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904

CONSTITUTION OF MAEBASHI JUVENILE
COURT BRANCH OF JUDICIAL MINISTRY
PERSONNEL UNION

(Shiho-sho Shokuin Kumiai Shonen
Shinpansho Shibu)

Chapter I. General Rules

- Art. 1: The name of this Branch shall be "The Maebashi Juvenile Court Branch of Judicial Ministry Personnel Union.
- Art. 2: The office of this union is placed in the Maebashi Juvenile Court.
- Art. 3: This union is organized by personnel of the Maebashi Juvenile Court, but those who are unable to enter according to laws and ordinances are excepted.
- Art. 4: This Branch expects contribution to the strong democratization of the Juvenile Court on the Judicial ministry by attempting the elevation of workers' social and economic position.

Chapter II. Business

- Art. 5: This union shall perform following affairs in order to realize the purpose stipulated in the preceding article.
1. Matters concerning improvement and elevation of labor and living term.
 2. Matters concerning realization of impartial human affairs.
 3. Matters concerning the renovation of affairs and elevation of efficiency.
 4. Matters necessary for democratization of each department.
 5. Matters concerning promotion of public welfare
 6. Matters concerning elevation of workers' character.

Chapter III. Organs

- Art. 6: The union has following organs.

GAW

1. Branch General Meeting
2. Branch Committee meeting

Art. 7: The Branch general meeting (called hereafter "general meeting" for short), is the highest resolution organ and called by the Committee Chief of this Branch more than two times a year.

The Extraordinary general meeting shall be called by the Committee Chief of this Branch when demanded by more than one-third of the total members of the Branch, or resolved by the Committee meeting.

Art. 8: The Chairman and the Vice-Chairman of the General meeting shall be elected from among membership of this Branch. The General Meeting shall not be opened unless more than two-thirds of total membership are present.

The resolution of the General meeting shall be decided according to the decision by majority, and in case of tie, the chairman shall decide the issue.

Art. 9: The Committeemeeting is the resolution organ, next to the General meeting, and also an executive organ, which is consisted of all Committeemen, and called by the Committee Chief, in case of need.

The Committee meeting shall not be opened unless more than two-thirds of all the committeemen are present.

The resolution of the Committee meeting shall be decided according to the decision by a majority, and in case of tie, the committee chief shall decide the issue.

Art. 10: This Branch shall have following department.

1. Planning and Inquiry Department.
2. Culture Department
3. Welfare Department
4. Department of general affairs and accounts.

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The Planning and Inquiry Department shall take charge of affairs concerning planning and inquiry.

The Culture Department shall take charge of the activities of cultures and propagation.

The Welfare Department shall take charge of matters concerning the promotion of public welfare and friendship of workers.

The Department of general affairs and accounts shall dispose and perform the general affairs and accounts and all affairs not belonging to other departments.

Chapter IV. Officers

Art. 11: This union has some committeemen.

- | | |
|-------------------------|---|
| 1. Committee chief | 1 |
| 2. Vice-Committee chief | 1 |
| 3. Chief of Department | 4 |

Art. 12: The committeemen shall be elected by mutual vote from among membership and participate in the important affairs.

The committee chief, the Vice-committee chief and the chief of department shall be elected by mutual vote from among the committeemen at the committee meeting.

The Central committeemen and the Representatives who attend the National General meeting shall be elected by mutual vote from among the Committeemen at the Committee meeting.

Art. 13: The Committee Chief of the union shall represent and govern the union.

The Vice-committee Chief shall assist the Committee Chief and act for him in case of his absence or inability.

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Art. 14: The Heads of each departments shall dispose their affairs concerned.

Art. 15: The official term of the Committees shall be six months, and there is no objection to be re-elected.

The office term of an officer appointed to fill a vacancy by a by-election shall be the remainder of the predecessor's term.

Even at termination of the officer's office term, the Committeeman shall perform affairs of the union until the successor is decided.

Art. 16: In case there is any vacancy in any of officers, a by-election shall be enforced within two weeks.

Chapter V. Accounts

Art. 17: The maintenance of this union shall be defrayed by following incomes.

1. Membership due.
2. Contributions
3. Incomes from the Business.

Art. 18: The member shall pay 10 yen a month as membership dues, and 5 yen from that dues to the Head-Office.

The union may collect the membership dues additionally with the approval of the Committee meeting according to the circumstances

Art. 19: The incomes and outlays of this union shall need the audit of the Committee meeting twice a year.

The settlement of accounts of incomes and outlays of the union shall be informed to the first general meeting of the next year, and

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need the approval of the General Meeting.

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

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

Chapter VI. Entrance and Secession

Art. 22: The Entrance and Secession of the members shall be performed by a document.

Art. 23: In case a member violated the purpose of the union, he may be warned, suspended or ousted from membership of the union by the resolution of the Committee meeting, and in case this resolution is deemed unfair he shall be able to require withdrawal of the resolution by offering the same case to the general meeting.

Chapter VII. Supplementary Rules

Art. 24: This constitution shall not be altered unless approved by the resolution of the general meeting.

Art. 25: Any matters not prescribed in this constitution may be decided by the resolution of the committee meeting.

Art. 26: This constitution shall come into force from the time when the resolution of the general meeting was made.

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Constitution of Takasaki Products Co., Ltd.
Employees Union (Takasaki Bussan K.K.
Jugyoin Kumiai)

Chapter I. General Rules

- Art. 1: The name of this union shall be "The Takasaki Products Co., Ltd. Employees Union."
- Art. 2: This union shall be operated as juridical body in accordance with the spirit of democracy.
- Art. 3: This union is organized by employes of the Takasaki Products Co., Ltd. But the capitalist representatives cannot be included.
- Art. 4: The Headquarters of this union is placed in the Takasaki Products Co., Ltd. located at 693, Kami-sano, Takasaki-shi, Gumma-ken.

Chapter II. Purpose.

- Art. 5: This union concluding a contract with the Takasaki Products Co., Ltd., expect elevation of cultural and economic position of the members by maintenance and betterment of the working condition and mutual relief of the members.

Chapter III. Business.

- Art. 6: This union shall carry out following businesses for attaining the purpose mentioned in Art. 5.
1. Negotiations with the company on the matters such as betterment and elevation of working condition and economic position and entrance into the company and retirement in accordance with the collective agreement.
 2. Matter on welfare of the members and their families
 3. Matter on liaison and coalition with other bodies that have same purpose.
 4. Matters necessary for attainment of the purpose besides the above.

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Chapter IV. Organs and Officers.

Art. 7: This union has following organs.

1. General meeting.
2. Committee

Art. 8: The general meeting is consisted of all the members and the highest resolution organ of the union. The chairman of the general meeting shall be the president of the union and the proceedings shall be decided with the approval of more than a half of the attendants.

Art. 9: The general meeting shall be called by the president of the union once a year. But an extraordinary general meeting may be called by the president of the union when demanded by the committee.

Art. 10: The committee is formed with the presence of a majority of committeemen and the resolution organ next to the general meeting.

The committee shall be called in the name of the president of the union when deemed necessary by him or demanded by more than one-third of the committeemen.

The chairman of the committee shall be the president of the union and the proceedings shall be decided with the approval of more than a half of the attendants.

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

Art. 11: This union has the president, the vice-president, the accountant, and two auditors who were elected from among the members.

The committee is consisted of the above five officers.

Art. 12:

- a. The president of the union shall represent the union execute business, manage property and take all the responsibilities.

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- b. The vice-president of the union shall assist the president and act for him in case of need.
- c. Other committeemen shall take charge of business of the union.
- d. The accountant shall take charge of accounting business of the union under the direction of the president of the union.
- e. The auditor shall audit regular accounts.

Chapter V. Entrance and Secession.

Art. 13: Entrance to and secession from the union shall be made by the recognition of all the members.

Art. 14: In case a member violated the constitution, put the control in disorder, defamed the honor of the union, or gave damages, he may be suspended or ousted from membership of the union by the resolution of the union.

Chapter VI. Accounts.

Art. 15: The expenses of the union shall be applied with membership dues and contributions. The estimate and settling accounts of the union shall need the recognition of the general meeting once a year.

Art. 16: Membership dues is 3 yen a month.

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

Supplementary Rule.

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

This constitution shall be enforced from Dec. 1, 1947.

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Constitution of Kiryu Sheet-metal Labour Union of
Japan Labour Union Federation. (Kiryu Itagane
Rodo Kumiai)

Chapter I. General Rules

- Art. 1: The name of this Union shall be "The Kiryu Sheet-metal Labour Union of Japan Labour Union Federation."
- Art. 2: The Union expects cultivation of character, practice of technique, maintenance and improvement of labour conditions, increase of public welfare, and elevation of workers' position by unity of workers and autonomous mutual-aid organization, and purposes to contribute in democratization and sound development of industry.
- Art. 3: The office of this Union is placed at 271 Takasago-cho, Kiryu-shi, Gumma-ken.
- Art. 4: The Union is organized by employees of the Kiryu Sheet-metal Company excepting persons recognized as the representatives of interest of the company.

Chapter II. Business

- Art. 5: To realize the purposes in the Art. 2 the Union performs the following business.
1. Matters relative to contact and co-operation with other organizations which have the same purposes.
 2. Necessary business for stability of the members and their families' living.
 3. Business relative to advancement of members' culture civilization.
 4. Necessary business relative to completion of the Union fund.
 5. Business relative to advancement of the members' technique.
 6. Other necessary matters to realize the purposes.

Chapter III. Officers

Art. 6: This Union has following officers for its management.

- | | | |
|--------------------------------|---|---|
| 1. President of the Union | 1 | some (Some of them shall be the Standing Directors) |
| 2. Vice-president of the Union | 1 | |
| 3. Director | | |
| 4. Accountant | 1 | |
| 5. Auditor | 2 | |
| 6. Adviser | 1 | |

Art. 7: The President of the Union shall represent and govern the business. The Chairman of the board of directors shall assist the president and acts for him in case of the president's absence and inability. The Standing directors shall co-operate with the Vice-president and excute the business. The directors constitute the Board of directors and shall participate in the important business. The Accountant shall perform the accounting business. The Auditors shall inspect the Accounting.

Art. 8: The president of the Union, Chairman of the board of directors, Accountant, Directors and Auditors shall be elected at the great meeting, and the Standing directors shall be elected by mutual vote from among the members of the directors.

The office term of officers is one year and there is no objection to be re-elected. In case there is any vacancy in any of the officers, it shall be filled by the board of directos. The office term of officer elected to fill up the vacancy is the remainder of his predecessor's. Although the office term is finished, he shall perform his business till the successor is decided.

Art. 9: The Union shall have an Adviser. The Adviser relied upon the officers of the Union. Its appointment is performed by the President of the Union by

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recommendation of the Great Meeting or the Board of directors. The Adviser shall lead the Board of directors and the President of the Union about the important business.

Art. 10: The department of organization propaganda, education and publishment shall be instituted. The head of a section shall be appointed from among the Standing directors.

Art. 11: The Union shall have the Secretary and Clerk. The Secretary and Clerk shall perform the business under the direction of the Chairman of the board of directors, and its appointment and dismissal is decided by the President of the Union.

Chapter IV. Conferences

Art. 12: The conferences of the Union are the Great Meeting and the Board of directors. The Great Meeting is the highest resolution organ which is consisted of all the members and the great meeting shall be, and called by the President of the Union once a year. An Extraordinary Great Meeting shall be called when deemed necessary by the Board of directors. The Board of directors is the resolution organ next to the Great Meeting, and consisted of the Directors and Officers, and is called by the President of the Union when deemed necessary.

Art. 13: All the conferences shall be decided by a majority of those present, and in case of tie, the Chairman shall decide the issue. The Chairman shall be acted by the president of the Union. The Chairman shall name the Vice-president from among the members.

Chapter V. Entrance and Secession

Art. 14: An applicant who wants to be the member of the Union shall apply with the subscription with the entrance fee and membership fee for one month.

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Art. 15: The qualification of the members of the Union shall be given when he was registered on the member list.

Art. 16: It shall be necessary that a member of the Union who wants to withdraw states the reason clearly and get the President's approval. But in case the member who wants to withdraw has any responsibility or duty to the Union, he is not approved unless it is finished.

Chapter VI. Control

Art. 17: In case the member violated the constitution of the Union, disordered the control or defamed the honour of the Union, he shall be suspended from the right or ousted from the membership of the Union by the resolution of its Great Meeting.

Art. 18: In case a member made a great contribution to the development of the organization or business of the Union he shall be commended to an honorary member by the resolution of the Board of directors.

Art. 19: The reorganization and dissection of the Union is owing to the resolution of the Board of Directors and Great Meeting.

Art. 20: In case the member of the Union foresight the occurrence of incidents with the employer or in case the occurrence of any incidents, he has to notice it to the Union promptly and the Union has to do it's best for the profit of the member of the Union.

Chapter VII. Accounts

Art. 21: The incomes of the Union are entrance fees, membership dues and contributions of supporters, and the necessary fund for management of the business, shall be applied with the expenses and bond of the members of the Union.

Art. 22: The entrance fee is 1 yen and the membership dues shall be decided specially.

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Art. 23: The Union has a duty to pay the per-capita tax to the head-office, prefectural-partnership and conference of the district.

Art. 24: The necessary matters for the engagement or treatment of the fund shall be decided by the president of the Union under the resolution of the Great Meeting.

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

Chapter VIII. Supplementary Rules

Art. 26: The constitution of necessary treatment of the business shall be the President of the Union after the resolution of the Board of directors.

Art. 27: This constitution shall not be altered unless approved by the agreement of two-thirds or more of those present at the Great Meeting.

Art. 28: This constitution shall come into force as from December 10, 1947.

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Constitution of Kiryu Sheet-Metal Workers'
Union of NFLU (Nippon Rodo Kumiai
Sodomei Kiryu Bankin Rodo Kumiai)

Chapter I. General Rules.

- Art. 1: This union shall be called the "Kiryu Sheet-Metal Workers' Union of NFLU".
- Art. 2: The union plans training of personality, training of ability, maintenance and betterment of labor terms, increasing of co-operation's weal and elevation of social position basing on the organization of solidarity and friendship of members and aims to expect democratization of industry.
- Art. 3: The office of the union is set at 271 Takasago-machi, Kiryu-shi.
- Art. 4: The union is organized by the employees of Kiryu Sheet-Metal, excepting the profit delegation.

Chapter II. Businesses.

- Art. 5: The union performs the following businesses to attain the aims to mentioned in Art. 2.
1. Matters about the liaison and co-operation with the bodies which have the same aims.
 2. Matters needed for the living stabilizations of the members and their families.
 3. Matters about the elevation of the education and culture of the members.
 4. Matters about the repletion of the union funds.
 5. Matters needed for the elevation of ability of the members.
 6. Other matters needed to attain the aims.

Chapter III. Officers.

- Art. 6: The union has the following officers for the management.

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President	1
Vice-president	1
Accountant	1
Directors	some
(Some of the them are the standing directors)	
Auditors	2
Adviser	1

Art. 7: The president represents the union and controls the businesses. The vice-president helps the president, holds the businesses, and acts for the president in case of his inability.

The standing directors manage the businesses together with the vice-president. The directors build the board of directors and take part in the important businesses. The accountant holds the accounts businesses. The auditors audit the accounts.

Art. 8: The president, the vice-president, the accountant, the directors and the auditors are elected at the general meeting and the standing directors are elected by mutual vote from among the directors. The office terms of the officers is one year, but the re-election is not objectionable. In case there is any vacancy, it can be filled up by the board of directors. The office term of the officer filled in is the remainings of the predecessor's. Even after the end of the office term, act the businesses till the successors are decided.

Art. 9: The union can have advisers. The advisers are requested from among the officers of the federation. The advisers are requested by the president basing on the recommendation of the general meeting or the board of directors, and answers for the questions of the president or the board of directors about the important businesses.

Art. 10: The union has the departments of the organization, the propaganda, the education and the publication etc., in case of need. The chief of each department is acted by the standing director.

Art. 11: The union can have a clerk and a business officer. The clerk and the business officer manage the businesses under the orders of the president. They are appointed or released from office by the president.

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Chapter IV. Meetings.

Art. 12: The meetings of the union are a general meeting and a board of directors.

The general meeting is the supreme resolution organ, is organized by the members and the officers, and is convened by the president once in each year. The extraordinary general meeting can be held in case recognized necessary by the board of directors. The board of directors is the resolution organ which ranks next to the general meeting, is organized by the directors and the officers, and is convened by the president in case of need.

Art. 13: The resolution of the meeting is decided by a majority of those present, and in case of tie, the chairman decides the issue. The chief of the meeting is acted by the president. The chairman can nominate the vice-president from among the union members.

Chapter V. Admission and Secession.

Art. 14: One who wishes to join to the union must submit the written application with the admission fee and the union fee of a month.

Art. 15: The qualification as the member begins when his name was registered in the list of the members.

Art. 16: The member who wishes to secede from the union must apply with the reason in advance. But one who has the liabilities or the other duties for the union may be not recognized the secession unless he finishes.

Chapter VI. Control.

Art. 17: The member who violated the constitution, disturbed the control or defamed the honor of the union may be stricken his name off the list or suspended the right after the recognition of the general meeting basing on the resolution of the board of directors.

Art. 18: The meritorious member in the developing of the organization or in the business may be appointed honarary member or be commended basing on the resolution of the board of directors.

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Art. 19: The re-organization or the dissolution of the union depends upon the resolution of the board of directors and the general meeting.

Art. 20: In case the member knew the outbreak of the accident between the proprietor and the union in advance or in case the accident broke out, the member has the duty to report to the union, at once and the union must do the best for the profit of the members.

Chapter VII. Accounting.

Art. 21: The expenses of the union are defrayed by the admission fees, the union fees and the donations of the volunteers, and the funds needed in the management of businesses can depend upon the investment of the members or the loaning.

Art. 22: The admission fee of the union is 1 yen and the union fee is decided separately.

Art. 23: The union has the duty to pay the meeting fee assigned to the council of the region.

Art. 24: The matters needed as to the administration and the management of the property are decided by the president basing on the resolution of the general meeting.

Art. 25: The fiscal year of accounts begins on April 1 of each year, and ends on March 31.

Art. Chapter VIII. Additional Rules.

Art. 26: The rules needed in the management of the businesses are decided by the president through the resolution of the board of directors.

Art. 27: This constitution is not altered unless approved by two-thirds or more of the membership present at the general meeting.

Art. 28: This constitution shall come into force as from December 10, 1947.

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CONSTITUTION OF TOBU TRAFFIC LABOR
UNION MOTOR-BUS DEPT. NAKANOJO BRANCH
(Tobu Kotsu Rodo Kumiai Jidosha Bukai
Nakanojo Shibu)

Chapter 1 General Rules

Art. 1: The name of this Branch shall be "The Traffic Labor Union" (called the union hereafter) Motor-bus Dept. (called the Dept. hereafter) Nakanojo Branch and the office is placed in the office of the Motor-bus Bureau Nakanojo Branch located at 908 Nakanojo, Nakanojo-machi, Agatsuma-gun.

Art. 2: This Branch is organized by those who are the members of the Dept. and serve at the Nakanojo Branch.

Art. 3: This Branch expects strong combination of the members, attainment of purpose of the Dept. and the union and contribution to development of the Dept. and the union.

Chapter 2 Organs

Art. 4: This Branch has following conferences.

1. General meeting of the Branch.
2. Committee of the Branch.

Art. 5: Formation, the resolution and operation of the conference shall follow the constitution of the Dept.

Art. 6: The general meeting of the Branch is the highest resolution organ and consisted of all the members of the Branch.

Art. 7: The general meeting of the Branch may be called by the committee of the Branch at any time when deemed necessary.
But this is the same in case more than one-third of the members of the Branch demanded.

Art. 8: The committee of the Branch, shall dispose and execute business of the Branch with the approval of the committee of the Dept. and also decide other matters.

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The committee of the Branch is consisted of the representatives of the general meeting of the Dept. who were elected according to Art. 16 of the constitution of the Dept.

Art. 9: The resolution matters of the general meeting and the committee of the Branch must be submitted to the executive committee of the Dept.

Art. 10: The committee of the Branch shall be called at any time when deemed necessary by the chief of the Branch.

But this is the same in case more than one-third of the committee-men of the Branch demanded.

Chapter 3 Officers and Personnel

Art. 11: This Branch has following officers.

- | | |
|--------------------------------|------|
| 1. Committee-men of the Branch | 1 |
| a. Chief of the Branch | 1 |
| b. Vice-chief of the Branch | 1 |
| c. Committee-man | some |
| 2. Auditor | 2 |

Art. 12: The duties of the officers shall be as follows:

1. Committee-men of the Branch.
 - a. The chief of the Branch shall represent the Branch and control the organs of the Branch.
 - b. The vice-chief of the Branch shall assist the chief of the Branch and act for him in case of his absence or inability.
 - c. The committee-man shall administer business of the committee of the Branch.
2. The auditor shall audit accounting business of the Branch.

Art. 13: The election method of the officers shall be as follows:

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1. The chief and the vice-chief of the Branch shall be elected by the members of the Branch from among the Branch committee-men at the general meeting of the Branch.

But in case the chief or the vice-chief of the Branch was decided to stay always at the office of the Dept., the officer shall be elected newly by the Branch members from among the Branch committee-men.

2. The chief and the vice-chief of the Branch have qualification as committee-man of the Dept.

3. The auditor shall be elected from among the Branch members at the general meeting of the Branch.

Art. 14: The regulations for the tenure of office, disqualification and by-election for the officers shall follow the regulations of the Dept.

Art. 15: This Branch has following personnel.
Clerk 1

Art. 16: The duty of the clerk shall be as follows:
The clerk shall assist the chief and the vice-chief of the Branch and dispose business of the Branch.

Art. 17: The election method of the clerk shall be as follows:

The clerk shall be appointed by the chief of the Branch in accordance with recommendation of the committee of the Branch.

Chapter 4 Accounts

Art. 18: The expenses of this Branch shall be managed with membership dues allotted for this Branch from among the union membership dues.

Art. 19: A

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Art. 19: Amount equivalent to one-sixtyth of the basic salary shall be collected every month for carrying out the business mentioned in Art. 23.

But the extraordinary Branch membership dues may be collected by the resolution of the committee of the Branch.

Art. 20: Disposition of the Branch membership dues shall follow the accounting regulations of the Dept.

Chapter 5 Supplementary Rules

Art. 21: Any matters not prescribed in this constitution shall follow the constitution of the Dept.

Art. 22: This constitution shall not be altered unless approved by the resolution of the committee of the Dept.

Art. 23: This Branch shall carry out following businesses for increase of welfare and mutual conciliation of the members in accordance with Art. 49 of the constitution of the Dept.

a. Blessing money of childbirth
member or member's wife 300 yen

b. Death
In case a member of the Branch or member of his family died, an obituary gift shall be given according to following division.

(1) Death of the member due to service
at the working place
3000 yen

(2) Death of the member due to illness
2000 yen

(3) Death of the spouse due to illness
1500 yen

(4) Death of a member of the family
500 yen
(The same census register and the
same house)

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(5) Parent of the spouse and a blood-relation of the first degree of relationship.

c. Money of sympathy for the sick and wounded. In case the sick or wounded member came out, money of sympathy shall be given according to following division.

(1) When a member is absent for more than 10 days due to illness or injury at the working place 300 yen

(2) When a member is absent for more than 20 days from the day he received medical treatment due to illness or injury. 300 yen

(3) In case a member submitted a certificate by doctor to require more than 30 days to complete recovery on illness of a member of the family. (parent on the spouse) 300 yen

(4) A blood-relation of the first degree of relationship. 100 yen
But the parents means those who are entered in a census register and have the duty of support.

d. Retiring or farewell money.

(1) The member reached the age limit 1000 yen

(2) The retired member due to injury at the working place. 2000 yen

(3) The retired member due to home affairs or the member transferred to another place
clerk, worker or driver 500 yen
girl clerk, girl conductor or guide 300 yen

(4) Wedding money 300 yen
member

Those serving for more than full two years shall be given whole amount, those serving for more than full one year two-thirds and those under full one year one-third.

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- (5) Money of sympathy of disaster.
In case a member met unexpected disaster, he shall be given money of sympathy of disaster by the resolution of the committee.
- (6) Calculation of the above term of service shall be set April 1 of 1943 as the first day and since then the day a member entered the company or was removed to this Branch shall be set.
- (7) This constitution shall be enforced from Feb. 20, 1947.

CONSTITUTION OF TOBU TRAFFIC
LABOR UNION MOTOR-BUS DEPT.
(Tobu Kotsu Rodo Kumiai
Jidosha-bu Kai)

Chapter 1 General Rules

- Art. 1: The name of this Dept. shall be "The Tobu Traffic Labor Union" (called the Union hereafter) Motor-bus Dept. (called the Dept. hereafter) and the Headquarters is placed at 4,428, Naka-cho, Kasugabe-machi, Minami-saitama-gun, Saitama-ken and the Branches are placed at various districts.
- Art. 2: This Dept. is organized by those who fall under art. 12 of the constitution of the union.
- Art. 3: This Dept. expects accomplishment of platform, declaration, resolution and claim of the union under strong combination of the members of this Dept.

Chapter 2 Organization

- Art. 4: The organization of this Dept. shall be the Dept. and the Branches in accordance with Art. 5 of the constitution of the union. But the Branch may omit the name of the Dept. from the name of the Branch.
- Art. 5: The matters on the executive committee-man and the clerk of this Dept. are stated in Art. 35 and Art. 40, respectively.
- Art. 6: This Dept. has following Branches. The scope of the Branch is same as that stated in the electoral regulations of the Dept.

<u>Name of Branch</u>	<u>Location</u>
Head-office Branch	Motor-bus Bureau of the Head-office
Omiya Branch	Omiya Branch-office
Nishi-arai Branch	Nishi-arai Branch-office
Hanyu Branch	Hanyu "
Kusaka "	Kusaka "
Kumagaya "	Kumagaya "

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Noda Branch	Noda Branch-office
Honjo "	Honjo "
Sakai "	Sakai "
Ashikaga "	Ashikaga "
Shimodate "	Shimodate "
Tochigi "	Tochigi "
Kazo "	Kazo "
Nikko "	Nikko "
Branch chiefs' Body	Branch chiefs' Body
Branch	
Tatebayashi Branch	Tatebayashi Branch-Office
Ota "	Ota "
Kiryu "	Kiryu "
Isesaki "	Isesaki "
Shibukawa "	Shibukawa "
Gumma-ken General-office	Gumma-ken General-office
Branch	
Numata Branch	Numata Branch-office
Nakanojo "	Nakanojo "

Art. 7: Each Branch has the Branch committee-men mentioned in Art. 35 and the Branch clerks mentioned in Art. 40. The regulations pertaining to the operation shall be decided separately through the resolution of the committee of the Dept. at the unit of district.

Art. 8: Each Branch of this Dept. may operate the Branch in combination with each Branch of the Railway Dept. with the approval of the committee of the Dept., in case of need for operation of the Branch.

Art. 9: This Dept. may establish the Youngmen's Dept. and the Women's Dept. in the Dept. as special dept. and the regulation for operation shall be decided separately through the resolution of the committee of the Dept.

Chapter 3 Organs

Art. 10: This Dept. has following conferences.

1. General meeting of the Dept.
2. Committee of the Dept.
3. Executive committee of the Dept.
4. Committee of the Branch.

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Art. 11: All the conferences shall be formed with the presence of more than two-thirds of the members and the proceedings shall be decided by majority. In case of tie, the chairman shall decide the issue.

Art. 12: The chairman and the vice-chairman of the general meeting and the committee of the Dept. shall be elected from among the members at each time. But at other conferences, the convener shall take the chair.

Art. 13: The matters for discussion of the general meeting of the Dept. shall be adjusted by the executive committee of the Dept. and informed to each Branch a week before the general meeting is held. The matters for discussion of other conferences shall be informed just before the opening.
But in case of imminence, it shall be excepted from this rule.

Clause 1 General meeting of the Dept.

Art. 14: The general meeting of the Dept. is the highest resolution organ of this Dept. and consisted of the representatives of the Dept. general meeting who were elected according to Art. 16.

Art. 15: The regular general meeting shall be called by the executive committee of the Dept. in Mar. and Sept. every year.

But an extraordinary general meeting may be called when demanded by more than one-third of the representatives of the Dept. general meeting or deemed necessary by the committee-men of the Dept. or the executive committee.

Art. 16: The representatives of the general meeting of the Dept. shall be elected in the ratio of one representative for about every 10 members of each Branch and according to the electoral regulations of the Dept. which was decided in accordance with the affairs of the working place.

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Art. 17: The tenure of office for the representative of the general meeting of the Dept. is one year. But there is no objection to be re-elected.

Art. 18: In case a representative is transferred to another place outside the election scope to which he belongs in service or offered resignation of the representative with a proper reason, he shall lose the qualification through the resolution of the committee of the Dept.

Art. 19: In case there is any vacancy in the representatives of the general meeting of the Dept., by-election shall be enforced at the Branch. The tenure of office for the successor shall be the term left behind by the predecessor.

Clause 2 Committee of the Dept.

Art. 20: The committee of the Dept. is the resolution organ of the Dept. at the time between a regular general meeting and the next general meeting and consisted of the committee-men of the Dept. who were elected according to Art. 22.

Art. 21: An extraordinary committee of the Dept. may be called by the executive chairman of the Dept. at any time when deemed necessary by the executive committee or demanded by more than one-third of the committee-men of the Dept.

The committee of the Dept. shall take the responsibility to the general meeting, the central committee and the general meeting of the Dept.

Art. 22: The committee-men of the Dept. shall be elected in the ratio of one committee-man for about every 3 representatives of the general meeting of the Dept. and according to the once with the affairs of the working place.

Art. 23: The regulations for the tenure of office for the committee-men of the Dept. and disqualification shall follow that of the representatives of the general meeting.

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Art. 24: In case there is any vacancy in the committee-men of the Dept., it shall be filled by election by mutual vote of the representatives of the general meeting of the Dept.

The tenure of office for the successor shall be the term left behind by the predecessor.

Clause 3 Committee of the Branch

Art. 25: The committee of the Branch is consisted of the representatives of the general meeting of the Dept. elected according to Art. 16 at each Branch.

Art. 26: The committee of the Branch is the resolution organ of the Branch and shall be called at any time when deemed necessary by the chief of the Branch.

But this is the same demanded by more than one-third of the committee-men of the Branch.

Art. 27: The resolution matters of the committee of the Branch shall be presented to the executive committee of the Dept.

Clause 4 Executive committee of the Dept.

Art. 28: The executive committee of the Dept. is the organ which disposes and executes the resolution matters of the general meeting and the committee of the Dept., the matters requested to carry out by the central committee, and the imminent and ordinary matters of the union in a liaison with the central organ and consisted of the executive committee-men of the Dept. elected according to Art. 35. The executive committee shall take the responsibility to the central committee and the committee of the Dept.

Art. 29: The executive committee of the Dept. has following special dept.

1. General Affairs Dept.
2. Organization Dept.
3. Planning Dept.

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4. Education and Culture Dept.

Art. 30: The general Affairs Dept. is the organ of general affairs of the Dept. and consisted of the director and the clerks.

Art. 31: Other special dept. are the organs of special matters of the Dept. and consisted of the director and the clerks.

The small committee of the dept. may be established with the approval of the executive committee of the Dept. when deemed necessary by the director of the dept.

Art. 32: The special dept. shall be increased in number or abolished when deemed necessary by the committee of the Dept.

Art. 33: The regulation for allotment of business of the special dept. shall be decided separately with the approval of the committee of the Dept.

Art. 34: Some advisers may be placed in the Dept. The adviser shall be requested by the executive chairman of the Dept. with the approval of the committee of the Dept. and respond to questions of the executive committee of the Dept.

Chapter 4 Officers and Personnel

Art. 35: This Dept. has following officers.

1. Executive committee-men of the Dept.
 - a. Executive chairman of the Dept. 1
 - b. Vice-executive chairman of the Dept. 1
 - c. Director of the special dept. Each 1
2. Committee-men of the Branch.
 - a. Chief of the Branch 1
 - b. Vice-chief of the Branch 1
3. Auditor of the Dept. 2

Art. 36: The duties of the officers shall be as follows:

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1. The executive committee-man of the Dept. shall stay always at the office of the Dept. and administer business of the Dept.
 - a. The executive chairman of the Dept. shall represent the Dept. and control business of the Dept.
 - b. The vice-executive chairman of the Dept. shall assist the executive chairman and act for him in case of his absence or inability.
 - c. The director of the special dept. shall administer business of the special dept.
2. The committee-man of the Branch shall administer business of the Branch.
 - a. The chief of the Branch shall represent the Branch and control business of the Branch.
 - b. The vice-chief of the Branch shall assist the chief of the Branch, administer business of the Branch and act for him in case of his absence or inability.

Art. 37: The method of election of the officers shall be as follows; But the total number of the executive committee-men of the Dept. must be under one-third of the committee-men of the Dept.

1. The executive chairman of the Dept. shall be elected by secret voting of the members of the Dept. from among the representatives of the general meeting of the Dept. according to the electoral regulations.
2. The vice-executive chairman and the director of the special dept. of the Dept. shall be elected from among the committee-men of the Dept. at the general meeting of the Dept.
3. The chief of the Branch and the vice-chief of the Branch shall be elected from among the committee-men of the Branch by secret voting of the Branch members.

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But in case the Branch committee-man is only one, he shall be the chief of the Branch automatically. For this affairs, the vice-chief of the Branch shall be elected by secret voting from among the members of the Branch.

4. In case the Branch committee-man is only one and he was decided to stay always at the office of the central organ, the chief and the vice-chief of the Branch shall be elected by secret voting of the Branch members from among the members. The chief of the Branch has qualification of the committee-man of the Dept.

5. The auditor of the Dept. shall be elected from among the representations of the general meeting of the Dept. at the general meeting of the Dept.

Art. 38: The regulations for the tenure of office for the officers and disqualification shall follow that for the representatives of the general meeting of the Dept.

Art. 39: In case there is any vacancy in the officers, it shall be filled from its selection body.

Art. 40: The Dept. has following personnel.

1. Clerk of the Dept. some
2. Clerk of the Branch "

Art. 41: The duty of the clerk shall be as follows.

1. The clerk of the Dept. shall assist the director of each special dept. and dispose business of the Dept.
2. The clerk of the Branch shall assist the chief and the vice-chief of the Branch and dispose business of the Branch.

Art. 42: Election of the clerk shall be as follows:

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1. The clerk of the Dept. shall be appointed by the executive chairman of the Dept. in accordance with recommendation of the executive committee of the Dept.
2. The clerk of the Branch shall be appointed by the chief of the Branch in accordance with recommendation of the committee of the Branch.

Chapter 5 Rights and duties of the
Dept. members

- Art. 43: The member of this Dept. has franchise and eligibility on those such as the representative of the general meeting of the Dept., the committee-man of the Dept., the executive committee-man of the Dept., the representative of the general meeting, the central committee-man and the central executive committee-man.
- Art. 44: The member has a right to freely state his opinion and criticize about operation of the Dept. and the union through the organs of the Dept. and the union.
- Art. 45: The member may request the democratic decision by stating his opinion through the order of each committee (the executive committee of the Dept., the committee of the Dept., the general meeting of the Dept., the central executive committee, the central committee and the general meeting) in case the various competent representatives do not perform their duties.
- Art. 46: In case a member of this Dept. recognized to have received the unreasonable disposition from the company or the Dept., he may complain about the disposition through the order of each committee.
- Art. 47: In case a member of the Dept. discovered a doubtful matter about operation of the Dept. or the union, he may require explanation of the doubtful matter through the order of each committee for democratic development of the Dept. or the union.

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Art. 48: The member of this Dept. must obey the resolution of the union or the Dept. expressed fairly.

Chapter 6 Business

Art. 49: This Dept. shall carry out following businesses for attaining the purpose.

1. Training of technics and enlightenment and diffusion of cultural knowledge.
2. Health protection, sanitation, recreation, and comfort.
3. Mutual relief, welfare and means of raising money for the members and their families.
4. Public purchase and distribution of daily necessities of livelihood.
5. Co-operation with various bodies.
6. Matters recognized necessary for this Dept. besides the above.

Chapter 7 Accounts

Art. 50: The expenses of this Dept. shall be managed with membership dues.

Art. 51: The membership dues of this Dept. shall be 25 yen a month per capita including 15 yen for the union, 5 yen for the Dept. and 5 yen for the Branch.

But the extraordinary membership dues may be collected by the resolution of the committee of the Dept.

Art. 52: The membership dues shall be paid in from the Branch accounts to the dept. accounts every month.

Art. 53: The fiscal year of this Dept. shall be each six months from Mar. to Aug. and from Sept. to Mar. of the next year.

The estimate and settling accounts must be recognized by the general meeting of the Dept.

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Art. 54: The accounts of this Dept. shall be divided in two of general accounts and business accounts.

Art. 55: The accounting business of this Dept. shall be disposed in accordance with the accounting regulations of the Dept.

Art. 56: The property of this Dept. shall be managed by the executive committee of the Dept.

The executive committee of the Dept. shall always prepare a list of property for inspection of the members of the Dept.

Chapter 8 Entrance and Secession

Art. 57: In case a member falls under Art. 2 or was recognized by the committee of the Dept., he may enter this Dept.

Art. 58: In case a member wants to be the member of this Dept., he shall submit a stipulated application with entrance membership dues 25 yen to the chief of the Branch.

Art. But the entrance membership dues shall be 15 yen for the union, 5 yen for the Dept. and 5 yen for the Branch.

Art. 59: In case a member of this Dept. falls under each one of following matters, he may be ousted from membership of the union by the resolution of the general meeting or the committee of the Dept.

1. When violated the platform, declaration or constitution of the union.
2. When defamed the honor of the Dept.
3. When put the control of the Dept. in disorder.

Art. 60: In case a member seceded from the Dept. or was ousted from membership of the Dept., he shall lose membership dues and other funds he paid in and all the right.

Chapter 9 Supplementary Rules

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Art. 61: This constitution shall not be altered unless approved by the resolution of the general meeting of the Dept.

Art. 62: This constitution shall be enforced from Dec. 1947.

Electoral regulations of Tobu Traffic
Labor Union Motor-bus Dept.

The electoral regulations for the representative and the committee-man of the Dept., the representative of the general meeting, the central committee-man and the executive chairman of the Dept. shall be executed according to this regulations.

Chapter 1 General Rules

- Art. 1: A list of members of the Dept. a week before the date of election shall be the voters list regarding franchise and eligibility for all the elections.
- Art. 2: The date for all the elections shall be decided by the Dept.
- Art. 3: The method of election shall be secret voting and the polling-place shall be within each Branch.
- Art. 4: At all the elections, the administrator of election shall deliver the voter a voting-paper prepared by the office of the Dept. on the voting-day.
- Art. 5: The voter shall note down by self the name of the elected on the voting-paper and then vote.
- Art. 6: In case a voter is absent due to circumstances of service on the day of election, he may vote on the previous day by offering the administrator of election.
- Art. 7: At all the elections, the number of votes obtained shall decide a successful candidate. But in case of tie, the decisive ballots shall be enforced.
- Art. 8: The scope of election of each Branch shall be consisted of the members of the competent Branch.

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Chapter 2 Representative of the general meeting of the Dept., committee-man of the Dept., representative of the general meeting and central committee-man

Art. 9: The representative of the general meeting of the Dept. to be elected at each electoral district shall be elected in the ration of one representative for each 10 members of the Dept. according to the constitution of the Tobu Traffic Labor Union Motor-bus Dept. (called the constitution hereafter) As to fractions, under 5 persons shall be dropped and above 6 persons shall be added to the while-number.

Art. 10: The date of election for the representative of the general meeting of the Dept. shall be decided within a week from the day settled for the expiration of a term for the representative of the general meeting of the Dept. or resignation en bloc or reorganization of the representative.

Art. 11: The administrator or the witness of voting shall be decided by the recommendation of the members of the competent Branch.

Art. 12: The committee-man of the Dept. shall be elected by mutual vote at each Branch in the ration of one committee-man for every 3 representatives of the Dept. As to fractions, one representative shall be dropped and two representatives shall be added.

But taking into consideration the affairs of the district or the working place, in case the number of the representatives of the general meeting of the Dept. is under two persons, one committee-man shall be elected.

Art. 13: The representative of the general meeting shall be applied with the committee-man of the Dept. who was elected from among the representatives of the general meeting of the Dept.

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Art. 14: The central committee-man shall be elected at the general meeting of the Dept. from among the executive committee-men and the committee-men of the Dept. in the ration of one central committee-man for every four representatives of the general meeting. But as to fractions, under two persons shall be dropped and above three persons shall be added.

Art. 15: The execution of by-election shall follow each art. of the general rules.

Chapter 3 Executive chairman of the Dept.

Art. 16: The candidates for the executive chairman of the Dept. shall be elected from among the representatives of the general meeting of the Dept. by the committee of the Dept.

Art. 17: The fixed number of the candidates for the executive chairman of the Dept. shall be five persons.

Art. 18: The former executive chairman of the Dept. shall announce to all the electoral districts according to the notice form of Art. 19 the name of the candidates for the executive chairman of the Dept. who were elected by the committee of the Dept.

Art. 19: The notice form of the candidates for the executive chairman of the Dept. is to write down in the order of A. B. and C from right to left the name of the candidates and also add age, the competent electoral district and course.

The term of notice is one week.

Art. 20: The committee-man of the Dept. elected from each electoral district shall be the administrator of election due to circumstances and the representative of the general meeting of the Dept. may participate as witness.

Chapter 4 Supplementary Rules

Art. 21: This constitution shall not be altered unless approved by the resolution of the general meeting of the Dept.

Art. 22: This constitution shall be enforced from , 1948.

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Constitution of National Judicial
Organ Employees Labor Union Gumma
Branch
(zenkoku Shihobu Jokuin Rodo
Kumiai Gumma Shibu)

Chapter I. General Rules

- Art 1: The name of this Branch shall be "The National Judicial Organ Employees Labor Union Gumma Branch.
- Art 2: The office of this Branch is placed at Otsu-72, Kuruwa-cho, Maebashi-shi.
- Art 3: This Branch expects to realize the purpose and business regulated in the condition of the National Judicial organ Employees Labor Union.
- Art 4: This Branch is organized by those who are the members of the National Judicial Organ Employees Labor Union and also serve at the courts located in this prefecture.
- Art 5: The sub-Branches may be placed in this Branch.

The regulations pertaining to the sub-Branch may be decided autonomously at each sub-branch within the limit not violating the constitution of the Branch Chapter 2. Organs.

- Art 6: This Branch has following organs.
 - 1. General meeting of the Branch.
 - 2. Committee of the Branch.
- Art 7: The general meeting of the Branch is the highest resolution organ of the Branch and consisted of all the members of the Branch
- Art 8: The general meeting of the Branch shall be convened by the chief of the branch more than once a year. The general meeting of the branch must be convened within three weeks when demanded by more than one-fifth of the members of the branch or decided by the committee of the branch. In case the general

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meeting is held, the proceedings drawn up must be informed promptly to the members of the Branch.

Art 9: The chairman and the vice-chairman shall be elected from among the members of the Branch at the general meeting.

No general meeting shall be opened unless more than a half of the members of the Branch is present.

The proceedings of the general meeting of the Branch shall be decided by majority. But in case of tie, the chairman shall decide the issue.

Art 10: The committee of the Branch is the resolution organ next important to the general meeting of the Branch and consisted of the committeemen of the Branch.

The committee must be convened promptly by the chief of the Branch when demanded by more than three committeemen of the Branch or deemed necessary.

The committee of the Branch, with carrying out the resolution matters of the general meeting of the Branch, shall determine the will of the Branch between a general meeting and the next one.

Art 11: No Committee of the Branch shall be held unless more than a half of the committeemen is present. The proceedings shall be decided by majority. But in case of tie, the chief of the Branch, the chairman, shall decide the issue.

Chapter III. Officers

Art 12: This Branch has following officers.

- | | |
|----------------------|------|
| 1. Branch chief | 1 |
| 2. Vice-branch chief | 2 |
| 3. Committeeman | some |
| 4. Clerk | " |
| 5. Accountant | " |
| 6. Auditor | some |

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Art 13: The committeemen of the Branch shall be elected from among the members of the Branch at the general meeting.

Art 14: The chief of the Branch shall be elected by mutual vote of the committeemen of the Branch and represent and control the Branch

The Vice-chief of the Branch shall be elected by mutual vote of the committeemen of the Branch and assist the chief of the Branch and act for him in case of his absence or inability.

Art 15: The clerks shall be nominated by the chief of the Branch from among the members of the Branch and dispose general business of the Branch. One of them shall be the chief clerk and control business.

Art 16: The accountants shall dispose accounting business under the direction of the chief of the Branch.

The auditors shall be elected from among the members at the committee of the Branch and audit accounts of the Branch.

Art 17: The tenure of office for the officers shall be one year and calculated as from the day of assumption of office. But there is no objection to be re-elected.

Chapter IV. Accounts

Art 18: The expenses of the Branch shall be defrayed by membership dues and contributions.

Art 19: The settlement of receipts and disbursements of this Branch shall be reported and recognized at the general meeting.

Art 20: The fiscal year of this Branch shall start on April 1 and end on Mar. 31 of the next year.

Art 21: The member shall pay 5 yen every month as Branch membership dues besides the Headquarters membership dues. But it can be collected additionally according to the circumstances when decided by the Committee of the Branch.

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Chapter V. Supplementary Rules

Art 22: This constitution shall not be altered unless approved by more than two-thirds of the members who attended the general meeting.

Art 23: As to any matters not prescribed in this constitution, the constitution of the national Judicial Organ Employee Labor Union shall be applied.

Art 24: The detailed regulations may be decided separately with the approval of the Committee of the Branch, if necessary.

Art 25: This constitution shall be effective as from Feb. 15, 1948.

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Constitution of the Maebashi Agricultural
Betterment Laboratory Sub-branch of the Gumma-ken Br.
of the Agriculture and Forestry Ministry Trade Union.

(Zen-norin Shokuin Rodo Kumiai Gumma-ken Shibu
Maebashi Noji Kairyo Jikken-jyo Bunkai)

Chapter I. General Rules

Art. 1: This sub-branch is called the Maebashi Agricultural
Betterment Laboratory sub-branch of the Gumma-ken
Branch of the Agriculture and Forestry Ministry
Personnel Trade Union.

Art. 2: The office of this sub-branch is set in the
Maebashi Agricultural Betterment Laboratory at
28, Maeshirota, Maebashi-shi, Gumma-ken.

Art. 3: The sub-branch is organized by those who work
always in the Maebashi Agriculture Betterment Laboratory
and join the sub-branch, supporting the principles of
the sect.

Art. 4: The sub-branch aims to gather the general
thoughts of the members and to realize the following
matters.

1. Maintenance and betterment of the labor conditions
and elevation of economic and social position of
the members.
2. Stability of life of the members by mutual aid.
3. Esteem of the reasonable will of the members,
smooth administration in the laboratory and reali-
zation of the aims of the laboratory through
them.

Chapter II. Conference

Art. 5: The sub-branch has the following conferences.

1. General meeting.
2. Committee

Art. 6: The quorum of the general meeting which is the high-
est conference to decide the will of the members, shall
be two-third or more of the membership.

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The member shall be regarded present by the letter of attorney in case of his inability to present the general meeting, but the letter of attorney is limited only one for one member.

Art. 7: The general meeting is held by the chief committee.

In this case the chief committee communicates with the date place and its aims previously to the members.

Art. 8: The general meeting shall be the usual one and the extraordinary one.

The general meeting discusses the following matters.

1. Determination and change of the rules.
2. Budget and settlement.
3. Election of the committeemen.
4. Planning and reporting of the business.
5. Other matters which is important for the sub-branch.

Art. 9: The usual general meeting shall be held once a year (in Dec.).

The extraordinary general meeting shall be held in the following cases.

1. In case demanded by the one-third or more of the membership.
2. In case demanded by the committee.

Art. 10: The committee, the executive organ of the sect, shall be organized by the committeemen.

Art. 11: The committeemen shall be elected from among the members, and their quorum and electing method shall be decided in the general meeting.

Art. 12: The chief committee and the vice-chief committee shall be one each, and elected in the committee by mutual vote.

Art. 13: The chief committee represents the sect and supervises the business.

The vice-chief committee helps the chief committee

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and acts for him in case of his inability.

Art. 14: The office term of the committeemen shall be one year and they shall be able to be re-appointed.

The general meeting shall be able to dismiss the committeemen from their posts by the resolution, regardless of their office term, in case there is the right reason. The office term of the successor shall be the remaining period of the predecessor's.

Art. 15: Generally the chairman of the meeting shall be elected from among the members. The decision of the meeting shall be made by a majority of those present and in case of tie, the chairman shall decide the issue.

Chapter III. Business.

Art. 16: The sect performs the following matters to fulfill the aims mentioned in Art. 1.

1. Maintenance and betterment of the labor conditions, and assistance of life of the members.
2. Welfare and health of the members.
3. Elevation of characters of the membership.
4. Other matters needed for fulfillment of the aims.

Art. 17: The special rules shall be decided by the resolution of the general meeting in case of necessity to fulfill the matters mentioned in Art. 16.

Art. 18: The business year of the sect begins on Jan. 1 of the each year and ends on Dec. 31 of the following year.

Chapter IV. Accounting

Art. 19: The expenses of the sub-branch shall be appropriated by the dues of the members and donations.

Art. 20: The settlement of the sub-branch shall be necessary to be reported to the general meeting and recognized by it. (The dues of members: 10 yen a month for everyone.)

Art. 21: The committeemen shall take responsibility jointly for the property, incomes and disbursement of the sub-branch.

Art. 22: The members pay the dues monthly to cover the expenses of the sub-branch. The dues shall be decided in the general meeting.

Art. 23: The member who doubts the accounting can audit it at any time he wants after suggest to the chief committee.

The chief committee let him audit immediatly and can not disturb him.

Chapter V. Control

Art. 24: To join or leave the sub-branch shall be necessary to be permitted by the sub-branch.

Art. 25: The member who violated the rules and defamed the honour of the sub-branch be expelled by the general meeting.

Additional Rules

Art. 26: The change of the constitutions shall not be valid without the decision of the general meeting.

Art. 27: The operation of the sect shall be performed according to the constitution of the Gamma-ken Branch of the Agriculture and Forestry Ministry Personnel Trade Union, in case of no provisions in this constitution.

Art. 28: This constitution shall be enforced on and after March 1, 1948.

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Constitution of Umayabashi Industrial
Co., Ltd. Workers Union
(Umayabashi Kogyo Kabushiki Kaisha
Jugyoin Kumiai)

Chapter 1

General Rules

- Art. 1: This union expects elevation of workers position, freedom of speech, and promotion of economy by independent organization, security of collective right and acquisition of collective bargaining right.
- Art. 2: The name of this union is "The Umayabashi Industrial Co., Ltd. Workers' Union."
- Art. 3: The chief office of this union is placed at 90, Komakazawa-machi, Maebashi-shi.
- Art. 4: The public notice or exhibit of this union is noticed on the notice-board of the office of this union.

Chapter 2

Entrance and Secession

- Art. 5: This union is organized by workers of the Umayabashi Industrial Co., Ltd.
- Art. 6: The entrance and secession to this union are as he chooses.
- Art. 7: The member secedes by the following matters:
1. Death
2. Lost of the qualification to be a member
- Art. 8: This union performs the following matters to fulfil the purpose of article 1.
1. The matter concerning improvement and maintenance of the members.
 2. The matter concerning happiness and welfare of the members and their families.
 3. The friendly connection and mutual assistance to other bodies hab.

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other bodies having the same purpose as this union.

4. Besides above-mentioned, the matters necessary for the achievement of the purpose of this union.

Art. 9: The matter necessary for the performance of the businesses of the preceding article is determined additionally through the resolution of the committee meeting.

Chapter 3.

Rights and Duties of the Members

Art. 10: The member has the right to vote and the eligibility of the officers of the union.

Art. 11: The member has the right to speak and vote at the general meeting.

Art. 12: The member has the right to enjoy the profit by the resolution of the union and the constitution.

Art. 13: The member has the duty to prepay the prescribed maintenance expense of this union each month.

Art. 14: The member has the duty to respect and keep strictly the resolution and the constitution of this union.

Chapter 4

Officers

Art. 15: This union has the following officers:

1. Chairman	1
2. Standing committee	2
3. Committee	3
4. Auditor	2

Art. 16: The officers are elected at the general meeting.

Art. 17: The office term of the officers is one year, but there is no objection to be re-elected.

Art. 18: The chairman represents this union, conducts affairs of the union and takes all the responsibility of the matter except the auditing and property control.

Art. 19: The standing committees assist the chairman, and in case of his absence, officiate the business.

Chapter 5

Conference

Art. 20: The conference consists of two meetings, namely the general meeting and the meeting of office-bearers.

Art. 21: Business can not be transacted in the conference, unless one-third or more of total membership is present. All matters are decided by a majority of those present, and in case of tie, the speaker decides the issue.

Art. 22: The chairman takes charge of the speaker of the conference.

Art. 23: The general meeting consists of two meetings, namely the ordinary general meeting and the extraordinary general meeting. The ordinary general meeting is convened once a year.

Art. 24: The extraordinary general meeting is convened occasionally in case of need.

Art. 25: This constitution can be altered through the resolution of the general meeting.

Chapter 6

Accounts

Art. 26: The member is imposed the maintenance expense of this union.

Art. 27: The membership due of this union is 5 yen a month.

Art. 28: The fiscal year of this union is during the period from April 1 to March 31 of the next year.

Art. 29: The accounts of this union is submitted to the general meeting for its approval.

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Chapter 7

Rewards and Punishment

Art. 30: In case a member made a great contribution to the union he is commended by the resolution of the general meeting.

Art. 31: The member falling under one of the following provisions may be taken up the right as a member through the resolution of the general meeting.

1. Those who violated the resolution and the constitution, of this union.
2. Those who disturbed the control of this union.
3. Those who defamed the honor of the membership Annex.

Art. 32: This union is the juridical person by registration.

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Constitution of Terada Wood-Work Co., Ltd.
Labor Union (Terada Mokko Kabushiki Kaisha
Rodo Jugyoin Kumiai)

Chapter I. Name and Organization.

Art. 1: The name of the union shall be "Terada Wood-work Co., Ltd. Labor Union".

The office of this union is placed in the Terada Wood-work Co., Ltd. located at 9, Dai-cho, Takasaki-shi

Art. 2: This union shall be consisted of the workers of Terada Wood-work Co., Ltd., but excluding directors and supporters who taken part in the last decision of labour terms.

Chapter II. Purposes and Works.

Art. 3: This union purposes to exert for elevation of political and economic position of the members, and to secure the benefit of all the workers in Japan by the democratization of industry.

Art. 4: This union must do following works to realize purposes shown in article 3.

1. Works to improve labour terms of the members by the legislation, agreement or dispute.
2. Works to get the lowest wages based on right working hours and the cost of living.
3. Enactment and improvement of unemployment insurance, old-age pension, accident insurance, the Terada Union Law, and other labor law.
4. Aquisition of perfect labor laws and aquisition and protection of perfect strike and collective bargaining rights.
5. Improvement of productive facilities of factory.
6. Raise of industry and democratization by the workers.
7. Expansion of social welfare facilities and management by the union.
8. Elevation of social and cultural position.

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Chapter III. SystemA

Art. 5: General meeting

The general meeting is the highest resolution organ and shall be held twice a year, (October 1, and April 1) and the reports of the committee meeting are deliberated, and be considered direction of action and other important matters, and be considered the report of account and decided the next year's budget.

The election of the officers shall be done at the general meeting. In case recognized to be necessary by the committee meeting or demanded by one-third or more of the members, the extraordinary general meeting shall be held.

The general meeting shall be formed by two-thirds or more of the members.

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

Art. 6: The committee meeting shall be consisted of officers and committeemen and shall manage the business until the next general meeting by the resolution of the general meeting.

Chapter IV. Officers.

Art. 7: This union has following officers.

Head of the union	1
Vice-head of the union	1
Executive committeemen	some
Clerk and accountant	1

Art. 8: The Head of the union shall represent the union. The vice-head of the union shall assist the Head of the union and act for him in case of his inability.

Art. 9: The office term of the officers is six months, but there is no objection to be reappointed.

Chapter V. Accounts.

Art. 10: The finance of this union shall be appropriated by membership dues and contributions.

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Art. 11: The membership due of this union is 10 yen a month, and shall be paid by 28th of the month.

This union shall pay to the headquarters the federation due and allotted dues.

Art. 12: Matters needed on management and disposition of this union's property shall be decided at the general meeting.

Art. 13: The fiscal year of this union is from April 1 to Mar. 31 of the next year. The estimate for the budget and statement of this union shall be filed to the general meeting twice a year.

Chapter VI. Entrance and Secession.

Art. 14: The qualification of this union member shall begin when registered on the list of the membership.

Art. 15: A member who wants to leave from the membership shall apply to the union the reasons, but in case he has debt or duties, he shall leave after the performance of debt or duties.

Chapter VII. Rights of the members.

Art. 16: In case a member acted against the rules, disorders the regulation, and defamed the honour of the union, he may be expelled or suspended the rights by the resolution of the general meeting.

Art. 17: Matters connected with reorganization or dissolution of this union shall be decided at the general meeting.

Chapter VIII. Supplementary Rules.

Art. 18: This constitution can not be altered without agreement of two-thirds or more of the members.

The constitution shall come into force as from February 16, 1948.

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Constitution of Sanko Industrial
Workers Union
(Sanko Sangyo Jugyoin Kumiai)

Chapter I General Rules

Art. 1: This union is called the Sanko Industrial Workers Union and the office is set in the Sanko Industrial Co., Ltd. at 280 Wadatanaka, Takasaki-shi.

Art. 2: This union is organized by those who approved this constitution and support the platform of this union of all the members (except representative of the company) of the Tanaka Factory and the Shinkimachi Furniture Dept. of the Sanko Industrial Co., Ltd. Those other than the workers of the said company can not be the members.

Art. 3: This union aims for refinement of characters, observance of duties, security of rights, promotion of workmanship, betterment of working conditions, and furtherance of welfare by self-governing solidarity and mutual aid of the members, as well as for co-prosperity of labor and management reflecting the general will of the members on the company management.

Art. 4: Following activities are performed to fulfil the aims of last article.

1. Conclusion and realization of the labor agreement.
2. Participation in activities of the labor relations committee.
3. Elevation of efficiency and betterment of management.
4. Promotion of workmanship and culture
5. Friendship and mutual aid of the members.
6. Enhancement of welfare of the members.
7. Cooperation with other labor unions.
8. Other matters necessary to fulfil the aims

Chapter II Organs

Art. 5: Resolution and executive organs are the general meeting and the committee meeting.

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Art. 6: The general meeting is the highest resolution organ, is organized by all the members and is convened once a month by the chairman.

When recognized necessary by the chairman or demanded by more than one-third of the members, an extraordinary general meeting shall be held.

Art. 7: The committee meeting is an resolution meeting ranked next to the general meeting, is organized by the officers and is called by the chairman.

Art. 8: Organization, Accounting, Welfare, Mutual Aid and other sub-committees may be established by the resolution of the committee meeting.

The chief of each sub-branch shall be decided by mutual vote of the committees.

Art. 9: The organs of Art. 5 are valid with attendance of two-thirds or more of the fixed number of the members. The decision shall be made by a majority and in case of tie, the speaker shall decide the issue.

The chairman shall be the speaker. In case of inability of the chairman, the vice-chairman shall act for him.

Chapter III Officers

Art. 10: This union has following officers

Chairman	1
Vice-chairman	1
Committee	Some
Accountant	1

Art. 11: The chairman represents this union, supervises affairs and is responsible for all the matters.

Art. 12: The vice-chairman helps the chairman and manages general affairs.

Art. 13: One or two committees are elected from each shop by mutual consultation or by vote. The vice-chairman is elected by mutual vote from among the committee.

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The chairman is elected by mutual consultation or by vote of the entire union.

Art. 14: The chief of each department shall be elected by mutual vote from among the committee. In case there is no proper person among the committees, one may be elected from among the members and appointed by the chairman.

Art. 15: The office term of the officers is one year and there is no objection to be reelected.

The officers shall engage in their office until their successors are decided, even after their tenure was over.

In case there is a vacancy in any of the offices, it shall be filled up within a week. The tenure is the officer installed to fill up the vacancy is the remaining of the predecessor's.

Art. 16: This union may have some advisors. They are assigned by the chairman by recommendation of the committee meeting and answer to inquiry of the chairman or the committee meeting on important matters.

The advisors shall not include any who represents the company.

Chapter IV Admission, Secession and Dissolution

Art. 17: One wishing to join to this union shall apply for it by a written form with the initial fee.

Art. 18: The member shall be qualified when registered.

Art. 19: The member wishing to leave the union shall apply for it with the reason to the chairman.

When one became not coming under Art. 2. his qualification disappears naturally.

Art. 20: Dissolution of this union shall be decided by the resolution of the general meeting.

Disposition of property and other matters

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shall be managed by the liquidation committee established by election at the general meeting.

Chapter V Reward and Punishment;
Rights and Duties

- Art. 21: The member meritorious for this union may be commended by the resolution of the committee meeting.
- Art. 22: The member who comes under any of the following items shall be expelled or suspended the rights.
1. Who violated the constitution or resolution of this union.
 2. Who disturbed order of this union
 3. Who failed to pay membership dues for more than 2 months without reason.
 4. Who defamed the honor of this union.
 5. Who failed to accomplish the duties as member
- Art. 23: The member has rights to enjoy profit of the businesses of Art. 4 and other benefit derived from the resolutions.
- Art. 24: The member must esteem and observe the rules and resolutions of this union.

Chapter VI Accounting

- Art. 25: The expenses of this union are defrayed by initiative fees and membership dues.
- The funds needed for businesses may be raised by investment of the members or loaning.
- Art. 26: The member shall pay the fixed sum. As membership dues by the end of each month.
- The initiative fees and membership dues shall not be returned for any reasons.
- Art. 27: Important matters related to management of property of this union shall need approval of the general meeting.
- Art. 28: The fiscal year is from April 1 to March 31. The budget and settlement shall be approved by the

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general meeting. In case recognized necessary by the committee, an interim report shall be made at any time.

Additional Rules

Art. 29: The detailed rules needed in enforcement of this constitution shall be decided by the committee.

Art. 30: This constitution shall not be changed unless approved by more than two-thirds of those present at the general meeting.

This constitution shall come into force as from Dec. 27, 1947.

91A
Constitution of Takasaki Branch-Office
Personnel Union of Daito electric bulb
Co., Ltd.

(Daito Denkyu Co., Ltd. Takasaki Shutochojo
Shokuin Kumiai)

Chapter I. General Rules

Art 1: The name of this Union shall be "Takasaki
Branch-office personnel Union of Daito electric
bulb Co., Ltd.

The office of this Union is placed in
Takasaki Branch office of Daito electric bulb
Co., Ltd. located at 23, Miyamoto-cho, Takasaki-
shi, Gumma-ken

Art 2: This Union is consisted of all the workers
of Takasaki Branch office of Daito electric bulb
Co., Ltd., but excluding those who recognized
to the representatives of employee's benefit.

Art 3: In case following matters rise, the qualifi-
cation of the members shall be lost.

1. When died.
2. When retire from office.
3. When be expelled.

Chapter II. Purposes and Works

Art 4: This union purposes to exert improvement of
labour-terms by the independent unity of the
members.

Art 5: This Union must do following works to realized
purposes shown in last article.

1. Matters connected with maintenance
and improvement of labour terms.
2. Matters connected with increase of
efficiency.
3. Matters connected with connection with
other union having the same purposes.
4. Other matters needed in realization
of purposes.

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Chapter III. Officers

Art 6: This Union has following officers

1. Head of the union 1
2. Vice-head of the union 1

Art 7: The Head of the Union shall represent the union and govern the business by the general sentiment of the members.

The vice-head of the union shall assist the Head of the union and act for him in case of inability.

The Head of the union shall manage the accounting business.

Art 8: Strike out

Art 9: The office term of the officers is one year but there is no objection to be re-elected.

Art 10: Strike out

Chapter IV. Organization

Art 11: This Union has following organizations general meeting.

Art 12: The general meeting is the highest resolution organ, shall be consisted of all the union members, be called by the Head of the union once a year (January But in case recognized to be necessary by the Head of the union or demanded by one-third or more of all members, the extrarodinary general meeting shall be held.

Art 13: The following matters shall receive the approvation or resolution of the general meeting.

1. Matters connected with labour's agreement.
2. Matters connected with improvement of labour terms.
3. Matters connected with alteration of constitution.

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4. Matters connected with election of the officers.
 5. Matters connected with report of works, accounts, and settlement of income and expenditure.
 6. Matters connected with dissolution of the union and connection with other union.
 7. Matters connected with disposition of the union's property.
 8. Other important matters.
- Art 14: The conference shall be consisted of the present of two-thirds or more of all the members.
- The resolution of the proceedings shall be decided by the agreement of two-thirds or more of those present. All the speaker shall be the Head of the union, and the speaker may be performed by the nominator of the Head of the union as Occasion demands.
- Art 15: The outlays of this union shall be appropriated by membership dues, contributions and other incomes.
- Art 16: The membership dues is 10 yen a month
- Art 17: The Accountant shall arrange the books and deed always and reply to desire of the members as occasion demands.
- Art 18: The dues once paid in shall be not returned for any reasons.
- Art 19: In case there is shortage of this union's property, the extraordinary dues shall be collected or borrowed for a time through the resolution of the general meeting.
- Art 20: The fiscal year of this union is from January 1 to December 31.

Chapter V. Mutual aid.

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Art 21: An applicant who wants to become the member of the Union shall file the regular written application and admission fee of 10 yen and apply to the Head of the Union.

Art 22: A member who wants to leave shall file secession report written reasons to the Head of the union and shall receive the approvation of the Head of the union.

Art 23: The qualification of this Union member shall begin when registered on the list of the membership and shall end when striked out.

Chapter VI. Reward and punishment

Art 24: In case a member recognized to have the meritorious service for the union, he may be commended by the resolution of the general meeting.

Art 25: In case a member acts against the constitution and resolution or disordered the regulation or defamed the honour of the union, or done the unlawful act, he shall be disposed at the general meeting.

Supplementary Rules.

This Constitution shall come into force as from March 10, 1948.

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Constitution of Mitsuba Electrical Apparatus
Employees' Union (Mitsuba Denki Jugyoin Kumiai)

Chapter I. General Rules

- Art. 1: This union shall be call the "Mitsuba
Electrical Apparatus Employees' Union".
- Art. 2: The union is organized by the employees of the
"Joint Stock Co., Mitsuba Electrical Apparatus
Factory," excepting the gain delegation.
- Art. 3: The head office of the union is set at the
Mitsuba Electrical Apparatus Factory at 412,
Shimizu-machi, Kiryu-shi, and the branches will be
set in case of need.

Chapter II. Aims and Businesses

- Art. 4: The union, of course, acts the general plan,
aims to plan the maintenance and betterment of
labor terms, the training of personality and the
increasing of the cooperation's weal basing on the
solidarity and friendship of members and aims to
serve for the prosperity of the national economy.
- Art. 5 The union performs the following business to
attain the aims mentioned in last article.
1. Establishment and elevation of the economical and
social position.
 2. Accelerating of the conclusion of the labor
agreement.
 3. Betterment of labor terms proportionated for the
democratic society.
 4. Guarantee and elevation of the life of the members
and their families.
 5. Elevation of ability for the conscientious and
quantitative productions.
 6. Independent management of the institutions for
culture, education, welfare weal of the members and
their families.

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7. Other matters needed to attain the aims mentioned Art. 4.

Chapter III. Organs and Officers

Art. 6: The union has the following organs.

1. General meeting
2. Board of secretaries.

Art. 7: The board of secretaries is organized by some secretaries elected at each business place, perfects to connect the wills of members, diliberates the bills submitted by the members and decides the bills submitted of the board of secretaries.

Art. 8: The board of secretaries is the resolution organ whi which ranks next to the general meeting, is convened by the president in case of need, and is valid with the attendance of a majority of the secretaries. The resolution is decided by the supporters of two-thirds or more of secretaries present and in case of tie, the chairman decides the issue.

Art. 9: The general meeting is the supreme resolution organ is organized by all members, and is convened by the president once each year. The extraordinary general meeting may be held in case required by the board of secretaries or by two-thirds or more of members.

Art. 10: The general meeting is valid with the attendance of a majority of the membership. The resolution is decided by the supporters of two-thirds or more of members present and in case of tie, the chairman decides the issue.

Art. 11: The union has the following officers.

- | | |
|--------------------|-------------------------------------|
| 1. President | 1 |
| 2. Vice-presidents | 1 or more |
| 3. Clerk | 1 |
| 4. Auditor | The clerk serves in addition to it. |
| 5. Secretaries | some. |

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- Art. 12: The president represents the union and controls the businesses.
- Art. 13: The vice-presidents help the president and act for him in case of his inability.
- Art. 14: The secretaries help the president, and they perform all businesses.
- Art. 15: The clerk writes and manages the matters and serves in addition to the auditor.
- Art. 16: The office term of the officers is one year. According to circumstances, the re-election is not objectionable.
- Art. 17: In case there is any vacancy, it is filled up from among the secretaries and the term of office is the remainings of the predecessor's.
- Art. 18: The secretaries of the union are elected at the general meeting, and the president and the other officers are elected by mutual vote from among the secretaries.

Chapter IV. Accounting

- Art. 19: The union fee is 10 yen a month for a man and 20 yen is collected as the admission fee.
- Art. 20: The statement of accounts is reported to the general meeting and needs the recognition at the general meeting on January 31 of each year. The fiscal year of the union begins on Feb. 1 of each year and ends on Jan. 31 of the next year.

Chapter V. Reward and Punishment

- Art. 21: The meritorious member in the developing of the organization of the union or the others is commended by the resolution of the general meeting.
- Art. 22: The member who comes under the following matters is stricken his name off the list.
1. One who disturbed the control of the union.

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2. One who violated or disobeyed the constitution or the resolution of the union.
3. One who defamed the honor of the union or disturbed the public morals of the union.

Chapter VI. Additional Rules

Art. 23: The constitution of the union is not altered unless approved by two-thirds or more of members present at the general meeting.

Art. 24: The constitution of the union shall come into force as from February 15, 1948.

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Constitution of Asahi Textile
Manufacturing Workers Union
(Asahi Sen'i Rodo Kumiai)

Chapter I General Rules

Art. 1: The name of this union shall be "The Asahi Textile Manufacturing Workers Union" and the office of it is placed in the first factory of the Asahi Textile Manufacturing Company located at 197 1-chome, Hommachi, Kiryu-shi

Art. 2: This union shall join to the federation of the Kiryu district.

Chapter II End

Art. 3: The end of this union is as follows:

To project to keep and improve labor terms by members' combination and mutual aid.

To project to improve members' ability, to increase members' welfare, to progress members' social position.

To project to rebuild industries in Japan and democratize them.

Chapter III Organization

Art. 4: This union is organized by members of the Asahi Textile Manufacturing Workers Union.

Art. 5: The union shall not approve the entrance of the employer and the representatives of the interest of the company.

Chapter IV Business

Art. 6: The union has following departments to accomplish the end of Art. 2.

- 1. Business Department
- 2. Culture Department
- 3. Accounts Department

The details of these departments shall be decided separately.

Chapter V Organs

Art. 7: The union shall following organs.

- 1. Grand meeting

The grand meeting is the highest resolution organ, and shall be held in April of each year.

- 2. General meeting

The general meeting shall be held periodically once a month, but in case requested by two-thirds or more of the membership, or recognized necessary by the executive committee the extraordinary general meeting shall be held.

- 3. Executive committee

The executive committee shall be held periodically once a month, and it is organized by the union chief, vice-union chief and executive committee.

The union chief shall take charge of the caller and chairman of the committee.

In case of his absence, the vice-union chief shall act for the chairman.

Chapter VI Officers

Art. 8: This union has following officers and they shall be elected by the general meetings:

- 1. Union chief 1
- 2. Vice-union chief 1
- 3. Secretary 1
- 4. Clerk 2
- 5. Chief accountant 1

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6. Accountant 2
7. Executive committee 7
8. Chief of culture department 1
9. Members of culture department 3
10. Chief of business department 1
11. Member of business department 2

Art. 9: The office term of officers one year. No addendum and resignation of officers shall be performed unless approval by total members of the union.

Art. 10: The office term of officers elected by the by-election shall be the remaining of the predecessor's.

Art. 11: The officers shall be responsible for their duties.

Chapter VII Entrance and Secession

Art. 12: An applicant who wants to be the member shall submit a written application, and a member who wants to secede from the member shall submit a notice of secession.

Chapter VIII Accounts

Art. 13: The expenditures of the union shall be defrayed by membership dues.

Art. 14: A member shall pay 15 % of his wages as membership dues by the end of each month.

Art. 15: Membership dues once paid in shall not be returned.

Art. 16: In case recognized necessary, the large or extraordinary expenditures shall be defrayed by the extraordinary membership dues after approved by the executive committee.

Art. 17: The fiscal year shall be from a general meeting to the next one.

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Chapter IX Mutual Welfare

Art. 18: In case of death of a member's grandfather or grandmother (in case that he lives with them), parents, wife, son, daughter, brother, or sister, or in case of delivery, serious illness, or hospitalization, the union shall give him some money after the resolution of the executive committee.

Chapter X Reward and Punishment

Art. 19: In case a member strived for the union, a letter of appreciation shall be given to him.

Art. 20: In case a member misconducted against the union, his capacity as member shall cease.

The constitution shall ~~come~~ into force as from February 13, 1948.

Supplementary Rules

Art. 21: The resolution of the union shall be decided by a majority, and in case of tie, the chairman shall decide the issue.

Art. 22: The constitution shall not be altered unless approved by two-thirds or more of the membership present at the grand meeting.

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Constitution of Imperial Fiber
Employees Union of NFLU
(Nippon Rodo-kumiai, Sodome
Teikoku Seni Jugyoinkumiai)

Chapter 1

General Rules

- Art. 1: Name of this Union shall be "The Imperial Fiber employees Union of NFLU".
- Art. 2: The office of this Union is placed at 978 Yoshicho, Kiryu-shi, Gumma Prefecture.
- Art. 3: The Union expects cultivation of character, practice of technique, maintenance and improvement of labour conditions, increase of welfare and elevation of workers' position by combination of workers and autonomous mutual help organization, and purposes, to contribute in democratization and sound development of industry.
- Art. 4: The union is organized by all the employes of the Imperial Fiber Chemecal Industry Co., Ltd. excepting persons recognized as the representatives of interest of the company.

Chapter 2

Business

- Art. 5: To realize the purposes of Art. 3, the Union performs the following business.
1. Matters relative to contact and co-operation with other organizations which have the same purposes.
 2. Necessary business for stability of living of the numbers and their families.
 3. Business relative to advancement of the members' culture.
 4. Necessary business relative to completion of the Union fund.
 5. Business relative to advancement of the members' workmanship.
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6. Other necessary matters for realization of the purposes.

Chapter 3

Officers

Art. 6: This Union has following Officers.

1. President	1
2. Vice-president	1
3. Committee	2
4. Accountant	1
5. Adviser	1

Art. 7: The president of the Union shall represent and govern the union business. The vice-president shall assist the president and act for him in case of the president's absence and inability.

The committees shall co-operate with the vice-president and execute the business. The director constitute the board of directors and shall participate the important business. The Accountant shall perform the accounting business. The Auditors shall inspect the Accountant.

Art. 8: The president of the Union, the Vice-president, Accountant, Committees and Auditor shall be elected at the general meeting. The office term of the officers is one year and there is no objection to be reelected. In case is any vacancy in any of the office, it shall be filled by the Board of directors. The Office term of Officer elected to fill up vacancy is the remainder of his predecessors'. Although the Office term is finished, officers shall perform their business till the successors and decided.

Art. 9: The Union shall have an Adviser. The adviser will be assigned to the officers of the union. The assignment is performed by the President of the Union of directors. The adviser shall lead the board of directors and the President of the Union about the important business.

Art. 10: The departments of organization, propaganda, education, and physical culture shall be instituted, when deemed necessary by the Board of directors. The head of a section shall be appointed from among the committees.

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Art. 11: The Union shall have the secretary and clerk. The Secretary and clerk shall perform the business under the direction of the Vice-president and appointment and dismissal are decided by the president of the union.

Chapter 4

Conferences

Art. 12: The Conferences of the Union are the general meeting and the Committee Meeting. The general meeting is the highest resolution organ which is consisted of all the members and officers and is called by the president once a year. An Extraordinary general meeting shall be called when deemed necessary by the Board of directors. The Board of directors is the resolution organ next to the general meeting, and is consisted of the directors and Officers, and is called by the President of the Union when deemed necessary.

Art. 13: All the conferences shall be decided by a majority of those present, and in case of tie, the Chairman shall decide the issue. The chairman shall be the president of the Union. The Chairman shall name the Vice-president from among the members.

Chapter 5

Entrance and Secession

Art. 14: An applicant, who wants to be the member of the union shall apply with the form with the entrance fee and membership dues for one month.

Art. 15: The qualification of the member of the union shall be given when he was registered on the member list.

Art. 16: It shall be necessary that a member of the Union who want to withdraw states the reason clearly and gets the presidents' to withdraw has any responsibility or duty to the Union, he is not approved unless it is finished.

Chapter 6

Control

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Art. 17: In case the member violates the constitution of the union, violated the control or defamed the honour of the union, he shall be suspended from the right or ousted from the membership of the union by the resolution of the general meeting.

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

Art. 19: The reorganization and dissolution of the Union is owing to the resolution of the Board of directors and the general meeting.

Art. 20: In case the member of the union foreknew the occurrence of any trouble with the management or in case of the occurrence of such a trouble, he has the duty to notice it to the union promptly, and if the union has to do its best for the profit of the members of the union.

Chapter 7

Accounts

Art. 21: The incomes of the union are entrance fees, membership dues and contributions of supporters and the necessary fund for the management of the business shall be applied with the investment of the members of the union or loans.

Art. 22: The entrance fee is 2 yen and the membership dues shall be decided specially.

Art. 23: Necessary matters relative to the management through the resolution of the general meeting.

Art. 24: The union has a duty to pay the per-capita tax to the head-office, prefectural federation and conference of the district.

Art. 25: The fiscal year shall be from April 1, of each year to March 31 of the following year.

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Chapter 8

Supplementary Rules

Art. 26: The rules of the business shall be decided by the president of the union through the resolution of the Board of director.

Art. 27: This constitution shall not be altered unless approved by the agreement of two-thirds or more of those present at the general meeting.

Art. 28: This constitution shall come into force as from February 28, 1948.

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Constitution Kiryu Shoe-making Employes Union
(Kiryu Seika Jugyoin Kumiai)

Feb. 1948

Platform

1. We expect training and elevation of character, ability, mutual relief, technics and physical strength by our strong combination.
2. We expect increase and strengthening of production by making effort for maintenance and betterment of working condition and elevation of economic position autonomously and brightly.
3. We, realizing to be laborers, will contribute to co-operation between capital and labor and the industry by our strong combination

Constitution

Chapter I. General Rules

- Art. 1: The name of this union shall be "The Kiryu Shoe-making Employes Union" and the office is placed in the Kiryu Shoe-making Co., Ltd. located at 163 Asahimachi, Kiryu-shi.
- Art. 2: This union is organized by employes of the Kiryu Shoe-making Co., Ltd. But those recognized as capitalist representatives are excepted.
- Art. 3: This union shall be the autonomous one not influenced by the political parties.
- Art. 4: This union, according to the spirit of mutual relief, shall realize the following businesses as its purpose.
- (1) Maintenance and betterment of the working condition of the membership.
 - (2) Increase of co-operative welfare of the members.
 - (3) Elevation of social position of the members.
 - (4) Performance of rights and duties of the members.
 - (5) Elevation of a productive intention.

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Chapter II. Organs.

Art. 5: The general meeting is the highest resolution organ of this union which is consisted of all the members and called by the president of the union. But the general meeting must be convened when deemed necessary by the Committee or demanded by more than two-thirds of the members.

Art. 6: The Committee shall be the resolution organ next to the general meeting and furthermore execute business of the union. The Committee is consisted of the president, the vice-president, the chief clerk and the committeemen and may be held when deemed necessary.

Art. 7: The Committee shall take the responsibility for all the businesses the Committee executed to the general meeting.

Art. 8: The Committeemen shall be elected at the general meeting in the ratio of 10 per out of the members and the tenure of office for them shall be one year. In case there is any vacancy, it shall be filled by the person obtaining the next number. But in case of tie, the decisive ballots of the Committee shall be exercised. The tenure of office for those elected by by-election shall be the term left behind by the predecessor.

Art. 9: The general meeting shall be formed with the presence of more than a half of the members and the Committee with the presence of more than two-thirds of the members.

The proceedings of the general meeting shall be decided by more than a half of the attendants. But in case of tie, the chairman shall decide the issue.

Chapter III. Officers.

Art. 10: This union has following officers. But those from (1) to (4) shall be made the officers of the Executive Dept.

(1)	President	1
(2)	Vice-president	1
(3)	Chief clerk	1
(4)	Committeemen	Some
(5)	Auditor	2

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Art. 11: The duties of the officers shall be as follows:

1. The president shall represent the union and control business of the union.
2. The vice-president shall assist the president and act for him in case of his absence or inability.
3. The chief clerk shall assist the president and administer business of the union.
4. The committeemen shall assist the president and the chief clerk and take charge of business of the union.

Art. 12: Election of the officers shall be as follows:

1. The president, the vice-president and the committeemen shall be elected at the general meeting.
2. The chief clerk shall be elected by mutual vote at the Committee and the auditors shall be elected from those other than the committeemen at the Committee.
3. The tenure of office for the officers shall be one year. In case there is any vacancy, by-election shall be exercised. The tenure of office for those elected by by-election shall be the term left behind by the predecessor.

Art. 13: The officers of the Executive Dept. has a duty to exclusively engage in business. The officers shall not be permitted to fail to attend the meeting without a proper reason.

Chapter IV. Business.

Art. 14: This union shall carry out following businesses to attain the purpose prescribed in Art. 3.

1. Matter on welfare of the members and then families.
2. Matter on education and development of the members.

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Art. 15: This union, to completely carry out business of the union, shall establish the Clerk Bureau in which four Departments are placed as follows:

1. General Affairs Dept.
2. Education Dept.
3. Culture Dept.
4. Welfare Dept.

Art. 16: The Clerk Bureau shall be controlled by the chief clerk.

Art. 17: The Director, the Vice-director and the Dept. members shall be placed in each Dept.

The Director shall be elected from among the committeemen and the Vice-director and the Dept. members from among the members, respectively by the Committee.

Art. 18: The detailed regulations of each Dept. of the Clerk Bureau may be decided separately.

Chapter V. Entrance and Secession.

Art. 19: The qualification as membership shall start when becoming an employe of the Kiryu Shoe-making Co., Ltd. and end by retirement.

Chapter VI. Rights and Duties.

Art. 20: The membership has a right to equally receive profit occuring from the union activities.

Art. 21: The member is free on the criticism of the officers

Art. 22: The member has equally franchise, eligibility and other rights.

Art. 23: The member must attend a conference except those who are unable to attend due to the prope reason.

Art. 24: The member must follow the constitution, resolution and instructions and not do by any possibility such an action as to defame the honour as membership.

Art. 25: The member must pay the stipulated membership dues without delay every month.

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Art. 26: In case a member violated the duties specified in the foregoing three articles, he may lose the rights as membership.

Art. 27: In case a member made a great contribution to the union, he shall be commended by the president of the union with the approval of the Committee.

Chapter VII. Accounts.

Art. 28: The expenses of this union shall be applied with following incomes.

1. Membership dues.
2. Incomes from the business.
3. Contributions.

Art. 29: Membership dues shall be 20yen a month. But it shall be 15yen to those under full twenty years of age.

Art. 30: The additional membership dues may be collected with the approval of the Committee when deemed unavoidable due to the circumstances of expense.

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

Art. 32: The estimate, settlement and disposition of property, and other matters having influence on the union shall need the recognition of the general meeting.

Art. 33: The Director of the General Affairs Dept. must report the contents of accounts he audited more than once a year.

Art. 34: The fiscal year of this union shall be from April 1 to Mar. 31 of the next year.

Supplementary Rules

Art. 35: This constitution shall not be altered unless approved by more than two-thirds of the members at the general meeting.

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Art. 36: Any matters not prescribed in this constitution shall be decided by the Committee in accordance with the signification of this union.

Art. 37: This constitution shall be enforced as from Feb. of 1948.

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Constitution of Kobayashi Caramel
Processing Factory Labor Union

(Kobayashi Karameru Kako-jo Rodo-kumiai)

Chapter I. General Rules.

- Art. 1: The name of this union shall be "the Kobayashi Caramel Processing Factory Labor Union" and the office is placed in the Kobayashi Caramel Processing Factory located at 17, Kami-machi, Iseaki-shi.
- Art. 2: This union is organized by employes of the Kobayashi Caramel Processing Factory.
- Art. 3: This union expects elevation of workers' economic, social and cultural position by strong and democratic organization.

Chapter II. Business.

- Art. 4: This union for attaining the foregoing purpose, shall carry out following businesses.
1. Establishment of the collective bargaining right.
 2. Matter on mutual relief and welfare of the members, and their families.
 3. Matter on liaison and cooperation with other democratic bodies.
 4. Matters necessary for attaining the purpose besides the above.

Chapter III. Organs and Officers.

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

Art. 6: The general meeting is the highest resolution organ of the union which is convened by the Executive Committee more than once a year and formed with the presence of more than two-thirds of the members.

But an extraordinary general meeting may be called when deemed necessary by the Executive Committee or demanded by more than one-third of the members.

Art. 7: The Executive Committee is the resolution and executive organ next important to the general meeting which is held once a month, formed with the presence of more than two-thirds of the executive committeemen, and called when deemed necessary by the executive chairman.

But an extraordinary Executive Committee may be called when demanded by more than one-third of the executive committee-men.

Art. 8: This union has following officers.

Executive chairman	1
Vice-executive chairman	1
Executive committeeman	Some
Accountant	1
Auditor	1
Clerk	1

The executive chairman shall represent the union, control all the businesses and take the responsibility.

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

The executive committee-men shall execute business of the union.

The accountant shall administer accounting business.

The auditor shall audit accounts.

The clerk shall dispose business of the unions.

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Art. 9: The executive chairman, the vice-executive chairman, the executive committeemen and the auditor shall be elected at the general meeting.

The accountant and the clerk shall be elected by mutual vote at the Executive Committee.

The tenure of office for the officers shall be one year. But there is no objection to be re-elected. In case there is any vacancy in any of the offices, by-election shall be exercised at the general meeting. The tenure of office for those elected by by-election shall be the term left behind by the predecessor.

Chapter IV. Entrance and Secession.

Art. 10: The qualification as membership shall start from the time when registered in the list of membership.

Art. 11: Secession of the member shall be the time when he retired.

Art. 12: In case a member violated the constitution, put the control in disorder, or did such an action as to defame the honour of the union.

He shall be given advice repeatedly and furthermore when does not remedy his ways, he may be suspended or ousted from membership of the union by the resolution of the general meeting.

Art. 13: In case a member made a great contribution to the union regarding development of the organization or business of the union, he shall be commended and recommended as honorary member by the resolution of the Executive Committee.

Chapter V. Accounts.

Art. 14: The expenses of this union shall be applied with entrance dues and membership dues. In case the business expenses became short, the dues may be collected additionally.

Art. 15: The entrance dues of this union shall be 5 yen and the membership dues 10 yen, respectively per member. But the dues once paid in shall not be returned for any reasons.

Art. 16: The fiscal year of this union shall be from April 1 to Mar. 31 of the next year. The settling report shall be made at the general meeting.

Supplementary Rules.

Art. 17: This constitution may be altered if approved by more than two-thirds of the members who attended the general meeting.

Art. 18: This constitution shall be enforced as from Feb. 26 1948.

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CONSTITUTION OF SAKURAI IRON-WORKS
CO., LTD. EMPLOYEES UNION
(Kabushiki Kaisha Sakurai Tekkojo
Jugyoin Kumiai)

Chapter 1 General Rules

- Art. 1: The name of this union shall be "the Sakurai Iron-works Co., Ltd. Employes Union".
- Art. 2: The office of this union is placed in the Sakurai Iron-works Co., Ltd. (Telephone; No. 253) located at 7, Sakura-machi, Isesaki-shi.
- Art. 3: This union expects contribution to the revival of industry by maintenance and betterment of the working condition, elevation of technics and insurance of production, establishing the collective bargaining right of the members.

Chapter 2 Business

- Art. 4: This union, for attaining the purpose prescribed in art. 3, shall carry out following businesses.
1. Establishment of the collective bargaining right.
 2. Matters on mutual welfare of the members.
 3. Matters on liaison and coalition with democratic bodies.
 4. Matters necessary for attaining elevation of quality and physical constitution of the members.
 5. Matters necessary for attaining the purpose besides the above.

Chapter 3. Entrance and Secession

- Art. 5: This union is organized by employes of the Sakurai Iron-works Co., Ltd.
The qualification as membership shall start from the time when registered in the list of membership, submitting an stipulated application with membership dues to the union.
But the representatives for capitalist are excepted.

Art. 6: A member who wants to secede from this union must report to the union stating clearly the reason.

Chapter 4 Organs and Officers

Art. 7: The conferences of the union shall be two kinds of the general meeting and the Committee.

Art. 8: The general meeting is the highest resolution organ which is convened by the execution committee once a year and formed with the presence of more than two-thirds of the members present.

Art. 9: An extraordinary general meeting may be called when deemed necessary by the executive committee or demanded by more than on-half of the members.

Art. 10: The executive committee is the resolution organ next important to the general meeting which is called by the executive chairman when deemed necessary and formed with the presence of more than two-thirds of the executive committee-men.

Art. 11: The chairman of the conference shall be elected at each time and the resolution shall be approved by a majority of members. But in case of tie, the chairman shall be decided the issue.

Art. 12: This union has following officers.

Executive chairman	1
Vice-executive chairman	2
Executive committee-man	some
Accountant	1
Auditor	1

Art. 13: The executive chairman shall represent the union and control business of the union.

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

Art. 15: The executive committee-men shall co-operate the executive chairman and take charge of business of the union.

Art. 16: The accountant shall take charge of accounting business of the union.

Art. 17: The auditor shall audit accounting business.

Art. 18: The officers shall be elected all at the general meeting and the tenure of office shall be one year. But there is no objection to be re-elected.

In case there is any vacancy in any of the offices, it shall be filled from among all the members by by-election. The tenure of office for those elected by by-election shall be the term left behind by the predecessor.

Chapter 5 Accounts

Art. 19: The entrance dues of this union shall be 20 yen and the membership dues shall be 25 per cent of the monthly salary amount or the daily wage amount.

The expenses of this union shall be appropriated by entrance and membership dues. But in case the expenses became short the additional dues may be collected.

Art. 20: The dues once paid in shall not be returned for any reasons.

Art. 21: The matters necessary for management and disposition of the property of this union shall be decided by the executive chairman in accordance with the resolution of the executive committee.

Art. 22: The fiscal year of this union shall be from April 1 to Mar. 31 of the next year. The report of settling account of the fiscal year of the union shall be made at the general meeting.

Chapter 6 Reward and Punishment

Art. 23: In case a member made a great contribution to development of the organization or business of the union, he shall be commended by the resolution of the general meeting.

Art. 24: In case a member put the control in disorder, violating the constitution and resolutions of the union or defamed the honor of the union, he shall be given advice and furthermore may be suspended or ousted from membership of the union when does not amend his behaviors.

Chapter 7 Supplementary Rules

Art. 25: This constitution shall not be altered unless approved by more than one-second of the members attended the general meeting.

Art. 26: This constitution shall be enforced as from Feb. 24, 1948

KIYOSHI ENDO,
Executive Chairman,
2,721-1, Kami-ueki-hon-cho,
Isesaki-shi

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Constitution of Kyowa Industry Co., Ltd.
Employees' Union
(Kyowa Kogyo Kabushiki-kaisha Jugyoin Kumiai)

Chapter I. General Rules

- Art 1: This union shall be called "the Kyowa Industry Co., Ltd. Employees' Union."
- Art 2: The office of this union is placed in the Kyowa Industry Co., Ltd. located at 2 Sumiyoshi-cho, Isesaki-shi.
- Art 3: This union is organized by employees of the Kyowa Industry Co., Ltd. except the representatives of the benefit of this company.
- Art 4: The purpose of this union is to expect the realization of the declaration of platform and the resolutions.
- Art 5: This union shall perform following business in order to realize the abovementioned purpose.
1. The business for the welfare of the members and their families.
 2. The business for the culture, the physical training and the investigation of the members and their families.
 3. The business for the mutual aid of the members and their families.
 4. The business for the cooperation and joining hands with other groups which have the same purposes.
 5. The business for increasing the efficiency of production.
 6. The business for the realization of the purpose except the above-mentioned businesses.

Chapter II. Entrance and Secession

- Art 6: Those who want to enter this union shall apply to the office of this union.
- Art 7: The membership shall begin when enlisted in the members' list.

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Art 8: The member obliged to secede shall submit the detailed reason to the president.

Art 9: It shall be necessary that the second entrance of those who were the members and once seceded from this company be approved by the executive committee.

Chapter III. Rights and Duties

Art 10: The members shall have the rights to vote and the eligibilities for the elections of officers.

Art 11: The members shall attend various meetings of this union, according to the rules, and have the rights to speak and vote.

Art 12: The members shall have the rights to share in the privileges of the businesses prescribed in Art 5 of this constitution.

Art 13: The members shall have the rights to share in the other benefits based on this constitution and the resolutions.

Art 14: The members shall pay the regular membership fees every month.

Art 15: The members shall have the duties to esteem this constitution, the resolutions and the platforms and to observe them.

Chapter IV. Organs

Art 16: This union has following organs.

1. General meeting.
2. Executive committee.

Art 17: The general meeting is the supreme resolution organ which is called by the president once a year.

When deemed necessary by the executive committee or demanded by two-thirds or more of the total members, an extraordinary general meeting may be held.

Art 18: The general meeting may not be held unless more than two-thirds of total membership are present. The president shall take charge of the chairman of the general meeting, and in case of his absence or inability, the vice-president shall act for him and still in case of the vice-president's absence or inability, one of the executive committees shall act for him.

Art 19: The resolutions of the general meeting shall be decided by a majority of the members present, and in case of tie, shall be decided by the chairman.

Art 20: The executive committee is the secondary resolution and executive organ which is consisted of the executive committees and called by the president.

Art 21: The chairman of the executive committee shall be same as in the general meeting.

Art 22: The resolutions of the executive committee shall be decided by a half or more of the executive committees, and in case of tie, shall be decided by the chairman.

Chapter V. Officers

Art 23: This union has following officers.

- | | |
|------------------------|------|
| 1. President | 1 |
| 2. Vice-president | 2 |
| 3. Executive committee | some |
| 4. Secretary | 2 |
| 5. Accountant | 1 |
| 6. Auditor | 2 |

Art 24: The president and the vice-president shall be elected at the general meeting.

Art 25: The president shall represent this union and is responsible for its all affairs.

Art 26: The vice-presidents shall assist the president and acts for him in case of his absence or inability.

Art 27: The executive committees shall be elected at the general meeting and take partial charge

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of the affairs of this union,

Art 28: The secretaries shall be elected at the general meeting and take partial charges of the business of this union.

Art 29: The accountant shall be elected at the general meeting and performs the business of the incomes and outgoes of money and of the management of the estate.

Art 30: The auditors shall be elected at the general meeting and audit the accounts.

Art 31: The office term of officers is one year and there is no objection to be re-elected.

In case there is any vacancy in any of the offices, it may be selected by the executive committee.

Art 32: This union may have following officers.

Adviser some

Chapter VI. Accounts

Art 33: The membership fees and the benefit by the business shall be appropriated for the expenses of this union.

In case of insufficiency the membership fees may be collected extraordinarily.

Art 34: The membership fee of the union is 5 yen for each member for each month.

Art 35: The entrance fee of this union is 10 yen.

Art 36: The regular membership fees shall not be returned for any reasons.

Art 37: The fiscal year of this union shall be from April 1 to March 31 of the next year.

It shall be necessary that the settlement be stated and pass the consent of the general meeting.

Chapter VII. Reward and Punishment

Art 38: In case a member made a great contribution to this union he shall be commended by the resolution of the executive committee

Art 39: The members who come under following items shall be expelled or suspended by the resolution of the general meeting.

1. Those who violated the constitution and the resolution of this union.
2. Those who put this union into disorder.
3. Those who did any other action to be wrong for this union.

Art 40: The penal regulations shall be applied by the executive committee in other case than the general meeting.

Chapter VIII. Supplementary Rules

Art 41: This constitution shall not be altered unless approved by two-thirds or more of the members who compose the general meeting.

Art 42: This constitution shall come into force as from March 31, 1948.

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CONSTITUTION OF OTA FACTORY OF SINKO POLISHING
MATERIAL INDUSTRY CO., LTD. LABOUR UNION

(Shinko Kenmazai Kogyo K.K. Ota Kojo Rodo Kumiai)

Chapter I. General Rules

- Art. 1: The name of this union shall be "the Ota Factory of Sinko Polishing Material Industry Co., Ltd. Labor Union".
- Art. 2: This union purposes to exert maintenance and improvement of pays, working hours, rests, and other labor terms by the power of unity, to expect elevation of social position by the individual effort, and to contribute economic rebuilding.
- Art. 3: This union shall be consisted of the workers of Ota Factory of Sinko Polishing Material Industry Co., Ltd. but excluding the employers and those who take part in the final decision of labor terms.
- Art. 4: The office of this union is placed in Ota Factory of Sinko Polishing Material Industry Co., Ltd. located at 549 Fujiaku, Hosen-mura, Nitta-gun, Gumma-ken.

Chapter II. Works

- Art. 5: This union must do the following works to realized the purposes shown in Article 2.
1. Matters connected with maintenance and improvement of the labor terms.
 2. Matters connected with mutual purchase of the necessaries of life.
 3. Matters connected with mutual aid and social welfare of the union members and their families.
 4. Matters connected with elevation of culture and ability of the union members.

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5. Matters connected with comfort and friendship of the union members.
6. Matters connected with co-operation and concert with other unions having the same purposes.
7. Other matters needed in realization of the purposes.

Chapter III. Organizations

Art. 6: The organizations of the union are the general meeting and the executive committee meeting.

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

The chief of the executive committee shall call the general meeting twice a year by the another rule. Besides in case ~~demanded~~ by the resolution of the executive committee meeting, or one-third or more of the union members, the chief of the executive committee shall call the extraordinary general meeting.

Art. 8: The general meeting can not be opened and decide the proceedings unless two-thirds or more of all the union members is present.

The proceedings of the general meeting shall be decided by a majority of those present, but in case of tie, the speaker shall decide the issue. Till the speaker is elected by the union members who are present, the chief of the executive committee shall extraordinarily act for him his duties.

Art. 9: The following matters shall receive the resolution of the general meeting.

1. Alteration of the constitution

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2. Plan of the works of the union.
3. Opening of action of dispute.
4. Completion of collective agreement.
5. Expulsion of the union members.
6. Amount of membership due to be paid by individual.

Art. 10: The general meeting shall decide matters shown in last article and the bills be presented by the executive committee meeting.

The union members can present to the general meeting.

The bills with joint signature of five or more members.

Art. 11: In case recognized to be necessary by the chief of the executive committee, or demanded by one-third or more of the executive committeemen the executive committee meeting shall be called by the chief of the executive committee.

The proceedings of the executive committee meeting can not be held unless three-quarters, or more of the executive committeemen are present, and the resolution of it shall be decided by two-thirds or more of those present. The executive committee meeting may make it the secret meeting by a majority.

Art. 12: This union has the following executive committeemen.

- | | |
|--|----------------------|
| 1. Chief of the executive committee | 1 |
| 2. Vice-chief of the executive committee | 1 |
| 3. Secretary | 4 (man
and woman) |
| 4. Head of the Accountant | 2 (") |

The office term of the officers is one year,

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but in case the re-election of the executive committeemen recognized to be necessary by one-third or more of the union members, the rule shown in last clause in excepted and in case there is a vacancy in any of the executive committeemen, they may be filled at the general meeting.

The officers shall be elected at the general meeting.

Art. 13: The chief of the executive committee shall represent the union, command and oversee the executive committeemen, and govern the businesses of the union. In case there is the resolution of non-confidence, the chief of the executive committee shall retire from post, and he can not retire from post without the approbation of the general meeting.

Art. 14: The vice-chief of the executive committee shall assist the chief of the executive committee and act for him in case of his inability.

Art. 15: The Secretaries shall allot among themselves the businesses under the order of the chief of the executive committee.

Art. 16: The heads of accountant shall manage the businesses of custody, custody and disbursement of the union's cash and article.

Art. 17: The union members can demand to be discharged the executive committeemen by the joint signature by ten or more members, the chief of the executive committee shall call the general meeting immediately and decide the ayes and noes.

In case recognized to be necessary of expulsion in the general meeting, the chief of the executive committee shall release him from office.

Chapter IV. Accounts

Art. 18: The outlays of this union shall be appropriated by the union members as shown in following article.