

Art.17: The general meeting shall be valid with the presence of 2-thirds or more of the membership. The decision of the organ shall be made by the majority, and in case of tie, the president shall decide the issue.

Art.18: The secretaries shall be elected at the rate of one out of each four members.

Art.19: The secretaries' meeting is the higher organ of decision and execution next to the general meeting, and shall be held regularly once a month. The extraordinary secretaries' meeting shall be held by the president at each necessary time.

Art.20: The secretaries' meeting shall be valid with the presence of the majority, and the decision shall be made by the support of 2-thirds or more of the secretaries present.

Art.21: The secretaries meeting shall have following sections and shall execute the business of the union.

- a. The section of general affairs.
- b. The section of accounts.

Chapter VI Officers

Art.22: The union shall have following officers

- | | |
|-------------------|---|
| 1. President | 1 |
| 2. Vice-president | 1 |
| 3. Secretaries | 6 |

Art.23: The officers of the union shall have following duties.

1. The president shall preside the business of the union.
2. The vice-president shall help the chairman and shall act for the chairman in case of his inability.

3. The secretaries shall join proceedings of the secretaries' meeting, and shall inspect the official business and property of the union.

Art.24: The officers of the union shall be elected by mutual vote of the membership.

Art.25: The office term of the officers shall be one year. But reelection shall be not obstruct.

Art.26: The union shall have one clerk who committed from the membership.

Chapter VII Accounts

Art.27: The expenses of the union shall be appropriated by the dues. The member shall pay 2 yen each month as the dues.

Art.28: The admission fee of the union shall be 2 yen.

Art.29: The dues once paid shall not be returned for any reasons.

Art.30: The accounting business shall be reported in the general meeting, and shall require the recognition of the general meeting.

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

Chapter VIII Reward and Punishment

Art.32: The member who is meritorious to the union, shall be commended by the president through the decision of the secretaries' meeting.

Art.33: The member who defamed the honour of the union shall be expelled by the support of 2-thirds or more of the membership.

Supplementary Rules

Art.34: This constitution shall not be altered unless approved by the decision of the general meeting.

Art.35: All the officers of the union shall be honorery post.

Art.36: This constitution shall come into force as from March 28, 22 Shows (1947).

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CONSTITUTION OF ASSOCIATION OF WORKERS
FOR OCCUPATION FORCES AT KOIZUMI
(Koizumi Shinchugun Yoin-kai)

Chapter 1. General Rules.

Art. 1: This association is called the Association of Workers for the Occupation Forces at Koizumi and the headquarters is set at 2136 Matsubara, Kamikoizumi, Koizumi-machi, Ora-gun, Gumma-ken.

Art 2: The assn. is organized by Japanese nationals employed by the occupation forces at Koizumi. But temporary employes are excluded.

Art. 3: The aims and businesses of this assn.

1. Elevation of elements of the members, promotion of will to work and establishment of the living rights are expected.
2. Friendship of the members is promoted and the labor administration at working places is disposed autonomously. Efforts will be made to construct a bright and sound working place, eliminating all the inconveniences and misunderstandings which may be derived from the difference of customs and the lack of knowledge of the languages.
3. The completion of welfare facilities and impartial distribution and positive security of goods to be distributed are expected. In this way, we are going to contribute to the friendship between Japan and America through the working places and to nurture of democratic and peaceful Japan.

Art. 4: The assn. has following departments to attain the aims abovementioned.

- | | |
|--------------------------|--|
| 1. General Affairs Dept. | Administration, planning and public relations |
| 2. Sundry Affairs Dept. | Adjustment of rosters, budget and congratulation and consolation businesses. |

Chapter III Advisors.

Art. 7: The association may recommend and commission emeritus advisors and advisors. But the representatives for benefit are excluded.

1. Men of distinction related closely with the assn. are recommended as emeritus advisors by the resolution of the officers' meeting. But the personnel related to labor offices are excluded.
2. Advisors are nominated and commissioned from among the members by the president.
Advisors shall answer to the inquiries of the president.

Chapter IV Dues and Admission Fee

Art. 8: The member shall pay 3 yen a month as dues.

Art. 9: One who wishes to join newly the association shall file a written application for admission with 5 yen as admission fee.

Art. 10: The expenses of the association shall be appropriated by dues and miscellaneous incomes.

Art. 11: The fiscal year of the association shall begin on December 7 of each year and end on December 6 of the following year.

Chapter V General meeting.

Art. 12: The general meeting is divided into the regular general meeting and the extraordinary meeting. The regular general meeting is held twice a year, in spring and autumn. The extraordinary general meeting may be convened when demanded by majority of the membership or deemed necessary by the officers' meeting.

The general meeting is valid with the presence of two-thirds or more of all the members and the resolution of the general meeting shall be decided by a majority of those present. In case of tie, the speaker shall decide the issue.

Chapter VI Miscellaneous Rules.

Art. 13: Consolation money will be presented, according to a separate provision, to marriage, funeral, bodily injury, disease, retirement, calamity, etc. of the member.

Art. 14: The member can peruse account books at any time.

Art. 15: Dues once paid in shall not be returned when the member secede from the association. But in case of a temporary secession by the reason of the working place, this is recognized as a suspended member and he shall not be collected his admission fee when he comes back to the association.

Art. 16: One who defamed the honor of the association or committed a misconduct, he shall be expelled by the resolution of the officers' meeting. But, the person in question may demand to hold a public hearing to the officers' meeting.

Art. 17: Matters not stipulated in this constitution shall be performed by the resolution of the officers' meeting and the detailed rules.

Art. 18: This constitution may be revised by the resolution of the general meeting.

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Constitution of Shinizumi
Industrial Labor Union
(Shin-izumi Sangyo Rodo Kumiai)

Chapter I. Name and Organization

- Art 1: This union is called the Shin-izumi Industrial Labor Union and its office is set in the Shin-izumi Limited Partnership at 2300 Kami-koizumi, Koizumi-machi, Ora-gun, Gumma-ken.
- Art 2: This union is organized by laborers being employed by the Shin-izumi Limited Partnership, excepting the representatives of the profit of the company.

Chapter II. Aims and Businesses

- Art 3: This union aims to realize the declaration and platform basing on the movement policy resolved at the general meeting by solidarity of the membership so as to elevate their social and economical position of the laborers.
1. We fight for establishment of the right to unite, the right of collective bargaining and the right to strike and for procurement of perfect freedom of speech, publication, meeting and demonstration.
 2. We fight for security of the minimum wage system based on livelihood expenses.
 3. We fight for elevation of living standard as a civilized nation by a large-scale increase of real wages.
 4. We fight for opposition of capitalistic industrial rationalization with mass dismissal as its premise, and for realization of perfect employment.
 5. We fight for procurement of perfect labor legislation and for abolishment of all the bad laws and bad taxes.

This union shall perform matters necessary for maintenance and improvement of this union. These are the aims of this union.

Chapter III. Organs

Art 4: General meeting.

The general meeting is the supreme organ of this union and is organized by all the members of the union. The general meeting shall be held in September of each year.

1. Deliberation of reports of the committee
2. Resolution of movement policy and other important matters.
3. Election of committeemen and auditors.
4. Investigation of the statement of accounting and decision of the budget.

The extraordinary general meeting shall be held when recognized necessary by the committee or demanded by one-third or more members.

The general meeting is not valid unless more than 2-third members are present.

The proceedings of the general meeting shall be decided by a majority of those present and in case of tie, the speaker decides the issue.

Art 5: Committee.

The committee is organized by committeemen elected at the general meeting.

The committee engages in affairs during the period of one general meeting and the next one according to the resolutions made at the general meeting.

The results of actions made by the committee shall be reported to and approved by the general meeting.

Art 6: The standing committee is organized by the standing committeemen elected at the committee by mutual vote and engages in the businesses of the union following the decisions of the general meeting and the committee.

The following departments shall be set in the standing committee.

1. Technical dept.
2. Organization "
3. Welfare "
4. Youngmen's "
5. Education "
6. Enterprise "
7. Financial "

Chiefs and members of departments shall be assigned by the committee to able persons of the members.

The department chiefs shall have a voice attending the committee meeting and the standing committee meeting, but have no right of voting.

Chapter IV. Officers.

Art 7: The union has following officers.

1. Chairman 1
2. Vice-chairman 2
3. Chief secretary 1
4. Standing committee some
5. Committee some
6. Auditor 2

Art 8: The chairman is elected at the committee by mutual vote and represents the union.

The vice-chairmen are elected at the committee by mutual vote, help the chairman and act for him in case of his inability.

The chief secretary is elected at the committee by mutual vote and presiders over the office bureau.

The standing committeemen are elected at the committee by mutual vote.

The committees are elected at the general meeting.

The auditors are elected at the general meeting and audit the accounting business of the union.

Art 9: The office term of the officers is one year and there is no objection to be reelected.

But in case of inability or non-confidence, it is exempted from this rule

Chapter V. Accounting

Art 10: The finance of this union is managed by dues, donations, etc. To receive a donation, the decision of the standing committee meeting is necessary.

Art 11: The member shall pay 4 yen a person in average on the 1st day of each month.

The collection manner is separately given.

Art 12: The fiscal year begins on Aug. 31 of the next year.

The committee shall file a statement of accounts as of the end of August and the budget of the following fiscal year to get approval of the general meeting.

Art 13: The management of property of the union is performed in the responsibility of the standing committee.

Chapter VI. Postscript

Art 14: Matters not stipulated in this constitution or those doubtful shall be clarified at the extraordinary general meeting which is held according to Art. 4 of this constitution.

Art 15: This constitution shall not be changed unless approved by 2-thirds or more of the members present at the general meeting.

Art 16: This constitution shall come into force
as from February 23, 1947 by the resolution
of the inauguration general meeting.

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Constitution of Kanto Clothing Industrial Co., Ltd. Labor Union (Kanto Hifuku Kogyo K.K.)

Chapter I General Rules

- Art. 1: This union shall be called the Kanto Clothing Industrial Co., Ltd. Labor Union.
- Art. 2: This union shall be organized by all the employes of the Kanto Clothing Industrial Co., Ltd. excepting representative of the benefit of the company and division heads.
- Art. 3: The office of the union is set at 2374 Tatebayashi, Tatebayashi-machi, Ora-gun, Gumma-ken (Tel: Tatebayashi 251)
- Art. 4: The union shall engage in following business.
 - a) Establishment of collective bargaining right.
 - b) Maintenance and improvement of treatment and labor terms
 - c) Welfare facilities and participation in production management
 - d) Cultural facilities and execution of business.
- Art. 5: The union shall expedite establishment of a single industrial labor union in national level and shall be amalgamated in the industrial union at a proper time.

Chapter II Organs

- Art. 6: The union has following organs
 - 1. General meeting
 - The general meeting shall be held by all the membership once a year and is the supreme organ of the union.
 - The extraordinary general meeting shall be held when deemed necessary by the standing committee or demanded by one-third or more of the membership.
 - 2. Standing committee

The standing committee shall be held at any time.

- a) The committee shall be valid with the presence of 2-thirds or more of committees
- b) When any one filed an emergency motion to the committee meeting, even one other than committeemen may be present at the meeting.
- c) The standing committee shall be held at each necessary time. The structure of the meeting is the same with the committee meeting.

Art. 7: The decisions of the organs shall be made by majority, and in case of tie, the chairman shall decide the issue.

Art 8: The standing committee has following departments and executes business of the union.

Enterprise Dept.
Working Dept.
Welfare Dept.
Culture Dept.
Women's Dept.
Accounting Dept.

Chapter III Officers

Art. 9: The union has following officers

Chairman	1
Vice-chairman	2
Standing committee	Some
Committee	"

The committees shall be elected at the rate of one out of each ten members.

The chairman, vice-chairmen and standing committees shall be elected from among committees.

The office term of the officers shall be one year.

Art. 10: The chairman represents the union and presides its management.

Art. 11: The vice-chairmen shall help the chairman and act for the chairman in case of his inability.

The standing committees shall help the chairman and execute the business of the union.

The committees shall participate in the committee meeting.

Chapter IV Admission and Secession

Art. 12: One who wishes to join the union shall apply to the chairman.

Art. 13: One who wishes to leave the union, he shall be approved by the officers' meeting denoting the reason of secession.

Chapter V Accounting

Art. 14: The member shall pay 3 yen each month as the dues.

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

Art. 16: Income and outlay of the union shall be appropriated by a budget each year and shall be approved by the general meeting.

Art. 17: The fiscal year of the union shall begin on April 1 and end March 31 of the following year.

Art. 18: The accounting business of the union shall be handled by those **nominated** by the chairman or by committees.

Art. 19: The committees who handle the accounting business shall report the settlement of the previous year to the general meeting.

Chapter VI Reward and Punishment

Art. 20: The member who is meritorious to the union or behaved to be a model of other employes, he

shall be commended at the general meeting by the resolution of the committee meeting.

Art. 21: The member who defamed the honor of the union shall be suspended his qualification or expelled.

Chapter VII Additional Rules

Art. 22: Separate rules may be given as to the businesses of the union.

Art. 23: This constitution shall not be altered unless approved by the resolution of the general meeting.

Art. 24: This constitution shall come into force as from March 30, 1947.

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CONSTITUTION OF KANTO BUILDING INDUSTRY
WORKERS' UNION (Kanto Kenchiku Kogyo
Rodo Kumiai)

Chapter I. General Rules

Art. 1: This union is called the "Kanto Building Industry Shibukawa Factory Workers' Union."

Art. 2: The union is organized by the employees of the Shibukawa Factory of Kanto Building Industry Joint-Stock Co.

Art. 3: The office of the union is set at 2044 Umenoki, Shibukawa-machi.

Chapter II. Aims and Businesses

Art. 4: The union plans the protection of the living of members the betterment of labor terms and the perfect developing and elevation of the union and aims the cooperation of capital and labor and the progress and rebuilding about the production of the timber.

Art. 5: The union performs the following to attain the aims mentioned in Art. 4.

1. The union holds the debating and studying meetings about the labor and social problems.

2. The union performs the investigation and study to plan the elevation of the social and economy position of the members.

3. The cooperative benefit department is set and it is the institution for the mutual assistance and weal of the members. The constitution of the cooperative benefit is decided separately.

4. The union holds the friendly, for the cooperation of capital and labor once a month to plan the friendship of capital and labor, training of ability and increasing of efficiency.

Chapter III. Admission and Secession

Art. 6: One who wishes to join to the union must submit the written application with the admission fee.

Art. 7: One who wishes to secede from the union must apply with the reason. But the admission fee and the union fee are not returned for any reasons.

Chapter IV. Rights and Duties

Art. 8: The member has the right to deliberate and resolve at the general meeting.

Art. 9: The member has the right to vote and eligibility.

Art. 10: The member has the duty to pay the union fee.

Art. 11: The member has the liability to respect and obey the resolution of the union.

Chapter V. Organs and Organization

Art. 12: The union has the following organs.

1. General meeting
2. Committee meeting

Art. 13: The general meeting and the committee meeting are convened by the president and the resolution shall be decided unanimously.

Art. 14: The union has the following officers.

1. President 1
2. Vice-presidents 2
3. Committees some
(one of them is the accountant)

Art. 15: The president, the vice-presidents and the committees are elected at the general meeting.

Art. 16: The president represents the union and the vice-presidents help the president and act for him in case of his inability.

Art. 17: The office-term of the officers is one year, but the remaining to the post is not objectionable.

Art. 18: The union has the following departments.

1. General affairs department (Accounting, writing)
2. Cooperative benefit department (Personal affairs and Distributing)
3. Self-government department
4. Planning department (Study) (Youngmen's dept.)

Art.19: The self-government department is set for the control of the union, the orderly action and the elevation of the will to work, and develops the members positively.

Chapter VI. Accounting

Art.20: The expenses of the union are defrayed by the admission fees and the union fees.

Art.21: The admission fee is 10 yen for a man, and the union fee is 5 yen a month.

Art.22: The fiscal year begins on April 1 of each year and ends on March 31 of the next year. The revenue and expenditure need to be reported and recognized at the general meeting.

Chapter VII. Reward and Punishment

Art.23: The meritorious member for the union is commended by the resolution of the committee meeting.

Art.24: The member who violated the aims of the union, disturbed the control or defamed the honor of the union may be released from office and be stricken his name off the list by the resolution of the committee meeting.

Art.25: This constitution is not altered unless approved by two-thirds or more of those present at the general meeting.

Art.26: This constitution shall come into force as from March 3, 1947.

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Constitution of Gumma Filature Co., Ltd.
Labor Union.
(Gumma Seishi K.K. Rodo Kumiai)

Chapter I. General Rules

- Art 1: This union is called the Gumma Filature Co., Ltd. Labor Union (called the union hereinafter)
- Art 2: The office of the union is act in the Gumma Filature Co., Ltd. at 152-2 Inaba, Motosoja, Motosoja-mura, Gumma-gun, Gumma-ken.
- Art 3: This union is organized by all the employes of the Gumma Filature Co., Ltd., excepting representatives of profit of the same company.
- Art 4: This union aims to elevate the economic, social, political and cultural position of the members concentrating the autonomous aspiration of the members themselves.

Chapter II. Activities

- Art 5: The union performs following activities to fulfil the aims of Art. 4.
1. Maintenance and betterment of labor terms
 2. Matter relating with welfare.
 3. Friendship of the members
 4. Elevation of culture.
 5. Other matters necessary to fulfil the aims.

Chapter III. Officers

- Art 6: The union has following officers.
1. President 1
 2. Vice-president 2
 3. Standing committee some
 4. Committee some
 5. Auditor 2
 6. Chief secretary 1
 7. Secretary (accountant) 2
- Art 7: The president represents the union and supervises its business.

The vice-presidents helps the president and act for him.

The standing committees engage in business sharing between themselves.

The committees organize the committee board.

The auditors audit accounting business.

The chief secretary disposes all the businesses.

The secretaries engage in business.

Sharing between themselves under the direction of the chief secretary.

Art 8: The president and the vice-presidents are elected at the committee board by mutual vote.

The auditors are nominated at the general meeting.

The committeemen are elected from each shop at the general meeting.

The standing committeemen are elected from among committeemen by mutual vote.

designated by the head of branch with the consent of majority of members present.

Chapter III. Officers

Art.16: This branch has the following officers.

- | | |
|--|----|
| 1. The head of the branch | 1 |
| 2. The assistant head of branch | 2 |
| 3. The chief clerk | 1 |
| 4. The members of committee | 12 |
| 5. The auditors (one of them holds the top seat) | 2 |

Art.17: The functions of officers are as follows:

1. The head of branch will represent the branch, and govern the general affairs of it.

2. The assistant head of branch shall assist the head, execute the general affairs of branch, and in case of hindrance of the head, the former shall take place of the latter.

3. The chief clerk shall assist the head, execute the general affairs of the branch, and also represent the clerical board.

4. The members of committee shall assist the head and chief clerk, and take the partial charge of the general affairs of the branch.

5. The auditors shall audit the accounts.

Art.18: The officers shall be elected at the general meeting from among the members of branch, and the term of office shall be one year, but nothing is objectionable to be re-elected.

Art.19: When the branch intend to send the representatives to the headquarters of union or the local labour union federation, the representatives shall be elected at the general meeting.

Art.20: When the members of branch committed some irregularities, or were deemed unsuitable for membership, they shall be expelled from the branch according to the resolution of the general meeting.

Art.21: When the officers submitted an application to secede with any just cause, committee will dispose the matter, and report afterwards to the general meeting for their approval.

Chapter IV. Clerical board

Art.22: This branch has the clerical board. The clerical board is the business organ which is consisted of a chief clerk, heads of department, members of department, and clerks.

Art.23: The clerical board has the following departments.

1. The general affairs department.
2. The education department.
3. The investigation and propagation department.
4. The mutual relief department.
5. The culture and physical training department.
6. The accounts department.

Art.24: The each department has a head and members.

The head of department shall be elected by mutual vote, and the members of department by recommendation of the committee from among the members of committee at the committee meeting.

Art.25: For the execution of the affairs of branch, the clerical board may have some clerks, who attend to the execution of the affairs of branch.

Chapter V. Youngmen's department

Art.26: This branch has the youngmen department. The young men department is the propulsive force for the union movement.

Art.27: The rules for the youngmen's department shall be provided separately.

Art.28: The officers of youngmen's department shall be elected by vote of the members of the department concerned.

Chapter VI. Rights and duties
of membership

Art.29: The qualification of membership shall start at the date of registration to the membership according to the application by the employees of the State Established Takasaki Hospital. The application, for which the form is prescribed separately, shall be submitted to the head of branch.

The qualification shall cease at the date of the dismissal or secession of members from the hospital.

Art.30: The members of branch have the right to receive equally the interest which produced by the labour movement.

Art.31: The members of branch have the right to criticize the behaviour of officers freely.

Art.32: The members of branch have the right to present to the all meeting of the branch, to debate and criticize freely, and to put the question and make declaration.

Art.33: The members of branch have the right to vote and eligibility for election of officers and others.

Art.34: The members of branch have the duty to obey the rules of the constitution and resolutions of the union, and not to injure the reputation of the branch.

Art.35: The members of branch have the duty to pay the membership dues without delay.

Art.36: Those members who offended the provisions of preceding two articles, shall be expelled from the branch according to the resolution of the general meeting.

Chapter VII. Accounts

Art.37: The expenditure of this branch shall be defrayed with the entrance dues, membership dues, contributions and others.

Art.38: The entrance due and membership due, which were decided at the general meeting are as follows:-

1. The membership due 15 yen per man
 per month.
2. The entrance due 50 yen per man

In case deemed necessary, the extraordinary due may be collected. In this case, it is needed to report the matter to the next general meeting for their approval. The dues once paid shall not be returned for any reasons.

Art.39: The head of account department shall have to publish a balance sheet which is audited by the auditors once every three months.

Art.40: The fiscal year of this branch, is from April 1st of every year to March 31st of the next year.

Additional Rules

Art.41: The alteration of this constitution shall be made by the resolution of the general meeting.

Art.42: The detailed rules which are necessary for the execution of affairs of this branch shall be provided separately.

Art.43: This constitution shall come into force as from November 13, 1947.

The detailed rules of the
constitution of the Takasaki Branch
of the National Hospital Workers Union

Art. 1: In this detailed rules, the detailed particulars are provided, according to the Art. 42 of the constitution of the Takasaki Branch of the National Hospital Labour Union.

Art. 2: Those persons who come under the second paragraph of the article 2 of the constitution shall be the director and vice director of hospital, director of branch hospital, and head of general affairs section.

Art. 3: The monthly usual meeting shall be opened by each of main hospital and branch hospital in spite of the rules of the article 7 of constitution.

Art. 4: The election of officers according to the article 13 of constitution shall follow as below.

1. The head of branch
2. The assistant head of branch

One to every group of members of the main hospital and branch hospital.

3. The chief clerk
4. The members of committee

Fifteen of them shall be elected from the members of main hospital.
Five of them from the branch hospital.

5. Auditor

One to every group of members of the main hospital and branch hospital.

Art. 5: The measures of election of the officers shall follow as below.

1. The head of branch, and chief clerk.
By single vote.

2. The assistant head of branch.
By single vote,

At each of the main and branch hospital respectively.

3. The members of committee.
By limited list vote,
(five person entry)
At each of the main and branch
hospital respectively.
4. Auditors.
By single vote,
at each of main and branch
hospital respectively.

Remarks:-

All voting shall be carried out by non signed system.

Art. 6: When there caused a vacancy in the posts of officers, the filling for it shall be carried out following below:

For the filling election of the head or chief clerk, it shall be carried out at the general meeting.

For the filling of the assistant head, members of committee or auditors shall be carried out by substituting with the proximate accessit of the last election at each of the main and branch hospitals, and their term of office shall be the remaining of the term of the predecessors.

Art. 7: The principal undertakings of department for which the article 23 of the constitution provided, are as follows:

1. The general affair department
 - a. Affairs concerning the general affairs
 - b. Affairs concerning the counter plan for the management conference.
 - c. Affairs concerning the project for the labor condition.

d. Affairs concerning the public relations affairs.

e. Affairs not belong to any of the department of branch.

2. The education department.

Affairs concerning the education of membership for the labour movement.

3. The investigation and propagation department.

Affairs concerning the investigation and propagation for the labour condition.

4. The mutual relief department.

a. Affairs concerning the mediation of purchasing the living necessities.

b. The detailed affairs of this department shall be carried out by each of the main and branch hospital respectively.

5. The culture and physical training department.

Affairs concerning the elevation of culture, health, sanitation, and physical training.

6. The account department.

Affairs concerning the custody of cash, and other account.

Art. 8: The entrance due which was provided in the article 39 of constitution shall be disposed by each of main and branch hospital respectively, and utilized for the welfare and interest of members and their families.

Art. 9: This detailed rules shall come into force as from November 13, 1947.

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Constitution of Takasaki Factory of Kanegabuchi
Special Diesel Car Co., Ltd. Workers Union
(Kanegabuchi Jizeru Tokushu Sharyo Kabushiki
Kaisha Takasaki Kojyo Jugyoin Kumiai)

Chapter I. General Rules

- Art. 1: The name of this union shall be "The Takasaki
Factory of Kanegabuchi Special Diesel Car Co.,
Ltd. Workers Union."
- Art. 2: The office of this union is placed in the
Takasaki Factory of Kanegabuchi Special Diesel
Car Co., Ltd. located at 10, Asahi-machi, Takasaki-
shi.
- Art. 3: The end of this union is to project the co-ope-
ration of the membership, the organization of
mutual aid, elevation of personality, training of
ability, upkeep and improvement of labour terms,
increase of co-operative welfare, elevation of
the social position, and democratization of in-
dustries.
- Art. 4: This union is organized by the employees of
the company, except the persons who participate
in the decision of labour terms, and their as-
sistants.

Chapter II. Business

- Art. 5: This union shall perform following works to
accomplish the end of Art. 3:
1. Matters about up keep and improvement of
labour terms.
 2. Matters about training and elevation of ability.
 3. Matters about perfection of funds of strike,
and protection of life.
 4. Matters about mutual welfare, circulation of
money, and recreations of the membership and their
families.

5. Matters about educational lecture-meeting, training course, observation etc.

6. Other necessary matters to Accomplish the end.

Chapter III. Officers

Art. 6: This union has following officers.

Chief of committee	1
Manager	1
Committee	some
Accountant	1

Art. 7: The chief of committee shall represent the union, and supervise the affairs.

The manager shall assist the chief of committee, dispose the affairs, and act for the chief of committee in case of his inability.

The committee shall dispose the affairs co-operating with the managers.

The committeemen shall organize the committee and participate in important affairs. The accountant shall dispose the accounts.

Art. 8: The chief of committee, manager, and accountant shall be elected at the grand meeting. The office term of officers is one year. But there is no objection to be re-elected. In case there is any vacancy in any of offices except the chief of committee, it shall be filled promptly at the committee.

The office term of officers effected by the by-election shall be the remaining of the predecessor's.

Even after his office term expired, officers shall enforce the business till the successors are decided.

Chapter IV. Conference

Art. 9: The conference of the union is the grand meeting and the committee. The grand meeting is the highest resolution organ, and is organized by all members. It shall be called by the chief of committee once a year. In case recognized necessary by the chief of committee, the extraordinary general meeting shall be held.

The committee is the secondary highest resolution organ, next to the grand meeting, and is organized by all officers. In case recognized necessary by the chief of committee, it shall be held at times.

Art. 10: No conference shall be opened unless more than half of total membership are present, and the resolution shall be decided by more than half of those present. In case of tie, the chairman shall decide the issue. The post of chairman shall be given to the chief of committee, in case recognized necessary by the chairman, he may appoint a vice-chairman.

Chapter V. Entrance and Secession

Art. 11: A member who wants to be the member of the union shall submit an application provided with membership dues for a month to the head-office.

Art. 12: The capacity as the member of the union shall be given when a person's name registered on the list of the membership.

Art. 13: A member who wants to secede from the membership shall apply for the chief of committee with the reasons previously. But in case he has any debt or duties for the union, his secession shall not be approved unless he fulfilled it.

Chapter VI. Control

Art. 14: A member who violated the constitution of the union, or demoralized the control, or

defamed the honor of the union may be ousted or suspended his rights by the resolution of the committee.

Art. 15: A member who worked for the progress of organization, or the business may be recommended to the honorary member or be commended by the resolution of the committee.

Art. 16: The rebuilding, dissolution, and change of constitution shall be decided by the resolution of the grand meeting.

Chapter VII. Accounts

Art. 17: The expenditure of the union shall be defrayed by membership dues and contributions from supporters. The necessary funds for management of business may be defrayed by the investment of the membership, or loaning.

Art. 18: A member shall pay one-tenth of his monthly salary as membership dues.

Art. 19: The fiscal year of the union is from January of each year to December 31.

Chapter VIII. Supplementary Rules

Art. 20: This constitution shall not be altered unless approved by two-thirds or more of those present at the grand meeting.

Art. 21: This constitution shall come into force as from April 1, 1947.

CONSTITUTION OF AGATSUMA SUB-BRANCH
OF JAPAN ELECTRIC INDUSTRIAL WORKERS
UNION

(Nippon Denki-sangyo Rodo-kumiai Agatsuma
Bunkai)

Chapter I. General Rules

- Art. 1: This constitution is regulated in conformity with Art. 49 of the constitution of the Union.
- Art. 2: This Sub-branch shall be called "Agatsuma Sub-branch of Japan Electric Industrial Workers Union" (for short, "Densan Agatsuma"), of which office is placed at Naganohara-machi, and consists of following 5 divisions:
 - 1. Nakanojo Division
 - 2. Haramachi Division
 - 3. Matsutani Division
 - 4. Haneo Division
 - 5. Nishikubo Division

Chapter II. Organs

- Art. 3: This Sub-branch has following organs:
 - 1. Great meeting of the Sub-branch
 - 2. Meeting of Representatives of the Sub-branch.
 - 3. Executive committee of the Sub-branch
 - 4. Standing Executive committee of the Sub-branch.

Section 1. Great meeting of the Sub-branch

- Art. 4: The Great meeting of the Sub-branch is the highest resolution organ of the Sub-branch.
- Art. 5: The Great meeting of the Sub-branch consists of the members of this Sub-branch.
- Art. 6: The regular Great meeting of the Sub-branch shall be convened by the Executive Committee of the Sub-branch in March and September of each year.

Art. 7: An extraordinary Great meeting of the Sub-branch may be convened by the Executive Committee of the Sub-branch in case of the following:

1. When deemed necessary by the Executive Committee of the Sub-branch.
2. When demanded by more than 2 divisions.
3. When demanded by more than one-third of the total Representatives of the Sub-branch.

Art. 8: The Chairman and the Vice-chairman of the Great meeting of the Sub-branch shall be elected from among the members at each Great meeting.

Art. 9: The Great meeting of the Sub-branch shall not be opened unless more than two-thirds of the members of the Sub-branch are present including the attendance by means of the letters of attorney.

The limitation of the attendance by means of the letters of attorney shall be one man who belongs to the same division per one.

Art. 10: The matters at the Great meeting of Sub-branch shall be decided by approbation of more than a half of the attendances which may contain those by means of the letters of attorney, and in case pros and cons are tie, the chairman shall decide the issue.

Section 2. Meeting of Representatives of the Sub-branch.

Art. 11: The meeting of Representatives of the Sub-branch is the resolution organ of the Sub-branch which ranks next to the Great meeting of the Sub-branch.

Art. 12: The meeting of Representatives of the Sub-branch consists of the Representatives elected from the each division and of the officers of the Sub-branch, and shall be executed in accordance with the Great meeting of the Sub-branch.

Art. 13: The Meeting of Representatives of the Sub-branch shall be convened by the Executive Committee of the Sub-branch in case of the following:

1. When deemed necessary by the Executive Committee of the Sub-branch.
2. When demanded by more than one-third of the total Representatives of the Sub-branch.

Section 3. Executive Committee of the Sub-branch.

Art. 14: The Executive Committee of the Sub-branch which is the highest execution organ of the Sub-branch shall manage the affairs in accordance with the constitution of the Union and the resolution of the Great meeting of the centre, of the local branch and of the Sub-branch, and of the Meeting of Representatives and be responsible for it.

Art. 15: The Executive Committee of the Sub-branch consists of the Executive Committeemen of the Sub-branch.

Art. 16: The Executive Committee meeting of the Sub-branch shall be convened by the chief of the Executive Committee of the Sub-branch when deemed necessary by the Standing Executive Committee of the Sub-branch or demanded by more than one-third of the total Executive committee of the Sub-branch.

Art. 17: The chief of the Executive Committee of the Sub-branch shall become the chairman of the Executive Committee meeting of the Sub-branch.

In case of his inability, the Vice-chief of the Executive Committee of the Sub-branch may become the chairman; and in case both are unable the chairman

may be elected by mutual vote from among the Executive Committeemen of the Sub-branch.

Art. 18: The Vice-chief of the Executive Committee of the Sub-branch shall become the Vice-chairman of the Executive Committee meeting of the Sub-branch.

In case of his inability, the Vice-chairman may be elected by mutual vote from among the Executive Committee-men of the Sub-branch.

Art. 19: The Executive Committee meeting of the Sub-branch shall not be opened unless more than two-thirds of the total Executive Committees of the Sub-branch are present including the attendance by means of the letters of attorney.

Art. 20: The matters at the Executive Committee meeting of the Sub-branch shall be decided by approvation of more than a half of the Executive Committeemen of the Sub-branch present, and in case pros and cons are tie, the chairman shall decide the issue.

Section 4. Standing Executive Committee of the Sub-branch

Art. 21: The Standing Executive Committee of the Sub-branch is the organ of the Executive committee of the Sub-branch which is active in all times.

Art. 22: The Standing Executive Committee of the Sub-branch consists of the Standing Executive Committeemen of the Sub-branch.

Art. 23: The Standing Executive Committee meeting of the Sub-branch shall not be opened unless more than two-thirds of the total Standing Executive Committee are present.

Art. 24: The chairman, the Vice-chairman and the matters of the Standing Executive Committee meeting of the Sub-branch shall accord with those of the Executive Committee meeting of the Sub-branch.

Section 5. Representatives and Officers of the Sub-branch.

Art. 25: The Representatives of the Sub-branch shall be elected by direct election in unit of each division, and shall not be held in addition by officers of the Sub-branch.

Art. 26: The office term of the Representatives of the Sub-branch is from the election to the finish of the next regular election.

Art. 27: The Representative of the Sub-branch may exercise the letter of attorney of another Representative of the Sub-branch elected from the same division.

Art. 28: The Representative shall report the matters in regard of his acts and the meeting of Representatives of the Sub-branch to the division which he belongs to.

Art. 29: The Sub-branch has following officers:

1. Executive Committeemen of the Sub-branch: some
2. Standing Executive Committeemen of the Sub-branch: some
3. Chief of the Executive Committee of the Sub-branch: 1
4. Vice-chief of the Executive Committee of the Sub-branch: 1

Art. 30: The office term of the officers of the Sub-branch is from the regular Great meeting of the Sub-branch to the next Great meeting of the Sub-branch.

Art. 31: The Executive Committeemen of the Sub-branch shall be elected by direct election in unit of each division.

Art. 32: The Standing Executive Committeemen of the Sub-branch shall be decided by mutual vote from among the Executive Committeemen of the Sub-branch, of which number shall be decided at the Executive Committee meeting of the sub-branch, who shall not hold the standing executive committeemen of other organizations in addition.

Art. 33: The Chief and the Vice-chief of the Executive Committee of the Sub-branch shall be decided by mutual vote from among the Executive Committeemen of Sub-branch elected newly and be recognized at the Great meeting of the Sub-branch.

Section 6. Organ of Business and Special Committee

Art. 34: The Executive Committee of the Sub-branch has the Office of the Clerks for the organ of business, on which has the Chief Clerk who shall be decided by mutual vote from among the Executive Committeemen of the Sub-branch.

Art. 35: The Executive Committee of the Sub-branch may set up the Special Committee in order to take measures for urgent or special problems.

Art. 36: The organization and the method of management of the Office of the Clerks and the Special Committee shall be decided by the Executive Committee of the Sub-branch.

Chapter III. Annexed Rules

Art. 37: The election regulations of the Representatives and the Executive Committeemen of the Sub-branch are regulated specially.

- Art. 38: The matters needed for enforcement of this constitution are regulated specially.
- Art. 39: This constitution shall not be altered, unless approved by more than three-fourths of attendances including those by means of the letters of attorney at the Great meeting of the Sub-branch
- Art. 40: This constitution shall come into force as from April 1, 1947.

ELECTION REGULATIONS OF AGATSUMA SUB-BRANCH
OF JAPAN ELECTRIC INDUSTRIAL WORKERS UNION.

General Rules

- Art. 1: These regulations are regulated in accordance with Art. 37 in the constitution of this Sub-branch.
- Art. 2: These regulations shall apply to the election of the Representatives and the Executive Committeemen of the Sub-branch.
- Art. 3: The regular election of the Representatives and the Executive Committeemen of the Sub-branch is executed in March of each year.

Election Meeting

- Art. 4: The election shall be executed by the Election meeting which is organized by the Division under the direction of the Executive Committee of the Sub-branch.
- Art. 5: The Election meeting shall inform the members of the election by at least 10 days

before the date of the election.

Art. 6: The Election meeting may divide the vote section and the scrutiny section of the election into several and appoint the witnesses at each section in case of necessity.

Art. 7: The Election meeting shall examine the qualifications of the candidates and inform the members at the election section of the names of the candidates and the other necessary matters by at least 5 days before the date of the election.

However, the term in case of a by-election may be excepted from the rule above.

Art. 8: In case the Election meeting found the infringement of the election or had notice of it, the Election meeting shall inquire it at once and decide the disposition of it, so which shall be approved by the Executive Committee of the Branch.

Art. 9: The Election meeting shall report the result of the election to the members at the election section and the Executive Committee of the Sub-branch at once.

Candidacy

Art. 10: A member who wants to stand as a candidate for an election shall submit the notification of the candidacy prescribed to the Election meeting by at least 7 days before the date of the election.

Art. 11: Recommendation of the candidate for an election shall need to be consented by him and to be supported by more than 5 members in case of a candidate of the

Representative or more than 10 members in case of a candidate of the Executive Committee, and so shall need notice of recommendation of the candidate prescribed to the Election meeting by at least 7 days before the date of the election.

Art. 12: The term of notice of the candidacy and the recommendation of the candidate in case of a by-election may be excepted from the application of these 2 articles above.

Election

Art. 13: The members who were registered at the register of names of the members of the division by 10 days before the date of the election and have not been suspended the right of election by the penal regulations shall have the right of election.

Art. 14: The members who were registered at the register of names of the members of the division by 10 days before the date of the election and have not been suspended the right of eligibility by the penal regulations shall have the right of eligibility.

Art. 15: The fixed number of the Representatives shall be in proportion of 1 Representative per 15 members in each division, however, per odd number of the members may increase 1 Representative.

Art. 16: The fixed number of the Executive Committeemen shall be in proportion of 1 Executive Committeemen per 30 members in each division, however, per odd number of the members may increase 1 Executive Committeeman.

Art. 17: The election shall be executed by the plural secret vote system. The number voted in plural shall be 2 in case the fixed

number number of election is 3; and whenever the fixed number of election increases 3 moreover, shall increase 1. However, in case the fixed number of election is 2 or less, the election may be executed by the single secret vote system.

Art. 18: The successful candidate shall be decided from the one who obtained the most numerous of the valid votes, and in case of tie, the younger shall become the successful candidate.

Art. 19: A candidate whose number of valid votes obtained is less than one-tenth of the number that the total number of valid votes divided by the fixed number cannot be elected. The by-election in this case shall be executed within 5 days.

Art. 20: In case a Representative or an Executive Committeeman moved out of the election section, he shall lose his qualification.

Annexed Rules

Art. 21: These regulations shall not be altered unless approved by the meeting of Representatives of the Sub-branch or higher.

DETAILED RULES OF THE CONSTITUTION OF
AGATSUMA SUB-BRANCH OF JAPAN
ELECTRIC INDUSTRIAL WORKERS UNION

Art. 1: These detailed rules are regulated in accordance with Art. 38 in the constitution of the Agatsuma Sub-branch.

Conferences

Art. 2: In case the Great meeting of the Sub-branch is opened, the Executive Committee of the Sub-branch shall inform the members of the Sub-branch of the date, the place and the principal matters of the Great meeting by at least 20 day before the date of the opening of the meeting.

In case, the Great meeting of the Sub-branch must be opened urgently, however, this term may be shortened.

Art. 3: In case the meeting of Representatives of the Sub-branch is opened, the Executive Committee of the Sub-branch shall inform the Representative of Sub-branch of the date, the place and the principal matters of the meeting by at least 3 days before the date of the opening of the meeting.

In case of urgent, however, it may be excepted from this rule.

Art. 4: The resolutions or the proposal of alteration of the constitution which are placed on the order of the Great meeting of the Sub-branch shall be submitted to the Standing Executive Committee by 10 days before the date of the opening of the Great meeting of the Sub-branch.

Art. 5: The Great meeting of the Sub-branch shall make the minutes which shall be signed and sealed by the Chairman and more than 3 members present.

Recall

Art. 6: The Representative of the Sub-branch may be recalled in accordance with the formalities of Art. 7 whenever demanded by majority of the members of the division which he belong to.

- Art. 7: In case of the requirement above, the division shall open at once a Great meeting of the division, which shall demand the report of the Representative, discuss his report, decide his recall to be right or wrong and require the approvation to the Meeting of Representatives of the Sub-branch.
- Art. 8: The Executive Committeeman of the Sub-branch may be recalled in accordance with the formalities of Art. 9 whenever demanded by majority of the members of the division which he belongs to.
- Art. 9: In case of the requirement above, the division shall open at once a Great meeting of the division, which shall demand the report, of the Executive Committeeman, discuss his report, judge his recall to be right or wrong, and the meeting of Representatives of the Sub-branch shall decide the issue.
- Art. 10: A Representative or an Executive Committeeman who was decided to be recalled shall be relieved of his post.

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Constitution of Tatabayashi Woolen
Employees' Union
(Tatabayashi Keori Jugyoin Kumiai)

Chapter I General Rules

- Art. 1: The name of this union shall be the Tatabayashi Keori Jugyoin Kumiai. The office shall be set at 1660 Tatabayashi, Tatabayashi-machi, Ora-gun, Gumma-ken.
- Art. 2: The union shall be organized by the employees of the Tatabayashi Keori K.K. excepting the representatives of the benefit of the company.

Chapter II Aims and Businesses

- Art. 3: The union aims to difuse and execute the platform and the constitution, to maintain and improve labor terms and to protect the welfare of the membership.
- Art. 4: The union shall perform the following matters to fulfil the aims mentioned in last article.
 - 1. Maintenance and improvement of labor terms
 - 2. Establishment of the collective bargaining right and the collective agreement.
 - 3. Execution of welfare and cultural affairs
 - 4. Esteem of human rights of the membership.
 - 5. Other matters needed to attain the aims.

Chapter III Officers

- Art. 5: The union has following officers.

1. President	1
2. Vice-president	1
3. Committee	Some
4. Clerk	"
5. Auditor	"
- Art. 6: The president, the vice-president and the committees shall be elected at the general meeting. Accordingly the president and the vice-president

shall have the right to preside the union as from the date of installation.

Art. 7: The clerks shall be recommended by nomination of the president.

Art. 8: The auditors shall be elected at the general meeting and audit at times the accounts of the union.

Art. 9: The office term of the officers shall be for the period from a general meeting to the next one.

Art. 10: In case there is a vacancy or needed to fill up, the officer shall be filled up according to the provisions of Art. 6 to Art. 9 inclusive.

Chapter IV Organs

Art. 11: The union has following organs to fulfil its aims.
1. General meeting
2. Officers' meeting

Art. 12: The general meeting shall be the highest resolution organ consisted of officers and membership.

Art. 13: The general meeting shall be held in April of each year and the president shall call it.

Art. 14: The extraordinary general meeting shall be held when deemed necessary by the officers' meeting or demanded by 2-thirds or more of the membership.

Art. 15: The extraordinary general meeting shall be composed of officers and membership as the highest resolution organ of the union.

Art. 16: The quorum of the general meeting and the extraordinary general meeting is 2-thirds or more of the membership.

Art. 17: The general meeting has its speaker. The president shall be the speaker.

- Art. 18: The decisions at the general meeting shall be made by a majority of those present and in case of tie, the speaker shall decide the issue.
- Art. 19: The officers' meeting shall be convened by the president and the quorum of it is 2-thirds or more of officers.
- Art. 20: The business year of the union begins on May 1 of each year and ends on April 30 of the next year.

Chapter V Accounting

- Art. 21: The dues is 20 yen a month. Extra dues may be collected in case of need by the resolution of the officers' meeting. The dues once paid in shall not be returned for any reasons.
- Art. 22: The settlement shall be made once a year. It shall be reported to the general meeting for the approval.
- Art. 23: The fiscal year begins on May 1 and ends on April 30 of the next year.

Chapter VI Adminion, Secession and
Expulsion

- Art. 24: One who wishes to join the union shall apply to the president for the approval of the union, with the application money which is double the dues.
- Art. 25: One who wishes to leave the union shall apply it to the president, giving a clear reason. He shall lose all the rights at the same time of secession.
- Art. 26: The member who committed unreasonable disturbance or the like misconduct regarding the development and production may be decided whether to be expelled or not as a result of strict deliveration at the officers' meeting.

Art. 27: The member purged loses the qualification as a member as from the time he received a notice with the joint signs of the president and the vice-president.

Chapter VII Amendment of Constitution

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

Art. 29: This constitution shall come into force as from Apr. 10, 1947.

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Constitution of Iizuka Hosiery
Factory Employees Union.

(Iizuka Meriyasu Kojo Jugyoin Kumiai)

Chapter 1. General Rules.

- Art. 1: This union is called the Iizuka Hosiery Factory Employees Union.
- Art. 2: This union is organized by the employees of the Iizuka Hosiery Factory, Limited Partnership.
- Art. 3: The office of the union is set in the Iizuka Hosiery Factory at 132 Yoshii, Yoshii-machi, Tano-gun, Gumma-ken.

Chapter II. Aims and Businesses.

- Art. 4: The union aims, by solidarity and mutual aid of the membership, refinement of characters, improvement of workmanship, maintenance and betterment of labor term, promotion of welfare, and economic, political, social and cultural position, so as to contribute democratization and sound development of industry.
- Art. 5: The following works shall be done to fulfil the aims of last article.
1. Securement of the collection bargaining.
 2. Connection and cooperation with other bodies having the same aid.
 3. Labor contract.
 4. Betterment of treatment and security of living right.
 5. Procurement of necessary knowledge, sound recreation and physical culture.
 6. Mutual aid and welfare.
 7. Participation in management.

8. Other matters necessary to fulfil the aims.

Chapter III. Admission and Secession.

Art. 6: One coming under Art. 2 who wishes to admit the union shall apply with admission fee provided stating matters provided.

Art. 7: When approved by the president after investigation of the application of last article and made entry in the list of the membership, one procures capacity as member.

Art. 8: One who wants to leave the union shall get the approval of the president applying for it furnishing with the reason.

Chapter IV. Rights and Duties.

Art. 9: The membership have the following rights.

1. Voting right and eligibility for election of officers.
2. Attendance and voice at various conference.
3. Participation in business of the union and enjoyment of its profit.

Art. 10: The membership have following duties.

1. Payment of dues.
2. Observation of the constitution and resolutions.

Chapter V. Officers and Organs.

Art. 11: The union has following officers.

President	1
Vice-president	2
Committee of department	Some
Accounting committee	1
Auditing committee	2
Clerk	1

Art. 12: The president represents the union and presides over it.

The vice-presidents helps the president and acts for the president in case of his inability.

The committees engage in execution of resolved matters.

The accounting committee engages in cash and property management.

The auditing committees engage in supervision and examination of accounting.

The clerk engages in union affairs.

The officers shall be assigned by election at the general meeting and the clerk is nominated by the president.

Art. 13: The office term of the officers is a year but there is no objection to be reelected.

Art. 14: The union may have advisers as consultative organ.

Art. 15: The organs of the union are the general meeting and the committee meeting.

Art. 16: The general meeting is the supreme resolving organ and divided into the regular and extraordinary general meetings.

The regular one shall be held once a year in spring and the extraordinary one when deemed necessary by the committee or demanded by more than one-third of the membership.

Art. 17: The committee meeting is an executive organ and convened by the president as occasion demands.

Chapter VI. Accounting.

Art. 18: The expenses of this union are appropriated by admission fee, membership dues and donations.

Art. 19: The fiscal year of the union is from April 1 to March 31 of the next year. The business report and accounting statement shall be filed to the general meeting every year for its approval.

Art. 20: To any seceder of this union, dues once paid in shall not be returned for any reasons.

Chapter VII. Reward and Punishment.

Art. 21: The member meritorious specially shall be commended by the resolution of the general meeting or the committee meeting.

Art. 22: The member coming under any of the following items may be expelled or suspended his right by the resolution of the general meeting or the committee meeting.

1. One who ignored or violated the constitution or resolutions.
2. When disturbed the order or defamed the honor of the union.
3. When delayed payment of membership dues for more than 3 months.

Chapter VIII. Additional Rules.

Art. 23: This constitution shall not be changed unless resolved by the general meeting.

Art. 24: This constitution shall come into force as from Apr. 13, 1947.

Detailed Rules of Iizuka
Hosiery Factory Employees Union
(Iizuka Meriyasu Kojo Jugyoin Kumiai)

Art. 1: The present detailed rules stipulate details in enforcement of the Iizuka Hosiery Factory Employees Union Constitution (shall be called "the constitution" simply hereinafter) to expect it smooth operation.

Art. 2: The employees of the Art. 2 of the constitution shall be all the employees excepting those stipulated in laws related to labor union and those whose names were struck off the list.

Art. 3: The union is provided with following books.

Name list of membership.
Name list of officers.
Minutes of conferences.
Union diary.
Accounting books.
Document files related to the union.

Art. 4: The union has following departments to execute works stipulated in Art. 5 of the constitution and the business allotment is as belowmentioned.

The departments mentioned in last clause shall have each one full-time committee and some assistant committees for planning and operation of businesses.

The Political Department.

1. Establishment of collective bargaining right.
2. Connection and cooperation with other bodies.
3. Labor contract.
4. Betterment of treatment and security of living right.
5. Participation in management.

6. Political problems or public relations.
7. Other matters not coming under other departments.

The Mutual Aid Department.

1. Financial matters.
2. Presents and relief at occasions of congratulation, condolence, sickness and calamities.
3. Good offices for daily necessities.
4. Matters related with increase of welfare.

The Physical Culture Department.

1. Vallery-ball, ping-pong and other sports necessary to promote health.
2. Athletic meets.

The Recreation and Culture Department.

1. Planning and good offices of trip, performance, theatre going, etc.
2. Library.
3. Planning and holding of lecture meetings and training courses.
4. Other necessary matters.

The Research Department.

1. Workmanship and efficiency of production.
2. Various statistics.
3. Research works of other departments.

Art. 5: Despite the provisions of office term of Art. 13 of the constitution, the tenure of a substitute officer is the remainings of the predecessor's.

Art.6: To convoke a general meeting of Art. 16 of the constitution, a notice stating necessary matters such as proceedings, date, etc. shall be made public previously. But, in case of emergency, it is exempted from this rule.

Art.7: The general meeting is invalid in case there are not more than 3-fifths of the total number of the membership present.

The resolution shall need be approved by a majority of those present and in case of tie, the president shall decide the issue.

Art.8: The admission fee is one yen and the membership dues are as follows:

Total income:

Under 300 yen	5 yen
Above 300 yen	10 yen
" 500 yen	15 yen
" 700 yen	20 yen
" 900 yen	25 yen
Every 200 yen above 900 yen	5 yen

Art.9: The committee of each department shall file the schedule of major events and the budget necessary at the beginning of each business year to get approved by the committee meeting.

Art.10: In case any department established any separate rules, the same shall be filed to the committee meeting to get approved.

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Constitution of Yoshino-gumi
Filatory Co., Ltd. Employees Union

(Kabushiki Kaisha Yoshino-gumi
Seishi-jo Jugyoin Kumiai)

Chapter I. General Rules.

- Art. 1: This union is called the Yoshino-gumi Filatory Co., Ltd. Employees Union.
- Art. 2: This union is organized by the employes of the Yoshino-gumi Filatory Co., Ltd. excepting the factory manager and chiefs of the Fuel, Material, Personnel and Welfare, and By-product departments.
- Art. 3: The office of this union is set in the Yoshino-gumi Filatory at 2216 Shibukawa-machi, Gunma-gun, Gunma-ken.

Chapter II. Aims and Activities.

- Art. 4: This union aims to better labor terms, to increase welfare, to elevate social position by solidarity of the membership, to democratize to management of this filatory and to make effort for reconstruction of economy of Japan.
- Art. 5: Following matters shall be performed to fulfil the aims of the union.
1. Collective bargaining with the company as to labor terms, employment and dismissal.
 2. Increase of welfare of the members and their families.
 3. Elevation of workmanship of the members.
 4. Promotion of culture of the members.
 5. Mutual aid of the employes and their families.
 6. Liaison and cooperation with other bodies.
 7. Other necessary matters to fulfil the aims.

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Constitution of Yoshino-gumi
Filatory Co., Ltd. Employees Union

(Kabushiki Kaisha Yoshino-gumi
Seishi-jo Jugyoin Kumiai)

Chapter I. General Rules.

- Art. 1: This union is called the Yoshino-gumi Filatory Co., Ltd. Employees Union.
- Art. 2: This union is organized by the employes of the Yoshino-gumi Filatory Co., Ltd. excepting the factory manager and chiefs of the Fuel, Material, Personnel and Welfare, and By-product departments.
- Art. 3: The office of this union is set in the Yoshino-gumi Filatory at 2216 Shibukawa-machi, Gumma-gun, Gumma-ken.

Chapter II. Aims and Activities.

- Art. 4: This union aims to better labor terms, to increase welfare, to elevate social position by solidarity of the membership, to democratize to management of this filatory and to make effort for reconstruction of economy of Japan.
- Art. 5: Following matters shall be performed to fulfil the aims of the union.
1. Collective bargaining with the company as to labor terms, employment and dismissal.
 2. Increase of welfare of the members and their families.
 3. Elevation of workmanship of the members.
 4. Promotion of culture of the members.
 5. Mutual aid of the employes and their families.
 6. Liaison and cooperation with other bodies.
 7. Other necessary matters to fulfil the aims.

Chapter III. Admission and Secession.

Art. 6: Entrance and secession are free. But in case of secession, it must be reported to the chairman with the reason.

Art. 7: The qualification of the member begin when registered in the membership list.

Art. 8: The re-entrance of one who once left the union shall need approval of the executive committee.

Chapter IV. Organs.

Art. 9: The union has following organs.

1. General meeting.
2. Committee meeting.
3. Department meeting.

Art. 10: The general meeting is the supreme resolution organ, organized by all the members and convened by the chairman.

Art. 11: The general meeting is divided into the regular general meeting and the extraordinary one. The regular one is held once a year in March and the extraordinary one is held at following cases.

1. When recognized necessary by the executive committee chairman.
2. When demanded by more than a half of the membership.

Art. 12: The general meeting is invalid unless more than 2-thirds of the members are present.

Art. 13: The resolution of the general meeting shall be decided by a majority of those present and in case of tie, the chairman shall decide it.

Art. 14: The committee meeting is a resolution and execution organ next important to the general meeting, organized by the committees and convened by the chairman.

Art. 15: The committee meeting is held at the time needed.

Art. 16: The committee meeting shall be invalid unless more than 2-thirds of the fixed number of the resolving rights are present.

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

Art. 17: The department meeting is divided into two parts:

The 1st (men) and the 2nd (women) department. The committees of each department are elected as follows:

1st dept. One committee per 5 members.

2nd dept. " per 15 members.

Art. 18: The departments always engage in the union affairs. The problems of each department shall be disposed autonomously, but the results shall be reported to and approved by the committee.

Chapter V. Officers.

Art. 19: This union has following officers.

Chairman	1
Vice-chairman	2
Committee	Some
Accountant	Some

Art. 20: The office term of the officers is one year but there is no objection to be reappointed.

In case there is a vacancy in any of offices, the committee meeting may fill up the vacancy. The office term of the officer installed to fill up the vacancy shall be the rest of the predecessor's.

Art. 21: The committees are elected at the general meeting and the chairman and the vice-chairman are elected by mutual vote of committees.

Art. 22: The chairman represents the union and supervises the union affairs.

The vice-chairman helps the chairman and act for the chairman in case of his inability.

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

The accountants are appointed by the chairman and engage in accounting business.

Chapter VI. Accounting.

Art. 23: The expenses of this union are defrayed by membership dues and donations.

Art. 24: The membership dues shall be deposited each month. It is one-hundredth of the basic salary.

Art. 25: The dues once paid in shall not be returned for any reasons.

Art. 26: All the committees are jointly responsible for accounts, auditing, and management of property of this union.

Art. 27: Donations are received in the responsibility of the committee.

Art. 28: The fiscal year is from April 1 of each year to March 31 of the next year. The settlement shall be reported to and approved by the general meeting.

Chapter VII. Reward and Punishment.

Art. 29: The member remarkably meritorious shall be commended by the resolution of the committee.

Art. 30: The member who falls under any of following areas may be expelled or suspended his rights by the resolution of the committee.

1. Who violated this constitution or resolutions.
2. Who disordered the control.
3. Who joined any other union.
4. Who defamed the dignity of this union.

Additional Rules.

Art. 31: This constitution shall not be changed unless approved by more than half of those present at the general meeting.

Art. 32: The detailed regulations may be set in case of need for operation of this union. The committee shall decide them.

Art. 33: This constitution shall come into force as from March 16, 1947.

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Constitution of Nagai-Gumi Co.,
Ltd. Workers' Union (Nagai-Gumi
Jugyoin, Kumiai)

Chapter 1

General Rules

Art. 1: The name of this Union shall be "The Nagai-Gumi Co., Ltd., Workers' Union."

Art. 2: This Union is organized by employes of the Nagai-Gumi Co., Ltd.

Art. 3: The aims of this Union are realization of following businesses.

1. Matters regarding promotion of the efficiency and promotion of the production and fulfilment of the businesses.
2. Matters regarding elevation of members economical positions.
3. Matters regarding overthrowing the conventionality of the feudal systems and enlightenment and respect the oneself and others' personality by harmonizational and friendly spirits and serving the social joint responsibility.

Art. 4: The office of this union is placed in the Nagai-Gumi Co., Ltd., located at 1,156, Iwagami-machi, Maebashi-shi.

Chapter 2

Business

Art. 5: This Union accomplishes following businesses in order to attain aims of Art. 3.

1. Matters regarding maintenance and improvement of labor terms of members and elevation of members' economic positions.
2. Matters regarding negotiations with the representative of the company about the course of management of the Nagai-gumi Co., Ltd. and other all affairs that provide important influence for members:

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3. Matters regarding necessary investigation about operation of this union.
4. Matters regarding connection and co-operation with other groups having the same aim with the union.
5. Others deemed necessary to accomplish the purpose.

Art. 6: This Union has following officers:

- | | |
|---------------------|------|
| 1. Union Chief | 1 |
| 2. Vice-union chief | 1 |
| 3. Committee | some |

Art. 7:

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

Art. 8: The committeemen shall assist the chief and the vice-chief of the union, and deliberate and manage important businesses of the Union.

Art. 9: The committeemen represents all members' opinion, and has the right of voting at the committee.

Art. 10: The term of office of the officers shall be one year. But re-appointment is not objectionable. When the office term ends, the officers deliberate on the executions and businesses until decision of the successors. The officer who took as the substitute or increased staffs perform his duties until the next re-election.

Chapter 3

Resolution Organs

Art. 11: This Union has following meetings:

1. The general meeting
2. The committee.

Art. 12: The general meeting is the highest resolution

organ which is consisted of all members and called by the chief of the Union in April of each year. But the extraordinary general meeting may be called, when deemed necessary by the committee, or demanded by one-third or more of the total members of the Union.

Art. 13: The chairman of the general meeting is the chief of the Union.

Art. 14: The resolution of the general meeting shall be decided by two-thirds or more total membership of those present except in the case where the rule or another regulations of this constitution, exist otherwise but in case of tie, the chairman shall decide the issue.

Art. 15: Following businesses is discussed at the general meeting:

1. Expulsion of membership
2. Alteration of the constitution
3. Report of the businesses and recognition of the incomes and outgoes and the settlement of accounts
4. Dissolution of the Union
5. Other matters regarded important

Art. 16: This constitution shall not be altered unless approved by the resolution of the general meeting with presense of two-third or more of total membership and needs approval by two-thirds or more those present.

Art. 17: The committee is organized by the chief and the vice-chief and committeemen of the Union, and called by the chief of the union of each month.

Art. 18: The chairman of the committee is the chief of the Union.

Art. 19: The resolution of the committee shall be decided by a majority of half or more of the membership, and in case of tie, the chairman shall decide the issue.

Chapter 4

Art. 20: The man has the writ of appointment of the duty of the Co., Ltd., that shall be decided by Art. 2 can enters the Union, but the man deemed that representative of the enterpriser's profit can not enters the Union.

Art. 21: An applicant who wants to be the member of the Union, offers with recognition of the constitution, and the writing of the application with the money of entrance and the dues of one month.

Art. 22: When the name is put on the list of members, the qualification of membership of the union shall be valid.

Art. 23: The member shall be seceded from following reasons:

1. Death
2. Retirement
3. Expulsion
4. In case recognized to be the representatative of the company interests.

Art. 24: When he comes under following, he may be ousted or suspended his rights from membership of the union by the resolution of the general meeting.

1. The man who defamed the honor of the union.
2. The man who violated the constitution and regulation and honor of the Union.
3. The man who did not pay the membership dues without reason.

Art. 25: In case the man who expelled from membership enters again the Union, he must get the recognition of the general meeting.

Art. 26: All members shall receive the duties or equal profits by this constitution and regulations.

Chapter 5

Vote

Art. 27: All members of the union shall have the right to vote eligibility for election, but there are following restrictions.

1. The man who comes under Art. 2 or does not reach seventeen years old, or does not recieve the writ of appointment, shall have no right to vote and eligibility.
2. The man who does not pass 6 month from the date of the writ of appointment shall have no eligibility.

Art. 28: The committeemen shall be elected by mutual vote at the rate of one for each members they at each buseness place as a rule, in case of tie, the older shall be elected.

Art. 29: The chief and vice-chief of the union shall be elected by mutual vote at the committee.

Art. 30: The election of the officers is made towards the end of March, every year.

Art. 31: When there is any vacancy and increase of the number of the committeemen, the committeemen are elected by mutual vote at each place.

Art. 32: In case, the committeemen can not represent all opinions of the Union by change of the place and other reasons, a re-election may be exercise by the resolution of the committee meeting.

Chapter 6

Accounts

Art. 33: The incomes of the union are membership dues, the dues of entrance and the contribution, but the contribution shall be received when the committee decides to receive it. The extraordinary expense shall be held by the extraordinary investment of membership or the debt.

Art. 34: The entrance fee is 5 yen for each member, and the membership dues shall be 2 yen a month for each member.

Art. 35: The fiscal year shall be from April 1 to March 31 of next year.

Art. 36: The income and outgo of every year shall be reported to the next general meeting and shall get the recognition.

Art. 37: The accountant shall take charge of the accounts.

Art. 38: The inspection of accounts shall be accomplished by the inspector of accounts. The inspector of accounts shall be elected from among all members, but the inspector of accounts shall not be installed to any other officer concurrently.

Art. 39: The election of the inspector of accounts is elected at each business place that business place in decided.

Chapter 7

Supplmentary Rules

Art. 40: The necessary managment and regulations of business to accomplishes the businesses shall be decided by the chief of the Union by the resolution of the committee.

Art. 41: This constitution shall come into forces as from February 26, 1947.

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Constitution of Gumma-ken
Gardener's Union
(Gumma-ken Zoenshoku Kumiai)

Chapter 1

General Rules

Art. 1: This union aims to undertake the maintenance and betterment of the labor terms under the security of the right to unite, and thereby, to help the elevation of the labourers' position and to contribute to the development of economy.

Art. 2: This union shall be called "The Gumma-ken Gardener's Union." and the office is placed at 51 Nakagawa-machi, Maebashi-shi. This Union may have branches at necessary places.

Art. 3: The region of this union is Gumma-ken.

Chapter 2

Membership

Art. 4: This union is organized by the following men who entered this Union.

1. The gardeners in the region.
2. The assistants of gardeners in the region.

But limited only to be those who make living by wages, salaries and such other incomes,

Art. 5: A member shall secede from this union in the following cases.

1. When lost the qualification mentioned in Art. 4.
2. When died.
3. When expelled.
4. When proposed to secede and approved by this union.

Chapter 3

Businesses

Art. This union shall execute following businesses in

order to realize the purposes mentioned in Art. 1.

1. Collective negotiations necessary for the maintenance and betterment of the labor terms.
2. Equipments for the increase of the members' welfare.
3. Researches and equipments necessary for the elevation of technique skill, the increase of working efficiency, training of laborers, and the development of gardeners.
4. Co-operative purchases and distributions of the apparatuses, resources, and good-necessary for the members.

Chapter 4

Officers

Art. 7: This union has following offices:

President	1
Vice-presidents	2
Committeemen	some
Account committeemen	2

Art. 8: This union may have advisers and councilors in addition to the officers abovementioned, excepting the user and the representatives of benefit.

Art. 9: The president shall represent this union and execute the affairs of this union according to the decision of the committee.

The vice-president shall always assist the president and in case of his absence or his inability or vacancy in that office, shall act for him.

A committeeman shall be elected from each branch, and he shall represent the members in that electoral district and participate in the deliberation and the management of the union affairs. The committeeman, as a general rule shall hold the office of the branch-chief also.

The account committeemen shall take charge of the account business of this union.

Art. 10: The office term of the officers shall be two years, but the office term of the officer who was elected for

the supplement is the rest of his predecessor.

Art. 11: The president, vice-presidents, and account-committeemen shall be elected at the general meeting.

Chapter 5

Conference

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

Art. 13: The committee meeting is consisted of all the officers mentioned in Art. 7. and shall deliberate and decide the matters, necessary for the execution of the union affairs.

Art. 14: The general meeting of the members. The ordinary general meeting shall be held on May every year, at which the matters, deemed important except the matters stipulated in the constitution, shall be deliberated.

The extraordinary general meeting shall be held at any time when the matter particularly deemed necessary took place.

Art. 15: The resolution of the general meeting shall be decided when a half or more of the total members are present and the majority of their votes approved it.

A member has a right of voting.

Chapter 6

Accounts

Art. 17: The fiscal year of this union shall be from April 1 to March 31 of the next year.

Art. 18: The expenses of this union shall be paid with the membership fees. The amount of the membership fee is 2 yen to a ~~each~~ member for a month.

Art. 19: The president shall frame the balance sheet of

of the settlement of the incomes and outlays, submit it to the general meeting and receive the approval of that meeting at the end of the fiscal year.

Chapter 7

Alteration of Constitution

Art. 20: This constitution shall not be altered unless approved by the resolution of three-fourths or more of the total members at the general meeting.

Chapter 8

Punishment for Violation of Constitution

Art. 21: In case a member didn't observe the matters stipulated in this constitution or disobeyed the justly issued indication of this union or gave a disadvantage to this union, he may be expelled through the deliberation of the committee meeting.

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CONSTITUTION OF MAKI BRANCH OF ALL-JAPAN
MACHINERY AND TOOLS WORKERS UNION
(Zen-Nippon Kiki Rōdō Kumiai Maki Bunkai)

Art. 1: The name of the Branch shall be "The Maki Branch of All Japan Machinery and Tools Workers Union", and the office of the union is placed in "The Maki Machinery Factory" located at Ishikura, Motosoja-machi, Gumma-gun, Gumma-ken.

Art. 2: This branch is organized by the members of the All Japan Machinery and Tools Workers Union, who are the employees of the Maki Machinery Factory, except the representatives of the interest.

Art. 3: The end of this branch is to project the elevation of the worker's political, economic and social position by the combination of members of this branch.

Art. 4: This branch shall enforce necessary works to accomplish the end of Art. 3.

Art. 5: An applicant who wants to be the member of the branch shall apply for the branch with 10 yen as the entrance fee.

Art. 6: A member who wants to leave the branch shall submit a report of secession with the reasons.

Art. 7: All members of the branch shall have the rights to attend, speak, and decide any resolution at all organs of the branch following the constitution of the union. All members of the branch shall have the right to vote and eligibility for election of officers.

Art. 8: All members shall pay the membership dues.

All the membership shall esteem and observe the provisions of the present constitution and the resolution of the branch.

Art. 9: This branch has the grand meeting and the committee.

1. Grand meeting

The grand meeting is the highest resolution organ of the branch, and is organized by all the members of the branch. The grand meeting shall be held in April and in October of each year.

In case recognized necessary by the executive committee or requested by two-thirds or more of total membership of the branch, the extraordinary grand meeting shall be held. The grand meeting shall not be opened unless two-thirds or more of total members of the branch are present. The resolution of the grand meeting shall be decided by a majority of total members present.

2. Committee

The committee is organized by the committeemen elected at the grand meeting. The committee shall engage in the business of the union between a grand meeting and the next one in conformity with the command of the head-office and the branch, and the resolution of the grand meeting.

The committee shall report the works to the grand meeting and shall be approved by it Art.10. This branch has following officers:

- | | |
|----------------------|------|
| 1. Branch chief | 1 |
| 2. Vice-branch chief | 1 |
| 3. Committee | some |

The officers shall be elected by the grand meeting. In case of inability of the branch chief, the vice-branch chief shall act for him. The office term of officers is one year and there is no objection to be re-elected.

Art.11: The expenditures of this union shall be defrayed by membership dues, and contributions.

Art.12: All members of the branch shall pay 5 yen as the membership due each month. Of it, 1 yen shall be paid to the branch and 1 yen, to the head-office.

Art.13: The fiscal year of the branch is from April 1 of each year to March 31 of the next year.

Art.14: The committee shall be responsible for the accounts.

Art.15: The matters not decided in the constitution and the doubts follows to the constitution of the All Japan Machinery and Tools Workers Union on the constitution of its branch.

Art.16: This constitution shall not be altered unless approved by two-thirds or more of the members present at the grand meeting.

Art.17: Approved by the executive committee of the branch, this constitution shall come into force as from April 1, 1947.

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CONSTITUTION OF MAEBASHI BRANCH OF
FUJI SILK CO., LTD. WORKERS UNION

(Fuji Sanshi Kabushiki Kaisha
Jugyoin Kumiai)

Chapter I. General Rules

Art. 1: The name of this branch is "The Maebashi Branch of Fuji Silk Co., Ltd. Workers Union."

Art. 2: This union is organized by the employees of the Maebashi Factory of Fuji Silk Co., Ltd., except the representatives of the interest.

Art. 3: The office of the branch is placed in the Maebashi Factory of Fuji Silk Co., Ltd. located at 11 Rokku, Maebashi-shi.

Chapter II. End and Business

Art. 4: The end of this branch is to accomplish the end of the constitution of the union.

Art. 5: This branch shall perform the works as the real conditions of the branch, in conformity with Art. 5 of the constitution of the union.

Chapter III. Officers, Personnels and Organs

Art. 6: This branch has following officers and personnel.

1. Officers

Branch chief	1
Vice-branch Chief	2
(man 1, woman 1)	
Secretary	some

2. Personnel (including some of the standing secretary)

Accountant	some
Clerk	some

Art. 7: The branch chief shall represent the branch and shall supervise the business, and shall be responsible for all affairs.

Art. 8: The vice-branch chief shall assist the branch chief, and shall act for the branch chief in case of his inability.

Art. 9: The standing secretaries shall co-operate with the branch chief and vice-branch chief, and shall dispose the businesses.

Art. 10: The secretary meeting shall engage in important businesses.

Art. 11: The accountants shall dispose the accounts of the branch.

Art. 12: The clerk shall dispose the business under the direction of the branch chief.

Art. 13: The branch chief, vice-branch chief and standing secretaries shall be elected by mutual vote at the secretary meeting. The secretaries shall be elected by the general meeting of the branch.

Art. 14: The accountants and clerks shall be appointed and dismissed by the branch chief.

Art. 15: The office term of officers and personnel of the branch is one year, but there is no objection to be re-elected or reappointed. In case there is any vacancy in any of the officers, it may be filled promptly by the secretary meeting. The office term of the officer elected by the by-election is the remaining of the predecessor's.

Art. 16: This branch has following organs:

1. General meeting
2. Secretary meeting
3. Standing secretary meeting

Art. 17: The general meeting is the highest resolution organ of the branch, and is organized by the members of the branch, and shall be convened by the branch chief twice a year regularly, but in case recognized necessary by the secretary meeting or requested by two-thirds or more of total members appointing the end of the conference, the extraordinary general meeting shall be held.

Art.18: The secretary meeting is the highest resolution organ, next to the general meeting, and is organized by the secretaries, and shall be called by the branch chief at times.

Art.19: The secretary meeting is the organ of management of business, organized by the branch chief, vice-branch chief and secretaries, and shall be called by the branch chief at times.

Art.20: All resolutions of the conferences shall be decided by a majority of total members present, and in case of tie, the chairman shall decide the issue. The chairman of each conference shall be elected by the conference, at each time.

Chapter IV Accounts

Art.21: The expenditures of the branch shall be defrayed by the membership dues, in conformity with Art.30 of the constitution of the union. And in case recognized necessary about affairs of the branch etc., the branch may convene extraordinary membership dues, etc., and in this case, it shall be disposed as the special accounts.

Art.22: The fiscal year is from April 1 of each year to March 31 of the next year.

Chapter V. Reward and Punishment

Art.23: A member meritorious for the union may be reported to the head-office by the resolution of the secretary meeting, and may be commended officially.

Art.24: A member who come under any of following items may be reported to the head-office by the resolution of the secretary meeting, and may be ousted or dismissed or suspended his rights.

1. In case that a member violated the constitution or resolution of the branch.

2. In case that a member violated the control of the branch.

3. In case that a member disgraced the dignity of the membership or defamed the honor of the branch.

Chapter VI. Supplementary Rules

Art.25: This constitution shall not be altered unless approved by two-thirds or more of the total member at the general meeting and approved by the head-office.

Art.26: The details concerning the management of this constitution shall be decided particularly.

Art.27: The other matters not decided by the constitution shall follow the constitution of the union.

Art.28: This constitution shall come into force as from April 21, 1947.

The selection of "The Constitution of The Fuji Silk Co., Ltd. Workers Union."

Art. 4: The end of this union is to project upkeep and improvement of the labour terms, elevation of the social position, and to work for the progress of Japan's economy by democratizing the industry.

Art. 5: This union shall perform following matters to accomplish the end of Art. 4.

1. To manage the labor-management council in conformity with the collective agreement.

2. Matters concerning the cultural education, as education, publication, inquiry, lecture meeting, and inspection, etc.

3. Matters concerning to elevate and train members' technique.

4. Matters concerning members and their families' mutual welfare, betterment of life and sanitation.

5. Matters concerning to co-operate with the other parties which have the same end.

Art.29: A male member shall pay 4 yen a month as membership due, and a female member, 2 yen a month. And the union shall collect 1 yen as entrance fee, particularly.

Art.30: The branch shall be given 70% of the membership dues which are paid by all members as the expenditure of the branch.

- end -

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CONSTITUTION OF GUMMA PREFECTURAL
MAT WORKER'S UNION
(Gumma-ken Tatami Shoku Kumiai)

Art. 1: The object of this union shall be to strive for support and improvement of the labor terms, to project promotion of the welfare, to contribute to elevation of worker's social and economic position and reconstruction of financial conditions, combined rights.

Art. 2: The name of this union shall be "The Gumma-ken Mat Worker's Union." (The Gumma-ken Tatami Shoku Kumiai) The office of this union is placed at 70 Kuruwa-cho, Maebashi-shi.

This union shall have the branch offices at any places, if necessary.

Art. 3: The region of this union shall be cover the whole of Gumma Prefecture.

Art. 4: This union shall be consisted of the men who come under the following and entered this union.

1. Those engaged in the business of the mat in the area.

2. Those engaged in assistance business of the mat in the area. Only those are on wages or other similar incomes.

Art. 5: In case a member comes under the following, he shall secede from this union.

1. When a member loses the qualification provided in Art. 4.

2. When a member died.

3. When a member was expelled.

4. When a member submitted and was approved by this union.

Art. 6: This union shall perform the following business in order to realize the object of Art. 1.

1. The collective bargaining in order to project the support and improvement of the labor terms.

2. The institution concerning the welfare of workers.

3. Elevation of workmanship. Promotion of working efficiency. Cultivation of workmanship. The investigation and institution in order to improve and develop the business of mat.

4. Common purchase and distribution of the necessary utensils, materials and articles for the use of mat making.

Art. 7: This union has following officers.

President	1
Vice-president	2
Committeemen	some

Art. 8: The president shall represent this union and perform the business of this union owing to the resolution of the committee.

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

The committeemen shall be elected one from each branch. And he shall represent the members of an electoral district and shall participate in the management or consideration of the business.

As a general rule the committee men shall hold the Head of the branch as an additional office.

Art. 9: The office term of officers is two years. In case an officer is elected by the by-election, his office term shall be the remainder of predecessor's term.

Art. 10: The president and the vice-president shall be elected by the general meeting.

Art.11: The conference of this union shall be classified into the general meeting and the committee meeting.

Art.12: The committee meeting is consisted of all officers prescribed in Art. 7. And it shall consider and decide the matters concerning execution of the business.

Art.13: The general meeting shall be called at the beginning of the business year not later than two months once a year. And it shall consider and decide the accounts or other important matters.

When deemed necessary, the extraordinary general meeting may be called.

Art.14: The conference shall be opened by a majority or more of the total members is present. All matters of the conference shall be decided by a majority of those present.

Art.15: The chairman of the general meeting or the committee meeting shall be acted by the president.

Art.16: The fiscal year of this union shall be from April 1 to March 31 of the next year.

Art.17: The incomes of this union are the membership dues. The membership dues is 3 yen a month.

Art.18: The president shall draw up and submit the statement of income and expenditure at the end of the business year and ask for approval or the general meeting.

Art.19: In case a member violated this constitution or the indication issued by proper made of procedure or performed against this union's interests, he may be expelled by the resolution of the committee.

Art.20: This constitution shall not be altered unless approved by the resolution of three-fourths or more of the total members at the general meeting.

CONSTITUTION OF ONOZUKA LABOR UNION
OF NATIONAL FEDERATION OF LABOR UNION

(Nippon Rodo Kumiai Sodomei Onozuka Rodo Kumiai)

Chapter I General Rules

Art. 1: The name of this union shall be "the Onozuka Labor Union of National Federation of Labor Union".

Art. 2: The object of this union shall be to form members' character, to practise the workmanship, to support and improve the labor terms, to promote the common welfare, to elevate worker's social position, by means of the combination and the organization of mutual aid. And it shall be to expect democratization of industry.

Art. 3: The office of this union is placed in the Onozuka Mill Manufactory located at 631 Furuichi, Azuma-mura Gumma-gun.

Art. 4: This union is consisted of employes of the Onozuka Mill Manufactory and the persons approved by the board of directors.

Chapter II Business

Art. 5: This union shall perform the following business in order to realize the object of Art. 2.

1. Connection and co-operation with other groups having the same object.
2. Mutual aid finance, health, and recreation of workers and their families.
3. Common purchase of necessaries of life and good office for housing.
4. Repletion of funds and protection of living.
5. Education, publication, investigation and lecture meetings, inspection, etc.
6. Training of workmanship and consultation of finding employment.
7. And other required matters in order to realize the object.

Chapter III Officers

Art. 6: This union has following officers:

President	1
Chief director	1
Accountant	1
Directors	5
Counsellors	some
Auditor	1

Art. 7: The president shall represent and govern the business. The chief director shall assist the president and conduct the business and act for the president in case of his absence or inability.

The directors compose the board of directors and shall participate in the plan of the important business. The accountant shall perform accounting business. The auditor shall audit the accounts.

Art. 8: The president, the chief of director, the accountant, the directors, and the auditor shall be elected at the general meeting.

The office term is one year. There is no objection to be re-elected.

In case there is any vacancy in any of the offices, it shall be filled by the board of directors.

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

Though in case the office term expired, the officers shall perform their business until the successors are decided.

Art. 9: This union may have some counsellors. The counsellors shall be appointed by the president owing to the recommendation of the board of directors. He shall reply the questions of the president or the board of directors and lead them.

The counsellors shall be filled by the officers of the federation.

Art.10: This union may have following sections when deemed necessary by the board of directors.

1. Section of organization
2. Section of propaganda
3. Section of education
4. Section of publication

The heads of the sections shall be the directors.

Art.11: This union may have the clerks and the office-clerks. The clerks and the office-clerks shall perform the business under the president's order.

Appointment and dismissal of the clerks and the office-clerks shall be decided by the president.

Chapter IV Conference

Art.12: The conferences of this union are the general meeting and the board of directors.

The general meeting is the highest resolution organ, which is consisted of all the members and officers. And it shall be called by the president once a year. When demanded by more than a half of the total members, the extraordinary general meeting may be called.

The board of directors is the second resolution organ and it is consisted of the directors and officers. As occasion demands, the board of directors may be called by the president.

Art.13: All matters of a conference shall be decided by a majority of those present, and in case of tie, the chairman shall decide the issue.

The chairman of a meeting shall be acted by the president. The chairman shall nominate the vice-chairman from among members.

Chapter V Entrance and Secession

Art.14: An applicant who wants to be the member of this union shall submit an application with the entrance fee and dues more than a month.

Art.15: The rights of this membership shall begin when his name is registered on the roll.

Art.16: In case a member wants to secede from this union, he shall report it to the president with its reasons.

When a member who wants to secede from this union is liable for any debts or obligations, his secession shall not be admitted unless he performed the duties.

Chapter VI Regulation

Art.17: In case a member violated the regulation or defamed the honor of this union, he may be suspended or ousted from membership of this union by the resolution of the board of directors.

Art.18: In case a member made a great contribution to the organization, development, and the business of this union, he may be recommended to an honorary member commended by the resolution of the board of directors.

Art.19: Alteration of organization or dissolution of this union shall be decided by the resolution of the general meeting.

Art.20: In case a member foreknew the outbreak the trouble with the employer he shall be under the obligation to report it promptly to the union. This union shall make efforts to gain workers' profits.

Chapter VII Accounts

Art.21: The incomes of this union are the entrance fees, the membership dues and the contributions.

The fund for business management may be filled by the investmentt from the members or the loan.

Art.22: The entrance fee of this union shall be 5 yen. The membership dues of this union shall be 3 yen a month.

Art.23: This union shall be under the obligation to pay the allocated fees to the fedaration of the congress of the Gumma District.

Art.24: The matters concerning the management or the disposal of the funds shall be decided by the president owing to the resolution of the general meeting.

Art.25: The fiscal year of this union shall be from April 1 of each year to March 31 of the next year.

Chapter VIII Supplementary Rules

Art.26: The required rules of business transact shall be decided by the president owing to the resolution of the board of directors.

Art.27: This constitution shall not be altered unless approved by two-thirds or more of the members present.

Art.28: This constitution shall come into force on May 1, 1947.

Constitution of Iseaki Plant
Workers Union, Yoshimaru Industry
Co., Ltd.
(Yoshimaru Kogyo Iseaki Kogyo
Jugyoin Kumiai)

Chapter I General Rules

- Art. 1: This union shall be called "The Iseaki Plant Workers Union, Yoshimaru Industry Co., Ltd." Its office is set in the Iseaki Plant at 1,575 Tsunatori, Miyanogo-mura, Sawa-gun, Gumma-ken.
- Art. 2: This union shall try to realize correction and betterment of their labor terms, training of their technique, promotion of their well-being and elevation of their position in order to contribute to development of democratized industries by co-operative solidarity and mutual aid of the members.
- Art. 3: This union shall be organized by employees of the Iseaki Plant, Yoshimaru Industry Co., Ltd. However the capitalist representatives shall be excepted from the organization.

Chapter II Business

- Art. 4: This union shall perform following matters to fulfil the aims stipulated in Art. 2.
1. Establishment of collective bargaining.
 2. Liaison and cooperation with other bodies having the same aims
 3. Mutual aid of the members and their families.
 4. Matter on welfare facilities.
 5. Other matters necessary to attain the aims
- Art. 5: This union has following officers.
- | | |
|---------------|------|
| Chairman | 1 |
| Vice-chairman | 1 |
| Committeeman | 1 |
| Accountant | Some |

Art. 6: The chairman shall represent the union and govern its matters.

Art. 7: The vice-chairman shall assist the chairman, govern the matters and in case of his inability, act for him. The committeemen shall engage in their duties in cooperation with the chairman.

The committeemen shall compose the committee and participate in the important matters.

The Accountant shall take part in the accounting business.

Art. 8: The chairman and the vice-chairman shall be elected by mutual vote of the committeemen.

The tenure of the officers shall be one year and there is no objection to be re-elected.

In case there is any vacancy in any of the offices, it shall be filled up by by-election of all Committeemen.

The tenure of the officer appointed by by-election shall be the remainings of the predecessor's.

Art. 9: This union may have some advisers. However, the advisers cannot be elected from among the members and the capitalist representatives.

Chapter IV Conferences

Art. 10: The conferences of this union shall be the General meeting and the committee. The general meeting shall be the highest resolution organ and convened by the chairman twice a year.

When deemed necessary by the committee, the Extraordinary general meeting shall be held.

The committee shall be the resolution organ, next important to the general meeting and convened by the committeemen as need be.

Its resolution matters shall be opened to the public.

Art. 11: The resolution of the conferences shall be decided by a majority of the composing members present and in case of tie, the Speaker shall decide the issue.

Chapter V Control

Art. 12: The qualification to be membership of this union shall be effective as from the date of registration in the membership name list. However, the admission fees and membership dues for one month shall be paid in advance.

Art. 13: The secession of the member shall be effective at the same time when he retired from this company.

Art. 14: The member who disordered the control of this union violated the constitution or made any other actions defaming its honor shall be admonished once. When he further does not reconsider his actions, he may be expelled from this union or suspended his treatment to be membership of this union by the resolution of the committee.

Art. 15: In case the member made a great contribution to development of the union and its business, he can be recommended the honorary member or commended by the resolution of the committee.

Chapter VI Accounts

Art. 16: The expenditures of this union shall be appropriated by the membership dues, admission fees and donations of the persons interested.

In case of shortage of them, the dues may be collected additionally.

Art. 17: The admission fees shall be three yen. The membership dues shall be five yen, a month and collected by 5th of every month.

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

Art. 18: The matters necessary in management and disposition of the properties of this union shall be decided by the chairman based on the resolution of the committee.

Art. 19: The fiscal year of this union shall be from Feb. 1 to Jan. 31 of the next year. A statement of accounts shall be submitted at the general meeting. The member can, at his request, unrestrictedly peruse the books.

Supplementary Rules.

This constitution shall not be altered unless more than two-thirds of the composing members of the general meeting approve.

This constitution shall come into force as from Feb. 25, 1947.

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CONSTITUTION OF EMPLOYEES' UNION OF FELLING AND
TRANSPORTING WORKS OF NAKANOJO FORESTRY OFFICE

(Nakanojo Eirinsho Shakubatsu Jigyo Jugyoin
Rodo-Kumiai)

- Art. 1: The name of this union shall be "The Employees' Union of Felling and Transporting Works of Nakanojo Forestry Office."
- Art. 2: This union is organized by the Employees of Felling and Transporting Works of Nakanojo Forestry Office (except those recognized to represent the profit of the employer) under the combination of their free wills.
- Art. 3: The office of this union is placed at the Shima Government Felling and Transporting Works Office (Shima Kangyo Shakubatsu Jigyo-sho) located in 4,401 Shima, Sawada-mura, Agatsuma-gun.
- Art. 4: The purposes of this union are . co-operation to fulfil the felling and transporting works by the combination of the members, and stability of our lives and elevation of our position in our cheery labouring lives.
- Art. 5: This union shall have the following works for the fulfilment of the above purpose:
1. Fulfilment of planned production.
 2. Establishment of the right of collective bargaining.
 3. Maintenance and improvement of the treatment and the labouring conditions.
 4. Participation to the management of the woks.
 5. Fulfilment of the purposes of other necessary works.

GWA

Art. 6: This union has the following officers:

- | | |
|----------------------------|---|
| 1. Chief of the union | 1 |
| 2. Vice-chief of the union | 2 |
| 3. Director | 3 |

Art. 7: The chief of the union shall govern and represent this union; the vice-chief of the union shall assist the chief of the union and manage the affairs of this union, and the directors shall confer with about the activities of this union and intend the fulfilment of the works purposed.

This union has 1 accountant and 1 clerk who shall manage the affairs concerned, and so expects perfect management of this union.

Art. 8: Every officer shall be elected at the general meeting, whose office term is 1 year and there is no objection to be re-elected. In case there is any vacancy in any of the officers, it shall be filled by the election at the general meeting, whose office term is the remainder of his predecessor's.

Art. 9: This union has the following organs:

1. General meeting.

9 The general meeting which is consisted of all the members is held once a year, at which important matters of this union shall be confer; the revolution shall be approved by more than a half of those present. An extra-ordinary general meeting may be held when deemed necessary by the officers, or when demanded by more than one-third of the total members.

2. Meeting of officers.

The meeting of officers which is called occasionally when deemed necessary shall confer based on the resolution of the general meeting and on the purposes of the works, and so shall contribute to develop the works of this union.

Art. 10: This union shall collect the membership dues every month from each member in the proportion of

the following for maintenance of the works:

1. From man 10 yen
2. From woman (and from man younger than twenty years of age) 3 yen

Art. 11: The expenditure of this union shall be filled by the membership dues, contributions and other incomes.

Art. 12: The fiscal year of this union shall be from April 1 to March 31 of the next year.

Art. 13: A member who infringed the constitution or defamed the honour of this union may be ousted from the membership by the approval of more than two-thirds of the total members.

Art. 14: This union shall not repay the dues once paid in to a member who seceded half-way or was ousted from the membership.

Art. 15: This constitution shall not be altered unless approved by more than a half of the members present at the general meeting.

Art. 16: Any matters of this union besides this constitution shall be decided at the general meeting except established particularly by laws and ordinances.

Annex : This constitution shall come into force as from April 25, 1947 (Showa 22).

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Constitution of the Toyo Communication
Apparatus Kawamata Plant Labor Union
(Toyo Tsushinki Kawamata Kojo Rodo Kumiai)

Chapter I Name and Characteristic

- Art. 1: This organization shall be known as the Toyo Communication Apparatus Kawamata Plant Labor Union. And the Main Office of the union is located at 480 Niisato, Umeshima-mura, Ora-gun, Gumma-ken, in the Kawamata Plant of the Toyo Communication Apparatus Co., Ltd.
- Art. 2: This union consists of workers employed in the Toyo Communication Apparatus Kawamata Plant excluding the plant manager or his agent and those persons recognized as representatives of management by the union.
- Art. 3: This union shall be organized and operated following democracy, and shall intend to democratize the industrial system and to rehabilitate economy, participating in operation of business through trade union movement.
- Art. 4: The union members shall be free in any political idea.

Chapter II Object & Business

- Art. 5: The objects of the union shall be:
1. To strengthen the unity of organization, in order to protect the union members without any discrimination by reason of religious and political belief.
 2. To promote working condition in order to maintain and promote livelihood or social status of the union members through the right of collective bargaining.
 3. To guarantee the union participation in management and to endeavor to realize democratization of industry, in order to reconstruct New Japan through the rehabilitation of economy.