inability.
3. The chief secretary helps the president and manages the council affairs.
4. The executive committees help the president and the chief secretary and engage in the council affairs.
5. The committees deliberate on the council affairs occurred during the period between a general meeting and the next one.
6. The auditors audit the accounting of this council.

Art.15: The committees and the officers are decided as follows:

1. The committees are elected at each branch. The rate of the number of committees is separately given. (annex II.)
2. The president and the vice-presidents are elected at the general meeting from among those recommended by each branch.
3. The chief secretary, the executive committees and the auditors are elected at the committee and the number of them is separately given (annex III).

Art.16: The committees and the officers are installed in the order of the number of votes they got in the election, and in case of tie, it is decided by a decisive vote.

Art.17: In case there is a vacancy in any of committee or officer, it is filled up according to the provisions of Art.15.

In case it is not proper to follow the provisions of Art.15, the committee may decide the manner of by-election.

Art.18: The office term of committees and officers is one year beginning from September. But that of an officer installed by a by-election is the remaining of the predecessor's.

Chapter IV. Youngmen's Dept. and
Women's Dept.

Art.19: This council has the youngmen's dept. and the women's dept.

The chief and the vice-chief of the Youngmen's Dept. and the same of the Women's Dept. shall become executive committees of this council.

The detailed rules of these two departments are drafted by each department and shall be decided by the approval of the committee.

Chapter V. Accounting

Art.20: The expenses of this council and defrayed by dues, interests and profits from enterprises and property and donations.

Art.21: The dues is 5 yen a month for each member.

Temporary suspension or extra collection may be made by the consideration of the committee.

Art.22: The dues once paid in shall not be returned for any reason.

Art.23: The fiscal year is from September 1 to Aug. 31 of the next year.

Art.24: The settlement must be reported to and approved by the general meeting.

Chapter VI. Additional Rules

Art.25: This constitution shall not be changed unless resolved by the general meeting.

Art.26: Matters not stipulated in this constitution shall be decided by the committee.

Art.27: This constitution shall be amended and effective as from January 15, 1948.

Annex

1. The rate of the number of representatives to be elected is shown below according to the number of the members of each branch as of a month before the date of the general meeting.

One representative per 20 members and the odd number less than 10 shall be ignored.

2. The rate of the number of committees to be elected is one per 100 members of each branch and the odd number less than 50 shall be ignored.

3. The number of executive committees follows:

One from each branch.

Three each from the Youngmen's Dept. and the Women's Dept.

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CONSTITUTION OF ISESAKI REGIONAL
WORKERS' UNIONS COUNCIL
(Isesaki Chiku Rodo Kumiai Kaigi)

Chapter I General Rules

- Art. 1: This organization is called the "Isesaki Regional Workers Union Council" and the office is set as Isesaki City Office, 141, Hon-machi, Isesaki-shi.
- Art. 2: This organization is organized by the workers' unions of Isesaki and Sawa districts.
- Art. 3: This organization is one to act the same action basing on the common profit of the unions joined, but the independence of the union joined is recognized.

Chapter II Aims and Businesses

- Art. 4: This organization aims to stamp out all powers to harm the democratization to observe the standard right of the workers' union to improve the bad labor terms throughly, to stretch the right and freedom of the workers, to control the business-places included the classes of the workers, to stretch the right of the voice of the workers for the production to plan the democratization of manage and to plan the revival of industry for the workers by the solidarity of the unions joined basing on the democratic spirits.
- Art. 5: This organization performs the following businesses to attain the aims mentioned in last article.
1. Matters about the maintenance and betterment of labor terms of the joined unions.
 2. Matters about to stretch and develop the branch organization of the workers.
 3. Matters about the weal, the welfare, the culture and the education of the union members and their families.
 4. Matters about the conclusion and acceleration of cooperation of the bodies.
 5. Matters about the study of general laws which the constitution of the labor is central and about the realizing of it.

6. Matters to control the labor posts.
7. Matters to observe the common profit of the joined unions basing on the controlled actions.
8. Other matters needed to attain the aims.

Chapter III Rights and Duties

- Art. 6: The joined unions dispatch the delegates to the general meeting and the other organs, elect the officers, require the reports about the resolutions of the organs and the actions of the officers, deliberate the actions, and require the re-election in case there are mistakes.
- Art. 7: The joined union has the right of the summons of the officers elected from among the own union. But in case the officer is the chairman, the vice-chairman or the chief clerk, the union cannot summon unless recognized by the committee meeting.
- Art. 8: The joined union acts under the constitution or the method of the action of the organization.
- Art. 9: The union which violated the constitution or disturbed the control may be suspended the right and be stricken the name off the list.

Chapter IV Admission and Secession

- Art. 10: Joining to the organization begins when submits to the writing office with the list of the members and officers, to constitution and the meeting fee of the month being.
- Art. 11: The seceding from the organization must be submitted to the committee meeting with the resolution of the general meeting of the union.

Chapter V Organs

- Art. 12: The organization has the following organs.
1. General meeting.
 2. Committee meeting.
 3. Executive committee meeting.

1. General meeting.

Art. 13: The general meeting is the supreme resolution organ of this organization, is organized by the officers and the representatives and is valid with the attendance of one-half or more of the representatives elected by the following percentage:

the union of less than 50 of the members 2
the union of more than 50...each 50 of increase
increasing 1.

But the attendance by a letter of attorney is recognized.

Art. 14: The resolution is decided by a majority and the chairman decides the issue in case of tie. But the officers have not the right of voting.

Art. 15: The general meeting is held twice a year (in April and October). The chairman and the vice-chairman are elected from among the representatives. But the general meeting must be held extraordinarily in case required by the committee meeting.

2. Committee meeting.

Art. 16: The committee meeting is the resolution organ which ranks next to the general meeting, is organized by the officers and the committee, and is valid with attendance of a half of the committee.

Art. 17: The committee are elected at the rate of one for each union and engage in the resolution about the management under the method of action decided at the general meeting.

Art. 18: The committee meeting is convened by the chairman basing on the requirement of the executive committee, and is performed according to Art. 14. But the chairman and the vice-chairman are elected from among the committee.

3. Executive committee meeting.

Art. 19: The executive committee meeting is organized by the executive committee, the chairman, the vice-chairman, the chief clerk, and the auditors, is the supreme executive meeting, and performs the resolutions of the general meeting and the committee meeting.

But the urgent matters are managed by the executive committee meeting, must be reported to the next general meeting or the next committee meeting and must be recognized.

Art. 20: The executive committee meeting is held once or more in each month, is valid with attendance of a majority of the full number and the resolution is acted as the general meeting. But the chairman decides the issue in case of tie.

Chapter VI Officers and Staffs

Art. 21: This organization has the following officers.

Chairman	1
Vice-chairmen	2
Chief clerk	1
Executive committee	Some
Auditors	3

The chairman represents the organization, convenes all meetings, controls the executive committee meeting basing on the resolutions of the general meeting and the committee meeting and has the liabilities for the execution.

The vice-chairmen help the president and act for him in case of his inability.

The chief clerk controls the writing office and acts the liaison and the investigation among the departments.

The executive committee performs the businesses of this organization.

The auditors audit the accounts and report to the general meeting.

Art. 22: The chairman, the vice-chairman, the chief clerk, the executive committee and the auditors are elected at the general meeting.

Art. 23: The office term of the officers is from a general meeting till the next one (6 months) and the re-election is not objectionable. But they are released from office by the approval of the union which elected them and the committee meeting. In case there is any vacancy, he is filled up by the election as the general meeting. But the office term of the officer filled up is the remainings of the predecessor.

Art. 24: The organization has some staffs.
The staffs engage in the general affairs under the orders of the officers. The staffs are appointed by the chairman through the resolution of the committee meeting.

Chapter VII Writing office and Departments

Art. 25: The union has the writing office. The chief clerk controls the writing office.

Art. 26: The union has the following departments.
Investigation Dept.
Information Propaganda Dept.
Organization Dept.
Culture Dept.
Youngmen and Women Dept.
Welfare Dept.
Physical Training Dept.
Other Dept. needed.

Art. 27: The chief of each department is acted by the committees.

Chapter VIII Accounting

Art. 28: The expenses of this organization is defrayed by the meeting fees and the revenues from the businesses. The meeting fee is two yen a month for a man is paid till 25 of each month. But in case of need, the meeting fee is collected extraordinary basing on the resolution of the committee meeting.

Art. 29: The fee paid is not returned for any reasons.

Art. 30: The accounting must be reported to the general meeting and must be recognized.

Art. 31: The fiscal year of accounts is as the one of the general meeting.

Art. 32: The allowances of the officers and salaried staffs and the expenses of the business trips are paid by the allowance constitution set through the recognition of the committee meeting.

Art. 33: The expenditure of this organization depends upon the budget recognized at the general meeting. But in case needed the extraordinary expenditure, it is decided at the committee meeting and it must be recognized at the next general meeting.

Art. 34: This constitution is not altered unless passed the resolution of the general meeting.

Art. 35: This constitution shall come into force as from April 6, 1948.

Art. 36: The election constitution of the officers and the committee separately.

13.
Constitution of Tone-gun Federation
of Labor Unions
(Tone-gun Rodo Kumiai Rengo-kai)

Chapter I. General Rules

- Art 1: This federation is called the Tone-gun Federation of Labor Unions.
- Art 2: This federation aims to refine characters, to train workmanship, to maintain and better labor terms, to increase welfare and to elevate social position by solidarity and mutual aid of associated unions, so as to expect democratization of the industry.
- Art 3: The headquarters of the federation is set 293 Numata, Numata-machi, Tone-gun, Gumma-ken.
- Art 4: This federation is organized by the unions approved by the executive committee.

Chapter II. Activities

- Art 5: The federation performs following activities to fulfill the aims Art 2.
1. Liaison and cooperation of other bodies having the same aim.
 2. Mutual aid, financial help, health and recreation of affiliated unions and the families of the members.
 3. Joint purchase of daily necessities and good offices of housing.
 4. Enrichment of strike fund and living protection.
 5. Education, publication, inquiry, lecture meeting, training meeting and inspection.
 6. Refinement of workmanship and information of employment.
 7. Other matters necessary to fulfill the aim.

Chapter III. Officers

Art 6: The federation has following officers.

President	1
Vice-president	2
Chief secretary	1
Accountant	1
Executive committee	some
(some are standing committees)	
Auditor	2

Art 7: The president represents the federation and supervises the business.

The vice-president helps the president, manages the business and acts for the president in case of his inability.

The standing executive committees cooperate with the vice-president and take part in business.

The executive committees organize the executive committee and participate in important business.

The accountant engages in accounting business.

The auditor audits accounting.

Art 8: The president, the vice-president, the chief secretary, the accountant, the executive committees and the auditor are elected at the general meeting and the standing executive committees are elected by mutual vote from among the executive committees.

The office term of the officers is one year but there is no objection to be elected.

In case there is a vacancy in any of offices, the executive committee fills up it.

The chief of each department shall be occupied by the standing executive committee.

Art 11: This federation may have clerks and office workers.

They engage in business under the direction of the vice-president.

The president appoints and dismisses them.

Chapter IV. Conferences

Art 12: The conferences are the general meeting and the executive committee meeting.

The general meeting is the supreme resolution organ, organized by representative and the officers of the headquarters, and is convened by the president once a year in April.

The ratio of election of representatives of the general meeting shall be decided by the executive committee proportionating to the number of the members who completed payment of membership dues one month before the date of the general meeting.

In case recognized by the executive committee, an extraordinary general meeting may be held.

The executive committee meeting is a resolving organ next important to the general meeting, is organized by executive committees and officers of the headquarters and is convened by the president at times in case of need.

Art 13: The resolution shall be made by a majority of composing members present, and in case of tie, the speaker shall decide the issue.

The president shall be the speaker.

The president may nominate a vice-speaker from among representatives.

Chapter V. Admission and secession

Art 14: Any union wishing to join this federation shall apply to the federation headquarters by the stipulated application form with one-

month federation dues.

Art 15: The qualification of the membership of this federation shall begin when registered in the federation.

Art 16: The union wishing to secede from this federation shall report to the president in advance stating the reason.

But if this union has any debt or liability to the federation, its secession may not be allowed until it fulfils it.

Chapter VI. Control

Art 17: The union which violated this constitution, disordered the control or defamed the honor of the federation may be expelled or suspended its rights by the resolution of the executive committee.

Art 18: The union or individual meritorious for development of this federation may be commended by the resolution of the executive committee.

Art 19: As to reorganization or dissolution of any union, it shall follow the resolution basing on the instruction of the executive committee.

Art 20: When the union belonged to this federation or the branch foreknew the outbreak of any trouble between the union and the proprietor or the trouble happened, it has a duty to report the matter to the federation headquarters and the headquarters shall make its utmost for benefit of unions or branches.

Chapter VII. Accounting

Art 21: The expenses of this federation are defrayed by admission fees, membership dues, and donations.

The fund necessary for business may depend on investment of affiliating unions or loaning.

Art 22: The dues of this federation is one yen a month per member.

Art 23: Matters necessary in management and disposition of property of this federation shall be decided by the president basing on the resolution of the general meeting.

Art 24: The fiscal year is from a yearly general meeting to the next one.

Chapter VIII. Additional Rules

Art 25: The rules as to affiliated unions and the business disposal regulations necessary in executing the business are decided by the president after deliberated by the executive committee.

Art 26: This constitution shall not be changed unless approved by more than 2-thirds of members composing the general meeting.

Art 27: This constitution is effective as from July 7, 1946.

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Constitution of Kiryu Sewing
Industry Workers Union
(Kiryu Hosei Jugyoin Kumiai)

Chapter I General Rules

- Art. 1: The name of this union shall be "the Kiryu Sewing Industry Workers Union".
- Art. 2: The end of this union is to project elevation of the social position according, to the combination of the membership, upkeep and improvement of labor terms, elevation of personality, training of ability, mutual aid, increase of co-operative welfare, and to expect democratizing the industry.
- Art. 3: The office of this union is placed at 1184, 4-chome, Eiraku-cho, Kiryu-shi, Gumma-ken, and in case recognized necessary, it shall have branches at proper districts.
- Art. 4: The union is organized by the employees of the sewing industry (including cutters and embroiderers incidental to sewing).

Chapter II Business

- Art. 5: This union shall perform following works to accomplish the end of Art. 2.
 - 1. Matters about combination and co-operation with the branches, and other bodies which have the same end.
 - 2. Matters about upkeep and improvement of labor terms.
 - 3. Matters about education, publication, and lecture-meeting, etc.
 - 4. Matters about inquiry, study, training course, and observation, etc.
 - 5. Matters about mutual welfare, circulation of money, sanitation, recreation, joint purchase of daily necessities, etc.
 - 6. Other necessary matters to accomplish the end.

Chapter III Officers

Art. 6: This union has following officers:

Union chief	1
Vice-union chief	2
Manager	1
Director	Some
(including some standing directors)	
Auditor	3
Accountant	1

Art. 7: The union chief shall represent the union and supervise the affairs. The vice-union chiefs shall assist the chief, and act for him in case of his inability.

The manager shall assist the union chief and vice-union chiefs, dispose the affairs, and act for them, in case of their inability.

The standing directors shall co-operate with the manager, and dispose the affairs. The directors shall organize the board of directors, and participate in the important affairs. The accountant shall dispose the accounts.

The auditors shall audit the accounts.

Art. 8: The union chief, vice-union chiefs, manager, directors, accountant, and auditors shall be elected at the grand meeting, and the standing directors shall be elected by mutual vote from among the directors.

The office term of officers is one year, but there is no objection to be re-elected.

In case there is any vacancy in any of the offices, it may be filled promptly by the board of directors. The office term of officers elected by the by-election shall be the remaining of the predecessor's. Even after his office term expired, the officer shall enforce his mission till the successor is decided.

Art. 9: In case recognized necessary by the board of directors, the union may have the departments for organization, propagation, education, publication, etc.

The chief of each department shall be engaged in by standing directors.

Art. 10: This union may have clerks. The clerks shall dispose the affairs obeying the command of the manager. The employment and dismissal of clerks shall be decided by the union chief.

Chapter IV Conference

Art. 11: The conference of this union is the grand meeting organ, and is organized by representatives and officers of the head-office, and it shall be called once a year by the union chief. The ratio of the election of the representatives of the grand meeting shall be decided by the board of directors, a month before in accordance with the number of the members who paid his membership dues. In case recognized necessary by the board of directors, the extraordinary grand meeting shall be held. The board of directors is the secondary highest resolution organ, and is organized by the directors and officers of head-office, and in case recognized necessary, the union chief shall call it at times.

Art. 12: The resolution of the conference shall be decided by a majority of those present, and in case of tie, the chairman shall decide the issue.

The post of the chairman of the conference shall be given to the union chief. The chairman may appoint the vice-chairman from among representatives.

Chapter V Entrance and Secession

Art. 13: An applicant who wants to be the member of the union shall submit the written application with entrance fee and membership dues for a month to the head-office or the branch.

Art. 14: The capacity as members of the union shall be given when the name of an applicant is registered on the list of the membership.

Art. 15: A member who wants to secede shall apply for