

(1) To deliberate on the reports of the central executive committee.

(2) To decide the matter as the campaign program of the union or other important businesses.

(3) To elect the membership of the central executive committee and the auditors.

(4) To deliberate on the accounts report and decide the budget.

(5) To deliberate a complaint of a member who is excluded by the central executive committee.

Art.20: An extraordinary grand meeting shall be held, when deemed necessary by the central executive committee, and demanded by one-third or more of the membership, or demanded by one-third or more of the branch.

Art.21: The grand meeting shall not be formed unless more than two-thirds of deligation is present.

Art.22: Manners to dispose all matters of a conference of the grand meeting shall be decided separately in the detailed regulations.

Clause II. Central Executive Committee

Art.23: The central executive committee is a resolution executive organ acting from a grand meeting to a next meeting and is consisted of members of the central executive committee who are elected at the grand meeting.

Art.24: The central executive committee disposes affairs of the union, and performs leadership and execution of the action of the union.

In case the central executive committee decided and executed any matter other than the resolution of the grand meeting, approval after the fact shall be gotten for it reporting it to the grand meeting.

Besides, the business of the central executive committee shall get approval reporting it to the grand meeting.

Clause III. Expand Central Executive Committee

Art.25: When there is a problem which is so important that can not be decided by the central executive committee, but can not open the extraordinary grand meeting, the expand central executive committee shall be opened by the central executive committee with the representatives of each branch.

In this case, the conference shall not be held when the member of the branches represented by the representatives of each branch amount to two-thirds or more of the branches.

Art.26: The matters decided by the expand central executive committee shall be informed to the grand meeting and shall get its approval.

Chapter IV. Standing Central Executive Committee

Art.27: The standing central executive committee is consisted of membership of the standing central executive committee elected by mutual vote from among the members of the central executive committee, and dispose the business of the union and performs leadership and execution of the action of the union.

Art.28: The business which is executed by the standing central executive committee shall be informed to the central executive committee and get its approval.

Art.29: The following departments are set up under the standing central committee.

- (1) Organization Department
- (2) Dispute Department
- (3) Education Department
- (4) Investigation and Publication Department
- (5) Financial Affairs Department
- (6) Business Department
- (7) Youngmen's Department
- (8) Women's Department
- (9) Organ Department
- (10) Clerk Bureau

The detailed rules of each Department shall be provided separately.

Art.30: The standing central executive committee may commit one who is faithful to the labouring classes and a man of ability to the head and member of each department.

The committed head can speak but has no right to decide presenting at the grand meeting, the central executive committee, the expand central executive committee and the standing executive committee.

Chapter VII. Officers.

Art.31: This union has following officers.

- | | |
|---|------|
| (1) Chief of the Standing Executive Committee | 1 |
| (2) Chief-secretary | 1 |
| (3) Standing Executive Committee | some |
| (4) Central Executive Committee | some |
| (5) Accounts Auditor | 3 |

Some advisers may be placed besides.

Art.32: The chief of the standing central executive committee shall be elected from among the members of the standing central executive committee, and shall be the chairman of the standing central executive committee and the central executive committee and represent the union.

Art.33: In case the head of the standing executive committee is absent, the standing central executive committee shall elect the proxy.

Art.34: The chief of the secretary is elected by mutual vote at the standing central executive committee, and supervises the secretary bureau.

Art.35: The members of the standing central executive committee are elected by mutual vote at the central executive committee, and organize the standing central executive committee.

Art.36: The members of the central executive committee are elected at the grand meeting from each branch, and organize the central executive committee.

Art.37: The accounts auditor is elected at the grand meeting, and audits the accounts of the union.

Art.38: The advisers are commended by the central executive committee.

Art.39: The office term of officers shall be one year, but there is no objection to be re-elected.

In case the member of the central executive committee or the accounts auditor etc. released from office during his office term for a reason of illness or else, the successor shall be elected by the branch which elected the released officers, and shall be appointed to the post getting the approval of the central executive committee.

The office term of those officers is the remainder of the predecessor's office term.

Chapter VIII. Accounts

Art.40: The Finance of this union is consisted of membership dues, business incomes and donations, but to receive donations, it shall be approved by the standing central executive committee.

Art.41: The member of the union shall pay 3 yen as membership dues to the union by 5th of every month.

Membership dues shall be consisted of division dues 1 yen, branch dues 1 yen and headquarters dues 1 yen.

Dues to the conference for Industrial Organization shall be paid from headquarters dues.

Dues of the division may be increased in case of need at each division.

Art.42: The dues for admission shall be reserved as a strike fund, and shall be expended when needed.

Art.43: The fiscal year begins at September 1 every year.

The standing central executive committee shall submit a statement of settlement as of the end of the August and a budget of the following year to the grand meeting and must get its approval.

Art.44: The standing central executive committee is responsible for the custody of the property of the union.

Chapter IX. Supplementary Rules

Art.45: The platform and the constitution of this union shall not be altered unless approved by more than two-thirds of the delegation and those present of the grand meeting.

In case this union united with or joined in another union, this constitution shall lose effect.

Art.46: The dissolution shall be decided by the grand meeting.

Art.47: This constitution shall come into force as from October 26, 1946.

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Constitution of the Gumma-ken Lumber
Industry Workers Union Federation
(Gumma-ken Mokuzai Sangyo Bodo
Kumiai Rengo-kai)

Chapter I. General Rules

- Art. 1: This federation is called the Gumma-ken Lumber Industry Workers Union Federation. The office is placed in the prefecture, and may have some connecting organs at the suitable places if necessary.
- Art. 2: The purpose of this union is to attain the elevation of social and living situation of the members of affiliated unions, and prosperity of the lumber industry by the influence of solidarity of the whole workers of lumber industry in the Gumma prefecture.
- Art. 3: This federation is consisted of the lumber industry workers unions which agree to the purpose.
- Art. 4: For the attainment of the purpose this federation carries out the following undertakings.
1. Affairs concerning the connection with the affiliating labor unions.
 2. Affairs concerning to the thoroughness and popularization of the labour agreement.
 3. Affairs concerning the security of maximum efficiency of production and elevation of technics.
 4. Affairs concerning the investigation and inquiry of the industrial labour circumstances of members of affiliating unions.
 5. Affairs concerning the training, culture, education, of members of affiliating unions.
 6. Affairs concerning the protection of living and substantiality of funds of the federation.
 7. Other affairs needed for the attainment of the purpose of the federation.

Chapter II. Organs.

Art. 5: This federation has the following three organs of the general meeting, executive committee, and standing executive committee.

Art. 6: The general meeting is the highest resolution organ, consisted of the representatives of affiliated unions and officers of the federation, and shall be called once or more a year by the chairman of executive committee.

The representatives of the affiliated unions shall be elected from the affiliated unions proportionally to its number of members, and the rate of representatives to the members of the affiliated unions shall be settled by the executive committee. When the executive committee deemed it necessary, an extraordinary general meeting may be opened.

Art. 7: The executive committee is the important resolution organ next to the general meeting, consisted of the members of the executive committee and officers, and shall be called by the chairman of committee at any time when needed

The executive committee is responsible for their behaviour for the general meeting, and decides the important affairs of the federation.

Art. 8: The standing committee is consisted of the members of standing committee and officers of union, executes the resolution of the executive committee actually, and shall be called by the chairman of committee at any time when needed.

Art. 9: The general meeting, executive committee, and standing committee shall never be formed their meeting without the presence of two-thirds or more of members of each constituents.

Art. 10: The **proceedings** of the general meeting, executive committee, and standing committee shall be decided by the majority of members present, and in case of tie, by chairman of meeting.

The chairman of these meetings shall be taken charge by the chairman of executive committee.

Art. 11: This federation has the following special departments, and may increase them if needed.

1. Saw mill department.
2. Wooden products department.
3. Forest department.

The committee of special department shall hold some members of them, be elected from those union concerned to each work, and the head of each department shall be elected by mutual vote of members of the committee.

The special departments will send their representatives to the executive committee and standing executive committee, and may be able to speak for the important affairs of their concerns.

Chapter III. Officers

Art. 12: This federation has the following officers.

- | | |
|--|------|
| 1. Chairman of the executive committee | 1 |
| 2. Vice-chairman " " | Some |
| 3. Chief secretary. | 1 |
| 4. Accountant. | 1 |
| 5. Members of accounting committee, | some |
| 6. " " executive committee, | some |
| 7. " " standing executive committee, | some |

The chairman of executive committee shall represent the federation, and govern the general affairs of the federation.

The vice-chairman of executive committee shall assist the chairman, and in case of hindrance of the latter, he shall act for him.

The chief secretary shall take charge of the general affairs of the federation by order of the chairman.

The members of standing executive committee participate to the important affairs of the federation usually, and execute the resolutions of executive committee together with the chairman, vice-chairman, and chief secretary.

The members of the executive committee compose the executive committee, and decide the important affairs of the federation.

The accountant shall take charge of the account and audit the account affairs.

Art. 13: The officers shall be elected at the general meeting, and the members of standing committee shall be elected by mutual vote of the members of executive committee.

The officer's term of office is from a general meeting to the next one, but nothing is objectionable to be reelected.

When a vacancy is caused in the officers post, the executive committee may fill it up.

The term of office of the substitute shall be the remaining of the predecessor's term.

Art. 14: For the newly joined union, some members of executive committee shall be substituted.

Art. 15: This federation may have some consultants. The consultants shall be entrusted by the chairman of executive committee with the recommendation of the general meeting, give advice to the officers, lead them, and answer for their inquiry.

Chapter IV. Entrance and Secession

Art. 16: Those unions which want to join to this federation shall submit the application to the federation appreciating the constitution of this federation, and adding the constitution of each union and entrance due.

Art. 17: The qualification of membership of this federation shall start at the date of payment of membership due of this federation after obtaining the approval of the executive committee.

Art. 18: Those unions which want to secede from this federation shall be needed to submit the application to the federation for approved of the organ concerned about the reason of their secession.

Art. 19: Those union which seceded from the federation is appreciated that they have given up their right for dues paid and properties of the federation.

Chapter V. Administration

Art. 20: When the officers of the federation or the joint unions behaved to violate the rules of this constitution, to disturb the administration, or to injure the reputation of this federation, will be expelled from or urged to secede from the federation, according to the resolution of the general meeting.

Art. 21: Those joint unions which are going to submit the requirement to the company concerned, to go on sabotage or strike, or to have some dispute against the company concerned shall have the duty to inform the matter to the federation.

Art. 22: When the federation received the information mentioned in the preceding article, the federation shall exert itself to make its best for protection of interest of the joint union concerned.

Chapter VI. Accounts

Art. 23: The expenses of the federation shall be defrayed with the entrance dues, membership dues of the joint unions and the contributions of voluteers.

The amount of money of membership due will be provided separately and the entrance due shall be the same to the amount of membership due for a month.

Art. 24: The financial estimation and balance sheet shall be reported and needed to get the approval of the general meeting.

Art. 25: The funds or expenses needed to carry out the undertakings of the federation may be defrayed

with the investment from joint unions or the loan.

Art. 26: The rules which are necessary for the custody and disposition of the properties of this federation shall be decided by the chairman of the executive committee according to the resolution of the executive committee.

Art. 27: The financial year of this federation is the period from an annual general meeting to the next one.

Chapter VII. Additional rules

Art. 28: The alteration of constitution of this federation shall never be made without the consent of two-thirds or more of representatives of the joint unions at the general meeting.

Art. 29: This constitution shall come into force as from June 6, 1948.

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CONSTITUTION OF AGATSUMA
DISTRICT WORKERS UNION COUNCIL
(Agatsuma Chiku Rodo Kumiai
Kyogikai)

Chapter I General Rules

- Art. 1: The name of this council shall be "The Agatsuma District Workers Union Council" (Agatsuma Chikyo).
- Art. 2: This council is organized by workers unions in Agatsuma District.
- Art. 3: The office of this council is placed at 873, Ise-cho, Nakanojo-machi, Agatsuma-gun.

Chapter II End

- Art. 4: The end of this council is to project upkeep and improvement of labour terms and elevation of living culture of all labourers in Agatsuma district.
- Art. 5: This council shall perform following works to accomplish the end of Art. 4.
- Art. 1. Co-operation of allied workers union for sound progress and elevation.
2. Protection of the interest of allied unions.
3. Exchange of report.
4. Co-operation and combination with other parties which have the same end.
5. Aid to organize the union for workers not organized in the district.
6. Other necessary matters to accomplish the end.

Chapter III Organs and Officers

- Art. 6: This union has following officers:
1. Grand meeting.
2. Meeting of representative deputies.
3. Executive committee.
4. Standing executive committee.

The resolution of each organ shall be decided by a majority. In case of tie, the chairman shall decide the issue.

Art. 7: The grand meeting is the highest resolution organ, and shall be held, but in case requested by executive committee or representative deputy, the extraordinary grand meeting may be held. The grand meeting is organized by representatives and officers.

Number of members of the union	representative
- 20	2
20 - 50	3
50 - 100	4
100 - 200	8
500 -	10

The grand meeting shall approve the presence of mandators, and it shall not be opened unless more than half of total members is present.

Art. 8: The meeting of representative deputies is the resolution organ, next to the grand meeting, and it shall be held in case recognized necessary by the executive committee, and is organized by representative deputies and officers. The number of representative deputies shall be decided at each executive committee. The condition to open the meeting of representative deputies follows that of the grand meeting.

Art. 9: The executive committee is organized by executive committeemen elected by the union in the proportion of one per 100 members of the union, and shall be the enforcement organ between grand meeting and next one, and dispose the resolution of the meeting of representative deputies or urgent matters.

Art. 10: The standing executive committee is organized by standing committeemen elected by mutual vote from among executive committeemen, and dispose matters entrusted by executive committee.

Art. 11: This council has following officers.

- | | |
|---------------------------------|------|
| 1. President of council | 1 |
| 2. Vice-president council | 1 |
| 3. Executive committee | some |
| 4. Standing executive committee | some |

The office term of officers is one year, but there is no objection to be re-elected. The office term of the officer elected by the by-election shall be the remaining of the predecessor's.

Art. 12: The president and vice-presidents of the council shall be elected by mutual vote from among executive committeemen, and be approved by the grand meeting.

The president shall represent the grand meeting regularly, and the vice-president shall assist the president, and act for him and represent the council in case of his inability.

Chapter IV Entrance and Secession

Art. 13: An union which wants to be the allied union shall apply for the president with an application and dues for a month. The executive committee shall discuss, and decide the adoption or rejection, and report the result to the union.

Art. 14: An union which wants to secede from council shall apply for the president with the reasons.

Chapter V Rights and Duties

Art. 15: This council shall not disturb the autonomy of each union.

Art. 16: Each allied union may criticize the officers for sound progress and elevation.

Art. 17: Each allied union has the duty to pay the dues.

Art. 18: Each allied union has the duty to observe and follow the constitution of the council.

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CONSTITUTION OF KIRYU CITY
OFFICE WORKERS' UNION
(Shiyakusyo Shokuin Kumiai)

Art. 1: The name of this union shall be "The Kiryu City Office Workers' Union."

Art. 2: The aims of this union are elevation of members' social and economical position and solve the official affairs by combination, faith and friendship.

Art. 3: The office of this union is placed in the Kiryu City Office.

Art. 4: This union is organized by employes of the Kiryu City Office. The men with the same engagement and the employes of the union, the office of which is placed in Kiryu City Office can enter this union. But the men who directly concerned with the decision of labor terms can not enter this union.

Art. 5: The members of this union receive the equal profits obtained by the union activities.

Art. 6: This union accomplishes the following businesses to attain the aims of Art. 2.

1. Matters regarding establishment of the right.
2. Matters regarding elevation of members' social, economical, and political positions.
3. Matters regarding culture of members.
4. Matters regarding mutual aid, health, welfare and consolation of members and their families.
5. Matters regarding businesses and equipments to elevate culture of the members and their families.
6. Matters regarding research and investigation of general city administration, industry, economic, thoughts and culture.
7. Matters regarding connection and co-operation with the democratic groups.

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8. Matters regarding co-operation to get the necessaries of life.
9. Matters regarding system, operations and other general city administration.
10. Other matters deemed necessary to accomplish the purpose.

Art. 7: This union has the following departments to accomplish the abovementioned aims.

Department of clerk, department of culture, department of welfare, department of propaganda, department of physical culture, department of property.

Department of clerk engages in the matters regarding general affairs, investigation and meeting.

Department of culture engaged in the matters regarding culture, ideas, consolation.

Department of welfare engages in the matters regarding economic and health.

Department of propaganda engages in the matters regarding information and propaganda.

Department of physical engages in the matters regarding physical.

Department of property engages in the matters regarding fortune, finance, and accounts.

This union has the staffs to accomplish the businesses of this union. And when deemed necessary by the committee, other departments may be established.

In case of need, this union has the special committee. The special committeemen can be elected from among not only the members of this union, but also specialists and men of experience.

Art. 8: This union has following officers.

Chief clerk	1
Committeemen	some
Representative-committeemen of the meeting of management conference	some
Standing committeemen	some

Vice-union chief	2
Union chief	1

The chief clerk accomplishes the businesses of the union by the orders of the union chief.

The committeemen shall organize the committee, and consider and decide the important matters, and inspect the profit of the union and the condition of activity of each department, and superintend the standing committee. And the committee is organized at each department, and accomplishes the businesses of the union.

The representative committeemen of the meeting of management conference shall discuss with the mayor complying with the resolution of the union.

The standing committeemen shall organize the standing committee and accomplish the businesses of the union.

The vice-chief of the union shall assist the chief and acts for him in case of his absence. The chief of the union shall represent and govern the business of this union.

Art. 9: The chief and vice-chief of the union shall be elected at the general meeting. The chief of the union shall be in need of half or more votes to be elected.

The representative committeemen of the meeting of management conference shall be elected by all members among the chief and vice-chief and committeemen of the union.

The committeemen shall be elected at each department, and the committeemen shall be elected by the rate of one to ten, in case of less than ten persons, it shall be one, and in case of more than ten persons, and more shall be counted as a unit and cut away the rest.

The standing committeemen shall be elected by mutual vote from among the committeemen.

Each department of Art. 7 has the chief of the department, and the chief of the department shall be decided from among the officers by the chief of

the union, and shall be admitted by the committee.

The department has some members, and the chief of the department decide the members, and shall be admitted by the standing committee.

The chief of the clerk shall be decided from among the members by the chief of the union, and shall be admitted by the committee.

Art.10: All committeemen must be the membership for two months before election. The staff shall be decided by the chief of the union through the resolution of the committee.

This union has the Youngmen's Department by the youngmen and the Women's Department by the women. In case of the above item, it needs the recognition of the committee.

Some committeemen shall be elected from the youngmen's department and women's department. The numbers of election committeemen shall be the equal rate with the rate of the number of men of committeemen of the union.

Art.12: The term of office of the officers shall be one year. But re-appointment is not objectionable. The term of office of the substitute is the rest of the term of the officer's predecessor.

Art.13: All members or some members shall be dismissed from office by the demand of one-third or more of total members.

Art.14: In case of Art.13, it shall be reported the next general meeting.

The officers required the release from office shall require the calling of the general meeting, against the committee, and bring an action at the general meeting. The above-said requirement and lawsuit shall be accepted.

Art.15: The membership elected as officers of an upper grade organ of the direct control shall require the recognition of the committee. At the above item, he has the equal rights to the committeemen and the standing committeemen during the term of office, from the date of the election, when he gets the recognition of the committee.

Art.16: The officers may be resign through the resolution of the committee by illness and change of the department and other accidents.

Art.17: In case of Art.13 and Art.16, the substitute shall be elected, at once.

Chapter IV. Resolution Organ

Art.18: The organ shall be divided into the general meeting, the committee meeting, the standing committee meeting and the committee meeting of each department.

The extraordinary general meeting may be called, when deemed necessary by the committee.

1. The general meeting shall be called in April of each year.

2. The committee meeting is the resolution organ next to the general meeting, and act for the action of the union between general meeting and the next one, and negotiate with the other unions, and represent the union.

The committee meeting shall be called once a year at a fixed period. But the extraordinary general meeting shall be called, when deemed necessary by the standing committee meeting.

3. The standing committee shall be active to accomplish the businesses of the union complying with the resolution of the general meeting and the committee meeting.

4. The committee meeting of each department make reflection the will of the members to the union organ and bring home the order, the indicate the undecided items, and other all affairs of the union to members' mind.

And, serve the calling, open or secret, and the movement of the meeting of the each department and place. The committee of each department shall be the execution organ that has the responsibility of the joint co-operation.

Art.19: All meetings shall be established by a majority of the total members. The general meeting, the committee meeting and the standing committee meeting shall be called by the chief of the union, and the chairman shall be the chief of the union.

Art.20: The general meeting or the committee meeting must be opened, when required by one-third or more of the officers or more than thirty members.

Art.21: The resolution of the meeting shall be decided by a majority. In case of tie, the chief of the union shall decide the issue.

Chapter V. Entrance, Secession and Regulation

Art.22: An applicant who wants to be the member of the union shall submit an application to the chief of the union to be approved by the committee.

Art.23: The member who wants to secede from the union shall submit the secession report to the chief of the union to be approved by the committee.

Art.24: In case of a member violated the regulation and other bad actions, when the committee deemed, he may be expelled from the membership of the union.

In case of this resolution, shall be accomplished by the secret vote.

Chapter VI. Accounts

Art.25: The expenses of the union shall be defrayed by the members' burden. An estimate and the settlement shall require the resolution of the general meeting. This union may accept the donation. This union may be set up specially the foundation to the businesses of the mutual aid, the welfare and the profit.

The resolution of the general meeting shall be needed, in case of the above foundation is used by other **aims**.

Art.26: The fiscal year of this union shall be from April 1 to March 31 of the next year.

Chapter VII. Supplementary Rules

Art.27: The resolution of the general meeting shall be needed in case of the union enters other unions or secedes from any other unions.

The resolution of the general meeting shall be needed, in case the members enter the other unions or secede from any other unions.

Art.28: This constitution shall not be altered unless approved by the resolution of the general meeting.

Art.29: This constitution shall come into force as from July 16, 1947.

The constitution of the Kiryu City Office Workers' Union that come into force at August 20, 1946 shall be abolished July 15, 1947.

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CONSTITUTION OF THE KIRYU BRANCH OF THE
ALMITE INDUSTRY EMPLOYEES

(Arumaito Kogyo Jyugoin Kumiai Kiryu Shibu)

Chapter I Name

Art. 1: The name of this branch shall be "The Kiryu Branch of the Almite Industry Employees union".

Chapter II Office

Art. 2: The office of this union will be placed in the building of the Kiryu Works of the Almite Industry Company, No. 612, Arato-machi, Kiryu-city.

Chapter III Purpose and undertakings

Art. 3: The purpose of this union is to attain the formation of character, increase of common interest, and elevation of social situation of members by the influence of solidarity and mutual aid of the membership based on the genius of the mutual prosperity of the membership. For the purpose of attainment, the branch will carry out the following undertakings.

1. Affairs concerning the maintenance and improvement of the employment condition.
2. Affairs concerning the security of living and mutual relief of membership
3. Affairs concerning the clarification of working place, increase of working efficiency.
4. Affairs concerning the connection and cooperation with other bodies which have the same purposes.
5. Affairs concerning the elevation of political, economic, and social situation of membership.
6. Other affairs deemed necessary for the attainment of the purposes.

Chapter IV Organization

Art. 4: This branch of union is consisted of the employees of the Kiryu Works of the Almite Industry Company.

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Chapter V Officers

Art. 5: This branch has the following officers.

- | | |
|-------------------|------|
| 1. President | 1 |
| 2. Vice-president | 1 |
| 3. Secretaries | some |

Art. 6: The president shall represent the branch and govern the management of the branch of union.

The vice-president shall assist the president, and the former take the place of the latter in case of inability.

Each of secretaries will take the partial charge of the general affairs of the branch of union.

Art. 7: The secretaries shall be elected at the general meeting and the president and vice-president shall be elected by mutual vote among the secretaries. The officers term of office shall be one year, but not objectionable to be re-elected.

Art. 8: The secretaires board will appoint one accountant and clerk, and entrust to carry out the general and account affairs.

Chapter VI Organs

Art. 9: This branch has the following organs.

1. The general meeting of the branch of union.

The general meeting of the branch of union is the highest resolution organ, consisted of all members of branch, and shall be called once a year by the president. The president shall take the charge of the chairman of meeting when, the president thought it necessary or one thirds or more of members required, the president may call the extraordinary general meeting. The proceedings shall be decided by majority of those present. The alteration of the rules of this constitution shall be necessary to get the agreement of two-thirds or more of those present.

2. Secretaries board

The secretaries board is consisted of the secretaries of this branch, and is the highest executive organ for the execution of the resolution of the general meeting and others, and their meeting shall be called by the president at any time necessary. The president shall take charge of the chairman of secretaires board meeting.

Chapter VII Entrance and Secession

Art.10: Those who want to be membership shall submit applications in the prescribed form of this branch to the president adding the entrance due and membership due for a month.

Art.11: When a member wants to secede from the branch, it is necessary to submit a notification to the president indicating clearly its reason.

Art.12: Those who comes under the following items shall be rejected from the membership according to the resolution of general meeting.

1. Those who violated the rules of this constitution or the resolution of the meetings of the branch.
2. Those who injured the reputation of membership.
3. Those who disturbed the control of branch.

Chapter VIII Account

Art.13: The expenditure of the branch shall be defrayed with the membership due, contribution and loan.

Art.14: The entrance due will be five yen, and membership due one yen per month.

Art.15: The dues once paid shall not be returned for any reason.

Art.16: The balance sheet of accounts shall be reported to the general meeting for its approval. The fiscal year of accounts shall be from April 1, of every year to March 31, of the next year.

Art.17: This constitution shall come in force as from April 30, 1946. The alteration of the provisions of constitution shall be needed to hold the meeting of officers, examined by them, and settled with the agreement of majority of membership.

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CONSTITUTION OF YAMADA-GUN TOWN AND VILLAGE
OFFICE OFFICIALS WORKERS UNION

(Yamada-gun Cho-Son-Yakuba Shokuin Kumiai)

Art. 1: The name of this union shall be "The Yamada-gun Town and Village Offices Officials Workers Union".

Art. 2: The office of this union is placed at the office to which the president of the union belongs (at 478-1, Sunaga, Oaza, Kawachi-mura).

Art. 3: This union has chapters in each town and village.

Art. 4: This union aims at elevation of economic position of the union member and revamping of the self-government administrative setup.

Art. 5: In order to realize the purposes shown in the abovementioned article, this union has following business:

1. Matters relative to maintenance and improvement of various conditions on the way of fulfilling the duties of the union members.
2. Matters relative to mutual aid, welfare and recreation of the union members and their dependents.
3. Matters relative to joint purchase of the critical materials for livelihood.
4. Other matters necessary for realizing the purposes.

Art. 6: This union shall be organized by officials of each town and village offices in Yamada-gun or by officials of any other bodies which have their office in those town and village offices.

Art. 7: An applicant who wants to be the member of this union shall submit an entrance application to the president of the union through his belonging chapter.

Art. 8: An applicant who wants to secede from this union shall submit an application reasoned with his secession to the president of the union through his belonging chapter.

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Art. 9: This union has following officers:

The president of the union	
The vice-presidents	2
The directors (One director per each town or village)	8
The secretaries	some

Art.10: The president and the vice-president shall be elected from among the union members at the general meeting and there is no objection to be recommended.

Art.11: The directors shall be elected by mutual vote of the union member at each chapter in towns and villages and the result shall be reported to the president.

Art.12: The office term of each officer shall be two years and there is no objection to be reelected.

Art.13: The president of the union shall represent this union and govern its affairs.

The vice-president shall assist the president and act for him in case of his inability.

The directors shall organize the board of directors. They shall deliberate on important business affairs of this union and govern the affairs of each chapter.

The secretaries shall perform the general affairs and accounts of this union.

Art.14: The general meeting of this union shall be called by the president in April annually. An extraordinary general meeting shall be convened by the president, if need be.

Art.15: The expenses of this union shall be defrayed by the dues of the union and contribution.

Art.16: The member of the union shall pay the dues of the union of one yen monthly.

Art.17: In case of need, a loan may be approved in order to carry out the business shown in the Art. 5.

Art.18: The fiscal year of this union shall be from April 1 to March 31 of the next year.

Art.19: This constitution shall not be altered unless approved by the resolution of the general meeting.

Art. Supplementary Rules

Art.20: This constitution shall come in force as from when approved by the resolution of the Inaugural General Meeting.

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CONSTITUTION OF HARAICHI FACTORY WORKERS
UNION OF GUMMA SILK YARN MANUFACTURING
CO., LTD

(Gumma Sanshi Seizo Kabushiki Kaisha
Haraichi Kojo Jugyoin Kumiai)

Constitution

Art. 1: The name of this union shall be "The Haraichi Factory Workers Union of the Gumma Silk Yarn Manufacturing Co., Ltd."

Art. 2: The office of this Union is placed in the Haraichi Factory of the Gumma Silk Yarn Manufacturing Co., Ltd. located at 364, Haraichi, Haraichi-machi, Usui-gun, Gumma-ken.

Art. 3: This union expects maintenance and reform of labor terms and elevation of economic position for members.

Art. 4: This union expects to accomplish following matters to attain purpose:

1. Procurement of negotiatory right on collective agreement, management, control and member's labor terms for head office.
2. Matters concerning elevation of technics and culture for members.
3. Matters concerning weal and welfare for members and their family.
4. Liaison with other bodies which possess similar object.
5. Other matters necessary to achieve object.

Art. 5: This union is organized by employes of the Factory. But head of factory, person who represents benefit of enterpriser and assistant who participate in last decision on labor terms are excepted.

Art. 6: Employes of the Factory have duties to participate in the union. Secession is permitted in case of applicant's proposal.

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Art. 7: In case of a member violated the solidarity of the union, he may be ousted from membership of the union by the resolution of its general meeting.

Art. 8: The conferences of this union are as follows:

1. General meeting deliberates process of business, statement of accounts and other matters within the fiscal year.
2. Extraordinary general meeting is held when deemed necessary.
3. Committee meeting is held in case of need to dispose business of the union.

Art. 9: This union has following officers who possess following duties:

1. Union chief 1

The chief of the union shall govern its all affairs.

2. Vice-union chief 1

The vice-chief of the union shall assist the chief and endeavor at its development.

3. Director some

The directors shall take responsibility and operation of the union with the chief.

4. Auditor some

The auditors shall audit accounts of the union and advise of operation of the union.

5. Accountant 1

The accountant shall perform accounting business of the union.

6. Clerk 1

The clerk shall keep records of the union.

Art.10: The office term of officers is one year each and the officers are elected every year. But there is no objection to be re-elected.

Art.11: The membership dues are applied to the expenses of the union and the monthly dues shall be as follows:

1. 10 yen Person of more than ¥ 2,000 a month
2. 7 yen Person of more than ¥ 1,000 and less than ¥ 2,000 a month
3. 5 yen Person of less than ¥ 1,000 a month

Art.13: In case of alterability of this constitution, it shall be decided at the general meeting and it can not be resolved unless more than a half of total membership is present.

Art.14: This union shall dispose affairs of the union keeping following books:

- a. Union members roll
- b. Proceedings
- c. Business book
- d. Account-book

Supplementary Rules

By-laws based on this constitution shall be set up else and shall attempt operation of the union.

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CONSTITUTION OF TAKASAKI PLANT OF
NISSHIN MILL JOINT STOCK COMPANY
WORKERS' UNION

(Nisshin Seifun Takasaki Kojo Rodo Kumiai)

Chapter I. General Rules

- Art. 1: The union is called the Takasaki Plant of the Nisshin Mill Company Workers Union and the office of the union is set in the Takasaki Plant of the Nisshin Mill Company at 132 Yuni-cho, Takasaki-shi, Gumma-ken.
- Art. 2: The union is organized by the workers of the Takasaki Plant of the Nisshin Mill Co., excepting the representatives of the interests of the employers and their assistants.
- Art. 3: The member of the union shall lose his membership in following cases.
1. Death
 2. Transferring and retirement from the plant.
 3. Taken of the post in the represents of the interests of the users and their assistants.
 4. Expulsion by the union.

Chapter II. Aims and Business

- Art. 4: The union aims to better the labor conditions, to elevate the character, welfare and the technique of the membership by solidarity.
- Art. 5: The union performs following matters to fulfil the aims mentioned in Art. 4.
1. Maintenance and betterment of the labor conditions.
 2. Elevation of welfare, health and culture of the members and their families.
 3. Elevation of labor efficiency.

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4. Connection and co-operation with other organizations which aim the same matters.

5. Other matters needed for fulfilment of the aims.

Chapter III. Officers

Art. 6: The union has following officers:

1. President 1
2. Vice-presidents 2
3. Clerk 1
4. Health committeeman 1
5. Accountants 2
6. Auditors 2
7. Standing committeemen 5

Art. 7: The president represents the union and supervises the business by the general will of the membership.

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

The clerk disposes the general business.

The health committeeman disposes health business of the members.

The accountants dispose the accounting.

The auditors disposes health business and accounting.

The standing committeemen dispose the business separately and take part in the important matters.

Art. 8: 5 committeemen shall be elected by the secret, plural vote from among the membership.

The president, auditors, accountants and health committeeman shall be elected by the unnamed vote of the membership from among the committee.

The vice-presidents and clerk shall be elected from among the committeemen by mutual vote.

In case of tie in the vote, the decision shall be decided by the final vote.

- Art. 9: The office term of the officers shall be one year, but the officers shall be able to be re-appointed the vacancy of the committeemen shall be fulfilled by the by-election. The office term of a filling up officer shall be the remaining period of the predecessor's.
- Art. 10: The retirement of the officers shall have to be recognized by the committee.

Chapter IV. Conferences

Art. 11: The union has following conferences.

1. General meeting
2. Committee

Art. 12: The general meeting, the highest resolution organ, is organized by the all members and held once a year (in Jan.) by the convocation of the president.

The general meeting is held extraordinarily when deemed necessary by the president or demanded by one-third or more of the members.

Art. 13: The general meeting decide or recognize the following matters.

1. Labor contract
2. Betterment of the labor conditions.
3. Change and abolishment of the rules.
4. Election of the officers
5. Reporting of the business, accounting and settlement.
6. Dissolution of the union, and trustee, co-operation and assistance of the other unions.
7. Disposal of the property of the union.

8. Other matters needed for fulfilment of the aims.

Art. 14: The committee organized by the committeemen, performs to plan the matters to suggest in the general meeting, and discusses and decides the matters which are not necessary to be discussed at the general meeting.

The committee is held by the president at any time deemed necessary by him.

Art. 15: The quorum of the general meeting and the committee shall be two-thirds of the members. The decision of the meeting shall be made by the consents of the two-thirds or more of those who are present.

The president shall be the chairman generally and in case of his inability, the president shall appoint the chairman.

Art. 16: The expenses of the union shall be fulfilled by the dues of members and donations, etc.

Art. 17: The dues of members shall be 16 yen a month for each member.

Art. 18: The accountant keep the account-book in order always and in case demanded by member, has to let him inspect it immediately.

Art. 19: The dues, already paid by members shall not be return by any reason.

Art. 20: In case of deficiency of the fund of the union, the union shall be able to collect the dues from members extraordinarily.

Art. 21: The fiscal year of the union begins on Jan. 1 and ends on Dec. 31.

Chapter VI. Mutual Aid

Art. 22: The union shall pay the mutual aid money to the members in following cases in following ratio.

1. Marriage 50 yen
2. Birth 30 yen
3. Disease or wound need more than a month absence 50 yen
4. Death
 - a. Members based on the disease or wound on duty 1,000 yen
 - b. Member's based on the disease or wound on non-duty 500 yen
 - c. Death of father, mother, son, daughter, grandfather (in the same home), grandmother (in the same home), brother or sister, 30 yen

Art. 23: One who wants to join the union applies for it to the president by a written application with 10 yen as admission fee.

Art. 24: The member who wants to leave the union shall apply for it to the president with a application with its reason and get permit from the president.

Art. 25: The membership of the unions shall be valid at the time when his name is registered on the list and be lost at the time when his name is stricken off the list.

Chapter VII. Reward and Punishment

Art. 26: The member who is recognized his remarkable service for the union, may be rewarded by the resolution of the committee.

Art. 27: The committee shall investigate the member who violated the rules and resolutions, disorders the control, defamed the honour of the union or performed irregularity, and the general meeting expels him from the union or

stops his rights as member.

Additional Rule

This Constitution shall be enforced
on and after Nov. 1, 1947.

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The Constitution of the Chojuen Personnel
Union of the National Sanatorium
(Kokuritsu Ryoyojo Chojuen Shokuin Kumiai)

Chapter I. General Rules

- Art. 1: The name of this Union shall be "The Chojuen Personnel Union of the National Sanatorium." The Office of this Union is placed in the Chojuen of the National Sanatorium located at the 4th of 3,297, Motojuku, Sakagami-mura, Agatsuma-gun, Gumma-ken.
- Art. 2: This Union is consisted of the employees of the Chojuen, but excluding the Head of the Hospital, and Head official.
- Art. 3: This Union expects to secure the collective bargaining rights, to exert the elevation of the economic and social position of the employees, as well as to fulfil duties honestly, to make the Chojuen connected with prevention and treatment of tuberculosis, as the organization of a democratic medical treatment, display its faculty quitely.

Chapter II. Works

- Art. 4: This Union must do following works to realize the purposes shown in the last article.
1. Matters connected with employment, discharge and labor terms.
 2. Matters connected with social welfare of the union members and their families.
 3. Co-operations against the medical life of patients.
 4. Co-operation with other related unions
 5. Other matters needed on

Chapter III. General Meeting

- Art. 5: The General Meeting is the highest resolution organ, and is held twice a year. (April, October) But in case recognized to be necessary by the committee meeting, the chief of the committee shall call the extraordinary General Meeting.

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Art. 6: The General Meeting is consisted of a half or more of the union members, and the resolution of the General Meeting shall be decided by a majority of those present, and in case of tie, the speaker shall decide the issue.

Art. 7: The speaker shall be acted by the Chief of the Committee.

Art. 8: The bills of the General Meeting shall be presented before 5 days of the opening of the Meeting, unless they are urgent, and the Chief of the Committee shall show them.

Chapter IV. The Committee Meeting

Art. 9: The committee meeting is the resolution organ of this Union to be second to the General Meeting.

Art. 10: The committeemen shall be the representatives of this Union member's will, and ten shall be elected by mutual vote from among the union members.

Art. 11: The committeemen shall elect one Chief of the committee, one Vice-chief of the committee, two secretaries, and two Accountants by mutual vote from among the committeemen.

Art. 12: The Chief of the Committee shall represent this Union and govern the union's business.

Art. 13: The Vice-chief of the committee shall assist the Chief of the committee, manage the business, and act for him in case of his inability.

Art. 14: The Secretaries shall assist the Vice-chief of the Committee and allot the business among themselves.

Art. 15: The Accountants shall manage the accounting business.

Art. 16: The Committee Meeting shall be held once a month regularly. But in case recognized to be necessary by the Chief of the Committee and demanded by one-third or more members of the Committee-men, the Chief of the Committee shall call the extraordinary committee meeting.

Art. 17: The Committee Meeting shall be consisted of two-thirds or more members of the Committeemen.

The resolution of the Committee Meeting shall be decided by a majority of those present, and in case of tie, the Chief of the Committee shall decide it.

Art. 18: The Committee Meeting shall be open to the public.

Art. 19: The bills of the committee meeting shall be presented before 5 days of the opening of the meeting, unless they are urgent, and the Chief of the Committee shall show them.

Art. 20: The office term of officers is one year, but there is no objection to be re-elected. But even during the term, in case recognized to be unfit by dishonesty or other reasons, he may be relieved of office by the resolution of the committee meeting.

Art. 21: In case there is any vacancy in any of the committeemen, they shall be elected and supplemented from the union members in the Committee meeting, within three days.

Art. 22: The new committeeman's term shall be the predecessor's remaining one.

Chapter V. Entrance and Secession

Art. 23: The applicants who want to be the member of the Union shall file a letter of application separately stipulated with admission fee and membership dues for a month, and shall apply to this Union.

The qualification of the member shall begin when recognized by the Committee Meeting.

Art. 24: The member who wants to secede from this Union shall write the reason clearly beforehand and present to the Chief of the Committee.

Chapter VI. Reward and Punishment

Art. 25: In case a member acted against the rules and resolutions of this Union or disordered regulations of this Union or defamed the honour of the union, he may be expelled by the resolution of two-thirds or more members of the committeemen.

Art. 26: In case a member has a meritorious service for the development of this Union or Works, he shall be commended by the resolution of the committee meeting.

Chapter VII. Accountants

Art. 27: The fiscal year of this Union is from April 1 to March 31 of the next year.

Art. 28: The outlays of this Union shall be appropriated by admission fee, membership dues, and the contribution from interested persons.

The property needed on co-operation of Works may be appropriated by expenses or loan.

Art. 29: The admission fee of this Union is 1 yen for each member, and membership dues is 2 yen a month for each member. The admission fees and membership dues once paid in shall not be returned for any reasons.

Art. 30: Matters needed on management and disposition of this Union's property shall be decided by the Chief of the Committee based on the resolution of the General Meeting.

Chapter VIII. System

Art. 31: This Union has following departments. In each department a head of department and a vice-head of department shall be elected from among the union members at the committee meeting, and their office term is one year but there is no objection to be re-elected.

1. Cultural Department
2. Examination Department
3. Information Department
4. Women's Department

Chapter IX Supplementary Rules

Art. 32: This Constitution shall not be altered unless approved by two-thirds or more members of those present at the General Meeting.

Art. 33: This Constitution comes into force as from July 15, 1946.

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Constitution of Toho Industrial Co., Ltd.
Workers Union (Toho Kogyo K.K. Jugyoin
Kumiai)

Chapter I. General Rules

- Art. 1: This union is called the Toho Kogyo K.K. Jugyoin Kumiai.
- Art. 2: The office of this union is placed in the Toho Kogyo K.K. at 354 Ikke-machi, Maebashi-shi.
- Art. 3: This union is organized by the workers (except representatives of the company interest) of the Toho Kogyo K.K. and those recognized by the union committee.

Chapter II. Aims and Activities

- Art. 4: This union aims to establish the collective bargaining right, so as to elevate economic and social status of the members and to expect realization of democratization of management by the general will of the membership.
- Art. 5: This union performs following works to fulfil the above-mentioned aims.
- (1) Negotiation with the employer as to employment, dismissal and labor terms basing on the collective bargaining rights.
 - (2) Welfare facilities for members and their families.
 - (3) Cultural facilities for education and promotion of workmanship of members.
 - (4) Cooperation with other bodies having the same aims.
 - (5) Other necessary matters to fulfil the aims.

Chapter III. Organization and organs

- Art. 6: The union has following organs and officers

Organs: General meeting
Committee meeting

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Officers:	Chairman	1
	Vice-chairman	2
	Committee	some
	Auditor	1
	Clerk	1

- Art. 7: The general meeting is organized by all the members and is the supreme resolution organ of the union. It is valid with attendance of majority of membership.
- Art. 8: The general meeting is held once a year, but may be convened extraordinarily, if necessary.
- Art. 9: The committee meeting is organized by committee members elected from each working place in proportion of 10 % to the actual member of the workers, and committee members who are the chairman and vice-chairmen. It is convened when needed and is a disposing organ of executing resolutions of the general meeting and emergency matters.
- Art. 10: The chairman and the vice-chairman are elected by mutual vote from among committees elected at the general meeting, and shall be chairman and vice-chairmen of the committee meeting.
- Art. 11: The chairman represents the union, supervises the union and convened the general meeting and committee meeting. When demanded by more than one-third of the members, the general meeting or committee meeting shall be convened.
- Art. 12: The vice-chairmen assist the chairman and act for him in case of his inability.
- Art. 13: When the committee meeting recognized to be necessary in enforcing or studying some specified matters, special committee members may be assigned from among the members or others.
- Art. 14: The auditor is mutually elected from among the committee members, audits the union finance and reports the results to the committee meeting and the general meeting.
- Art. 15: The Clerk and financial clerk are appointed from among members by the chairman and shall engage in general affairs and financial works of the union.

Art. 16: The office term of the officers is one year and they may be reelected.

In case there is a vacancy, it shall be filled, and the office term in this case, it is the remaining of the predecessor's.

Chapter IV. Proceedings

Art. 17: The matters to be conferred at the general meeting.

- (1) Establishment, revision and abolition of this constitution and other rules needed in management of the union.
- (2) Start and change of major union activities
- (3) Disposal of remaining property at a time of dissolution of the union.
- (4) Other special important matters.

Art. 18: The committee meeting disposes the following matters.

- (1) Deliberation and decision of details of managing policy of the union.
- (2) Adoption of opinion submitted from members.
- (3) Deliberation and resolution of proceedings for the general meeting.
- (4) Mutual election of the auditor, and appointment and dismissal of the clerk.
- (5) Admission and secession of members.
- (6) Other necessary matters.

Art. 19: The proceedings of the general meeting shall be decided by the majority of those present at the general meeting, and in case of tie, the chairman decides the issue.

But when any revision of this constitution is conferred, approval by more than two-thirds of those present is needed.

Art. 20: The proceedings of the committee meeting shall be decided by the majority of all the committee members, and in case of tie, the chairman decides the issue.

Chapter V. Entrance and Secession

Art. 21: One wanting to be member of this union shall apply with a form, furnishing with a-month union dues. The admission shall be decided by the screening process of the committee meeting.

Art. 22: The qualification as member begins as from when registered the name in the membership list.

Art. 23: One wishing to secede from the union shall report it with a clear reason and it shall be decided by the committee meeting.

Chapter VI. Rights and Duties

Art. 24: The member has rights to elect and to be elected officer.

Art. 25: The member has rights for voice and voting attending various meetings of this union according to the rules.

Art. 26: The member has a right to enjoy privileges of this union activity.

Art. 27: The member has a right to receive the profit by this constitution and the resolutions and a responsibility thereof.

Art. 28: The member has a right to criticize union officers for the sound development of the union.

Chapter VII. Accounting

Art. 29: The fiscal year of the union is from April 1 to March 31 of the next year.

Art. 30: The membership dues are 2 yen a month.

Art. 31: The outlay of the union is defrayed by membership dues and donations. The auditor audit the matter.

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CONSTITUTION OF INOUE INDUSTRIAL CO.,
LTD. WORKERS UNION

(Inoue Kogyo K.K. Jugyoin Kumiai)

Chapter I General Rules

- Art. 1: This union is called "The Inoue Industrial Co., Ltd. Workers Union".
- Art. 2: This union aims to reflect its general will on the management of the company by solidarity and organization of the workers as well as to better labor terms, to establish the collective bargaining right, to secure stability of members' livelihood, to contribute for development of the industry.
- Art. 3: This union has its headquarters in the main office of the Inoue Industrial Co., Ltd. at 5 Yashima-cho, Takasaki-shi and branches are placed at the main office and branch offices.
- Art. 4: The members of this union shall be the workers of the Inoue Industry Co., Ltd. and organized by those who support the platform, admit the constitution and are membership of its branch unions.

However, those who are deemed to be the representatives for the interests of the employer at the branch meeting shall be excepted from the above rule and the same must be submitted a report to the headquarters with the reason.

A regular day-laborer who has been engaged in the company for six months or more can be the member of the union by the recommendation by more than two members after the approval of the committee.
- Art. 5: In case of this union entering another union or cooperative federation, the same shall be decided by the resolution of either of the branch general meeting and director board.
- Art. 6: In case the union deemed necessary to be a juridical person, it shall go through due formalities by the resolution of the branch general meeting and director board.

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Chapter II Business

Art. 7: The union shall perform the following matters to accomplish the purposes stated in Art. 2.

1. Matters on conclusion of collective bargaining.
2. Matters on employment and working terms.
3. Matters on increase of the workers' efficiency.
4. Matters on well-being and welfare of the workers and their facilities and elevation of their culture.
5. Matters on cooperation with other unions and their federation having the similar purposes.
6. Other matters necessary for attainment of the purposes.

Chapter III Conferences and Officers

Art. 8: The operation of this union shall be taken place by the following conferences.

1. The director board:
 - (1) The director board shall be the operative and executive organ, organized by all the director and opened by more than three members of each branch are present.
 - (2) The director board shall deliberate and decide a basic policy operating the business of the union, the matters provided in this constitution and other important matters deemed necessary specially and its resolution shall be made by the approval of more than a half of those present. However, as to a power of attorney, a member shall act for only one member. The resolution matters by each branch shall be operated or executed by the approval of more than one branch.
 - (3) The regular general meeting shall be called four times a year and when required by the chief director or the union chief as need be.

- (4) In advance of the director board convened, the board must notify the date of its convention to all members with the bills to be resolved in order that he surely receive the notification.

2. Branch general meeting:

- (1) The branch general meeting shall be the highest resolution organ, organized by all the members of the branches and opened by more than a half of the total membership are present.
- (2) The branch general meeting shall deliberate and determine the basic policy operating the matters of its branch, this constitution and the important matters recognized necessary specially. Its resolution shall in the above case, decided by the approval of more than a half of those present, but a member can act for only one member as to a right of attorney.
- (3) The regular branch meeting shall be opened once a year immediatly after re-election of the officers and convened by the branch chief. However, when demanded by more than one-third of the total branch committeemen or one-fifth of the total branch members, the branch chief shall be convened the meeting.
- (4) In advance of the branch general meeting convened, its date must be reported to all the members with the bills to be resolved at the meeting in order that they receive the report.

3. Branch committee:

- (1) The branch committee shall be the resolution organ, organized by the committeemen elected from among the branch members, execute the resolution matters of the branch general meeting, carry out the matters of the union branch and fulfill the duties for the branch general meeting.
- (2) The branch committee shall be opened by more than two-thirds of the total committeemen are present and its resolution shall be decided when approved by two-thirds or more of those present.

- (3) The regular branch meeting shall be once a month. The extraordinary branch meeting shall be called as need be when demanded by one-third or more of the total committeemen.

Art. 9: This union has the following officers.

1. Headquarters:

- (1) Chief director (One) one

The chief director shall be elected by mutual vote of the directors, represent the union and govern all the matters of the union. He shall be the speaker of the committee and hold the decisive vote to it.

- (2) Standing director (Two from each branch)

Out of the standing directors, one shall be elected from branches and the other one by mutual vote of the standing committeemen. They shall assist the chief director and perform the matters of the union.

- (3) Directors (Four from each branch)

The standing committeemen of all branches except the standing directors, shall be appointed to the standing directors and engaged in the matters of the union.

- (4) Secretaries (Two)

The secretaries shall be appointed from among the members and engaged in the general matters of the headquarters union.

- (5) Auditors (Two)

The auditors shall be appointed from among the directors and audit accounts of the union.

2. Branch:

- (1) Branch chief (One)

The branch chief shall be elected by secret ballot of the branch members, represent the matters of the branch and govern all the matters of the branch. He shall be the speaker of the branch general meeting and committee and hold the decisive vote of their resolution.

(2) Standing committeemen (Five)

The standing committeemen shall be elected by mutual vote of the committeemen, assist the branch chief and be engaged in the matters of the union branch.

(3) Committeemen (Within Ten)

The committeemen shall be elected from among the fixed union members by plural balloting system in the unit electoral district, the committeemen shall perform the matters of the branch according to the resolution of the branch general meeting and committee.

(4) Secretaries (Two)

The secretaries shall be appointed from among the branch union members and engaged in the general matters of the union branch.

(5) Branch auditors (Two)

The branch auditors shall be appointed from among the branch committeemen by the branch chief and audit accounts of the branch.

Art.10: The office term of the officers shall be one year (Apr. 1--Mar. 31 of the next year) and there is no objection to be re-elected. The officers may be dismissed from office by the resolution of the director board or the branch general meeting.

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

Art.11: The officers shall perform ~~their~~ duties as possible in all sincerity and try to attain the purposes of the union. They shall take the joint responsibility for the members.

Chapter IV Order

Art.12: An applicant who wants to be membership of the union shall submit an fixed application to the union with the entrance fee and the membership due for a month.

Art.13: Any member who wants to secede from membership of the union shall report in advance the reason of his secession to the union. In case any member who had any debt for the union, it shall not be admitted unless he fulfills it.

Art.14: Any member who comes under any of the following paragraphs shall be ousted from membership of the union.

1. Those violated the constitution of the union.
2. Those disturbed the control of the union.
3. Those defamed the honor of the union and led the disadvantage of the union.
4. Those deemed unsuitable to be membership of the union other than the above item.

When a person who was ousted from membership of the union according to the preceding paragraphs wants to be membership of the union again, he may be approved his entrance by the resolution of the branch general meeting.

Chapter V Accounts

Art.15: The expenditures of the union shall be appropriated by the entrance fees, membership dues, contributions and other incomes. In case of need, the collection money can be imposed extraordinarily by the resolution of the branch committee.

Art.16: The entrance fees of the union shall be 5 yen each and the membership dues shall be three-hundredths of monthly salary. However, the entrance fees and membership dues once paid in shall not be returned at any reason.

Art.17: The fiscal year of the union shall be from April 1 to March 31 of the next year. A statement of accounts shall be submitted to the branch regular general meeting.

Art.18: The expenditures of the headquarters shall be appropriated by one-fifth of the branch union expenses.

Chapter VI Supplementary Rules

Art.19: The alteration of this constitution shall not be made without the resolution by the director board through the branch general meeting.

Art.20: The members shall submit subjects for discussion to the branch general meeting and committee to attain the purposes of the union and hold the right to demand its deliberation.

Art.21: When deemed necessary by the headquarters and branches of the union, the special departments may be established.

The matters on the chiefs of the above departments and its duties shall be decided at the director board or the branch committee.

Art.22: This constitution shall come into as from June 30, 1946.

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CONSTITUTION OF KIRYU SEWING INDUSTRY
EMPLOYEES UNION TOYO FINISHING BRANCH

(Kiryu Hosei Jugyoin Kumiai Toyo Kako Shibu)

- Art. 1: The name of this branch shall be "The Kiryu Sewing Industry Employes Union Toyo Finishing Branch".
- Art. 2: The office of this branch is placed at 387, 2-chome, Shinjuku-dori, Kiryu-shi
- Art. 3: This branch is organized by employes of the Toyo Finishing Co., Ltd.
- Art. 4: This branch expects elevation of employes' social position and thereby democratization of the industry by employes' solidarity maintenance and betterment of working condition, cultivation of character, training of technics, and increase of mutual relief and co-operative welfare.
- Art. 5: This union for attaining the purpose specified in the last article, shall carry out following businesses.
1. Business on liaison and co-operation with each branch of this union and other bodies which have the same purpose.
 2. Business on maintenance and betterment of working condition.
 3. Business on education, publication and lecture-meeting.
 4. Business on investigation, study, training course and inspection trip.
 5. Business on mutual relief means of raising money, protection of health, comfort and joint purchase of daily necessities of the members and their families.
 6. Business necessary for attaining the purpose besides the above.

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Art. 6: This branch has following officers.

- | | |
|--------------------|------|
| 1. Branch chief | 1 |
| 2. Chief secretary | 1 |
| 3. Secretary | some |
| 4. Accountant | 1 |
| 5. Auditor | 2 |

Art. 7: The chief of the branch shall represent the branch and control business.

The chief secretary shall assist the chief of the branch and administer business and act for him in case of his absence or ability.

The secretary shall organize the secretaries conference and have conferences on the important proceedings until the next general meeting is held and take charge of business.

The accountant shall administer accounting business of this branch.

The auditor shall audit accounts of this branch.

Art. 8: The officers shall be elected at the general meeting of this branch. The tenure of office is one year. But there is no objection to be re-elected.

Art. 9: This branch has following conferences.

1. General meeting
2. Secretaries' conference

The general meeting is the highest resolution organ of this branch which is consisted of all the members of this branch and called by the chief of the branch once a year.

The secretaries' conference is consisted of the officers and the secretaries of this branch and convened by the chief of the branch at any time.

- Art. 10: The chairman of the conference shall be the chief of the branch. The proceedings shall be decided by a majority of members. But in case of tie, the chairman shall decide the issue.
- Art. 11: An applicant who wants to be the member of this branch shall submit a stipulated application with entrance dues to the chief of the branch. The qualification as membership shall begin from the time when registered in the list of members of the headquarters of the union.
- Art. 12: In case a member wants to secede from the branch, he shall submit a report of secession to the chief of the branch and then be erased his name from the list of members of the headquarters of the union.
- Art. 13: In case the need of punishment or expulsion of the member took place, it shall be decided at the secretaries conference and then, reporting to the headquarters of the union, need the recognition of the headquarters.
- Art. 14: The expenses of this branch shall be applied with subsidy from the headquarters and contributions. The fund necessary for business may depend on contributions of the members or liabilities.
- Art. 15: The regulations necessary for execution of business may be decided separately by the chief of the branch with the approval of the secretaries' conference.
- Art. 16: As to any matters not regulated in this constitution of the union shall be applied.
- Art. 17: The alteration of this constitution shall need the approval of more than two-thirds of the attendants at the general meeting of the branch and also the recognition of the headquarters.

. Supplementary Rule

Art. 18: The fiscal year of the headquarters and the branch shall be from April 1 to Mar. 31 of the next year.

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CONSTITUTION OF PATRIOTIC IRON-WORKS
WORKERS UNION

(Hokoku Tekko Rodo Kumiai)

Chapter I General meeting

Art. 1: The name of this union shall be "The Patriotic Iron-works Workers Union".

Art. 2: This union shall be organized by members approved by employees of the Patriotic Iron-works Co. or by the executive committee of the union with exception of following members:

1. The directors and more superior officers of the company.
2. One who has the right to determine the working conditions.
3. Any assistants who may be considered to take part in the final determination of the working conditions.

Art. 3: The headquarters of this union is placed in the Patriotic Iron-works Co., Ltd. at 9, Shingokan, Takasaki-shi.

Chapter II Purpose and Business

Art. 4: This union aims to expect maintenance and improvement of the working conditions, promotion of the mutual welfare and democratization of the management for stabilizing the mutual livings of employees, through the machinery of combination and mutual aid of the union members.

Art. 5: This union shall carry out following points in order to realize the purposes shown in the abovementioned Article.

- (1) Matters relative to liaison and cooperation with the bodies which have the same purposes.
- (2) Matters relative to the negotiation with the employer with respect to the improvement of treatment, the employment and the discharge, or matters relative to the welfare and recreation of the union members

and their families.

- (3) Matters relative to collective purchase of the critical needed materials for livelihood.
- (4) Matters relative to the protection of livelihood of the employees.
- (5) Matters relative to cultivation of character and training of technics by means of issuing the organ paper.
- (6) Other necessary matters.

Chapter III Entrance and Secession

Art. 6: In case an applicant who is the employee of the Patriotic Iron-works Co. wants to be the member of this union, he shall submit an formal application with the entrance fee.

Art. 7: The membership of this union shall be valid as from when registered in the name list of the union members.

Art. 8: In case an applicant who is the member of this union wants to secede from the union, he shall submit an application reasoned with the purport to the executive committee, provided that the member who retires from the Patriotic Iron-works Co., Ltd. shall be disqualified for the membership.

Chapter IV Right and Duty of the Union member

Art. 9: All members of the union shall have the right to deliberate and decide at the general meeting.

Art.10: All members of the union shall have the right to vote and eligibility for election of the officers.

Art.11: All members of the union shall have the right to enjoy the privileges accruing from the business of this union and the other interests.

Art.12: The member of this union shall esteem the constitution and resolution of this union and have duty to obserb them.

Chapter V Organization

Art.13: This union has following officers and the office term of each officer shall be one year.

- | | |
|--------------------------------|---|
| (1) The President | 1 |
| (2) The Vice-president | 1 |
| (3) The Executive Committeemen | 2 |
| (4) Accountant (clerk) | 1 |

Art.14: The general meeting is the highest organ of this union, which shall be opened twice a year provided that it shall be opened when demanded by the committee or one-third or more of the union members.

Art.15: The executive committee is the executive organ intervening from a general meeting to the next general meeting and shall deal with the resolution at the general meeting and the emergency affairs.

Art.16: The President shall govern the general affairs of the union. The Vice-president shall act for the President in case of his inability.

Art.17: Each officer shall be elected by the secret ballot of the union member.

Chapter VI Accounts

Art.18: The expenses of this union shall be defrayed by the entrance fee of the union, the dues of the union and any monetary contributions.

Art.19: This union shall collect three yen of monthly dues of the union from the members.

Art.20: The expenses of this union shall not be returned for any reasons.

Art.21: The entrance fee of this union shall be five yen.

Art. 22

Art.22: The accounts of this union shall be the joint responsibility of the executive committee and the report of the settled accounts shall be made at the general meeting.

Art.23: The fiscal year of this union shall be from April 1 to March 31 of the next year.

Chapter VII Reward and Punishment

Art.24: In case a member made a great contribution to the union, he shall be commended by the resolution of the executive committee.

Art.25: In case a member defamed the honor of the union and behaved himself with speech and word counter to the purposes of this union, he shall be ousted from the union with the approval of two-thirds of the union members.

Supplementary Rules

1. The constitution of this union shall not be altered unless approved by two-thirds or more of those present at the general meeting.
2. The constitution of this union shall come in force as from October 14, 1946.

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Constitution of Ohinata-so Labour
Union (Ohinata-so Jugyoin Kumiai)

Chapter I. General Rules

- Art. 1: The name of this Union shall be "The National Sanatorium Ohinata Labour Union. The office of this Union is placed at 2,684 Kanai, Kanashima-mura, Gumma-gun, Gumma-ken.
- Art. 2: This Union shall be consisted of the Workers of the National Sanatorium Ohinata-so, excluding the president of the hospital and the chief of the section of general affairs.
- Art. 3: The Purposes of this Union shall be maintenance, improvement, well-being, social welfare of treatment and labour terms of the workers by the collective bargaining rights, as well as to take part in the operation of this Sanitarium and to contribute for democratization of medical treatment and performance of tuberculosis works.

Chapter II. Works

- Art. 4: This Union must do following works to realize purposes shown in article 3.
1. Matters connected with maintenance and improvement of labour terms.
 2. Matters connected with elevation of education and co-operation in social welfare and other establishments.
 3. Matters connected with re-construction of medical treatment and democratic operation under the labour agreement.
 4. Matters connected with co-operation with other union.
 5. Other matters needed in realization of purposes of this Union.

Chapter III. Rights and Duties of the union
members

- Art. 5: The union members shall have the right to vote, the right to speak eligibility for election at the general

meeting, resolution rights, and shall receive the profit as the union members.

And the union members shall have duty pay the membership dues every month and obey to the decision of the general and committee meeting.

Art. 6: In case a member defamed the honour of this Union and neglected the duties of the union members, he may be expelled by the resolution of the general meeting.

Chapter IV. Organization and Officers

Art. 7: This Union has following organs:

1. General Meeting
2. Committee Meeting

Part 1

Art. 8: The general meeting is the highest resolution organ of the union and shall be consisted of all the union members called once a year (April) or more by the Head of the union. But in case recognized necessary or demanded by a half or more of the members, the Head of the union shall call the extraordinary general meeting.

Art. 9: The general meeting shall be valid with attendance of two-thirds or more of the members.

The resolution shall be decided by a majority of those present, but in case of tie, the speaker shall decide the issue.

Art.10: The speaker shall be elected at each general meeting.

Part II. Committee Meeting

Art.11: The committee meeting is the highest resolution organ next to the general meeting, and shall be called by the Chief of the committee as occasion demands.

Art. 12: In case demanded by one-third or more of the committees, the committee meeting shall be called.

The committee meeting has following departments as occasion demands.

1. General Department
2. Living Department
3. Culture Department
4. Women's Department

Each head of the department shall be elected by mutual vote from among the committeemen, and the members of the departments shall be the union members.

Chapter V. Officers

Art. 13: This Union has following officers

- | | |
|--------------------------------|---|
| 1. Chief of the committee | 1 |
| 2. Vice chief of the committee | 1 |
| 3. Committeeman | 6 |

The committeemen shall be the representatives of the union members' will, and be elected from among the union members, but the Chief and the Vice-chief of the committee shall be elected by mutual vote at the general meeting.

Art. 14: The office term of the officers is one year, but there is no objection to remain in office.

In case there is any vacancy in any of the offices, it shall be filled with the runner-up, but in case there is none it shall be elected and supplemented at the extraordinary general meeting.

But his term is the remaining one of the Predecessor.

Chapter III. Accounts

Art. 15: The outlays of this Union shall be appropriated by admission fees membership dues, contribution, and miscellaneous incomes.

In case recognized necessary, extraordinary dues shall be collected. The amount of the admission fees and the membership dues shall be decided separately.

Art. 16: Matters connected with management and disposition of the Union's property and the budget and the settlement shall receive the approbation of the general meeting every year.

Art. 17: The fiscal year of this Union is from April 1 to March 31 of the next year.

Chapter VII. Supplementary Rules

Art. 18: The alteration of this Constitution shall get the agreement of two-thirds or more of those present at the general meeting.

Art. 19: The dissolution of this Union shall get the agreement of three-quarters or more of the members.

Art. 20: The detailed regulations of operation of the Union and rules needed on performance of the businesses shall be decided by the Chief of the committee separately through the resolution of the committee meeting.

Art. 21: This Constitution of this Union shall come into force as from May 15, 1948.

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Constitution of Gumma Shoe-
Manufacturing Company Workers Union
Affiliated to National Federation
of Labor Union
(Nippon Rodo-Kumiai Sodomei Gumma
Seika Jugyoin Kumiai)

Chapter I General Rules

- Art. 1: The union is called the Gumma Shoe-Manufacturing Company Workers Union Affiliated to the National Federation of Labor Unions, and organized by the employes of the Gumma Shoe-Manufacturing Company.
- Art. 2: The aim of the union shall be to take measures for the elevation of the position of the members and the mutual friendship, to settle autonomously all the problems concerning the duties of the members and to expect thereby to elevate the production.
- Art. 3: The office of the union is placed in the Gumma Shoe-Manufacturing Company located at 2-chome, Hon-cho, Kiryushi.

Chapter II Business

- Art. 4: The union shall perform the following business in order to attain the purpose mentioned in Art. 2.
1. Matters concerning the maintenance and improvement of labor term.
 2. Matters concerning the democratization of industry and the right to speak about the management of enterprises.
 3. Matters concerning the elevation of technique and the increase of efficiency of production.
 4. Matters concerning the guidance of livelihood.
 5. Matters concerning the cooperation with other trade unions.
 6. Matters concerning culture, welfare, prosperity and recreation of members.
 7. Educational and Cultural Department shall be set up in order to attain the purpose mentioned in the preceding paragraph.
 8. And other matters to attain the aim of the union.

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Chapter III Officers

Art. 5: The union shall have the following officers.

Chairman	1
Vice-chairman	1
Accountant Clerk	1
Standing Director	Some
Director	Some

Art. 6: The Chairman shall represent the union, be Speaker at meetings, and preside over the business of the union.

Art. 7: The Vice-chairman shall help the Chairman, and act for him in his inability.

Art. 8: Directors shall compose the Directors Meeting, elect Standing Directors, and decide the main matters of the union upon deliberation.

Art. 9: Standing Directors shall compose the Standing Directors Meeting, manage the Educational and Cultural Department, and decide general matters upon deliberation.

Art. 10: The Accountant Clerk shall transact the accounting business.

Art. 11: Officers shall be elected at the General Meeting.

The office term of them shall be one year. But there is no objection to be re-elected.

In case there is any vacancy, it shall be filled up by the consultation of the Directors Meeting.

The office term of the by-elected officer is the remainder of the term of the predecessor.

Chapter IV Conference

Art. 12: Conferences are divided into general meeting, extraordinary general meeting, Directors' Meeting and Standing Directors Meeting.

Art. 13: The General Meeting shall be held in November. The Extraordinary General Meeting shall be held in case of necessity.

Art. 14: The Directors Meeting and Standing Directors Meeting shall be convoked when deemed necessary by the Chairman.

Art. 15: The decision of conferences shall be made by a majority with the presence by two thirds of the full number.

In case of tie, the speaker shall decide the issue.

Chapter V Admission and Secession

Art. 16: Anyone who wishes to join the union shall get the approval of the Directors Meeting, filing a written application to it.

Art. 17: Any member who wishes to secede from the union shall get the approval of the Directors Meeting, filing a written application to it. Upon the approval his all rights and obligations shall be lost.

Chapter VI Accounts

Art. 18: One who enters the union shall pay 10 yen as an entrance fee.

Art. 19: The member shall pay ___ yen a month in order to appropriate to the expenses of the union.

Art. 20: The union can accept contributions.

Art. 21: The funds created with the distributions according to the preceding article can be used for other purpose after the approval of the general meeting.

Art. 22: The fiscal year of the union shall begin on April 1 of each year and end on March 31 of the following year.

Chapter VII Penal Regulations

Art. 23: Any member who disturbs the interests of the union, or defamed the honor of the union shall be punished by the Chairman according to the resolution of an extraordinary general meeting.

Additional rules

The constitution shall not be altered without the resolution of the general meeting. The constitution shall come into force from November 7, 1946.

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Constitution of the Shimizu
Foundry Workers Union
(Shimizu Chuzejo Rodo-kumiai)

Chapter I General Rules

- Art. 1: The name of the union shall be the Shimizu Foundry Workers Union. The office of the union is placed in the office of the Shimizu Foundry located at 482 1-chome, Shinjuku-dori, Niryu-shi.
- Art. 2: The union shall be composed of the employes of the Shimizu Foundry.
- Art. 3: The aim of the union shall be to live in the true meaning of industrialists through the strong organization of the members, to take measures for the maintenance and the improvement of the working conditions, the promotion of mutual prosperity, and the elevation of social position, expecting thereby the democratization of the industry.
- Art. 4: The union shall carry out the following business in order to perform the aim of the union.
1. The establishment of the collective bargaining.
 2. The movement to improve the management of factories.
 3. The matters concerning the elevation and the improvement of the pay of members and the labor conditions.
 4. The matters concerning hastening to brighten the working place through the autonomous management of it.
 5. The matters concerning the coalition and cooperation with other labor unions.
 6. And other matters necessary to attain the aim of the union.

Chapter II Organs and Organization

- Art. 5: The union shall have the following organs.

1. General Meeting.
2. Committee Meeting.

The General Meeting shall be held once a year in January.

Provided that an extraordinary General Meeting shall be held when deemed necessary by the Committee Meeting or demanded by a half or more of the members.

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The Committee Meeting shall execute all of the business of the union, being held at any time during the period from a general meeting to the following general meeting.

Art. 6: The Chairman shall be the speaker of the general meeting and officers meeting.

The proceedings of conference shall be decided by a majority. In case of tie, the speaker shall decide the issue.

Art. 7: The union shall have the following officers.

1. Chairman 1
2. Vice-chairman 1
3. Committeemen Some

The Chairman and the Vice-chairman shall be elected at the general meeting.

The Chairman shall represent the union, and preside over all of the business.

The vice-chairman shall help the chairman. Committeemen shall be elected at the general meeting.

Art. 8: The office term of officers shall be one year. There is no objection to be re-elected.

Officers can be re-elected even during their term of office when deemed unsuitable. In case any by-elected officers filled the vacancy, his term of office shall be the remainder of his predecessor.

Art. 9: The expenses of the union shall be paid with the membership dues, contributions and other incomes.

The membership due shall be two yen per capita for a month.

Provided that an extraordinary membership dues can be collected when the committee meeting recognized necessary.

The dues once paid in shall not be returned for any reasons.

The fiscal year of the union shall begin on October 1 of each year, and end on September 30 of the following year.

Chapter III Entrance and Secession

Art. 10: Any one who wishes to enter the union shall file his application to the office. The qualification as a member shall be obtained when the applicant is recorded on the membership list.

Art. 11: Any member who wishes to secede from the union shall file a written application to the Chairmen, providing with the clear and accurate reason. In case any member who wishes to secede does not discharge his debt or other liabilities to the union shall not be approved his secession.

Art. 12: Any member who defamed the honor of the union or acted contrary to the purport and aim of the union shall be expelled at the General Meeting in case of the approval of two-thirds or more of the members.

Chapter IV Alteration of the constitution

Art. 13: The constitution of the union shall not be altered without the resolution of the general meeting.

Chapter V. Additional Rule

Art. 14: The constitution of the union shall be enforced on the day when the Shimizu Foundry Workers Union are organized.

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CONSTITUTION OF AIRINDO PRINTING OFFICE
EMPLOYEES UNION, KIRYU AREA CONFERENCE OF
NATIONAL FEDERATION OF LABOR UNIONS

(Nippon Rodo Kumiai Sodomei Kiryu Chiku
Kyogikai Airindo Insatsujo Jugyoin Kumiai)

Chapter I. General Rules

- Art. 1: The name of this union shall be "The Airindo Printing Office Employees Union."
- Art. 2: This union aims to expect cultivation of the characters, training of the technics, maintenance and improvement of the working conditions and elevation of the social position with the aim of democratizing the industry through the organization of both combination of the union members and mutual aids.
- Art. 3: The office of this union is placed in the Airindo Printing Office at 1,784, 2-chome, Miyamae-machi, Kiryu-shi.
- Art. 4: This union is organized by employees of the Airindo Printing Office.

Chapter II. Business

- Art. 5: This union carry out following business with the aim of realizing the purposes shown in the Art. 2.
1. Business relative to connection and co-operation with other bodies which have the same purposes.
 2. Business relative to health and entertainment of the union members.
 3. Business relative to both mutual aid and matters for congratulation and condolence to the union members and their family (stipulate separately).

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4. Other business necessary for realizing the purposes.

Chapter III. Officers

Art. 6: This union has following officers:

The president of the union	1
The vice-president of the union	1
The accountant	1
The Councillor of the union	1

Art. 7: The president shall represent this union and govern all its affairs. The vice-president shall assist the president and perform the affairs and shall act for the president in case of his inability. The accountant shall perform the accounts' business affairs. The councillor shall perform the affairs including the area conference, the executive committee and other outside business in cooperation with the president.

Art. 8: The president, the vice-president, the accountant and the councillor shall be elected at the general meeting. The office term of each officer shall be one year and there is no objection to be reelected. In case of reelection of the officers, the officers' meeting may fill up the vacancy. The office term of the officer to fill up the vacancy shall be the remaining period of his predecessor. The officers shall perform their business affairs until their predecessors will be decided, even if their office term should be fulfilled.

Chapter IV. Conference

Art. 9: This union shall have two kinds of conference, the general meeting and the officers' meeting.

The general meeting is the highest resolution organ of this union, which shall be organized by the officers of the union and called by the president once a year. When deemed necessary by the officers' meeting, an extraordinary general meeting may be opened. The officers' meeting shall be the resolution organ next to the general meeting and organized by the officers. In case of need, the president convenes it occasionally.

Art. 10: The resolution of the conference shall be decided by a majority of those composing members present and in case of tie, it shall be decided by the chairman. The president shall perform the affairs of the chairman at the conference. The chairman may nominate the vice-chairman from among the delegates.

Chapter V. Entrance & Secession

Art. 11: An applicant who wants to be the member of this union shall submit his application with the entrance fee and the dues of the union for a month.

Art. 12: The membership of this union shall be valid as from when registered in the name list of the union member.

Art. 13: The secession of this union member shall be as of when retired from the company.

Chapter VI. Control

Art. 14: In case a member violated the constitution or disturbed control of the union and otherwise defamed the honor of the union, he shall be or suspended the right of the membership.

Art. 15: Reorganization and disintegration of this union shall be decided by the resolution of the officers' meeting or the general meeting.

Art. 16: In case any accident is anticipated or occurred between a member and the employer, the member has duty to report that to the union and the union shall pay the utmost efforts for the benefits of the union members.

Chapter VII. Accounts

Art. 17: The expenses of this union shall be defrayed by the entrance fee, the dues of the union and monetary contributions from volunteers, and the fund for use of managing the business shall be covered by the investment from the union members provided that the dues once paid in shall not be returned for any reason.

Art. 18: The entrance fee of this union shall be one yen and the dues of the union shall be five yen monthly irrespective of sex discrimination.

Art. 19: This union has duty to pay the dues allocated to the National Federation of the Labor Unions or the Prefectural Area Federation.

Art. 20: Necessary matters relative to management or disposal of the properties of this union shall be decided by the president of the union standing on the basis of the resolution at the general meeting.

Art. 21: The fiscal year of this union shall be from November 1 to October 31 of the next year once a year.

Chapter VIII. Supplementary Rules

The proceeding rules of the affairs necessary for performing the business shall be decided by the president of the union through the resolution adopted by the officers' meeting. The present constitution shall not be altered unless approved by two-thirds or more of those composing members present at the general meeting.

This constitution shall come in force as from November 1, 1947.

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The Constitution of Numata Branch of Nippon Corundum Trade Union (Nippon Corundum Rodo Kumiai Numata Shibu)

Chapter I. General Rules

Art. 1: This union shall be known as "The Numata Branch of Nippon Corundum Trade Union." And the office shall be placed in the Numata Plant.

Art. 2: This union is organized by the employees of Numata Plant and Kawaba Mine of Nippon Corundum Co., Ltd., and those approved by the Executive Committee.

Chapter II. Purpose and Business

Art. 3: This union shall secure and establish the right of collective bargaining, and shall reflect the general opinion of all members upon the administration of this company, while;

1. Increasing production.
2. Protecting the living right of all members.
3. Improving working conditions.
4. Promoting the social status of all members. Hereon, to expect the democratization of industry is the purpose of this union.

Art. 4: The union shall exercise following businesses in order to accomplish the purpose.

1. Establishment of collective bargaining, thereupon, implementation of employment contract.
 2. Participation of membership in management.
 3. Welfare, betterment of living condition, cultural facilities for all members and dependants, and participation of members in businesses concerned.
 4. Cooperation with union having the same purpose.
 5. Other businesses necessary to accomplish the purpose.
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Chapter III. Organ

Art. 5: General Meeting

The general meeting shall be the supreme resolution organ of the union, and shall be called once a year, though when the Executive Committee considered necessary and when requested by over one-third ($1/3$) of the members an extraordinary general meeting shall be held.

The general meeting shall not be in force unless two-thirds ($2/3$) of the members is present.

Art. 6: Executive Committee

The Executive Committee meeting shall be the resolution an executive organ second to the general meeting, and convened by the Head-man of the Executive Committee once a month or at any time in case of emergency. Though, no Executive Committee meeting shall be held unless two-thirds ($2/3$) of members of the Executive Committeemen is present.

The Executive Committee shall execute the resolution of the general meeting, and deal with the urgent matters.

The Executive Committee shall bear responsibilities of the general meeting, in all its execution and urgent measure of resolutions, and shall inform all members of the union its activity.

Art. 7: The Executive Committee may hold following departments.

1. Propaganda Department.
2. Organization Department.
3. Welfare Department.
4. Investigation Department.
5. Accounting Department.
6. Other departments.

The Chiefs of these special departments shall be approved by the Executive Committee and appointed by the Headman of the Executive Committee. Member of a department shall be selected from the members of the union by the Chiefs of the department.

Art. 8: This union may have Youngmen's Department and Women's Department.

The Chief of the Youngmen's and Women's Department can participate in the Executive Committee meeting. Though, right to a voice but no right of voting is offered.

The Youngmen's and Women's Department may decide their own constitution independently, as far as they are complying with the constitution and rules of the union.

Art. 9: This union shall have following officers.

- | | |
|--|---------|
| 1. Headman of the Executive Committee (Branch-chief) | 1 |
| 2. Executive Committeemen | several |
| 3. Auditor | 1 |

Art. 10: The Headman of the Executive Committee shall be selected by the Executive Committee. The Headman of the Executive Committee shall also be the Chairman, and represent the union. In case of absent or inability of the Headman, the Executive Committee shall decide the proxy. The members of the Executive Committee shall be elected from the Promotion Committee, and compose the Executive Committee.

The members of the Promotion Committee shall be elected from each department and section at the ratio of one (1) out of five (5), and shall take part in connecting mutual will.

The Auditor shall be elected at the general meeting from among the members. The Auditor shall audit the accounting situation of the union, and in case of injustice the Executive Committee shall offer informations to the general meeting.

Art. 11: The term of office for the officers shall be one (1) year. Though reelection shall not be objected. In case of vacancy of officers the Executive Committee may supplement the position. Hereby the supplementary shall succeed his predecessor's remaining term of office.

Chapter V. Accounts

Art. 12: The expenditures of this union shall be supplied by membership due and donations. In receiving donations, approval shall be agreed by the Executive Committee previously.

Art. 13: The membership due is five (5) yen per month. When necessary members of this union may examine the accounting ledger optionally.

Art. 14: The Executive Committee shall assume all responsibilities in managing assets of this union.

Chapter VI. Rights and Duties of the Membership

Art. 15: Every member of this union:

1. Shall have the right to vote or run for an officer, and have the right to vote at the general meeting.
2. Shall receive and enjoy every benefit equally, obtained by union activity.
3. May comment actions of each Committeemen.

Art. 16: If a union member:

1. Violated the union constitution;
2. Defamed the honor of this union;
3. Threw the union regulation into disorder;

Considering the circumstances, the Executive Committee or general meeting will suspend his right or expel the person according to its resolution.

Art. 17: If a union member made a great contribution in developing the union he shall be commended by the resolution of the Executive Committee.

Chapter VII. Supplementary Rules

Art. 19: This union will affiliate to 'The National Congress of Industrial Organization' through 'Nippon Corundum Trade Union', and conduct the purport thoroughly.

Art. 20: This constitution cannot be altered unless approved by two-thirds (2/3) of union members present at the general meeting.

Art. 21: This constitution shall come into force as from October 1, 1946.

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CONSTITUTION OF YADOYA MANUFACTORY CO., LTD.
OBATA FACTORY EMPLOYEES UNION
(Kabushiki Kaisha ^{Shikvtani} ~~Yadoya~~ Seisakujo
Obata Kojo Jugyoin Kumiai)

Chapter I. General Rules

- Art. 1: The name of this union shall be "The Yadoya Manufactory Obata Factory Employes Union".
- Art. 2: This union expects contribution to progress of the industrial Japan by co-operation between capital and labor, increased production, protection of living rights, betterment of working condition and elevation of social position, establishing the collective bargaining right and expressing general will of the members on management of the company.

Chapter II. Organization

- Art. 3: This union is organized by employes of the Obata Factory of the Yadoya Manufactory. But the capitalist representatives and their assistants are not recognized to enter this union.

Chapter III. Organs

- Art. 4: This union has following organs for disposition of business.
1. General meeting
 2. Enlarging committee
 3. Executive committee

Clause 1. General Meeting

- Art. 5: The general meeting is the resolution organ of this union which is consisted of all the members.
- Art. 6: The general meeting shall be held twice a year and called by the president.

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Art. 7: An extraordinary general meeting may be called when deemed necessary by the enlarging committee or the executive committee or demanded by more than one-second of the union members.

Art. 8: The general meeting shall not be formed unless more than two-thirds of the members attend. But in case a member submitted a letter of attorney, he may be recognized to be present.

Clause 2 Enlarging committee

Art. 9: The enlarging committee is the resolution organ next to the general meeting which is called by the president in case of need.

Art. 10: The enlarging committee shall not be formed unless more than two-thirds of the organization members attend.

Clause 3 Executive Committee

Art. 11: The executive committee is the executive organ of this union which executes the resolution of the general meeting and the enlarging committee.

But as to the imminent matters, the proper disposition shall be made notwithstanding the last item and recognized by the next general meeting and the enlarging committee.

Art. 12: The executive committeeman shall concurrently take the auditor.

Art. 13: The executive committee shall be called by the president at any time.

Chapter IV. Officers

Art. 14: This union has following officers.

1. President 1
2. Vice-president 1

3. Executive committeeman some
4. Enlarging committeeman "
5. Account and concurrently 1
clerk (by mutual vote of the officers)

Art. 15: The president and the vice-president shall be elected at the general meeting and the president shall represent the union.

Art. 16: The accountant and concurrently clerk shall report after collection of dues every month, audit accounts of this union at any time and adjust business of this union.

Art. 17: The tenure of office for the officers is from a general meeting to the next general meeting.

Art. 18: In case there are two vacancies in the posts of officers the executive committeemen shall fill the vacancies.

But the tenure of office for the officer elected shall be the term left behind by the predecessor.

Chapter V. Accounts

Art. 19: The membership dues shall be 5 yen a month and paid in by the end of every month.

But the additional dues may be collected by the resolution of the officers' conference when deemed necessary.

Contributions made by those who approved the signification of this union may be received with the approval of the executive committee.

Art. 20: In case a member met specific personal affairs unavoidable, he may be permitted exemption of his membership dues when deemed proper by the executive committee.

Art. 21: The dues once paid in shall not be returned for any reasons.

- Art. 22: The settling accounts of receipts and disbursements of this union shall be reported to the general meeting and need its recognition.
- Art. 23: The member may inspect a account-book at any time in case of need.
- Art. 24: The management and receipt and disbursement of property of this union shall be placed under joint responsibility of the executive committeemen.
- Art. 25: The fiscal year of this union shall be from April 1 to Sept. 30 and from Oct. 1 to Mar. 31.

Chapter VI. Supplementary Rules

- Art. 26: An applicant who wants to be the member of this union shall submit an application noted down regulated matters with 5 yen.
- Art. 27: In case a member wants to secede from the union, he must state clearly the reason and report to the executive committéeman.
- He shall lose all the rights at the same time he seceded from the union.
- Art. 28: The chairman of the conferences except the general meeting shall be left in selection of the president.
- Art. 29: This constitution shall not be altered unless approved by more than two-thirds of the attendants present the general meeting.
- Art. 30: The decision shall be made by majority in case there are no special regulations. In case of tie, the chairman shall decide the issue.
- Art. 31: In case a member did any one of following actions, he shall be given strict advice by the executive committee or may be ousted from membership of the union by the resolution of the enlarging committee.

1. When violated an important resolution of this union.
2. When did an action as to put the control of this union in disorder.
3. When violated the working regulations or the labor contract.
4. When failed to pay membership dues for more than three months without reason.

Art. 32: This constitution shall be enforced from the day of the fifth general meeting.

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CONSTITUTION OF THE PERSONNEL UNION OF
CITIES AND VILLAGES IN GUMMA COUNTY

(Gumma-gun Choson Shokuin Kumiai)

- Art. 1: The name of the union shall be "The Personnel Union of Cities and Villages in Gumma County".
- Art. 2: The office of this union is placed at 711, Shibukawamachi, Gumma-gun.
- Art. 3: This union shall be consisted of the Personnel of Cities and Villages in Gumma County, but excluding the mayors of towns and villages, the paid deputy mayors in case there is no mayor of towns and villages, and the honorary deputy mayors based on the old system.
- Art. 4: This union purposes to exert for accomplishment of common purposes of the members, elevation of position, and to contribute to promote self-government and economy.
- Art. 5: This union has following works to realized purposes shown in the last article.
1. Matters needed on democratization of self-government union.
 2. Matters needed on protection of living rights of the members.
 3. Exchange, examination, maintenance, and improvement of news of labour terms.
 4. Matters connected with increase of culture and welfare of the members.
 5. Matters connected with increase and rationalization of efficiency of business and renovation of official life.
 6. Other matters needed on realization of the purposes.
- Art. 6: This union has following organizations
1. Standing executive committee meeting
 2. Committee meeting

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Art. 7: This union has following officers.

1. Head of the union
2. Vice-head of the union 3
3. Standing executive committee-
men some
4. Committeemen some
5. Committeeman who shall take
charge of clerk 1

The committeemen shall be elected from cities and villages, and other officers shall be elected by mutual vote from among the committeemen.

Art. 8: The office term of the officers is one year, but there is no objection to be re-elected. The officer's term who takes office to fill any vacancy is the remaining one of the predecessor's. Even after the officer's term is over he must do his duties, till the successor takes office.

Art. 9: The head of the union shall represent the union, govern the businesses, and be the speaker of the conference.

The vice-head of the union shall assist the head of the union and act for him in case of his inability by the order decided beforehand.

The committeeman who shall take charge of clerk shall manage the accounting businesses.

Art. 10: The standing executive committee meeting and the committee meeting shall be held as occasion demands, shall consider, decide and perform the matters needed on co-operation of the union.

Art. 11: The committee meeting shall be valid with presence of two thirds or more of the committeemen, and its resolution shall be decided by a majority of those present, but in case of tie, the speaker shall decide the issue.

Art.12: This union shall hold the general meeting once a year. In case recognized to be necessary extraordinarily, the extraordinary general meeting shall be held.

Art.13: The outlays of this union shall be appropriated by membership dues and contributions. The membership dues shall be paid by the union members. An amount of pay and method of collection shall be decided at the committee meeting. The contributions can be received by the resolution of the committee meeting.

Art.14: The fiscal year and business year of this union is from April 1 to March 31 of the next year.

Art.15: In case a member defamed the honour of the member and disordered the unity of the union, he may be expelled by the resolution of the committee meeting.

Art.16: This constitution can not be altered without resolution of the committee meeting.

Art.17: Besides this constitution, matters needed on co-operation shall be decided separately by the committee meeting.

Supplementary Rule

This constitution shall come into force as from November 16, 1946.

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Constitution of Maebashi Sub-branch
of Silk-Yarn Laboratory Branch of
Agricultural-Forestry Ministry
Workers Union (Norinsho Shokuin Rodo
Kumiai Sanshi Shikenjo Shibu
Maebashi Han)

Art. 1: The office of this union shall be placed
in The Silk-yarn Laboratory Maebashi Branch located
at Iwagami-cho Maebashi City in accordance with
Art. 4 of the constitution of the Silk-yarn
Laboratory Branch of the Agricultural-Forestry
Ministry Workers Union.

Art. 2: The provisions of the constitution of the
Branch shall apply mutatis mutandis to the matters
which are not prescribed by this constitution.

Art. 3: The aim of this union shall be to maintain
and improve the labor conditions, to strive for the
elevation of living and culture and the democrati-
zation of the Laboratory and to accomplish the
work of the Silk-Yarn Laboratory through the
co-operation with all the workers unions in the
Agricultural-Forestry Ministry and in Gumma Pre-
fecture, thereby expecting to render service to the
nation.

Art. 4: The union shall have the following officers.

Central Committeemen	2
Standing Committeemen	8

Art. 5: The Standing Committee Meeting which is the
organ to deal with the business of the union shall
be composed of the Standing Committeemen.

Art. 6: Standing Committeemen shall be elected by
the mutual vote of the union members; the office
term of them shall be one year.

Art. 7: The union shall perform the following
business.

1. The matters to maintain and improve labor
conditions and to ensure the minimum livelihood of
the members.
2. The matters pertaining to the prosperity and
welfare of the members.
3. And other necessary matters.

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Art. 8: In order to perform the business provided by the preceding article, special rules shall be decided.

- end -

Constitution of Silk-Yarn Laboratory
Branch of Agricultural-Forestry
Ministry Workers Union
(Norinsho Shokuin Rodo Kumiai Sanshi
Shikenjo Shibu)

Chapter 1. General Rules

Art. 1: This union is called the Silk-yarn Laboratory Branch of the Agricultural-Forestry Ministry Workers Union; the office of the union is placed in the Agricultural-Forestry Ministry Silk-yarn Laboratory located at 2-chome, Koenji, Suginami-ku, Tokyo-to.

Art. 2: The union shall be composed of the persons who works usually in the Silk-yarn Laboratory and approves of the purport of the union. Provided that the Laboratory Chief can not join the union.

Art. 3: The aim of the union shall be to maintain and improve the labor conditions and strive for elevation of living and culture and the democratization of the Laboratory and to accomplish the work of the Silk-yarn Laboratory through the cooperation with every workers union in Agricultural-Forestry Ministry, thereby expecting to render service to the nation.

Art. 4: The union shall have a sub-branch in every Branch Laboratory.

Chapter 2. Organs and officers

Art. 5: The union shall have the following organs.

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

Art. 6: The General Meeting shall be the organ to decide the will of the union members about all the activities of the union; it shall be convened by Chairman once a year, and valid with the presence of one half or more of the members.

Provided that the members who entrusted another member by a letter of attorney in case of his inability shall be recognized present.

Art. 7: When demanded by one-fifth or more of the members, or deemed necessary by the Central Committee Meeting, an extraordinary meeting shall be held.

Art. 8: The proceedings of the General Meeting shall be decided by a majority.

In case of a tie, the Speaker shall decide the issue. The speaker of the General Meeting shall be elected among the members.

Art. 9: The Central Committee Meeting, being the organ second to the General Meeting, shall put the decision of the meeting into practice, and represent the union till the next General Meeting.

Art.10: The Central Committee Meeting shall be valid with the presence of one half or more of the Central Committeemen.

Art.11: The Central Committeemen shall be elected from among the members, and the office term of them shall be one year, the number and the method of election of them shall be decided at the General Meeting.

Art.12: The Standing Committee Meeting shall be the organ to carry out the business of the union.

Art.13: Some Standing Central Committeemen shall be elected from among the Central Committeemen who work in this Laboratory and the Hino Mulberry-tree Field by mutual vote. The office term of the Standing Committeemen shall be one year.

Art.14: One chairman and one vice-chairman shall be elected by mutual vote of the Central Committeemen.

Art.15: The union shall have a labor adjustment committee according to the labor agreement; the committee shall deliberate on the practice of the agreement.

Art.16: The union shall perform the following business in order to attain the aim prescribed by Art. 3.

1. The matters pertaining to the reform of the official system.

2. The matters to maintain and improve the labor conditions of the members and to ensure the minimum livelihood of them.

3. The matters pertaining to the prosperity and welfare of the members.

4. And other necessary matters.

Art.17: Special regulations can be decided in order to carry out the business provided by the preceding article.

Art.18: The business year of the union shall begin on April 1 of each year and end March 31 of the following year.

Art.19: The expenses of the union shall be met with the membership fees, incomes from business and donations.

Provided that extraordinary membership fees can be collected.

The membership fee shall be one-two hundredth of the standard wage of the member.

Art.20: The accounting business shall be dealt with by the committee meeting. The settlements of accounts of the union shall be reported to the general meeting.

Chapter 5. Control

Art.21: Entrance into or secession from the union shall be approved by the Standing Central Committee Meeting.

Art.22: Any member who violated the constitution or defamed the honor of the union shall be expelled at the Central Committee Meeting.

Chapter 6. Additional Rules

Art.23: The constitution shall be enforced from December 11, 1946.

Detailed Rules

1. The work "Usually of Art. 2 means to work throughout one year."
2. The Central Committee Meeting of Art.10 shall be joined by the Standing Central Committeemen.
3. The number of the Central Committeemen of Art.11 shall be as follows for the time being.

This Laboratory and Hino Mulberry-tree Field	25
Matsumoto Branch	3
Other Branches	2 per one branch
Ranches	1 per one branch

Total 49

4. Of the membership fees collected according the provisions of Art.19, two-thirds shall be used by every sub-branch, and one-third shall be sent to the Branch.

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CONSTITUTION KURAFUCHI TIMBER
WORKER'S UNION

(Kurafuchi Mokuzai Rodo Kumiai)

Chapter I. General Rules

- Art. 1: The union is called the Kurafuchi Timber Worker's Union and the office of the union is set in the Plant of the Kurafuchi Timber Co., Ltd. at 3,809 Gonda, Kurata-mura, Gumma-gun, Gumma-ken
- Art. 2: The union is organized by the workers of the Kurafuchi Timber Co., Ltd., excepting those who represent the interest of the users and their assistants who take part in the last decision of the labor conditions.

Chapter II. Aims and Business

- Art. 3: The union aims the training of character, performing of the duties, holding of the rights, studying of the technique, maintenance and betterment of the labor conditions and elevating of welfare, and besides to reflex the general will of the membership on the management of the company to progress the timbering business and to enlarge the common interests of the company and workers.
- Art. 4: The union performs following matters to fulfil the aims mentioned in Art. 3.
1. Negotiation to the company about employment, discharge and labor conditions based on the collective bargaining.
 2. Maintenance and betterment of the labor conditions.
 3. Active co-operation for democratization of the management and establishment of the autonomy.

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4. Welfare, health and culture of the members.
5. Study of the technique and clearing of the duty.
6. Connection and co-operation with other organizations having the same purposes.
7. Other matters needed for fulfilment of the aims.

Chapter III. Admission and Secession

- Art. 5: One who wants to join the union applies to the executive committee with the application previously furnished with the admission fee and shall get permit from the chief executive committee.
- Art. 6: The membership of the union shall be qualified when the name is registered on the list.
- Art. 7: The member who wants to leave the union applies to the executive committee with a written reason and shall get the permit from the chief executive committee.
- Art. 8: The re-joiment of those who left once the union, has to be recognized by the executive committeemen.

Chapter IV. Officers

- Art. 9: The union has following officers.
- | | |
|-----------------------------------|------|
| 1. Chief executive committee | 1 |
| 2. Vice-chief executive committee | 2 |
| 3. Executive committeemen | some |
| 4. Accountants | 2 |
| 5. Clerks | some |

- Art. 10: The chief executive committee represents the union, and supervises the business and takes responsibility to all matters about the union.
- Art. 11: The vice-chief executive committees help the chief executive committee and dispose the general business.
- Art. 12: The executive committeemen shall be elected one or two by the meeting or the votes of the members in each branch of the company. The chief executive committee, the vice-chief executive committee and the accountants shall be elected by the mutual vote in the executive committee.
- Art. 13: The office term of the officers shall be one year, but the officers shall be able to be re-appointed by the resolution of the general meeting. The general meeting shall be able to release the officers from their posts or to fill up the posts. On case the officers lost the membership mentioned in Art. 2, their posts shall have to be filled up within a week.
- The office term of the filling up officer shall be the remaining of the predecessor's.
- Art. 14: The union is able to have some advisers. The adviser shall be recommended by the executive committee and answer the questions of the chief executive committee and the executive committeemen. But the employers and their assistants can not be the advisers.
- Art. 15: The union has the business section and appoints some clerk. The business section performs the general business, and besides the joint purchase of the distributing goods for the members and other business about it.
- Art. 16: Departments of the organization, education, publication and health, etc., shall be set, when deemed necessary by the executive committee. The executive committeemen shall be the chief of the departments.

Chapter V. Conferences

Art. 17: The union has following conferences.

1. General meeting
2. Executive committee

The general meeting, the highest resolution organ, is organized by all members and is held by the chief executive committee once a year, but it is held extraordinarily when deemed necessary by the chief executive committee or demanded by one third or more of the members.

The quorum of the general meeting shall be one-third of the members.

Art. 18: The executive committee, the second resolution organ, is organized by the executive committeemen and is held by the chief executive committee once a month or when deemed necessary by the chief executive committee.

Art. 19: The decision of the general meeting shall be made by a majority of those present and in case of tie, the chairman shall decide the issue. The chief executive committee shall be the chairman, but when the chief executive committee is not able to do his duty, the vice-chief executive committee shall act for him.

Chapter VI. Accounting

Art. 20: The expenses of the union shall be covered by the admission fee, dues and donations. The fund of the management of the union shall be covered by the investments of the members.

Art. 21: The admission fee shall be 5 yen and the dues of the union shall be ten yen monthly for one member.

Art. 22: The dues of the union which is paid already shall not return by any reason.

Art. 23: Accountants shall report the settlement in the general meeting and have to be recognized by it.

Art. 24: The executive committee shall audit all business and accounting of the union.

The fiscal year of the union begins on Apr. 1 of each year and ends on March 31 of the following year.

Chapter VII. Reward, Punishment Rights and Duties

Art. 25: The member who does the following matters shall be expelled or stopped his rights of membership by the resolution of the executive committee.

1. Violation of the constitution or resolutions of the union.
2. Disordering of the control of the union.
3. Negligence of the duties of the membership.

Art. 26: The member of the union has the right of election and eligibility for election.

Art. 27: The member has the rights to take part in the meeting, to speak and to vote according to the rules.

Art. 28: The member has the right to accept the interest of the business mentioned in Art. 4.

Art. 29: The member has the right to accept the interest of the other business by the resolution.