

Art. 16: The union cannot receive contributions without the resolution of the executive committee.

Art. 17: The fiscal year of this union shall be as well a calendar year.

Art. 18: A statement and settlement of accounts shall be normally approved by the general meeting every year.

Art. 19: This union shall have one secretary who is engaged in the miscellaneous affairs and accounts.

Art. 20: In case any member violated the resolution of the general meeting and this constitution or taking a serious evil action to defame the honor of the membership, he shall be ousted from membership.



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Constitution of Kuroho-mura Agricultural  
assn. Employes Union of Tone-gun, Gumma-ken.  
(Gumma-ken Tone -gun Kuroho-mura Nogyo-  
kai Jugyoin Kumiai)

- Art 1: The name of this union shall be "The  
kuroho-mura Agricultural assn. Employes Union  
of Tone-gun, Gumma-ken and the office is placed  
in the Kuroho-mura agricultural assn. located  
at 12 Morishita, Kuroho-mura, Tone-gun, Gumma-  
ken.
- Art 2: This Union expects stabilization and elevation of  
of members' social and economic position by  
autonomous combination and furthermore contribu-  
tion to sweeping away of all the feudal trends  
in the farming-villages and to stabilization  
and establishment of the farming-village economy  
through a co-operative organization.
- Art 3: This Union, for attaining the foregoing  
purpose, shall carry out following businesses.
1. Matters on mutual friendly relations,  
cultivation of character and training and eleva-  
tion of technica of the members.
  2. Matters on establishment of the collective  
bargaining right and maintenance and better-  
ment of the working condition.
  3. Matter on welfare and mutual relief for  
elevation of the living of the members and  
their families.
  4. Matter on friendly coalition and mutual  
aid with other bodies that have the same  
purpose as that of this union.
  5. Matters necessary for attaining the purpose  
of the union for its existence.
- Art 4: This union is organized by employes by  
employes of the Kuroho-mura Agricultural  
assn. of Tone-gun, Gumma-ken.
- But the president and the managing director  
are excepted.
- Art 5: The general meeting is the highest resolu-  
tion organ of this union.



Art 6: The general meeting shall be held once a years. But an extraordinary general meeting may be called by the resolution of the executive committee or when demanded by more than one-third of the members.

The convocation of the general meeting shall be made by the executive chairman. A previous notice of the general meeting is needed to be made three days before the opening. But in case of imminence, it shall be excepted from this rule.

Art 7: The general meeting shall be valid with the presence of more than a half of the members.

Art 8: The proceedings of the general meeting shall be decided by a majority of members.

But the matter presented due to emergency shall not be decided unless approved by more than two-thirds of the members attended.

Art 9: The executive chairman shall act for the chairman of the general meeting.

But in case more than two-thirds of the members present demanded, the chairman of the general meeting shall be elected from among the members excepting the executive committee chairman.

Art 10: The following matters shall need the resolution of the general meeting.

1. Alteration of the constitution
2. Expulsion of the member.
3. Disolution of the union.
4. Recognition of the settling account of receipt and disbursements.
5. Release from office of the executive committeeman recognized.

But the unproper foregoing matters from No. 1 to No. 3 inclusive shall need the approval of more than two-thirds of the attendants.

Art 11: The executive committee consisted of four committeemen is placed in this union. The committeemen shall be elected from among the members by single secrete voting, But in case



of tie, it shall be decided by drawing.

Art 12: The proceedings of the executive committee shall be decided by majority. Byt in case of tie, the chairman shall decide the issue.

Art 13: The executive chairman and the acting executive chairman elected by mutual vote at the executive committee shall be placed in the executive committee.

The executive chairman shall represent the union and the acting executive chairman shall act for him in case of his absence or inability.

The executive chairman or t he acting executive chairman shall be the chairman for promoting the proceedings of the executive committee.

Art 14: The tenure of office of the executive committee-men shall be one year. But there is no objection to be re-elected.

Art 15: This union shall collect five-hundredth of the salary from the members as dues every month.

Art 16: This union shall be unable to receive contributions unless approved by the executive committee.

Art 17: The fiscal year of this union shall be the calander year system.

Art 18: The accounts report and the settling account of receipts and disbursements shall be recognized at the general meeting every year.

Art 19: A clerk shall be placed in this union and engage in general and accounting business.

Art 20: In case a member violated the resolution of the general meeting or this constitution or did an important fault as to defame the honor as membership, he shall be ousted from membership of the union.

Supplementary Rule.



Art 21: This constitution shall be enforced as  
from Dec. 1, 1946.



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Constitution of Gumma-ken Tone-gun Kawaba-mura  
Agricultural Association Workers Union.  
(Gumma-ken Tone-gun Kawaba-mura Nogiyokai Jugyoin  
Kumiai)

Art.1: The name of this union shall be "The Gumma-ken Tone-gun Kawaba-mura Agricultural Association Workers Union", and the office is placed in the Kawaba-mura Agricultural Association located at 2468 Yachi, Kawaba-mura, Tone-gun, Gumma-ken.

Art.2: The object of this union is to aim at the security and the elevation of the social and economic situation of the members according to the active combination and to contribute to the security and settlement of the economy of farm-village and overthrowing the feudal system of the farm-village through the co-operative organization.

Art.3: This union shall perform the following business for the sake of the completeness of the object prescribed in last article.

1. Business concerning the elevation and training of the ability and character building of each member, and to aim at the mutual intimacy of the membership.

2. Business concerning the establishment of the collective bargaining, and the maintenance and the improvement of the labor terms.

3. Business concerning the welfare and mutual relief, for the elevation of the members and their families life.

4. Business concerning the friendly concert and the mutual assistance with other bodies which have the same object.

5. Other business which are necessary to complete the objects of the existence of the union.

Art.5: The union is organized by the workers of the Gumma-ken Tone-gun, Kawaba-mura Agricultural Association, but the president, director and staffs shall be excepted from this rule.

Art.5: The General meeting is the highest will decision organ.



Art.6: The general meeting shall be opened in January every year. But, the extraordinary meeting shall be opened when decided by the executive committee meeting or demanded by one-third or more of the total membership.

The general meeting shall be called by the chairman of the executive committee.

The previous notice of the convocation of the general meeting shall be reported three day before the general meeting is held.

But, the emergency meeting shall be excepted from this rule.

Art.7: The general meeting shall not be opened unless more than a half of the total membership is present.

Art.8: The proceeding of the general meeting shall be decided by a majority of the membership.

But, the urgent plan, which is submitted by the will of the majority, shall not be decided unless more than two-thirds of the total attendants agree with the plan.

Art.9: The chairman of the executive committee shall act for the chairman of the general meeting.

But, the chairman of the general meeting may be elected by voting from among the members except the chairman of the executive committee, when demanded by more than two-thirds of the total attendants.

Art.10: The resolution of the general meeting is necessary to decide the following items.

1. Alteration of the constitution.
2. Expulsion of the membership.
3. Dismissal of the union.
4. Acknowledgement of the settlement of the revenues and expenditures.
5. Recall of the executive committeemen who is not adequate to the post.



But, the agreement of more than two-thirds of the attendants is necessary for the affairs concerning item 1 and item 3.

Art.11: This union has the executive committee consisted of five committeemen elected from among the members by the single-secret voting, but, in case the scores are tie, it shall be decided by drawing.

Art.12: The proceedings of the executive committee meeting shall be decided by the majority, and in case of tie, the chairman shall decide it,

Art.13: The executive committee has a executive chairman and a substitute elected by mutual vote. The chairman shall represent the union and the substitute shall act for him in case of his absence or inability.

The chairman and the substitute shall make the progress of the proceeding of the executive committee and shall be the chairman of meeting.

Art.14: The office term of the chairman, the Vice-chairman and the executive committee is one year, but, there is no objection to be re-elected.

Art.15: One-hundredth of the principal salary shall be levied from the members by this union every month.

Art.16: In this union, the contributions shall be received through the resolution of the executive committee.

Art.17: The fiscal year of the union shall be the same with the calender year system.

Art.18: The statement of the settlement of accounts and the settlement of the revenues and expenditures shall be acknowledged at the regular general meeting every year.

Art.19: This union has a clerk who engages in general affairs and accounting business.

Art.20: The member, who violated the constitution and the resolutions of the general meeting or acted the serious misdeed impairing the membership dignity, shall be expelled from the list of the membership.



CONSTITUTION OF LABOR UNION  
OF ISHIYAMA METAL FACTORY

( Ishiyama Kinzoku Kojo )

Chapter I Name and Locus

- Art. 1: This union shall be called "the Labor Union of the Ishiyama Metal Factory".
- Art. 2: This union is organized by the employees of the Ishiyama Metal Factory except those deemed to represent the benefits of the factory.
- Art. 3: The office of this union is placed in the Ishiyama Metal Factory located at 1,004 Tomioka, Tomioka-machi, Kitakana-gun.

Chapter II Purposes and Businesses

- Art. 4: This union aims the formation of characters, training of technical skills, maintenance and betterment of labor terms, increase of common welfare, elevation of political and social positions by the unity and the organization of mutual aid of the members, and expects actively the democratization of enterprises.
- Art. 5: This union shall execute following businesses in order to realize the purposes.
1. Security of the right of collective bargaining.
  2. Security of proper labor hours and minimum wage.
  3. Elevation of the spirit of labor union and security of democratic rules.
  4. Betterment and independent management of various equipments of culture, welfare and so on.
  5. Co-operation and joining hands with other groups which have the same purposes.



6. Other matters necessary for realization of the purposes.

### Chapter III Organs

Art. 6: The organs of this union are the general meeting and the committee meeting.

#### 1. General meeting

Art. 7: The general meeting is the supreme resolution organ which is consisted all the members and called by the chief of committeemen twice a year and at the general meeting following matters shall be executed.

1. Deliberation of reports of the committee meeting.
2. Resolution of the union movements and other important matters.
3. Election of officers.
4. Deliberation of reports of accounts and decision of budget.

Art. 8: The general meeting shall be formed when two-thirds or more of the total members are present, the resolution of it shall be decided by the majority, and in case of tie shall be decided by the chairman.

Art. 9: When deemed necessary by the committeemen or demanded by one-third or more of the members, the general meeting may be held extraordinarily.

#### 2. Committee meeting

Art. 10: The committee meeting is consisted of the committeemen elected at the general meeting, is the secondary resolution and executive organ, and shall execute the business of the union between the general meeting and the next one, basing on the resolution of the general meeting.



Art.11: The committee meeting shall be formed when two-thirds or more of the committeemen are present and in response to the necessity shall be called by the chief of committeemen at any time. The resolution of the committee meeting shall be decided by the majority of the committeemen present, and in case of tie, shall be decided by the chief of committeemen.

Art.12: The business of the committee meeting shall be reported and approved at the general meeting.

Art.13: The committee meeting has following departments:

1. Education and propaganda department
2. Welfare department
3. Accounts department
4. Secretaries department

The chief of each department shall be recommended at the committee meeting and appointed by the chief of commitmen.

The members of the departments shall be nominated by the chief of the committeemen from among the committeemen and the members.

#### Chapter II Officers

Art.14: This union has following officers:

Chief of committeemen	1
Vice-chief of committeemen	1
Committeemen	some
Chief secretary	1
Auditor	1

The office of the officers is one year and there is no objection to be re-appointed.



The office term of the officer appointed by supplement of vacancy shall be the rest predecessor's.

Art.15: The chief and vice-chief of the committeemen, chief secretary and auditor shall be elected by mutual vote at the committee meeting. The chief of the committeemen shall represent the union, and in case of his absence, the vice-chief of the committeemen shall act for him.

Art.16: The committeemen shall be elected at the general meeting.

Art.17: The auditor shall audit the accounts of the union at any time.

Art.18: The union may have advisers by the recommendation of the committee meeting, but those deemed to represent the benefits of the factory shall not be recommended.

#### Chapter V Accounts

Art.19: The expenses of the union shall be paid with membership fees, donations of the members and other incomes.

When receives donations and needs funds for business, this union may depend on expenditures or debt of the members, and it shall be necessary that passed by the decision of the committee meeting.

Art.20: The membership fee shall be 10 yen a month and shall be paid from the month one entered. In urgent case this union may collect extraordinarily the membership dues by the resolution of the committee meeting. The membership dues and others once paid in shall not returned for any reason.

Art.21: The fiscal year of this union shall be from April 1 to March 31 of the next year,



and it shall be necessary that the settlement of the accounts be stated and approved at the general meeting.

Art. 22: The members can in any case of need peruse the accounts-book.

Art. 23: The committeemen are jointly responsible for the administration of the estate and the incomes and outlays of the union.

#### Chapter VI Entrance and Secession

Art. 24: An applicant who wants to enter this union shall submit the regular application with entrance fee (equivalent to the wage for a day) and membership dues for a month.

Art. 25: The member who wants to secede from this union submit the specified reason for the secession to the chief of the committee.

In that case those who have a debt or any other duties to the union may not be allowed unless he performs them.

#### Chapter VII Rights and Duties

Art. 26: The members shall have the rights to vote and the eligibilities for the election of the officers.

According to the stipulations of the union, the members shall attend at various meetings of this union and have the rights to speak and vote and enjoy the benefits ruled by the constitution and the resolutions.

Art. 27: The members shall pay the regular membership dues, and esteem and perform the constitution and the resolutions.



Chapter VIII Control

Art.28: In case of a member violated the constitution or disturbed the control or defamed the union, he may be expelled by the approval of two-thirds or more of the members at the general meeting by the proposition of the committee meeting.

Chapter IX Supplementary Rule

Art.29: The constitution of the union shall not be altered unless approved by two-thirds or more of the members present at the general meeting.



LIST OF LABOR UNIONS IN GUMMA-KEN

Reg. No.	Name of Labor Union	Labor Police Office concerned	Remark
1 ✓	Labor Union of Gumma-ken Food Ration Public Corporation (Gumma-ken Shokuryo Eidan Jukumi)	Maebashi	Dissolved
2	Labor Union of Jomo Electric Railway Co. (Jomo Denki Tetsudo Jukumi)	"	
3	Maebashi Branch of All-Japan Communication Workers Labor Union (Zenteishin Rokumi Maebashi Shibu)	"	
4	Labor Union of Gumma-ken Truck Transportation Business Assn. (Gumma-ken Kamotsu Jidosha Unso Jigyo Kumiai Shokukumi)	"	
5	Maebashi Sub-branch of Gumma Branch of All Japan Express Workers Union (Zennittsu Rokumi Gumma Shibu Maebashi Bunkai)	"	
6	Jomo-Press Branch of All-Japan Newspaper Workers Union (Zennippon Shimbun Rokumi Jomo Shimbunsha Shibu)	"	
7	All Japan Communication Workers Union Takasaki Electric-communication Engeneering Office Branch (Zenteishin Rokumi Takasaki Denki-tsushin Kojikyoku Shibu)	Takasaki	
8	Labor Union of Kosui Silk Reeling Co. (KosuihSeishi Jukumi)	Maebashi	
9 ✓	Labor Union of Gumma-ken Stock Farm Workers (Gumma-kenritsu Shuchikujo Jukumi)	"	Dissolved
10	Labor Union of Heiwa Industry (Heiwa Sangyo Jukumi)	"	
11	Labor Union of Gumma Daido Bank Corp. (Gumma Daido Ginko Jukumi)	"	



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| 12   | Labor Union of Gumma-ken Agricultural Association (Gumma-ken Nogyokai Jukumi)                  | Maebashi |           |
| 13 ✓ | Labor Union of Maebashi School Teachers, Gumma-ken (Gumma-ken Maebashi-shi Gakko Kyoin Kumiai) | "        | Dissolved |
| 14   | Labor Union of Kosui Industry Mitsumata Plant (Kosui Sangyo Mitsumata Kojo Jukumi)             | "        |           |
| 15   | Labor Union of Maebashi Newspaper Deliverers (Maebashi Shimbun Haikyu Jukumi)                  | "        |           |
| 16 ✓ | Labor Union of Gumma Branch of Kanto Electric Distribution Corp.                               | "        | Dissolved |
| 17 ✓ | Gumma-ken Seta-gun School Teachers Union (Gumma-ken Seta-gun Gakko Kyoin Kumiai)               | "        | "         |
| 18   | Riken Maebashi Plant Labor Union (Riken Maebashi Kojo Jukumi)                                  | "        |           |
| 19   | Maebashi Medical School Labor Union (Maebashi Igaku Semmon Gakko Shokukumi)                    | "        |           |
| 20 ✓ | Kanto Coal-Sellers Labor Union Maebashi Branch (Kanto Sekitan Hambai Shokukumi Maebashi Shibu) | "        | Dissolved |
| 21 ✓ | Maebashi Bicycle Transportation Labor Union (Maebashi Rintaku Jukumi)                          | "        | Dissolved |
| 22   | Forestry and Water Products Industry Labor Union ( <b>Hayashikane</b> ) Suisan Kogo Jukumi)    | "        |           |
| 23   | All Red-cross Hospital Labor Union Maebashi Branch (Zen Nisseki Jukumi Maebashi Shibu)         | "        |           |
| 24   | Kanto Shokusan Kogyo Corp. Labor Union (Kanto Shokusan Kogyo Jukumi)                           | "        |           |
| 25 ✓ | Showa Sewing-machine Industry Union (Showa Mishin Kogyo Jukumi)                                | "        | Dissolved |



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| 26 | 26 | Maebashi Branch of All Japan Meteorological Workers Union (Zenkoku Kisho Shokukumi Maebashi Shibu)                    | Maebashi |           |
| 27 |    | Maebashi Traffic Labor Union (Maebashi Unso Jukumi)   | "        |           |
| 28 | ✓  | Gumma Branch of Japan Life Insurance Corp. Labor Union (Nippon Seimei Gumma Shisha Jukumi)                            | "        | Dissolved |
| 29 |    | Haruna Industry Branch of All Japan Metal Labor Union (Zen Nippon Kinzoku Rokumi Haruna Sangyo Bunkai)                | Takasaki |           |
| 30 |    | Takasaki Sub-branch of Gumma Branch of All Japan Express Labor Union, (Zen-Nittsu Rokumi Gumma Shibu Takasaki Bunkai) | "        |           |
| 31 | ✓  | Gumma-ken Road-repairing Laborers Union (Gumma-ken Shuro Kofu Rokumi)   | "        | Dissolved |
| 32 |    | Ryomo Trucks and Automobiles Labor Union (Ryomo Jidosha Jukumi)   | "        |           |
| 33 | ✓  | Takasaki Teachers Union (Takasaki-shi Kyoin Kumiai)   | "        | Dissolved |
| 34 |    | Showa Electric-steel Labor Union (Showa Denki Seiko Jukumi).  | "        |           |
| 35 |    | Suga Works Labor Union (Suga Seisakujo Jukumi)  | "        |           |
| 36 |    | Takasaki Post Office Branch of All Japan Communication Workers Union (Zenteishin Rokumi Takasaki Yubin Kyoku Shibu)   | "        |           |
| 37 |    | Kojima Iron Works Sub-branch of All Japan Metal Workers Union (Zen Nippon Kinzoku Rokumi Kojima Tetsukojo Bunkai)     | "        | ✓         |
| 38 |    | Takasaki Plant Labor Union of Yokohama Rubber Mfg. Corp.  | "        |           |



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| 38   | Takasaki Plant Labor Union<br>of Yokohama Rubber Mfg. Corp.<br>(Yokohama Gomu Seizo Takasaki<br>Kojo Jukumi)                          | Takasaki |           |
| 39   | Takasaki Branch of Takasaki<br>Board Paper Labor Union<br>(Takasaki Itagami Rokumi Takasaki<br>Shibu)                                 | "        |           |
| 40 ✓ | Joshin Electric Railway Labor<br>Union (Joshin Denki Tetsudo Jukumi)  | "        | Dissolved |
| 41   | Takasaki Town-Office Workers<br>Labor Union (Takasaki Shiyakusho<br>Shokukumi)  | "        |           |
| 42   | Mizushima Iron Works Labor Union<br>(Mizushima Tetsukojo Jukumi)  | "        |           |
| 43   | Ryomo Industry Labor Union<br>(Ryomo Sangyo Rokumi)   | "        |           |
| 44   | Matsuda Iron Works Labor Union<br>(Matsuda Seisakujo Rokumi)  | "        |           |
| 45   | Takasaki Cultural Industry<br>Sub-branch of All Japan Metal<br>Labor Union (Zen Nippon Kinzoku<br>Rokumi Takasaki Bunka Kogyo Bunkai) | "        |           |
| 46   | Gumma Silk Reeling Muroda Plant<br>Labor Union (Gumma Senshi Seizo<br>Muroda Kojo Jukumi)   | "        |           |
| 47   | All Japan Tobacco Monopoly Bureau<br>Takasaki Branch Labor Union<br>(Zenkoku Senbaikyoku Rokumi Takasaki<br>Shibu)                    | "        |           |
| 48 ✓ | Gumma-gun School Teachers Union<br>(Gumma-gun Gakko Kyoin Kumiai)   | "        | Dissolved |
| 49   | Gumma Bus Labor Union<br>(Gumma Basu Jukumi)  | "        |           |
| 50   | Showa Iron Works Labor Union<br>(Showa Tetsu Rokumi)  | "        |           |



51	Watanabe Industry Labor Union (Watanabe Kogyo Jukumi)	Takasaki	
52	Kanto Fuse Works Labor Union (Kanto Dokasen Seisakujo Rokumi)	"	
53	Takasaki Branch of National Railway Workers Labor Union (Kokutetsu Rokumi Takasaki Shibu)	"	Handled as collective body.
54	Takasaki Works Labor Union (Takasaki Seisakujo Jukumi)	"	
55	Kojima Machine Sub-branch of All-Japan Metal Labor Union (Zen Nippon Kinzoku Rokumi Kojima Kikai Bunkai)	"	
56	Takasaki Traveller Transporta- tion Labor Union (Takasaki Ryokyaku Unso Rokumi)	"	Dissolved
57	All Gumma Lignits Labor Union (Zen Gumma Atan Rokumi)	"	
58	Kanto Shinetsu Mining Association Labor Union (Kanto Shinetsu Kogyo Shokukumi)	"	Dissolved
59	Takasaki Textile Printing Labor Union (Takasaki Nassen Rokumi)	"	
60	Takasaki Lignite Labor Union (Takasaki Tanko Rokumi)	"	This union was involved to all Gumma Lignite L.U.
61	Gumma Trucks Labor Union (Gumma Kamotsu Jidosha Rokumi)	"	
62	Imai Metal Industry Labor Union (Imai Kinzoku Kogyo Rokumi)	"	
63	Koyo Industry Labor Union (Koyo Sangyo Rokumi)	"	
64	Gumma-ken Takasaki Girls' School Teachers Union (Gumma- kenritsu Takasaki Koto Jogakko Kyokumi)	"	Dissolved



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| 65   | All Japan Metal Labor Union<br>Takasaki Metal Branch (Zen<br>Nippon Kinzoku Rokumi Takasaki<br>Kinzoku Bunkai)            | Takasaki |           |
| 66 ✓ | Takasaki-town Higher Girls'<br>School Teachers Union (Takasaki-<br>shiritsu Koto Jogakko Kyokumi)                         | "        | Dissolved |
| 67   | Nippon Flour Mill Takasaki Plant<br>Labor Union (Nippon Seifun<br>Takasaki Kojo Rokumi)                                   | "        |           |
| 68   | All Japan Machines and Tools<br>Labor Union Yamada Industry<br>Sub-branch (Zen Nippon Kiki<br>Rokumi Yamada Kogyo Bunkai) | "        |           |
| 69   | Bimi Brewery Corp. Labor Union<br>(Bimi Sakerui Rokumi)   | "        |           |
| 70   | Kiryu Sewing Labor Union<br>(Kiryu Hosei Jukumi)  | Kiryu    |           |
| 71   | Kiryu Furukawa Labor Union<br>(Kiryu Furukawa Rokumi)   | "        |           |
| 72   | Ryomo Express Labor Union<br>(Ryomo Tsuun Rokumi)   | "        |           |
| 73   | <u>The 2nd Seikosha Kiryu Plant<br/>Labor Union (Daini Seikosha<br/>Kiryu Kojo Jukumi)</u>                                | " ✓      |           |
| 74   | All Japan Metal Labor Union<br>Kiryu Kikai Sub-branch (Zen<br>Nippon Kinzoku Rokumi Kiryu Kikai<br>Bunkai)                | "        |           |
| 75 ✓ | Gumma-ken Special Post Office<br>Labor Union (Gumma-ken Tokutei<br>Kyoku Jukumi)  | "        | dissolved |
| 76   | All Communication Workers Labor<br>Union Kiryu Post Office Branch<br>(Zenteishin Rokumi Kiryu Yubin<br>Kyoku Shibu)       | "        |           |
| 77 ✓ | Kiryu-shi Teachers Union<br>(Kiryu-shi Kyoin Kumiai)  | "        | dissolved |



78	Nippon Silk Thread Co. Labor Union (Nippon Kinuyori Jukumi)	Kiryu	
79 ✓	Iwazaki Communication Tools Labor Union (Iwazaki Tsushinki Jukumi)	"	dissolved
80	All Japan Metal Labor Union Nippon Kikai Kiryu Branch (Zen Nippon Kinzoku Rokumi Dainippon Kikai Kiryu Bunkai)	"	
81 ✓	Kiryu Fibre Labor Union (Kiryu Seni Rokumi)	"	Dissolved
82	Kokka Industry Kiryu Plant Labor Union (Kokka Kogyo Kiryu Kojo Jukumi)	"	
83 ✓	Nishiki Elaborate Machine Labor Union (Nishiki Seiki Jukumi)	"	Dissolved
84 ✓	Yamaguchi Iron Works Labor Union (Yamaguchi Tetsuko Rokumi)	"	"
85 ✓	Sezaki Iron Works Labor Union (Sezaki Tetsukojo Rokumi)	"	"
86	Kiryu Area Wooden-work Labor Union (Kiryu Chiku Mokko Rokumi)	"	Handled in collective group
87	Kiryu Area Sawing-mill Labor Union (Kiryu Chiku Seizai Rokumi)	"	"
88	Furukawa Casting Omama Plant Labor Union (Furukawa Juzo Omama Rokumi)	"	"
89	Tobu Bus Labor Union Kiryu Branch (Tobu Jidosha Rokumi Kiryu Shibu)	"	
90	Kiryu Gas Labor Union (Kiryu Gasu Jukumi)	"	
91 ✓	Kawauchi Weaving Labor Union (Kawauchi Kishoku Jukumi)	"	Dissolved



92 ✓	East Gumma Truck Labor Union Kiryu Branch (Higashi Gumma Kamotsu Jidosha Rokumi)	Kiryu	Dissolved
93 ✓	East Gumma Truck Labor Union Omama Charcoal and Firewood Branch (" Omama Shintan Shibu)	"	"
94 ✓	" Omama Branch (" Omama Shibu)	"	"
95 ✓	Gumma-ken Kiryu Area Middle Sch. Teachers Union (Gumma-ken Kiryu Chiku Chuto Gakko Kyoin Kumiai)	"	"
96	Imperial Lubricant Industrial Corp. Labor Union (Teikoku Junkatsuyu Kogyo Jukumi)	"	
97	Okabe Elaborate Machine Labor Union (Okabe Seiki Rokumi)	"	
98 ✓	Kiryu North Weaving Workers Labor Union (Kiryu Hokubu Kishoku Jukumi)	"	Dissolved
99	Eikosha Labor Union Kiryu Branch (Eikosha Rokumi Kiryu Shibu)	"	
100	Daido Industrial Corp. Labor Union (Daido Sangyo K.K. Jukumi)	"	



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Constitution of Maebashi Branch of  
National Communications Workers' Union  
(Zen-teishin Jugyoin Kumiai)

Chapter I General Rules

Art. 1: The name of this Branch shall be "The Maebashi Branch of the National Communications Workers' Union" (abbreviated as the Maebashi Branch of the Zen-Tei).

The office of this branch is placed in the Maebashi-Telephone Office located at 53-1, Renjaku-cho, Maebashi-shi, Gumma-ken.

Art. 2: This Branch is organized by all the employes of the Maebashi Post Office and the Maebashi Telephone Office excluding the office heads, section chiefs and secretaries in charge of labor and personal affairs.

Art. 3: This Branch expects realization of stronger organization and cooperation of the members and fulfillment of the purpose described in the Paragraph 1, 4 of the Constitution of National Communication Workers' Union (hereafter abbreviated as "The Zentei").

Chapter II Conference

Art. 4: The conferences of this Branch are the General Meeting, the Committee-meeting and the Executive Committee.

Art. 5: The General Meeting is the highest resolution organ of this Branch which is consisted of all the members thereof and called by the Chief of the Branch is September of each year.

When demanded by one-third or more of the total members of the Branch or deemed necessary by the Committee, an Extraordinary General Meeting shall be called by the Chief of the Branch.



Art. 6: The Committee Meeting is the highest resolution organ next to the General Meeting which is consisted of all the officers and convened by the Chief of the Branch when demanded by one-third or more of the committeemen or deemed necessary by the Executive Committee to deliberate affairs of the Branch.

Art. 7: The Executive Committee is consisted of the Chief, the Vice-chief, the Chief secretary and the Executive Committeemen and opened in case of need to execute the resolutions of the General Meeting and the Committee Meeting.

All the affairs executed by the Executive Committee shall be answered for the General Meeting and the Committee

Art. 8: A General Meeting shall not be opened unless more than a half of all the members excluding those of the Executive Committee are present.

A Committee Meeting shall not be opened unless more than a half of the Committeemen are present.

An Executive Committee meeting shall not be opened unless more than a half of its members are present.

Art. 9: 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.

However, the members of the Executive Committee shall not have the right of voting.

Art. 10: The Chairman of a conference shall be elected at the conference.

### Chapter III Officers

Art. 11: This Branch shall have the following officers:

- |                           |      |
|---------------------------|------|
| 1. Branch chief           | 1    |
| 2. Vice-Branch chief      | 2    |
| 3. Chief secretary        | 1    |
| 4. Executive Committeemen | Some |
| 5. Committeemen           | "    |



6. Auditor 2

Art. 12: Duties of officers shall be as follows:

1. The Chief of the Branch shall represent and govern the Branch.
2. The Vice-chief of the Branch shall assist the Chief and act for him in case of his absence or inability.
3. The chief secretary shall assist the Chief and dispose the affairs of the Branch.
4. The Executive Committeemen shall assist the Chief and the Chief secretary and shall execute the affairs of the Branch.
5. The Committeemen shall represent the sections to which they belong and shall deliberate the affairs of the Branch.

Art. 13: The officers shall be appointed by the following manners:

1. The Committeemen shall be elected from among the personnel of each section at the rate of 1 person per 15 members of the Branch consisting the personnel.

In case the number of members of the Branch among the personnel of a section is less 15, 7 and less fraction shall be discarded, however, the section which has no member of the Branch shall elect a committeemen.

2. The Chief of the Branch and the Vice-chief shall be elected by all the members of the Branch from among candidates totaled twice or thrice of the quorum recommended by the Committee.
3. The Chief secretary shall be elected by the Committee.
4. The Executive Committeemen shall be elected from among the Committeemen by the Committee.

The quorum of the Executive Committee shall be decided by the Committee.

5. The Auditors shall be elected by the Committee.



Art. 14: The election of all the officers shall be performed by the secret ballot.

Art. 15: Those who got the largest polling scores they got.

In case the scores are tie, final ballot shall be performed.

Art. 16: The office term of officers of this Branch is one year from September to the next and there is no objection to be re-elected.

Art. 17: In case there is any vacancy in any of the offices, it shall be filled by the manners prescribed in Art. 13.

In case a Committeeman is transferred to another section, he shall be disqualified and the section shall elect the replacement.

The office term of the replacement shall be the remaining period of his predecessor.

Art. 18: Resignation of officers shall be performed according to the following manners:

1. Committeeman:  
When acknowledged by the section to which he belongs.
2. Chief secretary, Executive Committeemen and Auditors:  
When decided by the Committee
3. Chief and Vice-chief of the Branch:  
When decided by the General meeting or the Committee.  
The decision of the Committee have to be recognized by the General meeting to come.

#### Chapter IV Youth's Departments

Art. 19: This Branch shall have the Youngmen's Department and the Youngwomen's Department as its special organ.



The detailed rules of these two departments shall be drafted by themselves respectively and decided after recognized by the Committee.

Art. 20: The Heads and the Vice-heads of these departments shall be the ex-officio members of the Executive Committee of the Branch.

Chapter V Matters

Art. 21: This Branch shall perform the following matters in order to fulfil the purpose described in Art. 3.

1. Matters related to establishment of the members' livelihood and elevation of their position.
2. Matters related to welfare and advantage of the members and their families.
3. Matters related to research and study for perfect operation of matters of the Branch.
4. Matters related to education, propaganda and instruction for cultivation and elevation of the members of character, knowledge and technic.
5. Matters related to cooperation with friendly organization
6. Matters necessary to fulfil other purposes

Art. 22: This Branch shall have the Secretariate and the five divisions to perform matters of the Branch as follows:

1. General Affairs Div.
2. Education and Propaganda Div.
3. Research and Study Div.
4. Physical Culture Div.
5. Outsiders' Div.

Detailed rules of each division shall be decided separately.



Art. 23: The Chief secretary shall govern the Secretariate

Art. 24: Each division shall have the Chief, the Vice-Chief and a few staff.

Art. 25: The Chief and the Vice-chief of a division shall be elected from among officers with the consent of the Committee.

The staff of a division shall be nominated by the Chief of the Branch with the consent of the Committee.

Art. 26: The Chiefs and the Vice-chiefs of divisions shall be ex-officio members of the Executive Committee.

#### Chapter VI Accounts

Art. 27: The incomes of the Branch are as follows:

1. Membership dues
2. Incomes from the business or property of the Branch
3. Contributions

Art. 28: The member of the Branch shall pay ₦ 45 a month per capita as membership dues.

It can be suspended provisorily or collected extraordinarily with the approval of the Committee when deemed necessary.

Art. 29: The members shall pay his dues as from the month of entrance until the month of secession.

Art. 30: The dues once paid in shall not be returned for any reasons.

Art. 31: The budget of revenue and expenditure of the Branch shall have to be approved by the General Meeting.

Art. 32: The fiscal year shall be from September 1 to August 31 of the next year.



Art. 33: In case settlement of each fiscal year has any surplus, the same shall be transferred to the accounts of the following year.

Art. 34: The statement of accounts of the last year, after examined by the Auditors, shall be present to the General Meeting by the Chief of the Branch to be approved.

Art. 35: The Property in possession of the Branch shall be clearly kept in the books provided therefor.

Art. 36: Any member of the Branch may, at his request, unrestrictedly peruse the books prescribed in the preceding article.

Art. 37: Chapter VII Entrance and Seccession

Art. 37: One who takes office in the Maebashi Post Office and/or the Maebashi Telephone Office shall have the membership and when he loses office he shall be disqualified.

Those come under the proviso of Art. 2 shall be excepted.

Art. 38: When those provided in the proviso of Art. 2 changed his post at the Maebashi Post Office and/or the Maebashi Telephone Office, he shall be qualified as the member.

When a member changes his post to those provided in a proviso of Art. 2, he shall be disqualified.

Chapter VIII Reward and Punishment

Art. 39: In case a member made a great contribution to the Branch or did any action to be a model to other members, he shall be commended by the resolution of the Committee under the name of the Chief of the Branch.



Art. 40: In case a member defamed the honor of the Branch or violated the purpose of the Branch, he may be disposed by the resolution of the Committee, however, the resolution have to be acknowledged by the General Meeting to come.

Chapter IX Supplementary Rules

Art. 41: In case a member and his family were visited by a misfortune, the Branch shall present the subsidy provided in the annexed list.

However, the subsidy for an accident or disaster shall be assessed by the Committee.

Art. 42: This Constitution shall not be altered unless decided by the General Meeting.

Art. 43: Matters not prescribed in this Constitution shall be decided by the Committee according to the Zen-Tei's Constitution or the spirit of this Branch.

Art. 44: This Constitution shall be amended and come into force as from June 7, 1948.



4

Constitution of Workers' Union of Gumma  
Prefectural Truck Transportation Agencies Union

(Gumma-ken Kamotsujidosha Unsojigyo Kumiai)

Art. 1: The name of this union shall be "the Workers' Union of the Gumma Prefectural Truck Transportation Agencies Union".

Art. 2: This Branch is organized by the personnel of the Gumma Prefectural Truck Transportation Agencies Union.

The office of this union is placed in the said union located at 17, Kuruwa-cho, Maebashi-shi, Gumma-ken.

Art. 3: 1. The purposes of this union is to work for stabilization of livelihood, elevation and establishment of post, mutual aid, fulfilment of the resolutions and positive study of the affairs of the union.

2. This union shall perform the following matters in order to fulfil the provisions of the preceding item.

a. Betterment of treatment and working conditions based on the right of collective bargaining.

b. Welfare, advantage and cultivation of the members.

c. Positive study of the affairs of the union.

d. Cooperation with friendly organizations.

e. Others.

Art. 4: This union has the following officers.

1. President	1
2. Executive committeemen	Some
3. Accountant	1

All the officers shall be elected by the council by means of polling.



Art. 5: The office-term of officers is one year and there is no objection to be re-elected.

Art. 6: The conferences of this union are the All-member Council and the Officers' Board.

Art. 7: The All-member Council shall be opened once or more in every three months.

The Officers' Board shall be opened at any time in case of need.

Art. 8: This union can expel the following persons by a vote of two-thirds of the members present at the all-member council:

a. Those violated against the purpose, the constitution and the important resolutions of this union.

b. Those disturbed the order of the union.

Art. 9: The members of the union shall pay 2 yen a month as membership dues.

However, the dues may be collected additionally according to circumstances.

Art. 10: The union shall collect 10 yen from the members as often as a bonus is given which shall be saved as expenses for relief and recreation.

Art. 11: The fiscal year of this union shall correspond with the calendar year.

#### Supplementary Rules

Art. 12: This constitution shall not be amended unless approved by two-thirds or more of the members present at the All-member Council.

Art. 13: All the matters of the union as a rule, shall be decided by a majority, and in case of pros and cons are tie, it shall be decided by the chairman.

Art. 14: Detailed rules necessary to operate this constitution shall be made after decided by the Officers' Board.



5

CONSTITUTION OF MAEBASHI BRANCH OF  
GUMMA-CHAPTER OF ALL-JAPAN EXPRESS  
WORKERS UNION (Zen Nittsu Rodo Kumiai)

Chapter I. General Rules

Art. 1: The name of this Branch shall be "The Maebashi Branch of the Gumma Chapter of the All-Japan Express Workers Union and the office of this Branch is placed at 75 Tanaka-machi, Maebashi-shi.

Art. 2: This Branch shall be a juridical person.

Chapter II. Purpose and Business

Art. 3: This Branch shall aim at the democratic reconstruction of Japanese economy performing the maintenance and reform for labor terms, elevation for members' social economic position and promotion of weal.

Art. 4: This Branch shall perform following actions to attain the purpose prescribed in preceding article:

1. Democratization of small-scale transportation business and each enterprise body.
2. Participation in management of business.
3. Extension of the facilities for welfare and cultivation.
4. Development of the efficient equipments at the working place.
5. Cooperation with other bodies which possess the similar purpose.
6. Education for the members of the Branch.
7. Other necessary matters to achieve the purposes of the Branch.

Chapter III. Organization

Art. 5: This Branch is organized by laborers of the Maebashi Branch of the All-Japan Express workers union. Those who are higher than the Deputy-chief of the Branch inclusive and other persons deemed to represent the advantage of the Company are excepted.



Chapter IV. Organs

Section I. Resolution

Art. 6: The resolution organ of the Branch shall be the general meeting of the Branch.

Art. 7: The general meeting is the highest resolution organ of the Branch.

Art. 8: The regular general meeting is called by the Executive Committee in April every year.

Art. 9: An extraordinary meeting may be called in following occasions:

1. When deemed necessary by the Chief of the Branch.

2. When demanded by one-third of the total members of the Branch.

Art.10: The daily schedule, bills or other necessary matters of the general meeting shall be notified to the members by three days before the general meeting.

Art.11: The general meeting shall not be open unless two-third of total members of the Branch are present. The resolution of the general meeting shall be decided by a majority of those present, and in case of tie, the Chairman shall decide the issue.

Art.12: The Chairman and the Vice-chairman is one respectively and they shall be elected from among the members except the Executive Committeemen.

Section II. Executive Organs

Art.13: The executive organs of this Branch are the Executive committee and the Standing executive committee.

Art.14: The Executive Committee which is the highest executive organ shall execute the business according to the resolution of the general meeting. But emergent matters may be deliberated and disposed by the Executive committee meeting.

Art.15: The Executive committee is organized by



Committeemen and called regularly once a month and in case when deemed necessary by the Executive Committee or demanded by one-third of the Committeemen, it may be convened extraordinarily.

Art.16: The heads of the Youngmen's Department and the Women's Department can attend at the Executive Committee meeting.

Art.17: The Executive committee shall be responsible to the general meeting and have the duty to report the progress of business and condition of actions occasionally to the members.

Art.18: The Standing executive committee which is an usual active organ of the Executive committee shall dispose the matters and emergent matters decided by the Executive committee meeting.

Art.19: The Executive committee has following departments and the Standing executive committeemen shall engage in head of each department and execute the business. But the heads of the Youngmen's and Women's Department shall be elected from among the members of the departments.

1. Organization Department
2. Education "
3. Inquiry "
4. Culture "
5. Finance "
6. Youngmen's "
7. Women's "

Art.20: Delegates of the Branch shall be elected from among the members except the Executive committeemen in the ratio of one delegate for every ten members of the Branch.

Art.21: The Delegates of the Branch shall attend at the general meeting and exercise the right of voting and besides shall report the result of the general meeting to the members.

Art.22: The Branch has following officers:

- |                                |   |
|--------------------------------|---|
| Executive committee Chief      | 1 |
| Vice-executive committee chief | 1 |
| Chief secretary                | 1 |



Standing committeemen	some
Executive committeemen	some
Auditor	some

Art.23: Duties of officers shall be as follows:

1. The Chief of the Executive Committee shall represent and govern the Branch.
2. The Vice-chief of the Executive committee shall assist the chief and acts for him in case of his absence and inability.
3. The Chief secretary shall dispose affairs of the Branch under the direction of the Chief of the Branch.
4. The Standing committeemen organize the Standing committee and shall execute its affairs.
5. The Executive committeemen organize the Executive committee and shall execute its affairs.
6. The Auditors shall audit the accounts of the Branch and notify the result to the general meeting.

Art.24: The officers shall be elected by following manners:

1. The Chief of the Executive committee; the vice-chief of the Executive committee and the Chief secretary shall be elected from among the Executive committeemen at the general meeting.
2. The Standing executive committeemen shall be elected by mutual vote from among the Executive committeemen and the number shall be decided at the Executive committee meeting.
3. The Executive committeemen shall be elected from among the members at the general meeting.
4. The Auditors shall be elected from among the members except the Executive committeemen at the general meeting.

Art.25: The office term of the officers is one year and there is no objection to be re-elected. The office term of the person by-elected shall be the



remained period of his predecessor's.

Chapter V. Accounts

Art.26: Management of this Branch are paid by following incomes:

1. Member's due is two percent of monthly wages.
2. Provisional due is collected provisionally in case deemed necessary by the Executive committee. But it shall be approved later by the general meeting.
3. Incomes from the business of the Branch.
4. Contributions.
5. Others

Art.27: Budget and settlement of the Branch shall be approved by the general meeting.

Art.28: The fiscal year shall be from April 1 to March 31 of the next year.

Chapter VI. Rights and duties of the Membership

Art.29: The members of the Branch have following rights:

1. Right to vote and eligibility.
2. Right of accusation, appeal and pleading for punishment.
3. Right to speak at the general meeting or other meetings.
4. Right to criticize publicly the action of the Delegates and other officers.
5. Right to peruse the accounting books of the Branch.

Art.30: The members have following duties.

1. Duties to obey to the platform, the constitution and the resolution of the Branch.



2. When he disturbed the control of the Branch.
3. When he failed to pay his membership fee for three months without any reason.
4. When he defamed the honor of the Branch.

Art.33: The punishment of this Branch are caution, reproof, suspension of rights and expulsion.

Art.34: In case of a member committed the action applied punishment, the caution, the reproof and the suspension of rights shall be decided by the Executive Committee and the expulsion shall be decided at the general meeting on the basis of the report of the Inquiry Committee set up in the Executive Committee.

Art.35: In case those who decided the caution, the reproof or the suspension of rights protest against the decisions, they can complain to the general meeting concerned, and those who are still dissatisfied against the decision and those who object to the decision of expulsion can appeal to a higher organ.

#### Chapter VIII. Supplementary Rules

Art.36: The matters necessary for the enforcement of this constitution shall be decided by the Executive Committee.

Art.37: Proceedings of the Branch shall be discussed by three-thirds of the membership of those present according to the constitution at the general meeting. The constitution shall not be altered unless approved by two-thirds or more of those present.



6.

Constitution of Jomo Press  
Workers Union  
(Jomo Shimbun Jugyoin Kumiai)

Chapter I. General Rule

- Art. 1: The name of the union shall be the Jomo Press Workers Union.
- Art. 2: The union shall be organized by the workers of the Jomo Press Company.
- Art. 3: The head office of the union shall be placed at 105 Kuruwa-cho, Maebashi-shi, Gumma-ken and located at the Jomo-Press Co. and the branch shall be set up.

Chapter II Object and business

- Art. 4: The object of the union shall be to secure the right of the collective bargaining, reflect the general will of the members upon the management of the company, improve the treatment and the labor term, aim at the promotion of the cooperative welfare and elevation of the social situation and expect the freedom of speech and establishment of the right.
- Art. 5: The union shall perform the following business to fulfil the objects prescribed in Article 4.
1. Business concerning the improvement and maintenance of the treatment of the members and mutual relief and welfare of the member and their families.
  2. Business concerning the elevation of members' quality.
  3. Establishment of the facilities for the culture and education of membership and participation to the works.
  4. Establishment and management of the consumption guild for the membership.
  5. Business concerning the cooperation and concert with other unions who



with other unions which have the same object.

6. Other necessary business to fulfil the objects.

Chapter III Entrance and secession

Art. 6: Those who want to enter into the union shall be proposed with the entrance fee and more than one month membership dues, describing clearly the necessary matters to the prescribed form.

Art. 7: The union shall deliver the certificate to the applicant of the Article 6, and the member shall be qualified at the time when the certification is delivered.

Art. 8: Those who want to secede from the union, shall apply it to the president describing the reason clearly.

Art. 9: When those who seceded from the union, want to enter again, it is necessary to get the approval of the committee meeting.

Chapter IV Rights and Duties of the membership

Art. 10: The members of the union have the right to elect the officers.

Art. 11: The member of the union have the right to speak and vote attending the various meetings in conformity with the constitution.

Art. 12: The members of the union shall have the right to receive on deposit of the privilege of the business prescribed in Article V of the constitution.

Art. 13: The members of the union shall have the right to enjoy the benefit according to the constitution and the resolution.

Art. 14: The members of the union shall have the duty to prepay the membership dues each month.

Art. 15: The members of the union shall have the duties to esteem and obey strictly to the constitution and the resolution of the union.



Chapter V Organs and Officers

Art. 16: The union has the following organs:

1. Bureau (Dept) Commission
2. Executive Commission.
3. General meeting.

Art. 17: The Bureau (dept.) commission shall be the unit organization of the union, and organized by the members attached to each office. The communication Dept. of each local branch of this company shall organize a department especially.

Art. 18: The communications dept. of each local branch shall have the commission according to the following matters.

1. Editorial Office (except the local dept.).
2. Business Office.
3. Publication Office. (Type Section, Printing Section Bookbinding Section,)
4. Engineer's Dept. (Newspaper Section, Photograph Section, Casting Section.)
5. Second Plant Dept. (Printing Dept, Forwarding Section.)
6. Local Dept. (Branch communication Office.)

Art. 19: Each Bureau (dept.) shall elect the committee with the following rate by the number of the membership of the office (dept.) concerned.

- |                      |   |   |
|----------------------|---|---|
| Within 10 members    | - | 1 |
| 11 -- 20             | - | 2 |
| 21 -- 30             | - | 3 |
| More than 31 members | - | 4 |

Art. 20: Each Bureau (Dept.) commission shall be able to treat the internal affairs of the bureau (dept.) concerned freely, connecting with the executive committee.



Art.21: The executive commission shall be organized by each bureau (Dept) committee.

Art.22: The executive committee shall get the approval of the Standing Executive Committee, the chairman of the executive committee or general meeting.

Art.23: The executive commission is resolution and executive organ coming next after the general meeting and shall be opened once a month regularly but, the executive committee chief shall be able to call the meeting in case of need.

Art. 24: No executive commission shall be held unless more than a half of the executive committee is present, and the resolution of the executive commission shall be decided with agreement more than a half of the attendants and in case of a tie, the chairman of the executive commission shall decide it.

Art. 25: The general meeting is the highest organ and shall be called once per six months by the chairman of the executive committee, but when deemed necessary by the executive commission or demanded by more than one-third of membership, the meeting shall be held.

Art.26: The post of the speaker of the executive committee meeting shall be taken by the chairman of the executive commission. The resolution of the general meeting shall be decided by the agreement of more than a half of the attendants, and in case of tie, the chairman shall decide it.

Art. 27: The union has following officers:

1. President 1
2. Standing Executive Committee

Art. 28: The chairman of the executive commission shall take the post of the president who represents the union, governs the business and is responsible except the auditing and supervision of the property.

Art. 29: The standing executive committee



Art. 29: The standing executive committee shall assist the chairman and participate in the management of the union.

Chapter VI Accounts

Art. 30: The membership dues of the union shall be fifty "sen" a month.

Art. 31: The entrance fee of the union shall be two yen.

Art. 32: The membership dues which is already paid shall not be returned whatever the reason may be.

Art. 33: The accounts of the union shall be informed the settlement of accounts, and get the approval of the general meeting.

Art. 34: The fiscal year of the union shall be divided into two terms one is from January 1 to June 30, and the other term is from July 1 to December 31.

Art. 35: The accounting affairs of the union shall be treated at the standing executive commission.

Chapter VII Reward and Punishment

Art. 36: The member who contributes to the union greatly, shall be commended by the resolution of the executive commission.

Art. 37: The member who fall under the following matters, shall be expelled from the list or stopped his rights.

1. Those who violated the constitution or resolution of the union.

2. Those who put the control of the union into disorder.

3. Those who do not pay the membership dues for three months without any reason.



7

Constitution of the Takasaki Branch  
of the Electrical Communication  
Works Bureau of the National  
Communications Workers' Union  
(Zen-Teishin Jugyoin Kumiai)

Chapter I General Rules

- Art. 1: The name of this Branch shall be "The Takasaki Branch of the Electrical Communication Works Bureau of the National Communications Workers' Union".
- Art. 2: This Branch is organized by employes of the Takasaki Branch of the Electrical Communication Works Bureau.
- Art. 3: The office of this Branch is placed in the Takasaki Branch of the Electrical Communication Works Bureau, located at 1 Takamatsu-cho, Takasaki-shi.
- Art. 4: This Branch expects establishment of a strong organization, positive activities and settlement of all problems risen from technical peculiarity for accomplishment of the purpose - to expect extertainment and improvement of labor conditions, promotion of workers' welfare, and elevation of workers' social position with the organization of the members' combination and mutual aid, and to contribute for democratizing all the enterprises - shown in Constitution of National Communication Workers' Union.

Chapter II Organization

- Art. 5: This Branch shall be divided in some divisions shown in annexed table to carry out business.
- Art. 6: Each division can set up a division meeting at its place.

Chapter III Organs



Art. 7: The resolution organs of this Branch shall be as follows:

1. General Meeting
2. Committee

Art. 8: The generalmeeting is the highest resolution organ which is consisted of all the members and called by the chief of the Branch in September of each year. An extraordinary general meeting may be called when deemed necessary by the Representatives Committee. But it may be ~~taken~~ place by the Delegates Committee.

The Delegates Committee is organized with officers and delegates. The Delegates shall be elected as to be shown in another way and decided at that occasion.

Art. 9: The Committee shall be a resolution organ secondary to the General Meeting and consisted of the officers shown in Art. 16. It shall be called by the Chief of Branch when deemed necessary by the Chief of Branch and the Representatives Committee,

Art. 10: The Representatives Committee shall be set up as an executive organ to perform the routine business of the Branch.

Art. 11: The Representatives Committee shall be consisted of the Chief, the Vice-chief, the Chief secretary and the Representatives, and opened regularly once a month and besides this, occasionally called by the Chief, when deemed necessary.

Art. 12: All the conferences shall be convened by the Chief when demanded by one-third or more of the total members of the conference.

Art. 13: No conferences shall be opened unless more than a half of total membership is present.

Art. 14: 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.

Art. 15: The Chairman of a conference shall be elected by the conference.



Chapter IV Officers

Art. 16: This Branch has following officers.

- |                      |      |
|----------------------|------|
| 1. Branch chief      | 1    |
| 2. Vice-branch chief | 2    |
| 3. Chief secretary   | 1    |
| 4. Representative    | Some |
| 5. Committee         | Some |
| 6. Clerk             | 3    |

Art. 17: Duties of officers shall be as follows:

1. The chief of the branch shall represent and govern the branch about its all affairs.
2. The vice-chief of the branch shall assist the chief and act for him in case his absence or inability.
3. The chief secretary shall assist the chief and hold the Secretary Bureau.
4. The Representatives shall execute the ordinary business of the Branch.
5. The Committeemen shall deliberate the business of the Branch.
6. The clerk shall keep records of the Branch and manage the accounts of it.

Art. 18: The officers shall be appointed by following manners:

1. The chief and vice-chief shall be elected at the general meeting.
2. The chief secretary shall be named by the chief of the Branch.
3. The Representatives and the Committeemen shall be elected by the way shown in another place.
4. The clerk shall be named by the chief of the Branch.

Art. 19: All the elections of officers of the Branch shall be performed by secret voting.

Art. 20: Those who got the largest polling scores shall be appointed officers in order of scores they got. In case the scores are tie, the younger shall be elected.



Art. 21: The officer term of officers is one year and those is no objection to be re-elected.

Art. 22: In case there is any vacancy in any of the offices, it shall be filled promptly by the stipulated method. However, its term shall be the rest left by the predecessor.

Chapter V Youngmen's and Women's Departments.

Art. 23: This Branch may have the Youngmen's Department and the Women's Department as special departments.

Art. 24: The detailed rules of these two departments shall be planned by each department and determined with the agreement of the resolution organ of the Branch.

Art. 25: The Chief and the Vice-chief of these two departments shall engage in the Representatives of the Branch.

Chapter V Business

Art. 26: The following business may be acted to perform the purpose of this Branch.

1. The matters about the living improvement of the members.
2. The matters about inquiry and study for democratic operation of business.
3. The matters about cultivating character and elevation of insight and capacity of the members.
4. The matters about cooperation with other friendly bodies.
5. The other matters necessary to achievement of the purpose.

Art. 27: One bureau and four departments shall be placed in this Branch to perform the business and the by-laws shall be established in another place.

1. Secretary Bureau
2. Publicity Department
3. Cultural Department



- 4. Physical Training Department
- 5. Business Inquiry study Department

Art. 28: The chief of each department shall be decided by the chief of the branch after approval of the Representatives Committee. Each chief may attend at the Representatives Committee and speak. But he has no right of voting.

#### Chapter VII Entrance and Secession

Art. 29: The qualification of the member shall begin at obtaining the position of a worker of the Takasaki Electrical Communication Works Bureau and end at losing it.

#### Chapter VIII Rights and Duties of the Membership

Art. 30: Each member of the Branch has the right to vote for the officers.

Art. 31: The members may attend at various kinds of meetings of this Branch and speak after the recognition of the meeting.

Art. 32: The members must respect the rules and resolutions of this Branch and obey them.

Art. 33: Each member has the right to enjoy the interests equally come from the movement of the Branch.

#### Chapter IX Accounts

Art. 34: The incomes of the Branch are as follows:

1. Membership dues.
2. Incomes from the business and property of the Branch
3. Donations

Art. 35: The Branch shall collect two per cent of the salary a month from each member as membership dues. Extraordinarily expenditures can be collected



according to circumstances.

- Art. 36: The dues once paid in shall not be returned for any reasons.
- Art. 38: The contributions to the Branch shall be received in the responsibility of the Representatives Committee.
- Art. 39: The incomes and expenditures of the Branch shall be recognized by the General Meeting, after making the budget every year.
- Art. 40: The fiscal year shall be from September 1 to August 31 of the next year.
- Art. 41: The accountant shall prepare a statement of accounts of the Branch expenditures at the end of every fiscal year and shall get the approval of the general meeting.
- Art. 42: In case the settlement of each year has any surplus, the sum shall be transferred to the account of the following.
- Art. 43: The property in Possession of the Branch shall be clearly kept in the books provided therefor.
- Art. 44: Any member of the Branch may, at his request, unrestrictedly peruse the books prescribed in the preceeding article.
- Art. 45: The accountant shall take charge of cash in the property in possession of the Branch.

Chapter X Reward and Punishment

- Art. 46: In case a member made a great contribution to the Branch or did any action to be a model to other members. he shall be commended.
- Art. 47: In case a member defamed the honor of the Branch or violated the purpose of the Branch, he may be suspended, or ousted from membership of the Branch.
- Art. 48: The rewards or punishment of the membership shall be tried by the Chief of the Branch through



the resolution organ

Supplementary Rules

1. This constitution shall not be altered unless approved by the resolution of the general meeting.
2. Any matters not prescribed in this constitution shall be decided by the committee according to the policy of the Branch.
3. In case any member or his family had a happy be given to the member. The rules of the cases shall be established in another place.
4. This constitution shall come into force as from April 12, 1947.

By-rules on Clause 3 of Supplementary Rules

<u>Item</u>	<u>Amount</u>	<u>Account</u>
Death of Member	¥ 500	
Death of Member's Spouse	¥ 200	Including Private relation
Death of Father or Mother	¥ 200	Limited to Person in the same census registration at the death. But applicable for Person in a branch family
Death of Child	¥ 50	Limited to Person in the same census registration at the death
Wound or illness of member	¥ 30	Lasting absence for more than 20 days in the same wound or illness under medical treatment. But limited twice a year.
Birth	¥ 20	Limited to the eldest child or the first adopted child. Still-birth and miscarriage shall be regarded as wife's illness.
Marriage of member	¥ 20	Unapplicable for remarriage
Wound or illness of member's spouse	¥ 20	More than 20 days in bed



Misfortune of member	Within ¥ 100	Concluded from livelihood and the degree of suffering	
Retirement of member	Within ¥ 100	One year or more in office	-¥20
		5 years or more	" - 30
		10 "	" - 50
		15 "	" -100
		But no application to expelled - person	
Change of post of member (out of the office)	¥ 20		
Recommendation of member	More than ¥ 20	Applicable to Person recommended by Art. 46	
Presentation to Non-member	Within ¥ 100		

1. The director of a bureau, the chief of a section and other workmen who are not the members, shall be presented in proportion to the members.
2. Unreturned soldiers shall be presented equal as the members.
3. In case there were more than two members who met with the same accident, each shall be presented.
4. In case the worker retired from office, he shall be presented with amounts suitable for both of the paragraphs.
5. In case the matters unremarked in the rules or the accident necessary to be presented with donations happened, they shall be decided by the Executive Committee.

By-rules of Art. 27

1. Secretary Bureau

- (1) The matters about plan of Branch business.
- (2) The matters about general affairs and accounts
- (3) The matters about editing and publication of prints.
- (4) The matters about inquiry and study for improving the treatment of the members and the welfare of them.



(5) The matters belonging to no departments

2. Cultural Department

- (1) The matters about, cultural facilities for elevation of judgement, cultivation of character and training of ability of the members.
- (2) The matters about the facilities for education, discipline and recreation of the members, and about opening the meeting, etc.

3. Publicity Department

- (1) All the matters of interior and external publicities concerning the Branch
- (2) The matters about inquiry of public opinion.
- (3) The matters about connection and cooperation with other branches.

4. Physical Training Department

- (1) The matters about physique elevation of the members and sanitation facilities.
- (2) The matters about opening various kinds of athletic meetings, games and training meetings.

5. Business Inquiry and Study Department

- (1) Inquiry and study matters about system and construction of government office and improvement of office works.
- (2) The matters about cultivation, elevation and improvement for communication arts.

The members of each department shall be requested to the post by mutual consult of its chief and the chief of the Branch.

The chief business of each department shall be as follows:

1. In case a member went to a place on business of the Branch, trip expenses shall be paid to him in principle as follows:



- a. The charge for bed and board  
(one night's lodging) - ¥ 30
  - b. The subsidy for board  
(a day) - ¥ 20
2. In case a member made a day - trip to a place in the same prefecture, the subsidy for board shall not be paid to him.



CONSTITUTION OF MAEBASHI BRANCH OF  
HEIWA INDUSTRY WORKERS UNION

(Heiwa Sangyo Maebashi Kojo Jugyoin Kumiai)

Art. 1: The name of this workers union shall be "The Maebashi Branch of Heiwa Industry Workers Union", and it is organized by the employees of this factory. The office of this union is placed at 175 Koun-cho, Maebashi-shi.

Art. 2: This Branch expects to protect the members' collective bargaining rights.

The Branch expect to project upkeep and improvement of labour terms, increase of common welfare, and elevation of the social position.

The Branch expects to reflect the opinion of all members to the management of enterprise.

The Branch expect to realize to democratize management of the company.

Art. 3: This Branch shall perform following work to accomplish the end of Art. 2.

1. To consult with the employer about the employment, dismissal, and labour terms, in accordance with the collective bargaining rights.

2. Matters concerning to the betterment of life and welfare of the members and their families.

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

4. Other necessary matters.

Art. 4: This Branch has following officers.

- 1. Branch chief 1
- 2. Vice-branch chief 1
- 3. Accountant 1
- 4. Executive committee 2



The officers shall be elected by the general meeting, and the office term of officers is one year. There is no objection to be re-elected.

- Art. 5: The fiscal year shall be from April 1 of each year to January 31 of the next year.
- Art. 6: The expenditures of the Branch, shall be defrayed by membership dues and each member shall pay 12 yen a year, but in case recognized necessary, the union shall collect extraordinary membership dues. This union shall be given contributions.
- Art. 7: The ordinary general meeting shall be held once a month, and shall decide the affairs of the Branch, report of the settlement, discussion of the estimate, activity policy of the Branch. In case recognized necessary by one-third or more of total members of the Branch, the Branch chief shall call the extraordinary general meeting.
- Art. 8: This constitution shall not be altered unless approved by two-thirds or more of members present at the general meeting.
- Art. 9: A member who violatated this constitution or welfare of the Branch, may be ousted from the membership of the Branch by the resolution of the general meeting (or standing committee).



12 02

CONSTITUTION OF HEADQUARTERS OF GUMMA-KEN  
AGRICULTURAL ASSOCIATIONS EMPLOYEES UNION

(Gumma-ken Nogyo-Kai Honbu Jyugyoin Kumiai)

Chapter I. General Rules

- Art. 1: The name of this union shall be "The Headquarters of the Gumma-ken Agricultural Association Employees Union" and the office is placed at 94 Kuruwa-cho, Maebashi-shi.
- Art. 2: This union expects elevation of the economic and social positions of the union members, on the one hand, and maintenance and improvement of their working conditions, on the other hand, through combination of the union members. In this connection, this union aims to cooperate with the encouraging drive for democratizing farm villages and also to contribute on development of the agriculture in Japan.
- Art. 3: This union shall be organized by employees who are holding their posts at the Headquarters of the Gumma-ken Agricultural Associations with the exception of those who may be considered to represent the interest of the employer, that is, the chiefs of the departments, the vice-chief of the departments, the vice-directors, the chief of the general affairs section and the chief of the personnel affairs section.

Chapter II. Business

- Art. 4: This union carries out following businesses in order to realize the purposes shown in Art. 2.
1. Matters relative to conclusion of the collective agreement.
  2. Matters relative to security of the living rights of the union members.
  3. Matters relative to democratization of the farm village.



4. Matters relative to elevation of culture and technics of the union members.
5. Matters relative to welfare and mutual aid of the union members.
6. Matters relative to connection and cooperation with any other bodies having the same purposes.
7. Matters necessary for realizing the purposes.

#### Chapter III. Membership

Art. 5: The member of this union has following rights and duties.

1. Any privilege and interest derived from the activities by the union shall be enjoyed equally by the members.
2. Any member can attend at any meeting and take part in speaking and resolution according to the constitution stipulated.
3. Any member shall obey and observe the constitution and the resolution.

#### Chapter IV. Organ

Art. 6: This union has following organs:

1. The general meeting.
2. The delegates' committee
3. The executive committee

Art. 7: The previous notice to convene the general meeting shall be done 3 days beforehand with the exception in case of urgency.



Art. 8: The general meeting shall be divided into the ordinary one and the extraordinary one, and the former shall be convened in April every year.

The extraordinary general meeting shall be convened (1) when deemed necessary by the chief executive committee or (2) when demanded by one-third or more of the union members.

Art. 9: The general meeting shall be the organ to resolve the highest will of this union, effective with the presence of more than half the union members. The proceedings shall be decided by majority and in case of tie, it shall be decided by the chairman who shall be appointed by the resolution of the general meeting.

Art. 10: The delegates' committee shall be set up for the purpose of assisting the executive committee and expecting the closest liaison with the union members.

Art. 11: One delegate per each section shall be elected with the exception of five delegates at the Shin-Maebashi business firm. The office term of each delegate shall be one year and there is no objection to be re-elected.

Art. 12: The delegates' committee has one chief-secretary, one vice-chief-secretary and some secretaries. One secretary per section shall be elected by mutual vote of the delegates belonging to each section, and both the chief-secretary and the vice-chief-secretary shall be elected by mutual vote of the delegates.

Art. 13: The delegates' committee shall endeavour to unite the will of the union members belonging to each section, while deliberating on any matter presented or asked from the executive committee to make the resolution in reply. The detailed rules relative to the delegates' committee shall be laid down separately and approved at the general meeting.



Art. 14: The executive committee shall be organized by the executive committeemen. The delegates' committee, the chief-secretary, the youth department and the woman department can view their opinions to the executive committee.

Art. 15: The executive committeemen shall be elected by single ballot of the union members from among them. In this case, the chief of the section has no eligibility for election. The fixed number shall be ten whose office term shall be one year and there is no objection to be re-elected.

Art. 16: The executive committee shall be convened at every time when deemed necessary by the chief of the executive committee and shall be the executive organ of the union having the right to decide any important matters.

Art. 17: The proceeding method of the executive committee meeting shall be applied mutatis mutandis to that of the general meeting.

Art. 18: The general meeting can release any executive committeeman from office.

Chapter V. Officers

Art. 19: This union has following officers:

- 1. The chief executive committee 1
- 2. The vice-chief executive committee 2
- 3. The chief-clerk 1
- 4. The standing committeemen 6

The officers shall be elected by mutual vote of the executive committeemen.

Art. 20: The office term of each officer is as follows:

- 1. The chief committee shall represent and govern the union.



2. The vice-chief-committee shall assist the chief-committee and act for him in case of his inability.
3. The chief-clerk shall assist the chief-committee and perform the business affairs.
4. The standing committeemen shall assist the chief-committee and the chief-clerk, and shall dispose the affairs.

Art. 21: The office term of each officer shall be one year and there is no objection to be re-elected.

Art. 22: In case there is vacancy in any of the officers, it shall be filled up promptly according to the Art. 19 and the office term of the officer to fill up the vacancy shall be the remaining period of his predecessor.

#### Chapter VI. Youth Dept. and Women's Dept.

Art. 23: This union has the Youth Dept. and the Women's Dept. The detailed rules of both Dept's shall be laid down separately and approved by the executive committee.

#### Chapter VII. Accounts

Art. 24: The outlays of the union shall be defrayed by the charges of the union members, the profit from the business and contributions.

Art. 25: The dues shall be paid by two% of the basic wage of each union member.

Art. 26: The contribution shall be received by the committee in charge thereof.



Art. 27: Any dues already paid in shall not be returned for any reason.

Art. 28: The fiscal year shall be from April 1 to the end of March of the next year.

Art. 29: The settled account report shall be submitted to the general meeting to be approved thereat.

#### Chapter VIII. Supplementary Rules

Art. 30: This constitution shall not be altered unless approved by the resolution of the general meeting

Art. 31: Any other matters not stipulated in this constitution shall be decided by the executive committee.

Art. 32: This constitution shall be effective at the same time when approved.



14 14.0  
CONSTITUTION OF EMPLOYEES' UNION OF MITSUMATA  
FACTORY OF KOSUI INDUSTRY AND CO., LTD.

(Kosui Sangyo K.K. Mitsumata Kojo Jugyoin Kumiai)

Chapter I. General Rules

- Art. 1: The name of this union shall be "The Employees' Union of Mitsumata Factory of Kosui Industry and Co., Ltd."
- Art. 2: This union is organized by the employees of Mitsumata Factory of Kosui Industry and Co., Ltd.
- Art. 3: The office of this union is placed in Mitsumata Factory of Kosui Industry and Co., Ltd. located at 502 Mitsumata, Kaigaya-mura, Seta-gun, Gumma-ken.

Chapter II. Purposes and Works

- Art. 4: The purposes of this union are as follows:

This union secures the right of collective bargaining of the members and intends to maintain and improve the labour conditions, to increase the common welfare and to elevate the social position of the members.

This union expects that the management of the business of Mitsumata Factory reflects the wills of all the members and realizes to be democratic, and Kosui Industry and Co., Ltd. takes charge of a portion of reconstruction the national economy.

- Art. 5: For the fulfilment of the purposes above, this union shall have following works:

1. Negotiation with the employer in regard of the employment, the dismissal and the labour conditions, etc. in accordance with the right of collective bargaining.
2. Matters in regard of welfare of the members and their families.



3. Welfare institute of Mitsumata Factory for the employees and participation in planning of the work.
4. Culture and cultivation institute of Mitsumata Factory for the employees and participation in planning of the work.
5. Matters in regard of mutual relief of the members and their families.
6. Matters in regard of co-operation with other bodies which have the same purposes.
7. Matters to be necessary for the fulfilment of the purposes, besides above.

#### Chapter III. Entrance and Secession

- Art. 6: An applicant who wants to be the member of this union shall submit both an application on which specified the matters appointed in accordance with the form prescribed, the entrance-fee and more than a month's portion of the membership dues.
- Art. 7: This union shall deliver the document of the membership to the applicant described in Art.6.
- Art. 8: A man shall have the qualification of the membership when he was delivered the document of the membership.
- Art. 9: A member who wants to secede from this union shall specify and submit the reason to the Executive Committee.
- Art. 10: Reentrance of a member who once seceded from this union shall be necessary to be approved by the Executive Committee

#### Chapter IV. Rights and Duties of the Membership



- Art. 11: The members of this union shall have the right of vote and eligibility for the election of officers.
- Art. 12: In accordance with the regulation, the members of this union shall attend at various meetings of this union and have the right to speak and vote.
- Art. 13: The members of this union shall have the right to participate in the privilege of the works prescribed by Art. 5 in this constitution.
- Art. 14: The members of this union shall have the right to be given the other rights and interests by the constitution and the resolution.
- Art. 15: The members of this union shall have the duty to pre-pay the membership dues prescribed every month.
- Art. 16: The members of this union shall have the duty to esteem and observe strictly the constitution and the resolution of this union.

#### Chapter V. Organs and Officers

- Art. 17: This union has following organs:
1. Executive Committee
  2. Great meeting
- Art. 18: The Executive Committeemen shall be elected in proportion to 1 Executive Committeeman per 5 members from among the members.
- Art. 19: The Executive Committee meeting which is the resolution and execution organ ranks next to the Great Meeting is organized by the Executive Committeemen and shall be held regularly once a month. In case of necessity, however, it may be convened by the chief of the Executive Committee and be held temporarily.



Art. 20: The resolution at the Executive Committee meeting shall be decided by majority of the Executive Committeemen, and in case pros and cons are tie, the chief of the executive committee shall decide the issue.

Art. 21: The great meeting which is the highest resolution organ of this union is organized by all the members shall be convened by the chief of the executive committee and be held regularly twice a year. When deemed necessary by the executive committee or when demanded by more than one-third of the total members, however, the temporary great meeting may be held.

Art. 22: The resolution of the great meeting shall be decided by majority of the members present (which contain the attendances by means of the letters of attorney), and in case pros and cons are tie, the chairman shall decide the issue.

Art. 23: This union has following officers:

- |  |      |
|--|------|
| 1. Chief of the Executive Committee      | 1    |
| 2. Vice-chief of the Executive Committee | 1    |
| 3. Executive Committeemen                | some |

Art. 24: The chief and the vice-chief of the Executive Committee shall be elected by mutual vote from among the Executive Committeemen.

Art. 25: The chief of the Executive Committee shall represent the union and be responsible to the union for all things except auditing and management of the property.

Art. 26: The vice-chief of the Executive Committee shall assist the chief and act for him in case of his inability.

Art. 27: The office term of officers of this union is one year, and there is no objection to remain in office.



Chapter VI. Accounts

Art. 28: The expenditure of this union shall be filled by the membership dues and the contributions.

Art. 29: The membership dues shall be 2 % of basic salary of each member (in case of a monthly salaries man, the monthly salary, and in case of a daily-wage man, 30 days portion of the daily wages) and be saved up every month.

Art. 30: The entrance-fee of this union shall be 2 yen.

Art. 31: The dues once paid in shall not be returned for any reasons.

Art. 32: The accounts of this union shall be necessary to be report at the great meeting and to be approved by the great meeting.

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

Art. 33: The auditing and the management of the property of this union shall be the mutual responsibility of the Executive Committeemen.

Chapter VII. Reward and Punishment

Art. 34: In case a member made a great contribution to this union, he shall be commended by the resolution of the Executive Committee.

Art. 35: In case a member falls within the purview of following clauses, he may be ousted from or be suspended the right of the membership of the union by the resolution of the Executive Committee:

1. A member who infringed the constitution and the resolution of this union.
2. A member who disordered the regulation of this union.
3. A member who failed to pay more than 3 months' portion of the membership dues without any reason.



Chapter VIII. Annexed Rule

Art. 36: This constitution shall not be altered unless approved by more than two-thirds of the attendances (which contain the attendances by means of the letters of attorney) at the great meeting.



18  
Constitution of sub-branch of Riken  
Maebashi manufactory of all Japan  
Machines and tools workers union.

Chapter I. Name and Organization

Art 1: The name of this Sub-branch shall be  
"The Riken Maebashi Sub-branch of Riken Plant  
All-Japan Machines and Tools Workers Union."

The office of this sub-branch is placed in  
the maebashi plant of the Riken Industry Co.,  
Ltd. Located at 477 Ashida, Motosoja, Motosoja-  
mura, Gumma-gun, Gumma-ken.

Art 2: This Sub-branch, in confarmity with Art. 13  
of this Constitution of the all-Japan machines and  
Tools workers Union, is organized by the members  
of the all-Japan machines and Tools workers Union  
which is placed inside of the Maebashi Plant of  
the Riken Industry Co., Ltd.

Chapter II. Purpose and Business

Art 3: This sub-branch shall aim at realizing  
declarations and platform (which are) resolved  
at the general meeting the general meeting of  
the Branch and the general meeting of the Sub-  
Branch, and elevating the worker's social political  
and economical position by cooperating among them.  
and this sub-branch shall perform the business  
which are necessary for accomplishing these pur-  
poses.

Chapter III. Organ

Art 4: This sub-branch has following organs.

- (1) General meeting of sub-branch.
- (2) Extention Executive committee of sub-  
Branch.
- (3) Executive committee of sub-branch
- (4) Committee of working place.

Art 5: The general meeting is the highest resolu-  
tion organ and called by the Executive committee  
have not the right of resolution at the general  
meeting of the sub-branch.



Art 6: The general meeting of the Sub-branch shall (1) deliberate a report of actions of the Extension executive committee and the Executive committee of the Sub-branch (2) deliberate the bills which shall be presented to the general meeting of the Branch, (3) resolve the plan of actions of the sub-branch, (4) resolve about alterations of the Constitution and dissolution of the sub-branch, (5) elect the executive committeemen of the sub-branch and auditors, (6) deliverate an accounting report of the Executive committee of the sub-branch and decide its budget and (7) deliberate and decide other important matters.

Art 7: The general meeting of the sub-branch is held in September of each year. But, the extraordinary general meeting may be called when deemed necessary by the Extension executive committee and the Executive committee when demanded by one-third or more of the total members of the sub-branch.

Art 8: The general meeting of the shall not be opened unless two-thirds or more of the total members of the sub-branch is present.

All matters of the general meeting of the sub-branch shall be decided by majority of those present, and in case of tie, the Speaker shall decide the issue.

But the alteration of the Constitution shall be decided by a majority of more than two-thirds.

The dissolution of the sub-branch needs a support of more than three-fourths.

Art 9: The Extension executive committee of the shall be called by the Executive committee of the sub-branch in case there are matters which shall be not so important as the extraordinary general meeting be called and cannot be decided by the Executive committee alone.

Art 10: The Extension executive committee of the sub-branch has following officers.

(1) Executive committeeman.

(2) Committeeman of the working place.



(3) Secretary of the Youngmans' department.

(4) Person who deemed necessary by the Extension executive committee, but he has the right of resolution.

Art 11: The Extension executive committee of the sub-branch shall not be opened unless more than two-thirds of the total membership is present.

The proceeding of the Extension executive committee of the sub-branch shall be decided by majority of more than two-thirds of the membership is present.

Art 12: The matters which is resolved at the Extensive executive committee of the sub-branch, must be held the responsibility for the Executive committee, reported to and approved by the general meeting.

Art 13: The Executive committee of the sub-branch is organized by the Executive committeeman and force representatives of the youngman's department and shall not be opened unless more than two-thirds of total membership is present.

Art 14: The executive committee is the executive organ which in order to attain the purposes in conformity with the instruction of the head-office or branch-office, and resolution of the general meeting of the sub-branch or the Extension executive committee.

Art 15: The proceedings of the Executive committee of the sub-branch shall be decided by a majority of those present committeemen and in case of tie, the speaker shall decide the issue.

Art 16: The activities the Executive committee of the sub-branch must be reported at the its general meeting.

Art 17: The following organs are put under the Executive committee of the sub-branch.



- (1) Department of organization.
- (2) Department of education and propagation
- (3) Department of production.
- (4) Department of labour
- (5) Department of public relations.
- (6) Department financial.
- (7) Department of youngmen.

Organization of each department shall be decided specially.

Art 18: The Committee of the working place are as follows:

Headquarters works committee

Committee of the ring shop

Committee of the machine shop

Committee of the wrought iron shop

The committee of the shop consists of the works committeemen elected in the ratio of one for each 20 members of a sub-branch.

Art 19: The committee of the shop shall be connected with the Executive committee of the sub-branch in conformity with resolution of the general meeting of the works, perform independently autonomous matters within the works and present and respond them to the executive committee of the sub-branch as an adviser.

#### Chapter IV. Officers

Art 20: This sub-branch has following officers

- |  |   |
|--|---|
| (1) Chairman of the Executive committee      | 1 |
| (2) Vice-chairman of the Executive committee | 2 |
| (3) Chief secretary                          | 1 |



- |                            |    |
|----------------------------|----|
| (4) Executive committeeman | 10 |
| (5) Auditor                | 3  |

Art 21: The chairman of the Executive committee and the vice-chairman of the Executive committee shall be elected by mutual vote from among the Executive committeemen of the sub-branch.

The chairman of the Committee shall govern the Executive committee of the Sub-branch and represent the sub-branch.

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

Art 22: The chief secretary shall be elected by mutual vote from among the Executive committeemen of the sub-branch and govern the office of the clerks.

Art 23: The Executive committeeman is elected at the general meeting of the sub-branch, and organizes the Executive committee.

Art 24: The auditor is elected at the general meeting of the sub-branch, and shall audit the accounting of the sub-branch.

Art 25: The office term of officers is for one year and there is no objection to be re-elected.

In case there is any vacancy in any of the offices. the office term of the successor is the remainder the predecessor's.

#### Chapter V. Accounts

Art 26: The expenses of this sub-branch are appropriated by the membership dues and contributions, etc. But, contributions and others can not be accepted unless approved by the resolution of the Executive committee.

Art 27: The members of this sub-branch must pay 10 yen a month a membership dues by 25 days of each month.



Of this membership dues,  
150 yen is paid to the head office in  
accordance with Article 41 of the Constitution of  
the All-Japanese Machines and Tools Workers  
Union. (100 yen to the Branch Office); 200 yen  
to the Federation of the Riken Workers Unions  
50 sen to the conference of the workers union in  
Maebashi area.

Art 28: The fiscal year is from September 1 to the  
end of August of the next year.

Art 29: The management of property of this sub-  
branch shall be held the responsibility by the  
executive committee.

#### Chapter VI. Supplementary Rules

Art 30: The matters which shall not be provided  
in this Constitution and the matters on the  
questions shall be applied to the constitution  
of the All-Japan Machines and Tools workers  
Union, or the Constitution of its Branch.

Art 31: This Constitution shall be recognized by  
the Executive committee of the Branch and come  
into force as from December 13, 1946.



19 0

Constitution of Maebashi Medical  
College Personnel Union

(Maebashi Igaku Semmon Gakko Kyoshokuin Kumiai)

Chapter 1. General Rules

- Art. 1: This union is called the Maebashi Medical College Personnel Union.
- Art. 2: This union is organized by professors, assistant professors, lecturers, assistants, interns, dispensary members, clerks, nurses, student nurses and employes.
- Art. 3: The office of this union is set in the Maebashi Medical College at 280 Iwagami-machi, Maebashi-shi.

Chapter II. Aims and Businesses

- Art. 4: The union aims to establish the collective bargaining right so as to expect maintenance and betterment of treatment and realization of perfect medical education.
- Art. 5: The union performs following businesses to fulfil the aims of last article.
1. Negotiation with the employer as to personnel affairs and treatment basing on the collective bargaining right.
  2. Welfare of the members and their families.
  3. Democratization of educational administration.
  4. Promotion of medical research.
  5. Cooperation with other bodies having the same aims.
  6. Other matters necessary to fulfil the aims.



Chapter III. Organs and Officers.

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

1. General meeting.
2. Committee meeting.
3. Executive committee meeting.
4. Chairman and vice-chairman.
5. Executive committeemen and committeemen.
6. Clerks.

Art. 7: Organization and Authorities of organs and officers.

1. The general meeting is the supreme resolving organ and is held twice a year, in spring and autumn.

The extraordinary general meeting is held when deemed necessary by the executive committee or demanded by more than one-third of the membership.

The notice of the general meeting must be made 5 days before.

2. The committeemen are elected each one for each ten members from the school and the hospital.

The committee meeting is held once a month or by convocation of the executive committee.

3. The executive committeemen are elected from among the committeemen by mutual vote.

The executive committee meeting is an executive organ for the period from a general meeting to the next one and is responsible to the general meeting as to the report of resolutions of the general meeting and emergent dispositions.

4. The chairman and the vice-chairman shall be elected at the general meeting and both have an authority, same with the executive committee.



5. Some clerks are appointed from among the members by the executive-committee.
6. The tenure of the officers in for the period from a general meeting to the next one.
7. The constitution of this union may be amended by the resolution of the general meeting.

#### Chapter IV. Admission and Secession.

Art. 8: One wishing to join this union can be a member by application made by oral or in writing.

Art. 9: The member wishing to leave the union shall apply for it to the executive committee.

#### Chapter V. Rights and Duties.

Art. 10: The member has the voting right and eligibility for election of officers.

Art. 11: The member has rights to attend and voice at the meeting of the union.

Art. 12: The member has the right to enjoy privileges and profits of the works stipulated in Art. 4.

Art. 13: The member has the duty to pay each month one-hundredth of salary or wages as membership dues.

#### Chapter VI. Reward and Punishment.

Art. 14: The member specially meritorious is commended by the resolution of the general meeting.

Art. 15: The member who violated the union constitution and resolutions shall be expelled when approved by more than two-thirds of the membership at the general meeting.

#### Chapter VII. Accounting.

Art. 16: The expenses of this union are appropriated by membership dues, admission fees and donations.



Art. 17: The admission fee is one yen.

Art. 18: The accounting auditing and property management lie in the joint responsibility of executive committees.

Art. 19: The executive committee shall file the accounting statement to get approval at the general meeting.

Art. 20: The fiscal year of the union shall be April 1 to March 31 of the next year.



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Constitution of Employees Union of Maebashi Factory  
of Hayashikane Marine Products Industry Co., Ltd.

(Hayashikane Suisan Kogyo K.K.  
Maebashi Kojo Jugyoin Kumiai )

- Art. 1: This union shall be called the Employees Union of the Maebashi Factory of the Hayashikane Marine Products Industry Co., Ltd.
- Art. 2: This union is organized by the employees of the Maebashi Factory of the Hayashikane Marine Products Industry Co., Ltd. and those recognized by the executive committee.
- Art. 3: The office of the union is set in the Maebashi Factory of the Hayashikane Marine Products Industry Co., Ltd. at 613 Nakahara, Nishikataki, Kaigayamura, Seta-gun.
- Art. 4: This union expects to secure the collective bargaining right, to maintain and better labor terms, to increase welfare and to elevate economic and social position of the membership, as well as to democratize management reflecting the general will of the membership to the business management.
- Art. 5: The union performs following works to fulfil the aims of last article.
1. Negotiation with the employer as to employment, dismissal and labor terms, basing on the collective bargaining right.
  2. Welfare of the members and their families.
  3. Cooperation with other bodies having the same aims.
  4. Other necessary matters.
- Art. 6: The union has following organs
1. General meeting.
  2. Executive committee meeting.



Art. 7: The general meeting is the highest resolving organ and is organized by all the members.

The president shall convene it once a year regularly.

But the extraordinary general meeting may be held when deemed necessary by the executive committee or demanded by more than one-third of the membership.

Art. 8: The resolution of the general meeting shall be decided by a majority of the members present and in case of tie, the speaker shall decide the issue.

Art. 9: The executive committee shall execute the matters resolved at the general meeting and shall consult and execute the union businesses occurred during the period between a general meeting and the next one.

The executive committee shall bear responsibility to the general meeting.

Art. 10: The resolution of the executive committee shall be made by a majority of the executive committeemen and in case of tie, the president shall decide the issue. The vice-president participates in the executive committee meeting.

Art. 11: This union has the Youngmen's department.

Art. 12: The union has following officers.

1. President	1
2. Vice-president	1
3. Executive committee	some
4. Accountant	1

Art. 13: The officers are elected by the general meeting and their tenure is one year, but there is no objection to be reappointed.

Art. 14: The expenses of this union are defrayed by dues and donations.



- Art. 15: The membership dues is 10 yen a month.
- Art. 16: The dues once paid in shall not be returned for any reasons.
- Art. 17: The accountant shall report the accounts statement at the general meeting to get approved.
- Art. 18: The fiscal year shall be from Apr. 1 to March 31 of the next year.
- Art. 19: The member who violated the constitution or behaved contradictorily to the benefit of the union may be expelled by the resolution of the general meeting.
- Art. 20: This constitution shall not be changed unless approved by more than two-thirds of those present at the general meeting.



Constitution of Maebashi Red  
Cross Hospital Employees Union  
(Maebashi Sekijuji Byoin Shokuin  
Kumiai)

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Art. 1: The name of this Union shall be "The Maebashi Red Cross Hospital employees Union"

Art. 2: The office of this Union is placed in the Maebashi Red Cross Hospital located at 25 Shin-machi, Maebashi-shi.

Art. 3: This Union is organized by the employees of the Maebashi Red Cross Hospital.

Art. 4: The purpose of the Union shall be in improvement of members labor terms and elevation of their position and security of their living by means of conclusion of collective contract with the Red Cross Society and this Hospital, and all the more, in accomplishment of the mission of the "Red Cross"

Art. 5: This Union shall perform following business to attain the abovementioned purpose.

- (1) Negotiation concerning employment, discharge and labor terms with the Head Office and this Hospital.
- (2) Elevation of members and their family living.
- (3) Elevation of members character.

Art. 5: An applicant who wants to be the member of the Union shall apply with entrance fee and monthly membership dues. The membership shall come into effect when his name will be enrolled in the Member Register.

Art. 7: A member who is to secede from the Union shall apply to the chief of committee.

Art. 8: In case a member violated the present constitution or disturbed the administration of the Union, he may be suspended from membership of the Union by the resolution of its general meeting.

Art. 9: This Union shall have following organs:--

General meeting.                      Committee meeting

- 1. The general meeting is the highest resolution organ



which is called by the chief of committee three times in a year, and when demanded by one-third or more of all members, may be called extraordinary by the Chief.

The general meeting shall not be valid unless two-thirds or more of the total membership are present, and its all matters shall be decided by a majority of those present and in case of tie, the chairman shall decide the issue. The chairman shall be nominated by the chief of committee at the general meeting.

2. The committee meeting shall be opened at any time, if needed, which is consisted of the committeemen and is the resolution organ next to the general meeting.

Art. 10: This Union shall have following officers.

Chief of Committee	1
Committee	some

1. The chief of committee shall be elected at the general meeting and represent the Union and is responsible for performance of the business and property administration and all other affairs of the Union.
2. The committeemen shall be elected at the general meeting and represent all members and assist the chief and manage the Union.
3. The office term of officers shall be one year, but there is no objection to be re-elected.

Art. 11: All expenses of the Union shall be defrayed, by the membership dues and contributions of a member. The statement of accounts shall be approved by the general meeting every year.

Art. 12: The entrance fee of the Union shall be 20 yen and the membership dues shall be 5 yen a month. But the membership dues may be collected extraordinarily if needed.

Art. 13: The fiscal year of the union shall be from April 1 to March 31 of the next year.

Art. 14: The union shall prepare an accounts book and a member register. Any member of the Union may, at his request, unrestrictedly peruse these books.



Art. 15: This constitution shall not be altered unless approved by the resolution of the general meeting.

Art. 16: The details of the present constitution shall be decided separately.

Art. 17: This constitution shall come into force as from June 10, 1948.



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3.  
Constitution of the Maebashi Branch  
of National Japan Red Cross Workers  
Union. (Zen-Nippon Sekijūji Jugyoin  
Kumiai Maebashi Shibu)

Chapter 1

General Rules.

Art. 1: The Maebashi Branch is called the Maebashi Branch of the National Japan Red Cross Workers Union.

Art. 2: The office of the Maebashi Branch is placed in the Maebashi Red Cross Hospital located at 25, Shinmachi, Maebashi City.

Art. 3: The Maebashi Branch shall be composed of the employes of the Maebashi Red Cross Hospital. The Director of the Hospital and the Head Official shall be excluded.

Art. 4: The purpose of the Maebashi Branch shall be to establish the right to bargain collectively with the Head Office and the Branch Office of the Red Cross and the Hospital, and to strive for the democratization of the system of the Red Cross, the democratical management of it, the improvement of the treatment of the employes, the elevation of the post and so on, thereby expecting to accomplish the mission of the Red Cross most satisfactorily and to make contributions to the society.

Chapter 2

Business

Art. 5: The Maebashi Branch shall perform the following business to attain the purpose of art. 4.

1. The negotiation with the Head Office and the Hospital about the employment, dismissal, labor conditions and so on the members.

2. The matters concerning the mutual aid, finance, health and recreation of the members and their families.



3. The matters concerning the training of technic, education, publishment, lecture courses, short courses, inspecting parties and so on for the elevation of the qualities of members.

4. The matters concerning the co-operation and combination with other labor unions which have the same purpose.

### Chapter 3

#### Entrance and Secession

Art. 6: One who wishes to enter into the Maebashi Branch shall apply to the office with an entrance fee and a membership due for a month. The qualification of the membership shall begin from the time when he is registered on the membership list.

Art. 7: In case any member who comes to the circumstances to leave the Branch shall apply to the Chairman.

Art. 8: Any member who violated the constitution, or disturbed control shall be expelled by the General Meeting according to the resolution of the Committee Meeting.

Art. 9: Any member who rendered a meritorious deed for the development of the Maebashi Branch shall be commended according to the resolution of the Committee Meeting.

### Chapter 4

#### Organs and Officers.

Art. 10: The Maebashi Branch shall have the following organs.

1. General Meeting
1. Committee Meeting.
1. Standing Committee Meeting.

(a) The General Meeting shall be the highest resolution organ of the Maebashi Branch and shall be convened by Chairman once a year at regular period.



It shall be valid with the presence of two-thirds of the whole members. The proceedings of it shall be decided by a majority of those present. In case of tie, the Speaker shall decide the issue. The Speaker shall be elected on each occasion.

- (b) When deemed necessary by the Committee Meeting or demanded by one-third or more General Meeting shall be convened by Chairman.
- (c) The Committee Meeting, being composing of the Committeemen, shall be the resolution organ next to the General Meeting and convened by Chairman at anytime.
- (d) The Standing Committee Meeting shall be composed of the Standing Committeemen, and shall execute the business of the union.

Art. 11: The Maebashi Branch shall have the following Officers.

1. Chairman	1	2. Vice-chairman	1
3. Committeemen	some	4. Standing	
5. Clerks	some	Committeemen	some

- (a) Chairman, being elected at the General Meeting, shall represent the union, and hold responsibility for the execution of the business, the management of property and all other affairs.
- (b) Vice-chairman shall be elected at the General Meeting, and, assisting Chairman, shall act for him in case of his inability.
- (c) The Committeemen shall be divided into working places, ~~committeemen and general committeemen~~, working place committeemen shall be elected from all the working places, while General committeemen shall be elected at the General Meeting. Both of them shall represent the members, help Chairman and be in charge of the management of the union.
- (d) The standing committeemen shall be elected from among the committeemen by mutual vote.
- (e) Clerks shall be entrusted by Chairman.



- (f) The office term of officers shall be one year.  
But there is no objection to be re-elected.

#### Chapter 5

##### Accounts

- Art. 12: The expenses of the Maebashi Branch shall be met with the membership dues and the donations of the members.

The budget and the settlements of accounts shall be approved by the General Meeting every year.

- Art. 13: The entrance fee of the Maebashi Branch shall be 5 yen, and the membership due 30 yen (a person a month) In case of necessity, extraordinary membership dues can be collected.

- Art. 14: The fiscal year of the Maebashi Branch shall be from April 1 of each year to March 31 of the following year.

#### Chapter 6

##### Other Rules

- Art. 15: In the Maebashi Branch, the membership list, the record and the account-book shall be equipped with, and offered for the members' perusal.

- Art. 16 : The revision of the constitution shall be approved by the General Meeting.

- Art. 17: The detailed rules of this constitution shall be given separately.

##### Additional Rule

- Art. 18: The constitutions shall be enforced on March 17, 1946.



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CONSTITUTION OF KANTO PRODUCTIVE  
INDUSTRY COMPANY WORKERS UNION

(Kanto Shokusan Kogyo Kabushikikaisha Jugyoin Kumiai)

Chapter I. General Rules

- Art. 1: This union is called the Kanto Productive Industry Company Workers Union.
- Art. 2: This union is organized by the employes of the Kanto Productive Industry Company Ltd.
- Art. 3: The office of the union is placed in the Kanto Productive Industry Company located at 20, Sohobun, Maebashi City.

Chapter II. Aim and Business

- Art. 4: The aim of the union shall be to take measures for the maintenance and the improvement of labor conditions, the promotion of prosperity, the elevation of the culture and the personalities of the members and to accelerate the progress of their technic, through strengthening the familylike solidarity of them, basing on the trade Union Law, and the reflection of their general will on the management of the enterprises of the company, thereby expecting to increase the productions and to expedite the elevation of the economical, social and political position of every member.
- Art. 5: The union shall perform the following business in order to attain the aim stipulated by the preceding article.
1. The business pertaining to the betterment and maintenance of the treatment of the members, and the mutual aid, welfare and health of the members and their families.
  2. The business pertaining to the establishment of the cultural, educational organs to elevate the qualities of the members and equipments of sound amusement and recreation of them.



3. The business pertaining to the establishment and management of the consumption association for the members.

4. And other necessary business to attain the aim of the union.

### Chapter III. Entrance and Secession

Art. 6: One who wishes to join the union shall file an application filled up with specified matters according to the stipulated form with an entrance fee and a membership due for one month or more to the office.

Art. 7: Any member who retired from the company shall naturally lose the qualification to be the member of the union.

### Chapter IV. Rights and duties of members

Art. 8: The member shall have the right to elect officers and be eligible for officers.

Art. 9: The member shall have the right to attend all the conferences of the union, to speak and to vote in accordance with the constitution.

Art. 10: The member shall have the right to enjoy the benefits according to the constitution and the resolutions and furthermore to share in privileges of the business stipulated by Art. 5.

Art. 11: The member shall owe the duty to pay the prescribed membership due.

Art. 12: The member shall owe the duty to respect the constitution and the resolutions and strictly observe them.

### Chapter V. Organs and Officers

Art. 13: The union shall have the following organs.

1. Mass Meeting
2. Committee Meeting

Art. 12: Committeemen shall be elected by a vote or



3. The business pertaining to the establishment and management of the consumption association for the members.

4. And other necessary business to attain the aim of the union.

### Chapter III. Entrance and Secession

Art. 6: One who wishes to join the union shall file an application filled up with specified matters according to the stipulated form with an entrance fee and a membership due for one month or more to the office.

Art. 7: Any member who retired from the company shall naturally lose the qualification to be the member of the union.

### Chapter IV. Rights and duties of members

Art. 8: The member shall have the right to elect officers and be eligible for officers.

Art. 9: The member shall have the right to attend all the conferences of the union, to speak and to vote in accordance with the constitution.

Art. 10: The member shall have the right to enjoy the benefits according to the constitution and the resolutions and furthermore to share in privileges of the business stipulated by Art. 5.

Art. 11: The member shall owe the duty to pay the prescribed membership due.

Art. 12: The member shall owe the duty to respect the constitution and the resolutions and strictly observe them.

### Chapter V. Organs and Officers

Art. 13: The union shall have the following organs.

1. Mass Meeting
2. Committee Meeting

Art. 12: Committeemen shall be elected by a vote or



other method at the rate of one to ten and fractions from each section separately.

Provided that, in the section which has ten or more members, the fraction not exceeding four shall be omitted.

Art. 15: Committeemen shall elect chairman by their mutual vote.

Art. 16: The committee meeting, being composed of the committeemen, shall be the resolution organ second to the Mass meeting, and shall be held regularly once a month. When chairman deemed necessary, he shall convene it at any time. Chairman shall be the speaker of the Committee Meeting.

Art. 17: The committee meeting shall be valid with the presence of two-thirds or more of the committeemen.

The proceedings of the committee meetings shall be decided by the approval of two-thirds or more of the committeemen present.

Art. 18: The mass meeting shall be the supreme resolution organ, and convened by chairman twice a year in January and July.

Provided that, when decide at the committee meeting or demanded by a half or more of the members, chairman shall convene a Mass meeting without delay.

Art. 19: The resolution of the mass meeting shall be made by the approval of two-thirds or more of the members present.

Art. 20: In case of the alteration of the constitution, the mass meeting shall not be opened unless two-thirds or more of the members are present.

Art. 21: The union shall have the following officers.



- |                           |      |
|---------------------------|------|
| 1. President of the union | 1    |
| 2. Standing Committeemen  | some |
| 3. Committeemen           | some |

The office term of officers shall be six months.

Art. 22: The President of the union shall be undertaken by chairman as his additional office, and representing the union shall preside over the affairs of the union.

The Standing committee men shall assist the President of the union, and taking over portions of the affairs, shall hold the responsibilities to execute the business.

Art. 23: The standing committeemen shall be elected by a mutual vote of the committeemen.

Chairman and the standing committeemen shall be approved by the Mass meeting.

Art. 24: The President of the union can entrust some secretaries from among the members in order to deal with the affairs of the union.

#### Chapter VI. Accounts

Art. 25: The Membership due shall be one-hundredth of the standard wage for one month.

Provided that the sum for the twenty five days of a day's wage of day laborers shall be recognized as the standard wage for one month.

Art. 26: The Entrance fee of the union shall be two yen.

Art. 27: The membership dues once paid in shall not be returned by any reason.

Art. 28: The President of the union shall report the settlements of accounts at the regular mass meeting and obtain the approval and the resolution of it.



Art. 29: The fiscal year of the union shall be from January 1 to June 30 and from July 1 to December of each year.

Art. 30: The accounting business shall be managed by secretaries under the orders of the President of the union.

Chapters VII. Reward and punishment

Art. 31: Any member who rendered great service for the fostering, the furtherance or so on of the union shall be commended according to the resolution of committee meeting.

Art. 32: Any member who comes under the following items shall be expelled or shall have his rights suspended.

1. One who violates the constitution or the resolutions.
2. One who disturbs control.
3. One who does not pay the membership dues for three months or more.

Art. 33: The constitution shall be enforced on March 25, 1946.



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CONSTITUTION OF MAEBASHI EXPRESS CO., LTD.  
EMPLOYEES UNION (Maebashi Unso K.K.  
Jugyoin Kumiai)

Chapter 1 General Rules

Art. 1: The name of this union shall be "The Maebashi Express Co., Ltd. Employees Union."

Art. 2: This union is organized by employes of the Maebashi Express Co., Ltd. But entrance to this union shall be made at own free will.

Art. 3: The office of this union is placed at 205, Kokuryo-machi, Maebashi-shi.

Chapter 2 Purpose and Business

Art. 4: This union, with aiming at elevation of character, training of technics, maintenance and betterment of the working condition, and increase of public welfare by members' combination and the organization of mutual relief, expects democratization and sound development of the business reflecting the general will of the members by participation in the management of business.

Art. 5: This union, for attaining the foregoing purpose, shall carry out following businesses.

1. Guidance.
2. Investigation.
3. Collective agreement.
4. Mutual relief.
5. Reward and punishment.
6. Technics.

Chapter 3 Entrance and Secession

Art. 6: An applicant who wants to be the member of this union shall submit a stipulated application stated clearly the secession matters with entrance dues and membership dues for more than one month to the union. Immediately after application, the qualification as membership shall be given.

Art. 7: As to the foregoing application, it shall be recognized through the resolution of the officers' conference after investigation.



Art. 8: In case a member wants to secede from the union, he must state clearly the reason and report to the chief of the union.

Chapter 4 Rights and Duties

Art. 9: The member has following rights.

1. Franchise and eligibility as to the officer.
2. Attendance and a voice at various conferences.
3. Participation in the businesses mentioned in Art. 5.

Art. 10: The member has following duties.

1. Complete payment of the stipulated membership dues.
2. Observation of the constitution and the resolution matters.

Chapter 5 Officers and Organs

Art. 11: The officers not exceeding 15 persons in number and the auditors not exceeding 5 persons shall be placed in the union.

Art. 12: The president and the two vice-presidents of the union shall be elected by mutual vote of the officers.

Art. 13: The president of the union shall represent the union and take all the responsibilities.

Art. 14: The vice-president shall assist the president and act for him in case of his absence or inability.

Art. 15: The officers shall be elected at the general meeting and execute the resolution.

Art. 16: The auditors shall be elected at the general meeting and audit business and accounts of the union.

Art. 17: The clerk shall be designated by the president of the union and dispose business of the union.



Art. 18: The tenure of office for the officers of this union shall be one year. But there is no objection to be re-elected.

Art. 19: The organs of this union shall be as follows:

1. General meeting.
2. Officers' conference.

Art. 20: 1. The general meeting is the highest resolution organ of this union and called by the president once a year.

But an extraordinary general meeting may be called by the resolution of the officers conference or when demanded by more than two-thirds of the members.

2. The proceedings of the general meeting shall be decided by a majority of attendants present. In case of tie, the chairman shall decide the issue. But when bringing the constitution for alteration before the general meeting, the approval of more than two-thirds of the members present shall be needed.

Art. 21: The officers' conference shall be the executive organ of the union and called by the president in case of need.

#### Chapter 6 Accounts

Art. 22: The expenses of this union shall be applied with membership dues and contributions. The fund necessary for operation of business may depend on contributions of the members.

Art. 23: The entrance dues of this union shall be 1 yen.

Art. 24: The member shall save up 2 yen every month.

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

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

#### Chapter 7 Reward and Punishment



Art. 27: In case a member did an action falling under each one of the following items, he may be suspended or ousted from membership of the union by the resolution of the officers' conference.

1. The action as to violate the constitution or the resolution of the union.
2. The action as to put the control of the union in disorder or defame the honor of the union.
3. When failing to pay membership dues for more than three months without reason.

Art. 28: In case a member made a great contribution to the union, he shall be commended by the resolution of the officers' conference or the general meeting.

#### Chapter 8 Supplementary Rules

Art. 29: This constitution shall not be altered unless approved by the resolution of the general meeting.

Art. 30: The close conversation meeting may be held sometimes when all the members of the union gathered.



30 30

Constitution of Takasaki Sub-branch Gumma-ken  
Branch, All Japan Express Labor Union  
(Zen-nippon Tsu-un Rodo Kumiai Gumma-ken Shibu  
Takasaki Bunkai)

Chapter I. General Rule

- Art. 1: The name of the union shall be the Takasaki Sub-branch, Gumma-ken Branch, All Japan Express Labor Union and the office shall be placed in the Takasaki Office of the Nippon Express Co., Ltd., and located at 58 Yashima-cho, Takasaki-shi, Gumma-ken.
- Art. 2: The union shall be organized by the workers of the Takasaki Office and other offices under jurisdiction of the said office.

Chapter II. Object and Business

- Art. 3: The object of the union shall be aim at the cultivation of the quality, fulfilment of the duties, securing of the rights, training of the abilities, improvement and maintenance of the labor terms, and promotion of the mutual welfare according to the independent cooperation and the organization of the mutual relief and to reflect the general will of the members on the management, and expect the development and fulfilment of the express works and aim at the mutual prosperity between company and members.
- Art. 4: The union shall perform the following business to fulfil the said objects.
1. Negotiation concerning the labor terms by the collective bargaining.
  2. Matters concerning the maintenance and improvement of the labor term.
  3. Matters concerning the positive cooperation to the democratization of the management.
  4. Matters concerning the welfare, culture of the members.



5. Matters concerning the brightening of the business and training of the abilities.
6. Matters concerning the cooperation and concert of the other bodies which have the same object.
7. Other necessary matters to fulfil the object.

#### Chapter III. Entrance and Secession

- Art. 5: Those who want to be the member of the union shall apply submitting the prescribed forms with the entrance fee to the commission and be approved by the chairman of the commission.
- Art. 6: Those who are registered to the list of membership shall be a member.
- Art. 7: A member who wants to secede from the union shall submit the description writing the reason clearly to the commission and shall get the permission of the chairman.

And in case of not falling under the Article 2 in conformity with the changes of position, advancing of position and retirement of the working place, the qualification shall be ceased.

- Art. 8: The reentrance of those who seceded from the union shall be held through the recognition of the commission.

#### Chapter IV. Officers

- Art. 9: The union has the following officers:

Chairman	1
Vice-chairman	2
Committee	some

- Art. 10: The chairman shall represent and govern and be responsible the union.

- Art. 11: The vice-chairman shall assist the chairman and manage the general affairs of the union.



Art. 12: The committee shall be elected from among each working place through the conference or voting, the chairman and the vice-chairman shall be elected from among the committee by the mutual voting, and the accountant shall be requested by the chairman from among the committee.

Art. 13: The office term of the officers of the union is one year, but there is no objection to be reelected through the resolution of the general meeting. And the general meeting shall be able to release the officers who fall under Art. 2, shall be the remaining term of the predecessor.

Art. 14: The union shall have some advisors. The advisors shall be requested by the chairman in conformity with the recommendation of the commission and accept the consultation about the important matters by the chairman and the committees.

Art. 15: The union shall be able to set up the Education Dept., Publication Dept., Welfare Work Dept. and other departments when the Committee deemed the necessary.

The said departments shall be organized by the committees.

#### Chapter V. Organs

Art. 16: The union shall have the following organs

1. General meeting
2. Committee (meeting)

The general meeting is the highest resolution organ and shall be organized by all members of the union and called by the chairman once a year.

But the extraordinary general meeting shall be held when deemed necessary by the chairman or demanded by more than one-third of total members of the union.