

- 3 -

Chapter IV. Officers

Art 11: This union has following officers

Chairman	1
Vice-chairman	1
Chief secretary	1
Department chief	2
Committee	18
Secretary	10

Art 12: The committees are elected from among the members. The manners of election shall be decided by the committee meeting.

The chairman, the vice-chairman and the department chiefs are decided by mutual vote from among committees at the committee meeting.

The chief secretary are appointed by the chairman from among committees.

The secretaries are nominated by the chief secretary and the department chiefs from among the membership.

The representatives who attend to the Central Committee Meeting and the National Convention shall be decided by mutual vote from among committees at the committee meeting.

Art 13: The chairman represents this union and supervises the union affairs.

The vice-chairman helps the chairman, and acts for him in case of his inability.

Art 14: The chief secretary manages the secretariat and the department chief the business of the department concerned.

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

The officer installed by a by-election shall be in office for the term of the rest of the predecessor's.

- 3 -

The officers execute their office until their successors are appointed, even after their office term matured.

Art 16: In case there is a vacancy in any of the offices, the by-election shall be executed within 2 weeks.

Chapter V. Accounting

Art 17: The expenses of this union are appropriated by following incomes.

1. membership dues
2. Donations
3. Incomes from businesses

Art 18: The member pays 20 yen a month as the membership dues. 5 yen out of the above sum is paid into the headquarters.

In case decided by the committee, it can be collected additionally.

Art 19: The settlement shall be audited by the committee twice a year. The settlement of each fiscal year shall be reported to the first general meeting of the next fiscal year to be approved.

Art 20: The fiscal year begins April 1 of each year and March 31 of the next year.

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

Chapter VI. Admission and Secession

Art 22: Admission and secession shall be made in writing.

Art 23: The member who violated the purpose of the union shall be expelled or suspended his rights by the resolution of the committee.

But if dissatisfied by this resolution, one can propose and demand for cancellation to the general meeting.

- 4 -

Chapter VII. Additional Rules

Art 24: This constitution shall not be changed unless resolved by the general meeting.

Art 25: If necessary, the detailed rules may be given separately by the resolution of the committee.

Art 26: This constitution is effective from the time resolved by the general meeting.

970

Constitution of Gunma Branch of
Tokyo Commerce-Industry Bureau
Officials' Union.
(Tokyo Shoko-Kyoku Shokumin Kumiai
Gunma-Ken Shibu)

Art 1: This branch is called the Gunma Branch of the Tokyo Commerce-Industry Bureau Officials' Union, and its office is set in the Gunma Office of the Tokyo Commerce-Industry Bureau.

Art 2: This branch aims to fulfillment and realization of the platform basing on the constitution of the Tokyo Commerce-Industry Bureau Officials' Union.

Art 3: This branch is organized by those attached to the Gunma Office of the Tokyo Commerce-Industry Bureau and approved the aims of last article.

But the office chief can not be a member.

Art 4: This branch performs to following activities to fulfil the aim of Art 2.

1. Survey of consensus within the office, renovation of structure and business of the office and matters to brighten personal affairs.
2. Facilities for elevation of culture, health and education.
3. Betterment of labor terms for woman-officials.
4. Other matters necessary for fulfillment of the aims of the union.

Art 5: This branch has following officers.

Branch chief	1
Vice-branch chief	1
Committee	3

- 2 -

Art 6: The branch chief and the vice-branch chief are decided by mutual vote from among the committees.

Art 7: Any committee condemned to be improper shall be recalled.

Art 8: The branch chief represents the branch.

The vice-branch chief helps the branch chief and acts for him in case of his inability

The committees organize the committee meeting with the branch chief and the vice-branch chief and execute the business of the branch in a joint responsibility.

Art 9: The office term of the officers is 6 months but there is no objection to be re-appointed.

In case there is a vacancy, it is filled up in the respective manner prescribed.

The tenure of an officer who filled up predecessor's.

Art 10: The general meeting is the highest resolution organ of the will of the branch and decides matters stipulated and other important matters.

The general meeting is divided into the regular general meeting and the extraordinary general meeting.

The regular general meeting is held twice a year April and October.

The extraordinary general meeting shall be held when decided so by the committee meeting or demanded by more than one-fifth of the total number of the membership.

Art 11: The committee meeting decides following matters beside matters stipulated specially in the constitution and is held once a month or when recognized necessary by the branch chief.

- 3 -

1. Bills to be submitted to the general meeting.

2. Matters necessary in management of affairs of the branch.

Art 12: The proceedings of the general meeting and the committee meeting shall be decided by a majority of those present, except stipulated otherwise, and in case of tie, the speaker shall decide the issue.

Art 13: The branch chief shall be the speaker of the general meeting and the committee meeting.

But another speaker may be decided.

Art 14: The business Department may be set by the resolution of the committee meeting in order to perform the enterprises of the branch. The rules of the Business Dept. shall be given by the committee meeting.

Art 15: This branch may have a consultative organ by the resolution of the committee meeting.

Art 16: The member shall pay his monthly membership dues to cover the expenses of the branch. The sum is decided by the general meeting. This branch may receive donations.

Art 17: The member can peruse books and papers of the branch at any time.

Art 18: The member who acted against the duty of the membership may be expelled by the resolution of the general meeting.

The above resolution needs approval of more than 2-thirds of those present who are more than a half of total number of all the members.

- 4 -

Art 19: Any change of this constitution shall be decided by the resolution of the general meeting.

The above resolution shall be necessary the presence of more than one-third of the total membership.

Additional Rules

1. The office term of the officers elected at the time of the inauguration of this branch shall be until the next regular general meeting.

2. The necessary detailed rules shall be decided at the general meeting, but the committee meeting may decide the matters under any unavoidable circumstances.

Detailed Rules of Gumma Branch of Tokyo Commerce-Industry Officials' Union.

Art 1: One who enters this branch shall sign and put his seal in the membership name list.

When one wishes to secede, he shall report it in writing to the branch chief.

Art 2: The member who is going to join any other union having the similar aims must get approval of the branch chief.

Art 3: The fixed number of the committee

One committee for each 10 or odd above 5 according to the detailed rules of the headquarters.

Art 4: When an officer is recognized to be improper by more than 2-thirds of the membership, the re-election may be resolved and exercise the re-election, after reporting to the committee meeting.

Art 5: In case there is a vacancy in any of offices, a by-election shall be executed without delay, but if no necessity to do so is decided by more than 2-thirds of the membership, it is an exception.

- 5 -

In case there is a vacancy in the post of the branch chief or the vice-branch chief, the committee meeting shall exercise a by-election applying the manner of art. 3.

Art 6: The committee meeting is called when recognized necessary by the branch chief or demanded by more than one-third of the committeemen.

Art 7: The Business Dept. Shall have for the time being following divisions.

Discipline div.
Culture div.
Research div.
Health div.
women's div.

A division chief is elected from among the members of each division.

Art 8: The membership dues is 15 yen including 10 yen for the National commerce-Industry Bureau Officials Federation.

973

Constitution of the Takasaki
Bamboo and Wooden Products
Industry Employees Union.
(Takasaki Chikuboku Kogyo Jugyoin Kumiai)

Chapter I General Rules

- Art. 1: The name of this union shall be Takasaki Bamboo and Wooden Products Industry Employees Union.
- Art. 2: This union is consisted of all members of employees of the Takasaki Bamboo and Wooden Products Industry Company excepting those persons who represent the interest of the company.
- Art. 3: The office of this union is placed at No. 165, Azuma-cho, Takasaki-shi.

Chapter II Purpose and Undertakings

- Art. 4: This union intend to contribute to the prosperity of the industry by the increase of production, improvement of labor condition and the elevation of social situation of members of the union, reflecting the general idea of the members on the management of the company according to the security of collective bargaining by the influence of solidarity, and organization of mutual aid.
- Art. 5: For the attainment of the purpose of the preceding article, this union shall have the following undertakings.
1. Affairs concerning the security of collective bargaining.
 2. Affairs concerning the improvement of labor condition
 3. Affairs concerning the participation of members of the union to the management of the company.
 4. Affairs concerning the security of living of the members of the union and their families.
 5. Affairs concerning the improvement of culture, education, interest, and welfare of the members.

- 2 -

6. Other affairs needed for the attainment of the purposes.

Chapter III Right and duty of the membership

Art. 6: The members of union have the right to vote for election of the officers and eligibility to be the officers of union.

And have the right to be present at the meetings which are prescribed in the constitution and also the right to address, and to vote.

Art. 7: The members of union have the right to receive the interest and to enjoy the privilege evenly according to the rules of union, resolutions of the meetings, activity of union, and execution of the undertakings of union.

Art. 8: The members of union have the duty to pay the membership due in advance every month, and obey to the rules of this constitution, every resolution of meetings, and observe it honestly.

Chapter IV Officers

Art. 9: This union has the following officers

- | | |
|---|---|
| 1. President | 1 |
| 2. Vice-president | 2 |
| 3. Members of the committee | 4 |
| 4. Accountant | 1 |
| (one of members of the committee shall take charge of it) | |
| 5. Clerk | 1 |
| (one of members of the committee shall take charge of it) | |

Art. 10: The president will represent the union, govern the general affairs of the union, and be responsible in all respects. The vice-president shall assist the president, manage all the affairs of the union, and in case of hindrance of the former, will take the place of the latter.

- 3 -

The members of the committee shall assist the president and take charge of the execution of affairs of the union.

The accountant and the clerk dispose the accounts and affairs of union.

Art. 11: The union may have the consultant. The consultant will be entrusted by the president through the resolution of the officers meeting.

But the consultant shall not be one of the representatives of the company.

Art. 12: The president, the vice-president, members of the committee, and the accountant shall be elected at the general meeting.

The office term of officers shall be one year, but nothing is objectionable for the re-election.

When there is a vacancy in the posts of officers, it may be filled by the recommendation of the officers board.

The term of office of an officer who substituted shall be the remaining of the predecessor's term.

Chapter V Conference

Art 13: The conference shall be the general meeting and the officers board meeting.

Art. 14: The general meeting is the highest resolution organ of this union, consisted of all members of union, and shall be called by the president once a year in March.

But, when the officers board deemed necessary or two-thirds or more of members of union required, the president shall call the extraordinary general meeting.

Art. 15: The officers board meeting is consisted of all officers of union, shall be called by the president, and examine the every affair concerning the management of union.

- 4 -

Art. 16: The general meeting shall be formed with half or more of members of union, officers board meeting with half or more of officers, and proceedings shall be decided by the appreciation of two-thirds or more of those present.

The chairman of meeting shall be taken its charge by the president in ordinary case, and when the latter is in hindrance, it shall be elected from among the officers.

Chapter VI Account

Art. 17: The membership due shall be ten yen per month, and the entrance fee also ten yen.

Art. 18: The expenditure of this union shall be defrayed with the entrance fees membership dues, and contributions.

Art. 19: The fiscal year of accounts will be from April 1st of every year to March 31st of the next year.

The balance sheet shall be reported at the general meeting for their approval.

Chapter VII Entrance Secession, and Expulsion.

Art. 20: Those who want to be membership shall submit the application in prescribed form to the office of union, adding the entrance fee and membership due for a month.

Art. 21: The qualification of membership shall start on the day of registration of membership.

Art. 22: Those who violated against the rules of this constitution, disturbed the administration of this union or behaved to injure the reputation of this union shall be expelled from the union or suspended the right of membership.

Chapter VIII Additional Rules

- 5 -

Art. 23: The alteration of rules of this constitution shall not be carried out without the appreciation of three-quarters or more of those present at the general meeting.

Art. 24: This constitution shall come into force as from May 7, 1948.

974

Constitution of the Tokyo Air-machine Workers Union of National Federation of Labor Unions. (Tokyo Kuki Kikai Jugyoin Kumiai NFLU)

Chapter I. General Rules.

Art. 1: This union shall be known as the Tokyo Air-Machine Workers Union of National Federation of Labor Unions.

Art. 2: The objects of the union shall be to unify the mutual aid relation, to promote the characteristics, efficiency, to maintain or to promote the working condition, welfare and to expect to accomplish the democratization of industry.

Art. 3: The office of the union shall be located at 688 Shimo-Shinden, Aioi-mura, Yamada-gun.

Art. 4: The union shall consist of employees employed in the Tokyo Air-Machine Manufacturing Co., Ltd., excluding those who represent the company.

Chapter II. Business.

Art. 5: For the purpose of the stipulation in Article 2, the union shall be engaged in the followings.

1. Co-operation with the other organization which has same objects.
2. Measures which are necessary to stabilize livelihood of the union members and families.
3. Promoting the cultural and educational standards of the union members.
4. Business which is necessary to obtain and enlarge the union funds.
5. Promotion of ability and efficiency of the union members as being workers.
6. Other necessary matters.

Chapter III. Officers.

Art. 6: The union shall set forth the following officers to conduct the union affairs. A President, A Vice-president, four Secretaries (one of them shall be a standing secretary and conduct the union finance.)

- 2 -

Art. 7: The President shall represent the union and preside over the union.

The Vice-president shall assist the President and conduct the union affairs. The Vice-president may act for the President in case of any accident concerning the President.

The Standing Secretary shall execute the union affair and financial matters in co-operation with the Vice-President.

The Secretaries shall form the Secretary meeting to anticipate to the important matters of the union.

Art. 8: The General Meeting shall elect the President, the Vice-President and the Secretary. The Standing Secretary shall be elected from among the Secretaries.

The term of office of the officers shall be a year. However the officers may be reelected.

In case there is a vacancy in the offices, the Secretary Meeting shall fill the vacancy.

The term of office of this successor shall be the rest of the period of the predecessor.

The officers shall remain at their positions until the successors shall be elected.

Art. 9: The special committee may be set forth, in case the Secretary Meeting shall deem it necessary.

Art. 10: The union may set forth the union clerk. The union-clerk shall be engaged in the routine union affairs and appointed by the President.

Chapter IV. Convention.

Art. 11: The convention of the union shall be composed of the General Convention and the Secretary Meeting.

The General Convention shall be the highest resolution organ of the union and consist of all union members and held once annually by the convocation of the President.

- 3 -

The Secretary Meeting shall rank next to the General Convention as the legislative organ and consist of Secretaries and officers and be held temporarily in case of necessity.

Art. 12: Any definite decision of the convention shall be made by the majority vote. In case the vote shall show the same number of pros and cons, the chairman shall have the authority to cast the last ballot.

The President shall be the chairman. The chairman may appoint the vice-chairman among the union members.

Chapter V. Admission and withdrawal.

Art. 13: The employee who wishes to join the union shall submit the formal application for admission with entrance fee and a monthly union dues to the union office.

Art. 14: The employee shall be admitted the membership when enlisted in the name list of the union members.

Art. 15: The union member who wants to secede from the union, shall submit the application for withdrawal with its reason in advance to the President.

However, the union member who has a certain liability or obligation to the union, may not be allowed to secede from the union before the performance of the liability or obligation.

Chapter VI. Control.

Art. 16: The President may discipline the union member who violates the constitution, disturbs the order of the union or disgraces the union, under the resolution of the General Convention or the Secretary Meeting.

Art. 17: The union shall award or nominate those who contribute to the development of the union, as the honorable member of the union, under the resolution of the Secretary Meeting.

Art. 18: The reorganization or dissolution of this union shall be done by the definition of the Secretary Meeting and the General Convention.

Art. 19: The union member shall have the obligation to inform the union when any dispute or accident are going to be happened between the union and the employer, or actually those have been happened, then the union shall endeavor to protect the interest of its members.

- 1 -

Chapter VII. Accounts.

- Art. 20: The expenses of the union shall be paid from the union funds which shall be composed of the union dues, the entrance fees, and donation.
- Art. 21: The entrance fee and the union dues shall both be ten yen.
- Art. 22: The president shall provide for the special stipulations to manage the financial affairs.
- Art. 23: The union has to pay monthly due to the headquarters, Prefectural federation, and regional council of NFLU.
- Art. 24: The fiscal year of the union shall begin from 11 April and end 10 April.

Chapter VIII. Supplementary Rules.

- Art. 25: The detailed regulations which are necessary to handle the union affairs shall be specially defined by the President under the resolution of the Secretary Meeting.
- Art. 26: This constitution shall not be revised unless approved by two-thirds of the members of the General Convention.
- Art. 27: This constitution shall be enforced from 11 April 1948.

975
Constitution of the Futaba Precise Machine Mfg.
Co. Labor Union of National Federation of Labor
Unions. (Futaba Seiki Rodo Jugyoin Kumiai, NFLU)

Chapter I. General Rules

- Art. 1: This union shall be known as the Futaba
Precise Machine Mfg. Co. Labor Union of NFLU.
- Art. 2: The objects of the union shall be to unify the
mutual aid relation, to promote the characteristics,
ability in business, to maintain or promote the working
condition, welfare, and to expect to accomplish the
democratization of the industry.
- Art. 3: The office of the union shall be located at 858,
Yoshi-cho, Kiryu-shi.
- Art. 4: The union shall consist of workers employed in the
Kiryu Plant of the Futaba Precise Machine Mfg. Co.,
Ltd., excluding those who represent the interest of
the company.

Chapter II. Business.

- Art. 5: For the purpose of the provisions prescribed
in Art. 2, the union shall perform followings.
1. Co-operation with other organizations which have the
same objects.
 2. Measures to stabilize life of the union members and
their families.
 3. To promote the cultural and educational standards of
the union members.
 4. Necessary works to obtain and enlarge the union
funds.
 5. To promote ability and efficiency in works of the
members.
 6. Others

Chapter III. Officers.

- Art. 6: The union officers who take care of any union
affairs shall be, a President, a chief-secretary,

- 2 -

a Treasurer, several secretaries (some of secretaries shall be standing secretaries) and two auditors.

Art. 7: The President shall represent the union and preside over the union affairs.

The Chief-Secretary shall assist the President and conduct the union affairs. In case of any accident concerning the President, the Chief-Secretary may act for the President.

The Standing Secretary shall execute the union affairs in co-operation with the Chief-Secretary.

The Secretaries shall composed the Secretary Meeting to anticipate to the important union matters.

The Treasurer shall handle the financial business.

The Auditor shall audit the financial records.

Art. 8: The President, the Chief-Secretary, the Treasurer, the Secretary and the Auditor, shall be elected by the General Convention and the Standing Secretary shall be elected from among the Secretaries.

The term of office of the officers shall be a year, but the officers may be reelected.

In case there is a vacancy of the officer, the Secretary Meeting shall fulfill the vacancy. However, the term of office of the successor shall be the rest period of the predecessor's.

The officers shall be responsible in there duty until the successors shall be elected.

Art. 9: The union may set forth two councillors. The President shall appoint officer of local council by the nomination of the General Convention or the Secretary Meeting as the councillor.

The councillor shall advise the President or the Secretary Meeting concerning the union business, whenever the President or the Secretary Meeting request it.

Art. 10: The union may set forth organization, propaganda, education, publishing, culture and physical training sections.

- 3 -

The Standing Secretary shall be appointed as the section chief.

Art. 11: The union shall set forth the clerk and the assistant clerk.

The clerk and assistant clerk shall be engaged in the routine union affairs and appointed by the President.

Chapter IV. Convention.

Art. 12: The convention of the union shall be composed of the General Convention and the Secretary Meeting.

The General Convention shall be the highest resolution organ of the union and consist of all union members and be held once annually by the convocation of the President.

The President shall convene the Temporary General Convention when the Secretary Meeting request it.

The Secretary Meeting shall rank next to the General Convention and consist of Secretaries and officers, and in case of necessity, the President shall convene it.

Art. 13: Any determination of the convention shall be made by the majority vote. In case of tie, the chairman may cast the definite vote.

Art. 14: The President shall be the chairman of the Convention.

The chairman may appoint the union member as the vice-chairman.

Chapter V. Admission and Withdrawal.

Art. 14: The employee who wants to join the union shall submit the application for admission with the entrance fee and a monthly union due to the union office.

Art. 15: The employee shall be admitted the membership to the union when enlisted in the name list of the union members.

Art. 16: The union member who wants to secede from the union shall submit, in advance, the application for withdrawal with reason to the President.

The union may not approve the withdrawal from the union to those who have certain liabilities or obligations, before the performance of those liabilities or obligations.

Chapter VI. Control.

Art. 17: The General Convention shall expel or suspend the right of the union member who violates the constitution, disturbs the order of the union or disgrace the honor of the union.

Art. 18: The Secretary meeting may award or nominate as the honorable member those who specially contributed the union.

Art. 19: The reorganization or dissolution of the union shall be done under the resolution of the Secretary Meeting and the General Convention.

Art. 20: The union member shall be obliged to inform the union when he knows in advance that any dispute are going to be happened between the union and the employer, or actually such dispute has been happened.

Then the union shall endeavor to protect the interest of the union members.

Chapter VII. Accounts.

Art. 21: The expenses of the union shall be paid from the union funds which shall be composed of the union dues, the entrance fees and donated money.

The funds which is necessary to run business shall be borrowed or invested by the union members.

Art. 22: The entrance fee shall be one yen and the amount of the monthly union dues shall be specially determined.

Art. 23: The president shall provide for the necessary stipulations concerning the financial affairs.

- 5 -

Art. 24: The union has to pay the dues to the affiliated headquarters, prefectural federation and regional council of NFLU.

Art. 25: The fiscal year of the union shall begin from 1 April and end 31 March.

Chapter VIII. Supplementary Rules.

Art. 26: The detailed regulations which are necessary to handle the union affairs shall be specially stipulated by the President under the resolution of the Secretary Meeting.

Art. 27: The provisions of this constitution shall not be revised unless approved by two-thirds of the members of the General Convention.

Art. 28: This constitution shall apply to the union from 24 April, 1948.

976

Constitution of the Hoshino Trading Co. Employees
Union (Hoshino Buttsusen)

Chapter I. General Rules.

- Art. 1: This union shall be known as the Hoshino Trading Company Employees Union and its office shall be located in the Hoshino Trading Company, 2-2458 Omama, Omama-machi, Yamada-gun.
- Art. 2: The union shall consist of the employees of the Hoshino Trading Company excluding those who may be considered to represent the interest of the company.
- Art. 3: The union shall aim at the promotion and maintenance of the working condition through the collective bargaining, promotion of the social status of the members through the unification and mutual friendship, and contribution to the industrial rehabilitation.

Chapter II. Business.

- Art. 4: The business of the union shall be:
1. To establish the right of collective bargaining.
 2. To democratize the management of the company through taking a part in operation of management.
 3. To maintain or promote the working condition of the union members.
 4. To promote or educate the union members through the cultural and educational campaign.
 5. Others which may be considered as to be necessary.

Chapter III. Organ.

- Art. 5: The organs of the union shall be:
1. The General Meeting.
 2. The Committee.
- Art. 6: The General Meeting shall be the highest resolution organ of the union and held once in April annually.

- 2 -

The temporary meeting may be held whenever the committee deems it necessary or one-thirds or more of the union members requests.

The committee shall be held in case of necessity to discuss and execute the union affairs.

Art. 7: The General Meeting and the Committee shall come into existence with the attendants of majority of its members.

The definite determination of each organ shall be made by the majority vote. However, the chairman shall be given the authority to define the questioned agenda, in case the vote fails to show majority.

Chapter IV. Officers.

Art. 8: The officers of the union shall be a President, a Vice-President, several Committeemen and a Treasurer.

Art. 9: The President shall represent the union and preside over the union affairs.

The Vice-President shall assist the President and act for the President in case of accident.

The Committeeman shall execute the union affairs by the order of the President. The Treas

The Treasurer shall conduct the financial affairs of the union.

Art. 10: The officers, excluding Treasurer, shall be elected by the General Meeting among the members through the secret ballot and the term of office shall be a year.

The Officers may be reelected.

However, the union may recall the officers who may be considered as the improper persons to be the officers by the majority of the union members.

The term of office of the successor shall be the rest of the period.

- 3 -

Art. 11: The union may appoint several special committeemen, in case the Committee deems it necessary.

Art. 12: The treasurer shall be appointed by the President from the union members.

Chapter V. Account.

Art. 13: The revenues of the union shall be composed of the dues, donated money and other income.

However, the union may collect the temporary dues when the Committee deems it necessary.

The paid dues shall not be returned for any reason.

Art. 14: The union dues shall be five yen a month.

Art. 15: The fiscal year of the union shall begin from 1 April and end 31 March.

Chapter VI. Admission and Withdrawal.

Art. 16: The employee who wants to join the union shall apply for admission to the union office.

The membership shall become effective when the employee is listed in the name list of the union members.

Art. 17: The union member who wants to secede from the union, shall submit the report with the reason to the President.

However the union member who has a certain liability or obligation to the union shall not be allowed to withdraw from the union before the performance of the liability or obligation.

Art. 18: The General Meeting may expel the following persons.

1. Who violate the constitution
2. Who disturb the order of the union.
3. Who disgrace the union.
4. Who cause damages to the union.
5. Who may be considered as inadequate persons to be union members.

- 4 -

Chapter VII. Revision of the Constitution.

Art. 19: The provisions of this constitution shall not be revised unless approved by the resolution of the General Meeting.

Chapter VIII. Supplementary Rules.

Art. 20: This constitution shall be enforced from the date of formation of the union.

Art. 21: The detailed rules for the enforcement of this constitution shall be stipulated specially by the Committee.

977

977

CONSTITUTION OF SHINKO IIZUKA
WORKERS UNION
(Shinko Iizuka Jugyoin Kumiai)

Chapter I. General Rules

Art. 1: This union shall be called the "Shinko Iizuka Workers Union."

Art. 2: The office of this union shall be set in the office of the Shinko Iizuka Weaving Company located at 6-chome, Hirosawa-cho, Kiryu-shi.

Art. 3: This union aims to maintain and better the labor condition, to elevate the economical circumstance, and to contribute for the development of the fabric industry.

Chapter II. Organization

Art. 4: This union shall be organized by the employes of the Shinko Iizuka Weaving Company excepting the representatives of the profit of the company.

Art. 5: This union has the following officers.

- | | |
|--|---|
| a. Chief of the union | 1 |
| b. Vice-chief of the union | 1 |
| c. Committeemen | 8 |
| (Minimum number is 8, but one can be added to increase of 10 union members.) | |
| d. Committeemen for account | 2 |
| (But be nominated concurrently by the chief from among the committeemen.) | |

Art. 6: The duties of the officers is as follows: The chief of the union represents the union and presides its business. The vice-chief of the union assists the chief and acts for him in case of his inability. The committeemen organize the committee meeting representing the general wills of the union members and decide the management of the union after deliberation.

Art. 7: The committee meeting shall be organized by the chief, vice-chief and committeemen.

Art. 8: The chief and vice-chief of the union shall be elected by the public election of the general meeting.

- 2 -

Art. 9: The committeemen shall be elected by the public election at each working places by the following ratio.

Business office	1
Engineering section	1
Working places	6 (male 2, female 4)

Art.10: The tenure of the officer of this union is one year, but there are no objection for re-election.

Art.11: In case there is any vacancy by the cuit of the officer and the like, the by-election shall be performed in accordance with the rules of art. 8 and 9. In this case, the tenure is until the reform election of the regular officers.

Chapter III. Business

Art.12: This union performs the following business in order to establish the aims of Art. 3.

- a. Collective bargaining concerning on the arrangement of the labor contracts and others.
- b. Study and investigation on works.
- c. Matters concerned with mutual aids for membership.
- d. Matters concerned with culture, amusement and athletics for membership.
- e. Other matters deemed necessary for the establishments of the purpose of this union.

Art.13: The details of business of the preceding article shall be considered and decided in the committee meeting.

Chapter IV. Conference

Art.14: The conference is the general meeting and committee meeting. The general meeting is the supreme resolution organ.

Art.15: The general meeting is devided into the regular general meeting and the temporary general meeting.

- 3 -

Art.16: The regular general meeting shall be held twice a year, in spring and autumn.

Art.17: The temporary general meeting shall be held in case the following case occurs.

a. In case deemed necessary at the committee meeting.

b. When demanded the convening by more than one-third of the membership.

Art.18: The committee meeting is divided into the regular committee meeting and the temporary committee meeting.

Art.19: The regular committee meeting shall be held once a month.

Art.20: The temporary committee meeting shall be held in times when deemed necessary among officers.

Art.21: In case convening of the general meeting and committee meeting, the chief of the union shall previously notify the subjects, date, and place thereof.

Art.22: The general meeting and committee meeting shall not come into formation unless more than two-thirds of their fixed member are present.

Art.23: The resolution of the conference shall not be decided unless approved by a majority of attendants, but in case of tie, the chairman shall decide the issue.

Art.24: The chairman of the conference depends on the following rules.

a. The chairman of the general meeting shall be taken in charge by the chief of the union, but in case where deemed necessary at the general meeting it shall be decided by the public-election.

b. In the committee meeting the chief of the union takes in charge of the chairman.

- 4 -

Art.25: The resolution of the general meeting shall not be altered unless approved by the general meeting.

Art.26: For the resolution of the general meeting, the union member shall not take a contrary action for any reason. In case one who violates on this rule, he may be expelled by the resolution of the general meeting.

Chapter V. Accounts

Art.27: The expenses of this union are defrayed by the membership dues and the entrance fees.

Art.28: The membership dues are consisted of general dues and special dues, that are collected from the membership. The general dues shall be collected every month and the amount of it is 5 yen a month.

The special dues shall be collected in case of need. New joiner shall pay in 1 yen for his entrance fee.

Art.29: In case of illness or unavoidable reason, a member may be exempted from collection of his membership due. But the exemption of collection shall be decided at the committee meeting.

Art.30: The financial term is twice a year, from April to September and October to March of the next year.

The statement of balance shall be reported at the regular general meeting and must be approved by them.

Chapter VI. Additional Rules

Art.31: This constitution shall not be altered unless approved by the general meeting.

Art.32: This constitution shall come into force as from May 1, 1948.

- End -

Constitution of Tano Industry
Workers Union
(Tano Sangyo Jugyoin-Kumiai)

Chapter I. General Rules

- Art 1: The name of this Union shall be "The Tano Industry Workers Union."
- Art 2: The office of this Union shall be placed at 1,240 Fujioka, Fujioka-machi, Tano-gun, Gumma-ken.
- Art 3: This Union shall be organized by the workers of the Tano Industry Co., Ltd. but the representative of profit of this company shall be excepted in conformity with the Art 2 of the Labor Union Law.
- Art 4: This union shall aim at development of characters, exercise of workmanship, maintenance and elevation of the condition of the labor and promotion of the mutual welfare by the organization of combination of the members of the Union and mutual assistance, and contribution to democratization and progression of industry.

Chapter II. Business

- Art 5: This Union performs following business for the sake of accomplishment of this purposes.
1. Business concerning education of the member's of this Union.
 2. Business concerning the collective agreement.
 3. Business concerning the mutual assistance of the members.
 4. Business concerning survey of circumstances of labor.
 5. Businesses concerning elevation of workmanship.

- 2 -

6. Business concerning reward and the punishment of the members of the Union.

7. Business concerning the combination and the cooperation between other unions.

8. Business necessary for the sake of accomplishment of the purposes.

Chapter III. Entrance and Secession

Art 6: The persons who want to enter this Union must apply to the chief of the union after the entry of the necessary particulars.

Art 7: After the examination of the qualification the entrance shall be approved for the application, and the members' qualification may be bestowed when registered in the list of the members.

Art 8: The persons who want to secede from this Union must explain the reasons and apply to the chief of the union.

Chapter IV. Rights and Duties

Art 9: The members of this union have following rights.

1. The right to vote and eligibility.
2. The right of presence and the initiative for the Conference.
3. The right of participation in matter of Art 5.

Art 10: The members of this union must observe the following duties.

1. Full payment of the membership dues.
2. Observance of the Constitution and the resolved matters.

Chapter V. Officers and Organization

Art 11: This Union has the following officers.

- | | |
|---------------------------|------|
| 1. Chief of Union | 1 |
| 2. Vice-chief of union | 2 |
| 3. Executive committeeman | some |
| 4. Accountant | 1 |
| 5. Auditor | 2 |

Art 12: The chief of the Union shall be elected at the General Meeting and perform all the businesses of the Union and take all the responsibilities.

The vice-chief of the union shall be elected at the general meeting and act for him in case of his inability.

The Executive committeemen shall be elected at the general meeting and executive the proceedings.

The accountant shall be elected at the general meeting and perform the accounting affairs and the custody of the property of this union.

The auditors shall be elected at the general meeting and audit and deliberate on the accounting.

Art 13: This Union has the following organs.

1. General meeting.
2. Executive committee.

Art 14: The general meeting shall be the highest resolution organ, organized by all the members and called once a year by the chief of the Union.

But, the Extraordinary general meeting may be held in case deemed necessary by the chief of the union or demanded by one-third or more of the total members of the union.

The executive committee shall be the executive organ, in case of need, called by the chief of the union.

- 4 -

Art 15: The general meeting and the Executive committee shall not be held unless two-thirds or more of the membership is present.

Art 16: The resolutions of the Conference of the union shall be decided by a majority of those present, and in case of tie, the chairman shall decided the issue.

Chapter VI. Accounts

Art 17: The entrance fee of this Union shall be 10 yen, and the membership dues shall be 3 yen a month.

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

The accounting reports must be performed and approved, at the general meeting of each year.

Art 19: For the seceders, the membership dues once paid in shall not be returned for any reasons.

Chapter VII. Reward and Punishment

Art 20: In case of a member fall under the following items, he may be suspended or ousted from membership of the Union by the resolution of the general meeting.

1. In case there are acts which pay no heed and violate this constitution or the resolutions.

2. In case defamed the honor of the Union or demoralized the regulation of the Union.

3. In case the payment of the membership dues depayed more than three months.

Art 21: The member remarkably meritorious may be commended by the resolution of the general meeting.

Chapter VIII. Miscellaneous Rules and Supplementary Rules.

- 5 -

Art 22: This Union may have advisers (But, the representatives of profit of this company shall be excepted)

The advisers shall be recommended at the Executive committee and give advice to the chief of the Union.

Art 23: This Constitution shall not be altered unless approved by two-thirds or more of the total membership of the general meeting.

Art 24: This constitution shall come into force as from May 21, 1948.

981

CONSTITUTION OF UENO MACHINE INDUSTRY
COMPANY, LIMITED SHIBUKAWA PLANT WORKERS'
UNION. (Ueno Kikai Kogyo Kabushiki
Kaisha Shibukawa Kojo Jugyoin Kumiai)

Chapter I General Rules

- Art. 1: The name of this Union shall be "The Ueno Machine Industry Company, Limited Shibukawa Plant Workers' Union".
- Art. 2: The office of this Union is placed in the Ueno Machine Industry Co., Ltd. Shibukawa Plant located at 1,466 Osaki, Shibukawa-machi.
- Art. 3: This Union is organized by workers of the Ueno Machine Industry Co., Ltd. Shibukawa Plant. (excepting the factory manager, manager and the like) Entrance to the Union shall be performed by the person's free will.

Chapter II Purpose and Business

- Art. 4: The purpose of the Union shall be in protection of members' livelihood and in improvement of their labor terms and promotion of Union's sound development based on their unity, and all the more, in working hard for production of metal manufacturing in co-operation with the employer.
- Art. 5: This Union shall perform following business to attain the abovementioned purpose.
1. Negotiations with employer concerning engagement, discharge and labor terms based on collective bargaining.
 2. Establishment of cultural institution for the members and participation of its business.
 3. Welfare works of members and their families.
 4. Establishment of the consumption department.
 5. Other necessary matters to attain the purpose of the Union.

- 2 -

Chapter III Organs

Art. 6: This Union shall have following organs:

1. General meeting
2. Executive committee meeting

Art. 7: The general meeting is the highest resolution organ which is called by the President of the Union twice a year. But it is able to be called extraordinarily when deemed necessary by the executive committee or demanded by one-third or more of total membership.

Art. 8: The executive committee is a resolution and execution organ which is consisted of executive committee-men and shall be called regularly each month. But if needed, it is able to be opened extraordinarily by the President of the Union.

Art. 9: The general meeting shall not be opened unless more than two-thirds of all members is present and the executive committee, three-fourths or more of all executive committee-men. All matters of conferences shall be decided by approval of three-fourths or more of those present. The Chairman shall be acted by the President of the Union.

Art. 10: In case a member violated the provisions of the Union, he may be suspended or ousted from membership of the Union by the resolution of the general meeting.

Chapter IV Officers

Art. 11: This Union shall have following officers.

President of the Union	1
Vice-president	1
Accountant	1
Executive committee	some

Art. 12: The officers of the Union shall be elected at the general meeting.

Art. 13: The office term of officers shall be one year, but there is no objection to be re-elected.

- 3 -

Art. 14: The President of the Union shall represent and govern the Union.

Art. 15: The Vice-president shall assist the president and act for him in case of his absence or inability.

Art. 16: The executive committee shall assist the president and perform the business of the union.

Art. 17: The Accountant shall dispose the accounting business of the Union.

Art. 18: Chapter V Accounts

Art. 18: The incomes of the Union are as follows:

1. Entrance fee: 10 yen
2. Membership dues: One-day share of basic wages each month.
3. Contributions: It may be received by approval of the executive committee.

Art. 19: The fiscal year of the Union shall be from April 1 to March 31 of the next year.

Chapter VI Supplementary Rules

Art. 20: This constitution shall not be altered unless approved by two-thirds or more of total membership.

989

Constitution of Shima Spa Hotels Employes Union

(Shima Onsen Ryokan Jugyoin Kumiai)

Chapter I. General Rules.

- Art. 1: This union is called the Shima Spa Hotels Employes Union.
- Art. 2: The office of this union is set at 2,237 Shima, Sawada-mura, Agatsuma-gun, Gumma-ken.
- Art. 3: This union aims for elevation of living and position, connection and friendship of the members, and to better business, so as to contribute for prosperity of democratic spa.
- Art. 4: Following activities are performed to fulfil the aims.
1. Maintenance and betterment of treatment and labor terms.
 2. Promotion of culture and welfare of the members.
 3. Study and improvement of service for guests in hotels.
 4. Development of spa.
 5. Other matters necessary to fulfil the aims of this union.

Chapter II. Organization.

- Art. 5: This union is organized by the employes of hotels which are members of the Shima Spa Association, Hotel Department.
- Art. 6: This union may establish branches by area or in each hotel.

Chapter III. Organs.

- 2 -

Art. 7: This union has the general meeting and the committee meeting.

Art. 8: The general meeting is the resolution organ of the union, is organized by all the members and is divided into the regular and extraordinary ones.

The regular general meeting is convened by the chairman in April of each year, the extraordinary one when recognized necessary by the committee or demanded by more than one-third of the members.

The chairman shall be the speaker of the general meeting.

Art. 9: The general meeting shall decide following matters.

1. Decision of the budget and approval of the settlement.
2. Decision and amendment of the constitution.
3. Election of officers.
4. Enterprise of the union.
5. Conclusion and abolition of the labor agreement.
6. Punishment of the member.
7. Dissolution of the union.
8. Other matters necessary to be resolved by the general meeting in fulfilment of the aims of the union.

Art. 10: The committee meeting is a standing executive organ of the union, is organized by all the officers, and is convened when demanded by the chairman or more than one-third of officers.

- 3 -

Art. 11: The committee meeting shall decide the following matters.

1. Operation of matters resolved by the general meeting.
2. Drawing up and examination of bills to be filed to the general meeting.
3. Matters related to the labor agreement.
4. Other necessary matters.

Art. 12: The meeting is valid with presence of more than 2-thirds of composing members. The proceedings are decided by a majority of those present, and in case of tie, the speaker decides the issue.

But as to the matters of No.2, 5 and 7 of Art. 9, it needs approval of more than 2-thirds of those present.

Chapter IV. Membership.

Art. 13: One wishing to join the union applies to the union and his name is registered in the membership list.

Art. 14: The member who leaves the union applies to the union for its approval, stating the reason.

Art. 15: The member has following rights.

1. Right to vote and eligibility for officers.
2. Right to resolve, to motion and to criticize at the general meeting.
3. Right to enjoy, benefits of the union.
4. Right to peruse accounting records at any time.

Art. 16: The member has following duties.

1. Duty to make his best in his service.
2. Duty to observe the constitution and resolutions
3. Duty to pay the admission fee and membership dues.

- 4 -

Art. 17: The member who falls under any of following items is expelled by the resolution of the general meeting.

1. When did not perform any of duties of last article.
2. When defamed the honor as member.

Chapter V. Officers.

Art. 18: This union has following officers.

Chairman	1
Vice-chairman	1
Chief secretary	1
Accounting committee	1
Executive committee	4

Art. 19: The duties of the officers are as follows:

1. The chairman represents and supervises this union.
2. The vice-chairman helps the chairman and acts for him in case of his inability.
3. The chief secretary helps the chairman and manages the union affairs.
4. The accounting committee engages in accounting of the union.
5. The executive committees take part in businesses and shall be branch chiefs if any branches are established to better connection within the union.

Art. 20: The office term of the officers is one year. The officers are elected by secret vote at the general meeting in April each year, but there is no objection to be reelected.

The office term of the successor installed to fill the vacancy is the rest of the predecessor's. The predecessor shall continue his duty until the successor is decided.

- 5 -

Art. 21: The officers have a duty to engage fully in business and are not allowed to be absent at any conference with an acceptable reason.

Chapter VI. Accounting.

Art. 22: The expenses of this union shall be defrayed by membership dues, admission fees and other incomes.

The membership due is 10 yen a month and must be paid in by the end of each month.

The admission fee is 30 yen and shall be paid in at the time admitted to join the union.

Art. 23: When recognized necessary, extraordinary dues may be collected. But this must be approved by the next general meeting.

Art. 24: The fiscal year is from Apr. 1 of each year to March 31 of the next year. The settlement shall be reported to the regular general meeting of the next year to be approved and as to the budget it is the same.

Art. 25: The account books shall be always adjusted and be offered for perusal at any time demanded by the member.

Chapter VII. Misc. Rules.

Art. 26: This union presents congratulation or consolation money to the member according the degrees to expect to deepen friendship.

The detailed rules shall be given separately.

Art. 27: This constitution shall come into force as from Apr. 27, 1948 when this union is set up.

985

Constitution of Business Affairs Bureau of
Gumma-ken Local Labor Relations Committee
Officials Workers Union
(Gumma-ken Chiho Rodo Linkai Jimukyoku
Shokuin Rodo Kumiai)

Chapter I. General Rules

- Art. 1: The name of this union shall be "The Business Affairs Bureau of the Gumma-ken Local Labor Relations Committee Officials Workers Union" (the abbreviation is "the Gumma L.L.R.C."-- "Gun Ro-i Rokumi"). The office is placed in the business affairs bureau of the Gumma-ken Local Labor Relations Committee.
- Art. 2: This union shall be organized by officials engaged in the Business Affairs Bureau of the Gumma-ken Local Labor Relations Committee with the exception of the chief of the bureau and the director shall be appointed with the approval of the general meeting.
- Art. 3: This union aims at elevation of the social and economic status of the union members as well as realization of the democratic labor administration, standing on the basis of the self-awakening of the union members as laborers.
- Art. 4: This union carries out following points in order to realize the purposes shown in the abovementioned Article.
1. Conclusion of the collective agreement through securing the collective bargaining right.
 2. Rational improvement of the treatment and working condition of the union members.
 3. Elevation of the culture of the union members towards development of the general civilization.
 4. Democratic and efficient dealing with the affairs of the Business Affairs Bureau.

- 2 -

5. Connection and coalition with the other workers bodies.
6. Others necessary for realizing the purposes of the union.

Chapter II. Conference

Art. 5: This union has following conferences as the resolution organs:

1. The general meeting.
2. The committee meeting

The general meeting is the highest resolution organ of this union and the committee meeting is the same organ in the next order.

Art. 6: The general meeting shall be organized by the union members and called by the chief committee twice a year provided that an extraordinary general meeting may be opened when deemed necessary by the committee or when demanded by one third or more of the union members.

Art. 7: The committee meeting shall be organized by the officers and called by the chief committee once a month or in case of need.

Art. 8: The general meeting and the committee meeting shall be valid with the presence of three-fourths or more of those composing members and the proceedings shall be decided with the approval of two-thirds or more of those present.

Besides the resolution shall be passed by secret ballot system.

Art. 9: Items to be referred to the general meeting are as follows:

1. Items relative to change of the constitution of the union.
2. Items relative to establishment and change of the collective agreement.

- 3 -

3. Items relative to the estimates, the settled accounts and the resolution.
4. Items relative to whether to approve the director to make enter the union or not.
5. Items relative to election or discharge of the officers.
6. Items relative to exhortation for the union members, suspension of the membership and expulsion.
7. Items relative to dissolution of the union.
8. Other items relative to the interest of the union members as a whole.

Chapter III. Officers

Art. 10: The union has following officers:-

- | | |
|-----------------------------|---|
| 1. The Chief Committee | 1 |
| 2. The Vice-chief Committee | 1 |
| 3. The Committeemen | 3 |

Art. 11: The officers shall be elected by secret ballot at the general meeting and there is no change in the election method in case there is any vacancy in any of the officers.

Art. 12: The chief committee shall represent the union and govern all its affairs.

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

The committeemen shall dispose the affairs of the union.

Art. 13: The office term of each officer shall be one year and there is no objection to be reelected provided that, in case of filling up any vacancy, the office term of the officer shall be the remaining period of the predecessor's.

- 4 -

Art. 14: The union shall have the clerk, who shall be nominated by the chief committee from among the committeemen.

Chapter IV. Accounts

Art. 15: The outlays of the union shall be defrayed by the entrance fees, any monetary contributions and other incomes.

An extraordinary expense may be collected by the resolution of the general meeting, in case of special need.

Art. 16: Any members of the union shall pay the entrance fee of tenyzen at the same time when entering the union. The member of the union shall pay the dues of the union monthly which correspond to five percent cent of the basic wage.

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

Art. 17: The account-book of the union shall be provided in the office room for perusal or auditing by the member of the union whenever he should have any question on the disposing method of the union accounts and tell it to the committeeman.

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

Chapter V. Control

Art. 19: The qualification for the membership shall be effective as from the time when registered in the name list of the union members and shall be invalid as from when cancelled from the name list.

Art. 20: As regards any speaking made at the general meeting or the committee meeting, the member of the union shall not need to assume responsibility on the issue in any other places.

Art. 21: The officer may be discharged by the resolution of the general meeting if there is any reason justified.

- 5 -

Art. 22: In case a member violated the constitution or the resolution of the union, or, defamed the honor of the union, he may be submitted to exhortation or suspension of the membership or expulsion by the resolution of the general meeting.

Art. 23: The constitution shall not be altered unless approved by two-thirds or more of the union members in spite of the prescription of the Art. 8.

Art. 24: Detailed rules may be laid down when deemed necessary for steering the union.

Supplementary Rule

This constitution shall be effective as from June 1, 1948.

987

CONSTITUTION OF MAEBASHI BRANCH OF
HYPOTHEC BANK OF JAPAN LABOR UNION

(Nippon Kangyo Ginko Jugyoin Kumiai Maebashi Shibu)

Art. 1: The name of this branch shall be "The Maebashi Branch of Hypothec Bank of Japan Labor Union".

Art. 2: The office of this union is placed in the Maebashi Branch of Hypothec Bank of Japan located at 18 Hon-machi, Maebashi-shi.

Art. 3: This branch has following conferences:

1. General meeting
2. Representative committee

Art. 4: The general meeting is the highest resolution organ, and is organized by the membership of the branch.

Art. 5: The general meeting shall be held once a year. But in case recognized necessary by the representative committee, or requested by one-third or more of total members of the union, it shall be held at times.

Art. 6: The representative committee is the secondary highest resolution organ, and is organized by representative committeemen.

Art. 7: The conference shall be called by the chief of committee. The post of chairman of the conference shall be given to the chief of committee. The resolution of the conference shall be decided by a majority of those present.

Art. 8: This union has following officers:

- | | |
|--|------|
| 1. Chief of committee | 1 |
| 2. Vice-chief of committee | 1 |
| 3. Representative committee
(including 3 members-the chief
of committee, vice-chief of
committee, and auditor). | some |
| 4. Auditor | 1 |

- 2 -

Art. 9: The representative committeemen shall be elected at the general meeting, and the chief of committee, vice-chief of committee, and the auditor shall be elected by mutual vote from among representative committeemen.

Art. 10: The chief of committee shall represent the branch. The vice-chief of committeemen shall assist the chief, and act for him in case of his inability. The auditor shall audit the accounts.

Art. 11: The office term of officers is from April 1 to September 31, and from October 1 to March 31 of the next year, but there is no objection to be re-elected.

Art. 12: In case there is any vacancy in any of officers, it shall be filled by each provisions. The office term of the officer elected by the by-election shall be the remaining of the predecessor's.

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

Art. 14: The expenditure of the union shall be defrayed by membership dues, contributions, etc.

Art. 15: The estimate and settlement of the branch shall be made at the representative committee, and be approved at the general meeting.

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

Art. 17: Necessary provisions to manage the branch shall be decided separately.

Supplementary Rules

Art. 18: This constitution shall come into force as from December 15, 1947.

- 3 -

Art. 19: The Maebashi Branch of Hypothec Bank of Japan
Employees' Assn. is dissolved, and this branch
shall succeed its rights and duties.

988

Constitution of Trade Union of
Japanese Employees for Gumma Military
Government Team (Gumma Gunsei-bu
Nippon-jin Jugyoin Kumiai)

Chapter I. Name

Art. 1: The name of this union shall be "The Trade Union of Japanese Employees for Gumma Military Government Team"

Chapter II. Purpose

Art. 2: This union expects to realize each one of following items.

1. Mutual friendly relations and elevation of cultural life of the members.
2. Elevation of technics and knowledge necessary for duties.
3. Maintenance of rights within the limit recognized by a law and stabilization of economic life by maintenance and betterment of working condition.

Chapter III. Organization

Art. 3: This union is organized by Japanese employees of Gumma Military Government Team.

Art. 4: The office of this union is placed in the office of Gumma Military Government Team located at 52, Kuruwa-cho, Maebashi-shi.

Chapter IV. Organs

Art. 5: This union has two organs of the general meeting and the committee.

Art. 6: The general meeting is the highest resolution organ of this union.

- 2 -

Art. 7: The general meeting is consisted of all the members.

Art. 8: The regular general meeting shall be called by the committee in spring and autumn twice a year.

Art. 9: An extraordinary general meeting may be called by the committee at following cases.

1. When deemed necessary by the committee.
2. When demanded by more than two-thirds of the members

Art. 10: The chairman of the general meeting shall be the (standing) chairman. In case of his absence or inability, the vice-chairman shall act for him. In case the vice-chairman is absent or unable to execute business, the substitute shall be decided by mutual vote of the members.

Art. 11: The general meeting shall not be formed unless more than two-thirds of the members are present. But in case a member submitted a letter of attorney to the general meeting, he may be recognized to be present.

Art. 12: The proceedings of the union shall be decided by a majority of attendants.

Art. 13: The committee is the standing executive organ of this union.

Art. 14: The committee is organized by following officers.

1. Chairman 1
2. Vice-chairman 1
3. Committee-man 5

Art. 15: The committee shall represent the union towards outside.

Art. 16: The committee, for carrying out daily business within the union, shall be called by the chairman on first and third monday every month.

- 3 -

Art. 17: In case of the chairman's absence or inability, the vice-chairman shall take the chair of the committee.

Art. 18: The tenure of office for the chairman, the vice-chairman and the committee-man is one year. They shall be elected at the general meeting. There is no objection to be re-elected.

Chapter V. Accounts and Record

Art. 19: The expenses of this union shall be managed with following incomes.

1. Entrance dues: When enters this union, the member shall pay 20 yen.
2. Membership dues: It shall be 20 yen and paid in every month.
3. The extraordinary dues may be collected when deemed necessary by the committee.

Art. 20: The management and receipts and disbursements of property of this union shall be placed under the responsibility of the committee.

Art. 21: The dues once paid in shall not be returned for any reasons except the case of dissolution of the union.

Art. 22: The committee must report accounting matters to the members once a month.

Art. 23: The chairman may select the accountant from among the members and the archivist from among the committee-men and request them.

Art. 24: The fiscal year of this union shall be from April to March of the following year. The detailed regulations for accounts shall be decided separately.

- 4 -

Chapter VI. Rights, Duties and Punishment

Art. 25: the member has following rights.

1. Franchise and eligibility
2. The right to speak and the right of decision at the general meeting
3. The right to inspect an account-book at any time.
4. The right to freely criticize the committee and the committee-man

Art. 26: The member has following duties.

1. The duty to obey the constitution and the resolution of the general meeting
2. The duty to pay membership dues.

Art. 27: In case a member did any one of following actions, he may be punished by the resolution of the committee.

1. When violated the constitution or the resolution.
2. When defamed the honor of the union
3. When put the control of the union in disorder.
4. When failed to pay membership dues for more than three months without reason.

Art. 28: The punishment shall be rebuke, suspension of rights and expulsion.

Chapter VII. Entrance and Secession

Art. 29: An applicant who wants to be the member of this union shall submit an application with entrance dues to the chairman.

Art. 30: In case a member wants to secede from the union, he must state the reason by a letter to the chairman.

Art. 31: In case the chairman received a letter of entrance or secession, he shall decide the matter in accordance with the resolution of the committee.

Chapter VIII. Revision of the constitution

Art. 32: This constitution shall not be altered unless approved by more than two-thirds of the members attended an extraordinary general meeting or the regular general meeting.

Art. 33: In case there is any doubtful matter in enforcing this constitution, the committee shall decide the issue.

989
3
Constitution of Haga-mura Agricultural Association
Workers' Union (Haga-mura Nogyokai Shokuin Kumiai)

- Art. 1: The name of this Union shall be "The Haga-mura Agricultural Association Workers' Union".
- Art. 2: This Union expects security and elevation of the members' economic and social position by their autonomous solidarity.
- Art. 3: This Union shall perform the following business to attain the purposes of the Union.
- (1) Security and improvement of members' labor terms.
 - (2) Completion of management democratization.
 - (3) Mutual aid and welfare of the members.
 - (4) Elevation of members' cultural level.
 - (5) Establishment and management of the cooperative department.
- Art. 4: The office of the Union shall be placed in the Haga-mura Agricultural Assn. located at 725-1 Katsusawa, Haga-mura.
- Art. 5: This Union is organized by workers of the Haga-mura Agricultural Assn.
- Art. 6: The general meeting is the highest resolution organ which is opened once a year. But in case of need, an extraordinary general meeting may be opened.
- Art. 7: An opening of the general meeting shall be notified two days before, but in case of urgency, it shall be excepted from this rule.
- Art. 8: The general meeting shall not be opened unless more than a half of total membership are present.
- Art. 9: At the general meeting, the members of the Union consider and resolve freely. All matters of the general meeting shall be decided by a majority of those

present, and in case of tie, the Chairman shall decide the issue.

Art. 10: This Union shall have the executive committee meeting. The executive committee shall be elected by the voting from among the members. The executive committee meeting shall be the execution organ of the Union which has the right to decide the routine affairs and urgent matters. All matters of the executive committee meeting shall be decide the issue.

Art. 11: The executive committee shall have the following committeemen elected by mutual vote of the executive committeemen.

Chief of committee	1
Vice-chief of committee	2
Councillor	some
Accountant	2

The Chief of committee represent this Union. The Vice-chief of committee acts for the Chief, in case of his absence or inability.

Art. 12: The general meeting may release from his office for a committee approved unfit and nominate the Chief of committee, as the same for substitutes.

Art. 13 : The Union shall collect 2 yen a month from each member as membership dues for expenses of the Union.

A collection not prescribed above provision shall have to be approved by the general meeting.

Art. 14: The Union may receive the contributions on the responsibility of the executive committee.

Art. 15: The fiscal year of the Union shall be just the same as calender-year. A statement of accounts shall be reported and approved at the general meeting.

Art. 16: Concerning appointment and dismissal of officers, it shall be performed by the Personnel affairs committee prescribed separately.

- 3 -

Art. 17: In case of a member made any act as follows, he may be ousted from membership of the Union by the resolution of the general meeting.

1. Violating the resolution of the general meeting.
2. Defaming the honor of the membership.
3. Revolting against the benefit of the Union.

Art. 18: This constitution shall not be altered unless approved by the resolution of the general meeting, decided by approval of two-thirds or more of those presents.

Art. 19: The dissolution of the Union shall have to be approved by a half or more of total membership.

992

Constitution of Hara-machi Agricultural
Association Staffs' Union

(Hara-machi Nogyo-kai Shokuin Kumiai)

- Art. 1: This union shall be called "The Hara-machi Agricultural Association Staffs' Union".
- Art. 2: This union expects to elevate the economical and social positions of the members by their independent unity.
- Art. 3: This union shall practise the following business for the realization of the purpose:
1. Conclusion of collective agreement.
 2. Betterment of labour terms.
 3. Completion of the democratization of management.
 4. Adult education.
 5. Welfare for elevation of the members' lives.
- Art. 4: The office of this union is placed in the Hara-machi Agricultural Association Office, located at 607 Hara-machi, Haramachi, Agatsuna-gun.
- Art. 5: This union shall be organized by the employees of the Hara-machi Agricultural Association except those deemed representing the benefit of the employer.
- Art. 6: As for the general meeting the usual general meeting shall be held once a year and it shall be called by the chief of the committee. And in case that there was a demand based on the agreement of more than two-thirds of the members or the agreement of the total committees, the extraordinary general meeting shall be held.
- Art. 7: It shall be necessary that the announcement of the general meeting be performed at least three days before.

- 2 -

Art. 8: The general meeting shall be formed by the presence of a majority of the members.

Art. 9: The members shall consult at will and resolve at the general meetings.

The proceedings shall be decided by majority, and in case of tie, shall be decided by the chairman. But the matters which declared to be an extraordinary situation by the will of the majority shall not be decided unless there is an agreement of more than two-thirds of members present.

Art. 10: This union has the executive committee which is consisted of four executive committees elected from among the members by the single secret voting. The executive committees have the right of deciding the standing and urgent important matters, and shall be the executive organ of this union.

Art. 11: The executive committee has a chief who is elected by the mutual vote of the executive committees. The chief shall represent this union, and in case of his absence or inability this union shall have the procurator. The accountant shall be elected by mutual vote from among the executive committees.

Art. 12: The office term of the executive committees is one year and there is no objection to remain in the office in another year.

Art. 13: This union may release the executive committee deemed to be unsuitable from his office, the general meeting may nominate the chief of the executive committee and it is the same for the procurator also.

Art. 14: This union shall collect 5 yen a month from each member in order to fill the expenses of this union with it. It needs the consent of the general meeting to collect money which is not be based on the abovementioned rule.

Art. 15: This union may receive donations for which the executive committees are responsible.

- 3 -

- Art. 16: The fiscal year of this union shall be according to a calendar year, and it needs the consent of the general meeting to decide the incomes and outgoes of this union.
- Art. 17: The member who violated the resolutions of the general meeting or did the serious evil deed to defame the members or did the insincere deed against the benefits of this union shall be expelled, and it shall be decided by the general meeting.
- Art. 18: This constitution shall be altered by the resolution of the union, and it needs the consent of more than two-thirds of the members present.
- Art. 19: It shall be necessary that the dissolution of this union be consented by more than three fourths of the members.

993.
Constitution of Kyoritsu-gumi Labor Union in
Takasaki Factory of Nippon Milling Company,
Limited (Nippon Seifun Kabushiki Kaisha Takasaki
Kojyo Kyoritsukumi Rodokumiai)

General Rules

- Art. 1: The name of this Union shall be "The Kyoritsu-gumi Labor Union".
- Art. 2: The Head Office of the Union is placed in the Takasaki Factory of the Nippon Milling Co., Ltd. located at 343 Shimowada-machi, Takasaki-shi.
- Art. 3: The Union is organized by the members excepting profit representatives and the like.
- Art. 4: An entrance to the Union shall be decided at the General Meeting according to the recommendation of the members who was engaged in this Union for a month or more.
- Art. 5: A member who wants to secede from the Union shall apply to the President of the Union.

Chapter I. Business.

- Art. 6:
1. Security and improvement of the members' labor terms.
 2. Welfare and cultivation of the members.
 3. Cooperation and connection with other bodies having the same purpose as of this Union.
 4. Other necessary matters to attain the purpose of the Union.

Chapter II. Resolution Organs.

- Art. 7: The ordinary general meeting shall be opened in January of each year and at that time, the business and the accounts of last year shall be reported. But in case of need, an extraordinary general meeting may be opened by the presence of two-thirds or more of all the members.
- Art. 8: All matters of the general meeting shall be decided

- 2 -

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

Chapter III. Officers.

Art. 9:	President of the Union	1
	Vice-president	1
	Accountant	1

Art. 10: The office of officers is as follows:

The President shall represent the will of all members and govern the business of the Union.

The Vice-president shall assist the president and dispose the general affairs of the Union.

The Accountant shall perform accounting business.

Art. 11: All officers shall be elected at the general meeting.

Art. 12: The office term of officers is one year and there is no objection to be re-elected.

Art. 13: A successor's office term shall be the remaining term of the predecessor.

Art. 14: All officers shall be without recompense.

Chapter IV. Accounts.

Art. 15: The membership dues of the Union shall be 20 yen a month.

Art. 16: The dues once paid in shall not be returned for any reasons.

Art. 17: As a rule, a cash shall be deposited in a bank.

Art. 18: In case that there is a happy or unhappy events of the member and their secession, the Union shall present him an amount of money decided by the general meeting.

Art. 19: The fiscal year of the Union shall be from Apr. 1 to Mar. 31 of the next year.

- 3 -

Art. 20: In case a member violated the provisions and resolutions of the Union or disturbed the control of the Union, he may be ousted from membership of the Union by the resolution of its general meeting.

Art. 21: In case a member defamed the honor of the Union or damaged the Union, he may be ousted from membership of the Union by the resolution of its general meeting.

Art. 22: The alteration of the present constitution or dissolution of the Union shall not be performed unless approved by three-fourths or more of tall members.

Chapter VI. Supplementary Rules.

Art. 23: This Union shall prepare following books.

1. Register of members.
2. Account-books
3. Business book.
4. File for the Union.

Art. 24: This Constitution shall come into force as from June 10, 1948.

995
The constitution of the Taisei Industry Company Employees Union. (Taisei Kogyo Kabushiki Kaisha Jugyoin Kumiai)

- Art. 1: The name of this union is the Taisei Industry Company Employees Union.
- Art. 2: The office of this union is placed in the building of Taisei Industry Company, No.138, Aza Muranishi, Takaseki, Takasaki-shi.
- Art. 3: The purpose of this union is to contribute to the reconstruction of this country exerting themselves to make the prosperity of the company and the elevation and stability of living of employees of the Taisei Industry Company.
- Art. 4: This union is consisted of the employees of the Taisei Industry Company.
- Art. 5: To enter to this union is the matter of free will of the employees of this company. But those who represent the interest of the company shall be excepted to be the members of the union.
- Art. 6: Those who want to enter to this union shall submit the application as the prescribed form, adding the entrance due.
- Art. 7: The secession from this union shall be confined to the following cases.
1. When a member of the union retired from the company.
 2. When a member of the union was expelled from the union.
 3. When a member was admitted by the union to secede from this union according to his desire.
- Art. 8: The members of the union shall exert themselves to the attainment of the purpose of this union.
- Art. 9: The members of the union shall never take advantage of their post in the union for the private affairs.
- Art. 10: Those members of the union who violated the rules of this constitution or behaved some irregularities for the union may be expelled from the union according to the resolution of the conference of the members of the union.
- w

- 2 -

Art. 11: For the attainment of the purpose of the union, this union shall carry out the following undertakings.

1. Affairs concerning the establishment and management of welfare equipment of consolation, education and sanitation.
2. Affairs concerning the mutual relief and the distribution of miscellaneous materials.
3. Affairs necessary for attainment of the purpose of the union.

Art. 12: According to the preceding article, this union has the following departments and carries out the following undertakings.

1. General affairs department.

This department carries out the personal affairs, accounts and general affairs, and other affairs which do not belong to other departments.

2. Culture department.

This department carries out the cultural affairs for the elevation of character of members of the union.

3. Physical training department.

This department carries out the physical training and exercise, and sanitation of members of the union.

4. Women's department.

This department carries out the affairs concerning women.

Art. 13: Each department has one head of department, who is appointed by the president.

Art. 14: This union shall open the meeting of committee once a month, and the general meeting two times at June and December each year.

- 3 -

But, when the president deemed it necessary, the extraordinary general meeting may be opened.

Art. 15: The meeting of committee shall not be formed without the presence of three quarters or more of the total committees, and the general meeting, two-thirds or more of members of the union.

Art. 16: The chairman of the meeting shall be taken charge by the president, and he shall call the meetings.

Art. 17: The proceedings of a conference shall be decided by majority of members present, and in case of tie, by the chairman of committee.

Art. 18: The resolution of committee shall be notified to all the members of the union.

Art. 19: All the members of the union shall have to obey to the resolutions of general meeting next to this constitution.

Art. 20: The general meeting shall be called by the president when majority of members of the union required.

Art. 21: This union has one president and one vice-president.

Art. 22: The president shall represent the union, govern the general affairs of the union and be responsible for all matters. The vice-president shall assist the president, and in case of hindrance of the latter, he shall act for him.

Art. 23: The president; and vice-president shall be elected by secret vote at the general meeting.

Art. 24: This union has some members of committee. The number of members may be decided properly.

Art. 25: The members of committee shall represent the members of the union, and be responsible for management of the union and actual execution of affairs.

Art. 26: The members of committee shall be elected by

- 4 -

vote at the general meeting.

Art. 27: The term of office of the members of committee is one year, but nothing is objectionable to be re-elected.

Art. 28: This union has one clerk, and make him take charge of general and accounts affairs.

Art. 29: The clerk shall be appointed by the president.

Art. 30: The accounts of this union shall be divided to the general accounts and special accounts.

The financial year is from December 16 of each year to December 15 of the next year.

Art. 31: The member of the union shall pay the membership due of a month up to the 5th of the next month.

Art. 32: The membership due is 20 yen for man per month, 15 yen for woman per month, and 10 yen for junior one per month.

Art. 33: The general accounts shall be defrayed with membership due and treat the usual payment.

Art. 34: The special accounts shall be defrayed with the profit from the execution of undertakings of the union and contribution or other special incomes which are to be earmarked for the dispute or like others.

Art. 35: The union provides the account-book, and shown the incomes and payments at every time distinctly.

The balance-sheet shall be made at June and Dec. before the opening of the general meeting, and reported at every general meeting for their approval.

Art. 36: The union provides the register of names of membership, and shows the personal affairs clearly.

Art. 37: The alteration, revision, and newly enactment of rules shall be made with the resolution of the general meeting. This constitution shall come into force as from April 21, 1948.

CONSTITUTION OF DAIDO SPINNING AND
WEAVING WORKERS UNION
(Daido Boshoku Jugyoin Kumiai)

Chapter I General Rules

- Art. 1: This union is called the Daido Spinning and Weaving Workers Union.
- Art. 2: This union is organized by the workers of the Daido Spinning and Weaving Co., Ltd. excepting the president, directors, managers, department chiefs and those having decisive authority on labor terms.
- Art. 3: The office is placed in the Daido Spinning and Weaving Co., Ltd. at 780 Egi, Takasaki-shi. The office is furnished with the membership list, the officers' list, the constitution and the accounts-book.
- Art. 4: This union aims to protect the collective bargaining right by the self-governing solidarity, to refine characters, to elevate will to work and to better labor terms.

Chapter II Activities

- Art. 5: Following activities are performed to fulfil the aims of Art. 4.
1. Conclusion of the labor agreement.
 2. Education and culture.
 3. Research on elevation of efficiency, training of technique and economy of materials.
 4. Mutual aid.
 5. Cooperation with other bodies.
 6. Other matters necessary to fulfil the aims.

Chapter III Organs

- Art. 6: The organs are the general meeting and the officers meeting.
- Art. 7: The general meeting is the highest resolution organ, is organized by all the members, and is convened by the president once a year regularly.

- 2 -

But when recognized necessary by the president or demanded by more than one third of the members, an extraordinary general meeting may be held.

Art. 8: The officers meeting is organized by the officers with the president as its speaker and is held regularly once a month.
But the president may call it extraordinarily if needed.

Art. 9: The general meeting (the officers meeting) is valid with presence of more than 2-thirds of the members (the officers). The resolution is made by a majority of those present and in case of tie, the speaker shall decide the issue.

Art. 10: The union has following departments.

General Affairs.
Accounts.
Culture.
Technique.
Physical culture.
Welfare.
Inquiry.

Chapter IV Officers

Art. 11: The union has following officers.

President	1
Vice-president	1
Committee	some

Art. 12: The president represents the union and supervises the union affairs.
The vice-president helps the president, manages the affairs and acts for the president in case of his inability.

Art. 13: The president and the committees are elected from among the members at the general meeting.
The vice-president is elected from among the committees at the officers meeting.

Art. 14: The office term of the officers is one year, but they may be reappointed. The office term of the officer installed to fill up the vacancy is the rest of the predecessor's.

- 3 -

Art. 15: Each department has a chief.
The chiefs are elected from among the committees by mutual vote at the officers meeting.

Chapter V Admission and Secession

Art. 16: One wishing to join this union shall apply for it by an application from with the initial fee.

Art. 17: The member shall be qualified when registered in the membership list.

Art. 18: The member who wishes to secede shall notice it with the reason to get approved by the president.

But when not coming under Art. 2 by promotion of the position or retirement, the member shall lose the qualification.

If the seceder has any liability to the union, he may not be allowed to secede until he fulfils it.

Chapter VI Control

Art. 19: The member who comes under any of following items may be expelled or suspended his rights by the resolution of the general meeting after deliberated by the discipline committee.

1. When violated the constitution and resolutions.
2. When disturbed order of this union.
3. When defamed the honor of this union or did not fulfil duties as member.

Art. 20: The member meritorious for the union may be commended by the resolution of the officers meeting.

Chapter VII Accounting

Art. 21

- 4 -

Art. 21: The expenses of the union are defrayed by initial fees, membership dues, loans and donations. To make loans or receive donations, it must be approved by the officers meeting.

Art. 22: The membership due is 20 yen a month.

Art. 23: The fiscal year is April 1 to March 31 of the next year. The settlement shall be reported to and approved by the general meeting.

Art. 24: The officers are jointly responsible for auditing and others.

Art. 25: The initial fee is 10 yen.

Art. 26: Matters needed for management and disposition of property of this union shall be decided by the president basing on the resolution of the general meeting.

Chapter VIII Additional Rules

Art. 27: The business disposition rules needed for business shall be decided by the president. Through the resolution of the officers meeting.

Art. 28: The change of the union constitution shall not be made unless approved by more than 2-thirds of all the members.

Art. 29: This constitution shall not come into force as from May 8, 1948.

998

Constitution of Gumma Wood and Bamboo
Industry Co., Ltd. Labor Union (Gumma
Moku Chiku Kogyo K.K. Rodo Kumiai)

Chapter I. Name and Organization

Art. 1: The name of this Union shall be "The Gumma
Wood and Bamboo Industry Co., Ltd. Labor Union.

The office of this Union is placed in the
above mentioned Company located at 175 Suehiro-
cho, Takasaki-shi.

Art. 2: This Union is organized by workers of the
company, but the directors and the assistants
who take part in the final decision of the
labor terms shall not be included.

Chapter II. Purpose and Business

Art. 3: This Union expects protection of the interests
of all laborers in Japan by elevation of the
political and economical position of members
and democratization of industry.

Art. 4: This Union shall perform following businesses
in order to realize the purposes prescribed in
Article 3.

1. Matters for improvement of the employment
conditions of members by legislation, agree-
ment and disputes.
2. Matters concerned with improvement of
labor terms and security of living.
3. Establishment of the perfect labor law, and
aquisition and protection of the rights of
strike and collective bargaining.
4. Improvement of the productive installations
in the factory.
5. Rehabilitation and democratization of
industry by hands of laborers.

- 2 -

6. Completion of the welfare facilities and the control on them by members.
7. Elevation of the social and cultural position of members.
8. Matters concerned with joint purchase of the necessaries of life and intermediation of housings.

Chapter III. Organization and Conferences

Art. 5: This Union shall organize the committee in order to perform positively the businesses prescribed in Article 4.

Art. 6: The Committee shall take charge of every businesses, inquire and make the measures and contribute to the development of the sound movement of the labor union.

Art. 7: Grand meeting

The Grand meeting is the highest resolution organ of the Union and shall be held on April 1st and October 1st twice in each year.

The reports of the Committee shall be deliberated, and the movement policy of the Union and other important matters shall be deliberated and decided at the Grand meeting.

The statement of accounts shall be deliberated and the budget of the next term shall be decided at the Grand meeting.

Art. 8: The officers shall be elected by secret vote at the Grand meeting.

Art. 9: When deemed necessary by the Committee or demanded by one-third or more of all the member, the extraordinary grand meeting shall be held.

The Grand meeting shall not be opened unless three-fourths or more of the total membership is present.

- 3 -

Furthermore, the proceedings of the Grand Meeting shall be decided by approval of a majority of those present and in case of tie, the chairman shall decide the issue.

Chapter IV. Officers

Art. 10: This Union has following officers:

- | | |
|---------------------------|------|
| 1. Union chief | 1 |
| 2. Vice-union chief | 1 |
| 3. Executive committeemen | some |
| 4. Accountant and clerk | 1 |

Art. 11: The Union chief shall represent the Union. The Vice-union chief shall assist the Union chief and acts for him, in case of his absence and inability.

Art. 12: The office term of the officers shall be 6 months, but there is no objection to be re-elected.

Art. 13: In case there is any vacancy in any of the officers owing to the retirement and other accidents, the successor shall be elected by secret vote at the Grand meeting, but the office term of the officer who is appointed to fill the vacancy shall be the remnant of the predecessor.

Chapter V. Accounts

Art. 14: The expenses of this Union shall be appropriated by the entrance fee, the membership fee and the contributions.

Art. 15: The entrance fee shall be 30 yen. The membership fee shall be 20 yen paid until 28th in every month.

Art. 16: Matters necessary for custody and disposition of the properties of this Union shall be decided at the Grand meeting.

- 4 -

Art. 17: The fiscal year of this Union shall be from April 1 to March 31. The budget of this Union and the statement of accounts shall be submitted to the Grand meeting twice in each year.

Chapter VI. Entrance and Secession

Art. 18: The membership of this Union shall commence with registration on the list of members.

Art. 19: A member who wants to secede from this Union shall apply the reasons to the Union, but in case he has owed debts or other obligations, he shall secede after he discharge them.

Chapter VII. Rights of Member

Art. 20: In case a member violated the constitution or the control, or defamed the honour, he shall be suspended or ousted from the membership by the resolution of the Grand meeting.

Art. 21: The reorganization or solution of this Union and so on shall be decided at the Grand meeting.

Chapter VIII. Supplementary Rules

Art. 22: This constitution shall not altered unless approved by three-fourths or more of those present at the Grand meeting.

Art. 23: This constitution shall come into force as from June 14, 1948.

199

Constitution of Kiryu Co-operative Workshop's
Sewing Department labor union
(Kiryu Kyodo Sagyojo Hosei-bu Rodo Kumiai)

Chapter I. Organization and Name

- Art. 1. This union shall be organized as a labor union consisted of the employees of the Kiryu Co-operative Workshop's Sewing Department except the representatives of the benefit.
- Art. 2. This union shall be called "The Kiryu Co-operative Workshop's Sewing Department Labor Union" and the office is placed in the Kiryu Co-operative Workshop's Sewing Department located at 183 Asahimachi, Kiryu-shi.

Chapter II. Purpose and Business.

- Art. 3: The purposes of this union shall be to smooth the management of business, to expect the increasing of work's efficiency thereby to endeavour for the expansion of industry and the maintenance of peace, to elevate the employees' positions to make their economies stable and to protect their rights for the continuance of the living to be worth for human being.
- Art. 4: This union shall perform the following business for the realization of the abovementioned purposes:
- (A) The meetings and dispositions necessary for the establishment of the members' rights to unite, and for the security of the right of collective bargaining.
- (B) This union shall plan the equipment which makes the chance of the mutual training of the members, elevates their cultures and lets them be conscious of the performance of the duties, the responsibilities and the services, and shall execute it.
1. This union shall hold the conferences and the debating societies etc. to make the manifestation of their intentions active, to let them master the orders which must be observed at speaking and the just procedures and manners etc.
 2. This union shall carefully repair and save and use

- 2 -

tools according to the movement of the kindly treatment of resources to contribute to the increase of production.

3. This union shall endeavour for the conclusion of the proper and moderate labor convention, and expect the complete performance of it by the mutual good faith and reliance of the persons concerned.
 4. This union shall preserve the integrity of the workshop, equipment apparatus, machines independently, permanently and intentionally, and prevent the accident and hitch according to the safety first movement and so forth, and shall expect the smooth progress of the works and propel the maintenance of the order of industry.
 5. This union shall have a system of duty and help to clean and adjust the internal and external workshop, and at the same time shall raise the sanitary idea and let the members be careful for their.
- (C) Execution and co-operation of the welfare facilities.
1. The encouragement of the exercises.
 2. The equipments for reading.
 3. The regular functions for recreation.
 4. The equipments for the health and sanitation.
 5. The holding of the meetings of lectures and short courses.
 6. The guidance of the Foreign and Japanese dress-making.
 7. The other equipments enough to help the elevation of womens' culture.

Chapter III. Entrance and Secession.

Art. 5: The employees of "The Kiryu Co-operative Workshop's Sewing Department shall become the members by the applications of the entrance.

Art. 6: The qualifications of the mebers shall begin first when enlisted in the members' list and sealed in it.

Art. 7: The member who wants to secede from this union shall apply for it and be excluded from the list.

Art. 8: When a seceder wants to enter again, it shall be necessary that he applys for the entrance, gains the consent of the committee and passes the procedures mentioned in Art. 6.

Art. 9: This union has the following officers:

Chief of the committee	1
Vice-chiefs of the committee	2
Committees	some
Secretary	1

Art. 10: The chief of the committee shall govern the committee, be the executive organ of this union and represent this union.

Art. 11: The vice-chiefs of the committee shall assist the chief, and in case of the chief's absence or inability, the vice-chief who is nominated by him shall act for him.

Art. 12: The committees shall execute the business of this union through the committee, under the control of the chief, by his orders.

Art. 13: The secretary shall dispose the general affairs and the accounts by the chief's orders.

Art. 14: The committees shall be elected at the general meeting; the chief and the vice-chiefs of the committee shall be decided by the mutual vote of the committees; and the secretary shall be requested by the chief.

Art. 15: The office term of the chief and the vice-chiefs of the committee and the committees is one year and there is no objection to be re-elected.

Art. 16: The officer even in the office term may be released from his office by the resolution of the general meeting.

- 1 -

Art. 17: In case there is any vacancy in the offices by the officer's accident, it shall be filled by the general meeting, and in this case his office term shall be the rest of his predecessor's.

Chapter V. Conference.

Art. 18: The conferences of this union are the general meetings and the committee meetings, and at both meetings the chief of the committee shall be the chairman.

Art. 19: The general meeting shall be held on April and October of each year. When deemed necessary by the chief of the committee or demanded by the agreement of more than two-thirds of the members, it shall be held extraordinarily.

Art. 20: In case of the members present are less than two-third of the total members, the proceedings of the general meeting shall be invalid. The matters of a conference shall be decided by a majority of those present, and in case of tie, it shall be decided by the chairman.

Art. 21: The committee meeting shall be called by the chief of the committee when deemed necessary by him.

Chapter VI. Accounts.

Art. 22: The fiscal year of this union shall be from April 1 to March 31 of the next year.

Art. 23: The expenses of this union shall be defrayed by the entrance fees, the membership fees and the donations of the volunteers. The member shall pay 10 yen as the entrance fee and 5 yen a month as the membership fee.

Art. 24: As a rule, it shall be necessary that the reception of the abovementioned donations be consented by the general meeting. But the slight one shall be sometimes treated by the decision of the committee meeting, and afterward consented by the general meeting.

Art. 25: The settlement of the revenue and expenditure

- 5 -

shall be reported and pass the deliberation at the general meeting of April.

Art. 26: The responsibility for the accounts shall be the joint responsibility of the committees.

Chapter VII. Rights and Duties, and Reward and Punishment of the Membership.

Art. 27: The member has the right to vote and the eligibility for the election of the committees, but the new member whose term of membership is less than one year has not the eligibility.

Art. 28: According to this constitution the member shall have the rights to demand the holding a conference, to be present at the conference and to offer his opinion. (in the general meeting)

Art. 29: The member may enjoy the benefit of this union's business.

Art. 30: The member shall have the duties to esteem, perform and observe this constitution and the resolution of the conferences.

Art. 31: A member who made a remarkable contribution to this union shall be commended by the resolution of the general meeting.

Art. 32: The member who corresponded to the following clauses shall be suspended from the rights of the membership or expelled by the resolution of the general meeting or the committee meeting.

- (1) When violated this constitution.
- (2) The member who did not perform the duties of the membership.
- (3) The member who failed to pay the membership fee for more than two months without any reason.
- (4) The member who put the control of this union in disorder or did any action to defame this union.

- 6 -

Chapter VIII. Dissolution and Amendment of the Constitution.

Art. 33: It shall be necessary that the dissolution of this union or the amendment of this constitution be decided at the general meeting by the agreement of more than two-thirds of the members.

Chapter IX. Supplementary Rule

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

CONSTITUTION OF HOKUMO KNITTED GOODS
LIMITED COMPANY WORKERS' UNION

(Hokumo Meriyasu Yugen-kaisha Rodo Kumiai)

Chapter I. General Rules

- Art. 1: The name of the union shall be "The Hokumo Knitted Goods Limited Company Workers' Union.
- Art. 2: The union shall be organized by the workers belong to the said company, and Workers shall be generally the members of this union.
- Art. 3: The office of the union shall be placed in the Hokumo Knitted Goods Limited Company, which is located at 2,456 Shitano-machi, Shibukawa-machi, Gumma-ken.

Chapter II. Aim and Business

- Art. 4: The aim of the union shall be the elevation of the betterment and the supporting of the labor condition by establishing the collective bargaining along with promotion of the social position and the mutual aid, and the democratization of the industry.
- Art. 5: The union shall perform the following businesses in order to achieve the preceding aim.
1. Negotiation with the management an the employment and the labor condition by the collective bargaining.
 2. Promotion of the welfare for the members and their families.
 3. Equipment of the culture for the members.
 4. Matters on mutual aid for the members and their families.
 5. Other matters needed in fulfilling the said aim.

- 2 -

Chapter III. Entrance and secession

- Art. 6: One who wants to enter the union shall apply the written application with the entrance fee and the membership dues for a month to the union.
- Art. 7: He shall have the qualification of the membership when his application is approved by the committee meeting.
- Art. 8: Any member who wants to secede from the union shall need to get the approval of the committee meeting.

Chapter IV. Right and obligations of membership

- Art. 9: The members of the union shall have the electing right and eligibility for the committee.
- Art. 10: According to the provision the members of the union shall attend the meeting and shall have the initiative and right of voting.
- Art. 11: The members of the union shall have the obligations which are provided by Art. 5 of the constitution.
- Art. 12: All members of the union shall have the duty to pay the membership dues.
- Art. 13: All members of the union shall have the duty to observe the constitution and the decision of the union.

Chapter V. Organ and officers.

- Art. 14: The union shall have the following organs.
- Committee meeting
- General meeting
- Art. 15: The committee meeting shall be the decision and the executive organ next to the general meeting

- 3 -

which is consisted by the committee and it shall be opened once a month. But in case of need it can be opened extraordinarily by the president.

Art. 16: The general meeting shall be the highest resolution organ of the union, which is organized by all members and the president shall call it twice a year.

But in case of the president approved it need or requested by the majority of the members the extraordinary general meeting can be opened.

Art. 17: The decision of the committee meeting shall be fixed by the majority of the committees who are present at the meeting. However, the letter of attorney can be granted. And in case of tie the chairman shall decide it.

Art. 18: The union shall have the following officers:

President	1
Vice-president	1
Committee	some
Accountant	1

Art. 19: The committee shall be elected from among the members at the general meeting, and they shall organize the committee meeting.

Art. 20: The president, the vice-president, the committees and the accountant shall be appointed by the general meeting.

Art. 21: The president shall represent his union and shall be responsible in all affairs.

Art. 22: The vice-president shall assist the president and shall act for him in case of his inability.

Art. 23: The service term of the officers shall be six months and there is no objection to be reelected. In case of any vacancy of any post it can be filled and the service term of the successor shall be the remains of the predecessor's.

- 4 -

Chapter VI. Accounting

- Art. 24: The fiscal year of the union shall be from April 1 to March 31 of the next year.
- Art. 25: The expenses of the union shall be defrayed by the entrance fees, the membership dues and the donations.
- Art. 26: The entrance fee of the union shall be 20 yen.
- Art. 27: Every member of the union must pay the membership dues 20 yen each month.
- Art. 28: The membership dues once paid in shall not be returned for any reason.
- Art. 29: The settlement of the union shall be made by the committee meeting, and it must get the approval of the general meeting.
- Art. 30: The auditing and the keeping of the property of the union shall be the joint responsibility of the committee.

Chapter VII. Reward and Punishment

- Art. 31: Any member who is very meritorious to his union shall be commended by the decision of the general meeting.
- Art. 32: Any member who shall correspond to any of the following items, shall be suspended his right or shall be ousted by the decision of the general meeting.
1. Violation against the constitution and the decision of the union.
 2. Disturbance of the control of the union.
 3. None-payment of his membership dues over three months without any reason.