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## LIST OF LABOR UNION OF GUMMA-KEN

25 Mar. 1949

No.	Name of union	Place
901	North Gunma Hosiery Labor Union (Hokuno Meriyasu Rokumi)	Maebashi
902	Gunma-ken Farmland Reform Committee Meeting Workers Labor Union. (Gunma-ken Nochiin-kai Shokuin Rokumi)	"
903	All Japan Judicial Affairs Board Workers Union Maebashi Judicial Business Office Branch (Zenkoku Homucho Shokukumi Maebashi Shiho Jimukyoku Shibu)	"
904	" , Maebashi Juvenile Court Branch (" Maebashi Shonen Shinpanjo Shibu)	"
905	Fujimi-mura Agricultural Co-operative Assn. Workers Labor Union (Fujimi-mura Nogyo Kyodo Kumiai Shokuin Kumiai)	"
906	Takasaki Products Workers Labor Union (Takasaki Bussan Jugyoin Kumiai)	Takasaki
907	Federation of Japan Labor Union Kiryu Tin-plate Labor Union (Sodomei Kiryu Bankin Rodo Kumiai)	Kiryu
908	Tobu Transportation Labor Union Bus Section Nakanojo Br. (Tobu Kotsu Rokumi Jidosha Bukai Nakanojo Shibu)	Nakanojo This union is involved to No.6th Branch.-1,097
909	Tsumakoi-mura Agricultural Association Workers Labor Union (Tsumakoi-mura Nogyo-kai Shokuin Kumiai)	Nakanojo
910	All Japan Judicial Department Labor Union Gunma Branch (Zenkoku Shihobu Shokuin Rokumi Gunma Shibu)	Maebashi



911	Labor Union of Agriculture-Forestry Department Gunma Branch Crops Report Office Sub-branch (Norinsho Shokuin Rokumi Gunma-shibu Sakumotsu Hokoku Jimusho Bunkai)	Maebashi	
912	Nankitsu-mura Agricultural Association Workers Labor Union (Nankitsu-mura Nogyokai Jugyoin Kumiai)	Maebashi	Dissolved.
913	Labor Union of Agriculture-Forestry Department Gunma Branch, Farming-Improvement Laboratory Station Sub-branch (Norinsho Shokuin Rokumi Gunma Shibu Nojikairyo Jikkenjo Bunkai)	Maebashi	
914	Umayabashi Industry Workers Labor Union (Umayabashi Kogyo Jugyoin Kumiai)	Maebashi	
915	Terada Wooden Works Labor Union (Terada Mokko Rodo Kumiai)	Takasaki	
916	Asahi Chemistry Labor Union (Asahi Kagaku Rodo Kumiai)	Takasaki	Dissolved.
917	Sanko Industry Labor Union (Sanko Sangyo Jugyoin Kumiai)	Takasaki	
918	Daido Light-bulb Takasaki Branch Labor Union (Daido Denkyu Takasaki Shitchojo Shokukumi)	Takasaki	Dissolved.
919	Imperial Fibre Labor Union (Teikoku Sen-i Rodo Kumiai)	Kiryu	
920	Mitsuba Electric Workers Labor Union (Mitsuba Denki Jugyoin Kumiai)	"	
921	Asahi Fibre Labor Union (Asahi Sen-i Rodo Kumiai)	"	
922	Federation of Japan Labor Unions Imperial Fibre Labor Union (Sodomei Teikoku Sen-i Jugyoin Kumiai)	"	
923	Kiryu Shoe Maker Workers Labor Union (Kiryu Seika Jugyoin Kumiai)	"	



924	Japan Electric Industry Labor Union Gunma Branch East Gunma Sub-branch (Nippon Denki Sangyo Rokumi, Gunma Shibu Tomo Bunkai)	Kiryu
925	Sawa Town-and-Village Workers Labor Union (Sawa Choson Shokuin Kumiai)	Isesaki
926	Kobayashi "Karameru" Refining Labor Union (Kobayashi Karameru Kako Rodo Kumiai)	Isesaki Dissolved.
927	Sakurai Iron Work Labor Union (Sakurai Tetsukojo Jugyoin Kumiai)	Isesaki
928	Kyowa Industry Labor Union (Kyowa Kogyo Jugyoin Kumiai)	Isesaki
929	Shinko Wood-polishing Industry Ota Plant Labor Union (Shinko Kenmazaiai Kogyo Ota Kojo Rokumi)	"
930	Sasaki Works Numata Plant Labor Union (Sasaki Seisakujo Numata Kojo Rokumi)	Numata
931	Jomo Industry Labor Union (Jomo Sangyo Rodo Kumiai)	Numata Dissolved.
932	Ishizu Mining Labor Union (Ishizu Kogyojo Rodo Kumiai)	Nakanojo
933	Nakanojo-machi Agricultural Association Workers Labor Union (Nakanojo Nogyokai Shokuin Kumiai)	"
934	Hojun Yoko Usui Mining Labor Union (Hojun Yoko Usui Kogyojo Rokumi)	Takasaki
935	Showa Saw-Mill Labor Union (Showa Seizai Jugyoin Kumiai)	Fujioka
936	All Japan Communication Workers Labor Union Shibukawa Post-Office Branch (Zentei Jukumi Shibukawa Yubinkyoku Shibu)	Shibukawa Maebashi
937	Food Ration Public Corporation Gunma-ken Br. Office Labor Union (Shokuryo Haikyu Kodan Gunma-ken Shikyoku Rokumi)	Maebashi Dissolved



938	Food-stuff Ration Public Corp Gumma-ken Br. "Miso" Section Labor Union (Shokuryohin Haikyū Kodan, Gumma Shibu Miso-bu Jukumi)	Maebashi
939	Takebe Wooden Works Labor Union (Takebe Mokkojo Jugyoin Kumiai)	Maebashi
940	All Agriculture-Forestry Workers Labor Union Gumma-ken Branch, State Office Sub-branch (Zen-norin Shokuin Rokumi Gumma-ken Shibu Kokuei Jimusho Bunkai)	Maebashi
941	Kagoshima Labor Union (Kagoshima Jugyoin Kumiai)	"
942	Federation of Gumma-ken Forestry Association Workers Labor Union (Gumma-ken Shinrin Kumiai Rengokai Shokuin Kumiai)	" <del>Takasaki</del>
943	Takasaki Bicycle Transportation Labor Union (Takasaki Bintaku Rodo Kumiai)	Takasaki
944	Koyo Iron Works Labor Union (Koyo Tetsukojo Rodo Kumiai)	"
945	Federation of Japan Labor Unions Koike Industry Labor Union (Sodomei Koike Sangyo Jugyoin Kumiai)	Kiryu
946	Yamada Labor Union (Yamada Jugyoin Kumiai)	Isesaki
947	Nichiyosha Koizumi Plant Labor Union (Nichiyosha Koizumi Kojo Rodo Kumiai)	Tatebayashi
948	Toho Silk-Reeling, Matsuda Plant Labor Union (Toho Seishi Matsuda Kojo Jukumi)	Takasaki
949	Daimon Drug Mfg. Labor Union (Daimon Seiyaku Jugyoin Kumiai)	"
950	Fuji Lumber Industry, Shikishima Plant Labor Union (Fuji Mokuzai Kogyo Shikishima Kojo Jukumi)	Maebashi
951	Tobu Transportation Labor Union Shibukawa Branch (Tobu Kotsu Rokumi Shibukawa Shibu)	Maebashi



952	Toyoaki-mura Agricultural Co-operative Assn. Labor Union (Toyoaki-mura Nogyo Kyodo Kumiai)	Maebashi
953	Labor Union of All Agriculture-Forestry Dept. Gumma-ken Branch, Tsumagoi-mura Seeds-Potatoes Farm Sub-branch (Zen Norin Shokuin Rokumi Gumma-ken Shibu, Tsumagoi-mura Bareisho Genshu Nojo Bunkai)	Nakanojo
954	Daiko Drawing Tools Mfg. Corp Gumma Plant Labor Union (Daiko Seizu Gumma Kojo Rokumi)	Fujioka
955 ✓	Maebashi Nurses Agency Labor Union (Maebashi Hashitsu Kangofu Kumiai)	Maebashi Dissolved
956 ✓	Yanase Nurses' Agency Labor Union (Yanase Hashitsu Kangofu Kumiai)	"
957	Maebashi Freezing Labor Union (Maebashi Reizo Jugyoin Kumiai)	Maebashi
958	Labor Union of Yasuda Fire Insurance Maebashi Branch (Yasuda Kasai Shokuin Kumiai)	"
959 ✓	Labor Union of Takasaki Area Private-use Automobile Workers. (Takasaki Chiku Jikayo Jidosha Jukumi)	Takasaki Dissolved
960	Sawa Nurses' Agency Labor Union (Sawa Haken Kangofu Kumiai)	Isesaki
961 ✓	Ora-gun Teruzumi Nurses' Agency Labor Union (Ora-gun Teruzumi Haken Kangofu Kumiai)	Tatebayashi Dissolved
962	Matsuida Nurses' Agency Labor Union (Matsuida Haken Kangofu Kumiai)	Takasaki
963 ✓	Fujioka Nurses' Agency Labor Union (Fujioka Haken Kangofu Rokumi)	Fujioka Dissolved
964 ✓	Labor Union of All Japan Machines and Tools Aoyagi Works Shin-machi Sub-branch (Zen Nippon Kiki Rokumi Aoyagi Seisakujo Shin-machi Bunkai)	"
965	Midori Nurses' Agency Labor Union (Midori Haken Kangofu Rodo Kumiai)	Kiryu



966	Heiwa Nurses' Agency Labor Union (Heiwa Haken Kangofu Kumiai)	Takasaki
967	Labor Union of All Japan Communication Workers Nitta Branch (Zen Teishin Jukumi Nitta Shibu)	Iseaki
968	Labor Union of Kaigaya Agricultural Co-operative Association Workers (Kaigaya Nogyo Kyodo Kumiai Shokuin Kumiai)	Maebashi
969	Judicial Affair Bureau Workers Labor Union Maebashi Procurators Office Branch (Homucho Shokukumi Maebashi Kensatsucho Shibu)	"
970	Labor Union of Tokyo Commerce and Industry Bureau Workers Gumma Branch (Tokyo Shokokyo Shokukumi Gumma Shibu)	"
971	Labor Union All Japan Machines and Tools Workers, League of Unemployed of Maebashi (Zen Nippon Kiki Rokumi Maebashi Shitsugyosha Domei)	Maebashi Dissolved.
972	Kyujo Clothing Workers Union (Kyujo Hifuku Jugyoin Kumiai)	Maebashi
973	Takasaki Bamboo and Wood Industry Labor Union (Takasaki Chiku-Boku Kogyo Jugyoin Kumiai)	Takasaki
974	Federation of Japan Labor Unions Tokyo Air-Machine Workers (Sodomei Tokyo Kuki Kikai Jukumi)	Kiryu
975	Federation of Japan Labor Unions Futaba Elaborate Machine Workers (Sodomei Futaba Seiki Rokumi)	"
976	Hoshino Products Workers Union (Hoshino Bussan Jugyoin Kumiai)	"
977	Shinko Iizuka Workers Union (Shinko Iizuka Jugyoin Kumiai)	"
978	Iseaki Silk-Reeling Workers Union (Iseaki Seishi Jugyoin Kumiai)	Iseaki
979	Yoshida Sawing-Mill Labor Union (Yoshida Seizai Rodo Kumiai)	Takasaki
980	Tano Industry Workers Union (Tano Sangyo Jugyoin Kumiai)	Fujioka



981	Labor Union of Ueno Machine Industry Shibukawa Plant (Ueno Kikai Kogyo Shibukawa Kojo Jukumi)	Maebashi
982✓	Ichihashi Works Workers Union (Ichihashi Seisakujo Jugyoin Kumiai)	Maebashi Dissolved.
983	Arato Labor Co-operative Association (Arato Rodo Kyodo Kumiai)	Maebashi
984	Shima Spa Hotel Workers Union (Shima Onsen Ryokan Jugyoin Kumiai)	Nakanojo
985	Gunma-ken District-Labor Committee Business Office Workers Union (Gunma-ken Chiho Rodo Iinkai Jimukyoku Shokuin Eokumi)	Maebashi
986	Nippon Life-Insurance Labor Union Maebashi Branch (Nippon Seimei Jukumi Maebashi Shibu)	"
987	Nippon Bank Labor Union Maebashi Branch (Nippon Ginko Jukumi Maebashi Shibu)	"
988✓	Gunma Military Government Japanese Workers Labor Union (Gunma Gunseibu Nipponjin Jukumi)	Maebashi Dissolved.
989	Haga-mura Agricultural Co-operative Association Workers Union (Haga-mura Nogyo-kai Jukumi)	Maebashi
990	Maebashi Red-cross Hospital Workers Union (Maebashi Sekijuji Byoin Shokuin Kumiai)	"
991	Labor Union of All Japan Machines and Tools Workers, Gunma-ken Branch Asaka Sub-branch. (Zen Nippon Kiki Rokumi Gunma Shibu Asaka Kojo Bunkai)	"
992	Hara-machi Agricultural Co-operative Association Workers Union (Hara-machi Nogyo Kyodo Kumiai Shokuin Kumiai)	"
993	Kyoritsu Gumi Workers Union (Kyoritsu Gumi Rodo Kumiai)	Takasaki
994✓	Suto Products Workers Union (Suto Bussan Jugyoin Kumiai)	Takasaki Dissolved.



995	Taisei Industry Workers Union (Taisei Kogyo Jugyoin Kumiai)	Takasaki
996	Daido Spinning and Weaving Workers Union (Daido Boshoku Jugyoin Kumiai)	Takasaki
997	Sakura Silk Industry, Takasaki Plant Workers Union (Sakura Silk Takasaki Kogyo, Takasaki Kojo Jukumi)	"
998	Gunma Bamboo and Wood Industry Workers Union (Gunma Chiku-Boku Kogyo Rodo Kumiai)	"
999	Kiryu Co-operative Shops Sewing Section Workers Union (Kiryu Kyodo Sagyojo Hosen-bu Rokumi)	Kiryu
1,000	Yamada Works Workers Union (Yamada Seisakusho Rodo Kumiai)	Kiryu



- 5 -

Chapter VIII. Supplementary Rules

- Art. 33: The union shall make the detailed provision which need to manage the business.
- Art. 34: This constitution shall not be changed unless approved by two-thirds (including the letters of attorney) of the members who are present at the meeting.
- Art. 35: This constitution shall come into effect as from December 1, 1947.



- 5 -

Chapter VIII. Supplementary Rules

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12402

Constitution of Tamagawa Cloth Branch  
of Kiryu Sewing Employees Union  
(Kiryu Hosen Jugyoin Kumiai Tamagawa  
Fubaku Shibu)

- Art 1: This branch is called the Tamagawa cloth Branch of the Kiryu Sewing Employees Union.
- Art 2: The office of the Branch is set at 31 3-chome, Honhisakata-machi, Kiryu-shi.
- Art 3: This union is organized by the employes of the Tamagawa Cloth Factory
- Art 4: This union aims for solidarity, maintenance and improvement of labor terms, refinement of characters, training of workmanship, elevation of social position by mutual aid and increased cooperative welfare, so as to expect democratization of the industry.
- Art 5: The union performs following activities to fulfil the aims of last article.
1. Connection and cooperation with other branches of the union and bodies having the same aims.
  2. Maintenance and improvement of labor terms.
  3. Education, publication, lecture meetings, etc.
  4. Investigation, training courses, inspection, etc.
  5. Mutual aid, health, recreation, joint purchase of daily necessaries for the members and their families.
  6. Other matters necessary to fulfil the aims.
- Art 6: This branch has following officers.
- |                    |      |
|--------------------|------|
| 1. Branch chief    | 1    |
| 2. Chief secretary | 1    |
| 3. Secretary       | some |
| 4. Accountant      | 1    |
| 5. Auditor         | 2    |



12407

Constitution of Tamagawa Cloth Branch  
of Kiryu Sewing Employees Union  
(Kiryu Hosen Jugyoin Kumiai Tamagawa  
Fuhaku Shibu)

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  4. Investigation, training courses, inspection, etc.
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- Art 6: This branch has following officers.
- |                    |      |
|--------------------|------|
| 1. Branch chief    | 1    |
| 2. Chief secretary | 1    |
| 3. Secretary       | some |
| 4. Accountant      | 1    |
| 5. Auditor         | 2    |



- 2 -

Art 7: The branch chief represents this branch and supervises the businesses.

The chief secretary helps the branch chief and takes charge of the businesses and acts for the branch chief in case of his inability.

The secretaries organize the secretary board, deliberate on important matter until the next general meeting and engage in the businesses.

The accountant engages in accounting business of this branch.

The auditors engage in auditing of accounting businesses of the branch.

Art 8: The officers are elected at the general meeting of the branch and the officer term is one year.

There is no objection to be reelected.

Art 9: The Branch has following conferences.

1. General meeting.
2. Secretary board.

The general meeting is the supreme resolving organ of the branch, organized by all the members of the branch and convened once a year by the branch chief.

The secretary board is organized by the officers of the branch and secretaries and convened at times by the branch chief.

Art 10: The branch chief shall be the chairman of the conference. The proceedings are decided by majority and in case of tie, the chairman shall decide the issue.

Art 11: One wishing to join the branch shall apply to the branch chief by a written form provided with admission fee. His qualification begins when registered in the name list of the union headquarters.

Art 12: One wishing to leave the branch shall apply to the branch chief and his name shall be struck off from the name list of the union headquarter.



- 3 -

Art 13: When necessary to punish or expel a member, the secretary board decides the matter which shall be noticed to the union headquarters for its approval.

Art 14: The expenses of the branch are defrayed by the share from the headquarters and donations.

The funds necessary for activities may be rely on investment of the membership or loaned money.

Art 15: The rules necessary in executing the business shall be given separately by the branch chief after deliberated at the secretary board.

Art 16: As to matters other than stipulated in the constitution, the constitution of the union is applied.

Art 17: This constitution shall not altered unless approved by more than 2-thirds of those present at the general meeting of the branch and shall get approved by the headquarters.

#### Additional Rule

Art 18: The fiscal year of the branch is from Apr. 1 to Mar. 31 of the next year.



419

Constitution of Nawa-mura Agricultural  
Association Workers Union.  
(Nawa-mura Nogyo-kai Jugyoin Kumiai)

Chapter I. General Rules

Art.1: The name of this union shall be "The Nawa-mura  
Agricultural Association Workers Union."

Art.2: The office of this union is placed in the Nawa-  
mura Agricultural Association located at 317-4 Horiguchi,  
Nawa-mura, Sawa-gun, Gumma-ken.

Art.3: This union is organized by workers of the Nawa-  
mura Agricultural Association, but does not include the  
persons who are deemed as capitalist representatives of  
directors, auditors and so on.

Art.4: This union expects stabilization and elevation of  
members economical and social position by autonomous  
solidarity of members.

Art.5: This union shall perform following businesses in  
order to realize the purposes prescribed in the  
preceding article.

1. Matters concerned with maintenance and improvement  
of members labor terms.
2. Matters concerned with culture, education, physical  
training, publication, investigation and so on for  
members.
3. Matters concerned with mutual aid of members and  
their families.
4. Matters concerned with establishment and management  
of the consumption department.
5. Matters concerned with cooperation and connection  
with other bodies of the same purposes.
6. Other matters necessary for realization of purposes.

Chapter II Entrance and Seccession.



--2--

Art.6: An applicant who wants to enter this union shall write **clearly** the designated matters on the regular form and apply at the union office attached with the entrance fee.

Art.7: The qualification of membership of this union shall commence with registration on the list of members.

Art.8: In case a member had reasons to secede, he shall apply it with the reasons to the President.

Art.9: The re-entrance of the member who once seceded from this union demands approval of the executive committee meeting.

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

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

Art.11: All members shall have a voice and the right to vote at meetings of this union according to the rules.

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

Art.13: All members shall have ~~the~~ rights to obtain other interests according to the constitution and resolution.

Art.14: All members shall have duties to esteem and observe strictly the constitution, the resolutions and the platform of this union.

#### Chapter IV Organs

Art.16: This union shall have following organs.

1. Grand meeting.
2. Executive committee

Art.17: The Grand meeting is the highest resolution organ of this union and shall be. However, when deemed necessary by the Executive committee or demanded by one-third or more of all the members, the Extraordinary



- 3 -

grand meeting shall be held.

Art.18: The call of the grand meeting shall be notified three days before, but in case of emergency it is excepted.

Art.19: The Grand meeting shall not be opened unless two-thirds or more of the total membership is present. The President shall act as the chairman of the Grand meeting and in case of his absence or inability the Vice-president shall act for him. In case of absence or inability of the President and Vice-president, any one of the Executive committeemen shall act as the chairman.

Art.20: The resolution of the Grand meeting shall be decided by a majority of those present and in case of tie, the chairman shall decide the issue.

Art.21: The Executive committee meeting is the resolution and execution organ next to the Grand meeting, organized by executive committeemen and called by the President.

Art.22: The chairman of the Executive committee meeting shall follow the Grand meeting.

Art.23: The resolution of the Executive committee meeting shall be decided by a majority of all the executive committeemen and in case of tie, the chairman shall decide the issue.

Art.24: This union has following officers:

1. President.	1
2. Vice-president	1
3. Executive committeemen	5
4. Chief secretary	1
5. Accountant	1
6. Auditor	2

Art.25: The President and the Vice-president shall be elected at the Grand meeting.



- 4 -

Art.26: The President shall represent this union and be responsible for all matters.

Art.27: The Vice-president shall assist the President and acts for him in case of his absence and inability.

Art.28: The executive committeemen shall be elected at the Grand meeting and allot the businesses of the union.

Art.29: The chief secretary shall be elected as the Grand meeting and perform the businesses of the union.

Art.30: The accountant shall be elected at the Grand meeting and take charge of accounts and administration of the property.

Art.31: The office term of officers shall be one year and there is no objection to be re-elected, but in case there is any vacancy in any of the officers, it shall be filled up by election at the Executive committee meeting.

Art.32: When an officer was deemed unadequate at the Grand meeting, he shall be able to be dismissed by approval of two-thirds or more of those present at the Grand meeting.

Art.33: This union shall have following personnels.

Clerk                      Some

The clerks belong to the office and shall be engaged in the businesses of the union.

#### Chapter VI. Accounts

Art.34: The expenses of this union shall be appropriated by the membership dues, contributions and incomes from the businesses, but the contributions from the employer shall not be over half of the membership dues.

Art.35: All members shall lay aside two-hundredth of each members's regular salary paid from the Nawa-mura Agricultural Association every month.

In case of collection of the dues except of the provisions of the preceding clause, it shall need to be



- 5 -

approved at the Grand meeting.

Art.36: The entrance fee shall be 2 yen.

Art.37: The dues once paid in shall not be returned for any reasons.

Art.38: The fiscal year of this union shall be from August 17 to August 16 of the next year. The statement of accounts shall be demanded to be approved at the Grand meeting.

#### Chapter VII Reward and Punishment.

Art.39: In case a member made a great contribution to this union, he shall be commended by the resolution of the Grand meeting or the Executive committee.

Art.40: In case a member comes under the following each paragraph, he shall be suspended or ousted from membership of this union by the resolution of the Grand meeting or the Executive committee.

1. When violated the constitution or the resolution of this union.

2. When violated the control of this union.

3. When did something objectionable to the union.

Art.41: At the other time except of the Grand meeting, the application of the punishment rules shall be made by the Executive committee.

#### Chapter VIII Supplementary Rules

Art.42: This constitution shall not be altered unless approved by two-thirds of those present at the Grand meeting.

Art.43: This constitution shall come into force as from August 17, 1946.



420

Constitution of Jomo Precision Sub-branch of  
Gumma Branch of All Japan Machinery Tools Trade  
Union.  
(Zen Nippon Kiki Rodo Kumiai Gumma Shibu Jyomo  
Seiko Bunkai)

Chapter I. General Rules

Art.1: The Sub-branch is called the Jomo Precision Sub-branch of Gumma Branch of the All Japan Machinery Tools Trade Union.

Art.2: The Sub-branch is organized by all workers of the Jomo Seiko Co., excepting who represent the interests of the users.

Art.3: The office of the Sub-branch is set in the Jomo Seiko Co., at 105 Munedaka-cho, Isesaki-shi, Gumma-ken.

Chapter II. Aims and Business

Art.4: The Sub-branch aims to secure the collective bargaining, to reflex the general will of the member on the management of the Company, to enlarge production, to defend lives of the members, to better the labor conditions, to elevate social position and to cooperate for progression of Japanese industry.

Art.4: The Sub-branch performs following matters for fulfilment of the aims mentioned on Art.3.

1. Establishment of the collective bargaining.
2. Participation in the management of the Company.
3. Betterment of labor conditions.
4. Guaranty and elevation of lives of the members and their families.
5. Autonomous management of the equipments of culture, civilization, health and welfare, etc. for the members and their families.
6. Connection and co-operation with other organizations having the same aims.
7. Other matters needed for fulfilment of the aims.



- 2 -

## Chapter III. Rights and Duties of the Membership

Art. 6: The member has rights to elect, to be elected, to attend on the general meeting, to speak and to vote according to the Constitution.

Art. 7: The member has right to accept interests fairly basing on the business mentioned on Art. 5, actions, the Constitution and the resolutions.

Art. 8: The member owes duties to pay dues previously each month according to the rules, to esteem and obey the Constitution resolutions.

Art. 9: The member can peruse accounting-books at any time he wants.

## Chapter IV. Admission and Secession.

Art. 10: One who wants to join the Sub-branch applies for it to the Sub-branch with an application previously furnishing the admission fee and the membership dues of one month.

Art. 11: The membership is enforced as soon as his name is registered on the list of members.

Art. 12: The member who wants to leave the Sub-branch gives notice of it to the committee chief with its reason previously, but in case he has any debt and other duties to the Sub-branch, he can not leave the Sub-branch unless he accomplishes his debt and duties.

## Chapter V. Conferences and Officers

Art. 13: The Sub-branch has following conferences.

1. Commission
2. General meeting.

Art. 14: The commission is organized by some committees elected from each plant. The committee execution organ for connection of the wills of the members and for execution of resolutions of the general meeting and other business, is responsible for the general meeting.



- 3 -

Art.15: The committee chief represents the Sub-branch, supervises all business and is responsible about all matters.

Art.16: The general meeting, the highest resolution organ, is organized by all members and is convocated by the committee chief twice a year regularly.

But the extraordinary general meeting is held when deemed necessary by the committee or demanded by two-third or more of the members.

Art.17: The general meeting comes into existence by presence of a majority of the members, and the decision is made by approbation of two-thirds or more of numbers present and in case of tie, the committee chief decides the issue.

Art.18: The office term of the officers is one year.

#### Chapter VI. Accounting

Art.19: The dues is 20 yen a month and the Sub-branch shall collect 5 yen as admission fee.

Art.20: The expenses of the Sub-branch is covered by the dues, admission fees and donations.

Art.21: The dues do not return to the seceder and retired member by any reason.

Art.22: The fiscal year of the Sub-branch begins on Apr.1 of each year and ends on March 31 of the following year. The settlement is necessary to be reported to the general meeting and recognized by it.

#### Chapter VII. Rewards and Punishments

Art.23: The member who takes a remarkable service to the Sub-branch is rewarded by the resolution of the general meeting.

Art.24: The member who does any of following matters is excluded, dismissed or stoped his rights by the resolution of the general meeting.



- 4 -

1. Violation to the Constitution and resolutions.
2. Disordering of the Constitution.
3. Failed to pay the dues more than 3 monthes without right reason.

Chapter VIII. Additonal Rules

Art.25: The change of the Constitution is not be valid without consents of two-thirds or more of the members who attend at the general meeting.

Art.26: The Constitution is enforced on and after Sept. 5, 1946.



- 4 -

1. Violation to the Constitution and resolutions.
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422

CONSTITUTION OF OJIMA TOWN OFFICE  
PERSONNEL'S UNION  
(Ojima-machi-Yakuba Shokuin Kumiai)

Chapter 1 General Rules

- Art. 1: The name of this union shall be "The Ojima Town Office Personnel's Union".
- Art. 2: The office of this Union shall be placed in the Ojima Town Office located at 53 Kameoka, Ojima-machi, Nitta-gun, Gumma-ken.
- Art. 3: This Union shall be organized by personnel serving at the Ojima Town Office, excluding the Mayor and the Deputy-mayor.
- Art. 4: This Union expects autonomous preservation and improvement of the members' labor terms and elevation of their economic position.

Chapter 2 Business

- Art. 5: This Union shall pursue the following projects for the accomplishment of the purpose specified in the preceding Article:
  1. Those that concern protection of the members' living rights.
  2. Those that concern elevation of the members' economic and social position.
  3. Those that concern elevation of the members' cultural life.
  4. Those that concern increase of efficiency and rationalization of office works, renovation of public officials' moral standard, further increase of skill and co-operation in the town administration.
  5. Those deemed necessary for the accomplishment of the purpose of this Union.

Chapter 3 Officers

Art. 6: This Union shall have following officers:

- Union chief 1
- Vice-union chief 1
- Director 1



Art. 7: The Chief of the Union shall represent and govern the Union, and shall dispose the affairs thereof. The Vice-chief of the Union shall assist the chief, act for him in case of his inability, and participate in the disposition of important affairs of the Union.

Art. 8: Officers shall be elected at the General meeting. The office term of officers shall be one year, their eligibility for re-election being preserved. An alterate shall stay in office for the remaining term of his predecessor.

#### Chapter 4 Conference

Art. 9: The general meeting shall be held at any time as occasion calls, where shall be conferred and decided any important issues of the Union.

Art. 10: The general meeting shall be effected by attendance of more than two-thirds of the total membership.

Art. 11: Decisions at the meeting shall be made by a majority, and in case of tie, the Chief of the Union shall decide the issue.

#### Chapter 5 Special Departments

Art. 12: This Union shall have following special departments:

1. The general department.
2. The purchasing department.
3. The welfare department.
4. The cultural department.

#### Chapter 6 Entrance and Secession

Art. 13: An applicant to a membership of this Union shall be one of those stipulated in Art. 3, and shall submit a written application to the Union chief.

Art. 14: The right as a member of this Union shall come into existence when the applicant's name is entered into the list of membership.



Art. 15: A member who wishes to secede from membership shall beforehand submit a statement of reasons to the Union chief for the latter's acknowledgment. Any suspended duty or any other unfulfilled obligations of a member shall be duly performed before his secession from membership is effected.

Chapter 7 Accounts

Art. 16: This Union shall collect one yen per month from each member as membership dues to cover the expenses thereof.

Chapter 8 Supplementary Rules.

Art. 17: In case alterations of this constitution or other rules than what is stipulated herein are needed, all such shall be provided by resolutions of the general meeting.

Art. 18: This constitution shall come into force as from August 27, 1946.



424

- 2 -

Constitution of Hosen-mura  
Village Office Personnel Union.  
(Hosen-mura Yakuba Shokuin Kumiai)

Chapter I. General Rules

Art 1: This Union is called the Hosen-mura Village Office Personnel Union.

Art 2: The union aims to elevate economic and social position of the membership and to solve all the official affairs autonomously, basing on solidarity and friendship of the membership.

Art 3: The office of the union is set in the Hosen-mura Village Office at 1741-2 Yura, Hosen-mura, Nitta-gun, Gumma-ken.

Art 4: The union is organized by the incumbents of the Hosen-mura Village Office, excepting those directly concerned with the decision of regulations related to labor problems.

Chapter II. Businesses

Art 5: The union performs following matters to fulfil the aims of Art 2.

1. Maintenance and betterment of various conditions necessary in execution of the official duties of the membership.

2. Assistance for living of the membership.

3. Mutual aid, health, recreation, etc. for the members' families.

4. Elevation of economic and social position of the membership.

5. Enlightenment of cultural thoughts and betterment of physical constitution of the membership.

6. Holding of training courses, lecture meetings and inspections.

7. Joint purchase of daily necessities.

8. Other matters needed for fulfilment of the aims.



- 2 -

Art 6: Matters necessary in performing the matters mentioned in last article may be given separately by the committee meeting.

### Chapter III. Officers

Art 7: The union has following officers

Chairman	1
Vice-chairman	1
Committeemen	5

The chairman represents the union and supervises its businesses.

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

In case both of the chairman and the vice-chairman are unable to do their duty, one designated by the committee meeting shall act for them.

The committeemen organize the committee meeting which resolve and execute the affairs of the union.

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

Art 9: The office term of the officers shall be one year. The office term of a filling-up officer shall be the remaining period of the predecessor.

### Chapter IV. Conferences

Art 10: The conferences are the general meeting and the committee meeting.

The general meeting is held once a year and the extraordinary general meeting is held when deemed necessary by the chairman or demanded by one-third or more of the membership.

The committee meeting is held once a month regularly and may be convened at any time when the chairman recognized necessary.



- 3 -

Art 11: The quorum of the general meeting and the committee meeting shall be one half of their respective composing members.

Art 12: The decision of the meeting shall be made by a majority of those present and in case of tie, the chairman shall decide the issue.

Art 13: The procedures of filing opinions and referring Bills to the committee meeting shall be given separately by the committee meeting.

#### Chapter V. Admission and Secession

Art 14: One who joins the union applies for it to the chairman by a written application with 2 yen as admission fee.

Art 15: The member who wants to leave the union shall get permit from the chairman filing an application previously furnishing with the reason of secession.

The member to leave the union can not secede from the union, but only after accomplishment of his debt and the like he.

#### Chapter VI. Accounting

Art 16: The member shall pay one yen a month to cover the expenses of the union.

Art 17: The union can receive donations and make loans less than 1000 yen by the resolution of the committee meeting.

Art 18: The fiscal year of the union begins on Apr. 1 of each year and ends on March 31 of the following year.

#### Chapter VII. Additional Rule

Art 19: Any change of this constitution and the dissolution of the union shall not be valid unless approved by the resolution of the general meeting with the consents of one third or more of the membership.



4250

Constitution of Ikushina-mura Village  
Office Personnel Labor Union.  
(Ikushina-mura Yakuba Shokumi Rodo Kumiai)

Chapter I. General Rules.

Art. 1: This union is called the Labor Union of Personnel of Ikushina-mura Village Office in Nitta-gun, Gunma-ken.

Art. 2: This union sets its office at the Ikushina-mura Village Office at 463 Murata, Ikushina-mura, Nitta-gun, Gunma-ken.

Art. 3: The union is organized by the incumbent personnel of the Ikushina-mura Village Office. But participation of those directly related with the final decision of labor terms shall not be allowed.

Chapter II. Aims and Businesses

Art. 4: The union aims and expects the fulfilment of the platform.

Art. 5: The union performs following matters to fulfil the aims of Art. 4.

1. Maintenance and betterment of labor terms and elevation of economical and social position of the membership.
2. Enlightenment of cultural thoughts and elevation of physical constitution of the membership.
3. Joint purchase of daily necessities.
4. Mutual aid, health, recreation, etc. of the membership and their families.
5. Improvement of renovation and efficiency of office works.
6. Connection, friendship and exchange of information with friendly bodies.
7. Training course, lecture meeting and inspection.
8. Other matters deemed necessary for fulfilment of the aims.

Chapter III. Duties and Right of Membership.

Art. 6: The member has the right to vote and eligibility for and the proceedings shall be decided by a majority of the committee present.



- 2 -

election of officers, as well as to present at the general meeting, to voice and to resolve according to the constitution.

Art. 7: The members has the right to enjoy equally the benefits gotten from the businesses of the union.

Art. 8: The member shall borne the dues, esteem the resolutions and the constitution, observe strictly them and act positively for fulfilment of the aims of the union.

#### Chapter IV. Organs.

Art. 9: The union has following organs.

1. General meeting.
2. Committee meeting.
3. Executive Committee meeting.

Art. 10: The general meeting is the supreme resolution organ consisted of all the members and shall be convened once a year by the chairman.

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

The general meeting shall be valid with the presence of one-third or more of the membership and the proceedings shall be decided by a majority of those present at the general meeting.

Art. 11: The general meeting resolves following matters.

1. Change of the constitution.
2. Basis policy of management.
3. Budget and settlement.
4. Other important matters.

Art. 12: The committee meeting is a resolution organ, next to the general meeting. It is organized by the officers. The chairman shall convene it. It is valid with the presence of a half or more of committeemen and the proceedings shall be decided by a majority of the committeemen present.



- 3 -

It shall be convened extraordinarily in case demanded by a half or more of the committeemen.

Art. 13: The committee meeting shall resolve following matters.

1. Matters assigned by the general meeting.
2. Matters belonged to the authority of the general meeting when there is no time to convene the general meeting of urgent matters.

The resolution as to the matters of No. 2 of last clause shall be approved at the next general meeting.

Art. 14: The executive committee meeting is an executive organ and is composed of a chairman, a vice-chairman, a chief secretary and some executive committeemen.

It executes the matters resolved at the general meeting and the committee meeting.

Art. 15: The speaker of a conference shall be elected at each conference.

#### Chapter V. Officers

Art. 16: The union has following officers.

1. Chairman	1
2. Vice-chairman	1
3. Chief secretary	1
4. Committeemen	5
5. Executive committeemen	5
6. Accountant	1
7. Auditor	2

The officers shall be elected from among the members at the general meeting and the office term of them is one year. The office term of one elected by by-election is the remaining period of the predecessor's.

Art. 17: The chairman represents the union and presides over the general affairs.

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

The chief secretary engages in business under the direction of the chairman.



- 4 -

The committeemen engage in resolution of the matters belonged to the authorities of the committee meeting.

The executive committeemen engage in execution of the union businesses by allotment.

The accountant engages in the accounting business.

The Auditors audit the accounting business.

#### Chapter VI. Special Departments.

Art. 18: In the executive committee, following departments are set.

Organization Dept.  
Inquiry Dept.  
Finance Dept.  
Education and Culture Dept.  
Athletic Dept.  
Propagation Dept.  
Management Dept.  
Youngment's Dept.  
Women's Counter-measure Dept.  
Information Dept.  
Other departments needed.

#### Chapter VII. Accounting

Art. 19: The expenses of the union shall be defrayed by dues and other incomes.

Art. 20: Each member shall pay 20 yen a month as dues. It can be collected additionally in case of necessity by the resolution of the executive committee.

Art. 21: The fiscal year shall be from Apr. 1 of each year to Mar. 31 of the following year.

#### Chapter VIII. Admission and Secession.

Art. 22: One who want to join the union, he shall apply for it in writing with 50 yen as admission fee.

Art. 23: The member shall forfeit his qualification by following reasons.



- 5 -

1. Death.
2. Secession
3. Expulsion.

Art. 24: The member who wants to leave the union shall apply for it to the chairman in writing furnishing with the clear reason.

Art. 25: The member seceding or expelled can not leave the union unless after due fulfilment of his liability if he owes any such as debt and the like to the union.

Art. 26: When the member is disqualified by the reason of Art. 23, he can not claim for the return of the dues and others.

Art. 27: Admission and secession must get the approval of the executive committee.

Art. 28: The member who violated the platform or the constitution of the union or behaved against the benefit of the union, he shall be expelled by the resolution of the executive committee.

#### Additional Rules

Art. 29: The detailed rules needed for enforcement this constitution shall be given separately by the resolution of the executive committee.

Art. 30: This constitution shall come into force as from May 8, 1948.

Art. 31: The effect of the former constitution shall be invalid as from the day of enforcement of this present constitution.



CONSTITUTION OF YABUZUKA-HONMACHI  
TOWN OFFICE WORKERS UNION  
(Yabuzuka-Honmachi Yakuba Shokuin Kumiai)

Chapter I General Rules

Art. 1: The name of this union shall be "The Yabuzuka Honmachi Town Office Workers Union."

Art. 2: The union aims to elevate the social and economic position of the membership and to solve autonomously all the problems pertaining to the official duties, basing on solidarity and friendship.

Art. 3: This union has its office in the Yabuzuka-Honmachi Town Office located at 661, Ohara, Yabuzuka-Honmachi, Nitta-gun, Gumma-ken.

Art. 4: The union is organized by employes of the Yabuzuka-Honmachi Town Office.

The town headman and deputy headmen are excluded. Those having direct relation with decision of matters related with labor problems are not allowed to participate in.

Chapter II

Art. 5: The union performs the belowmentioned business in order to attain the purpose mentioned in Art. 2.

1. Matters concerning to maintenance and improvement of conditions necessary in fulfilment of the official duties of the membership.
2. Matters concerning to protection of livelihood of the membership.
3. Matters concerning to mutual aid, health, consolation, etc. of the families of the membership.
4. Matters concerning to elevation of economic and social position of the membership.
5. Matters concerning to elevation of culture, thoughts and physical structure of the membership.



- 2 -

6. Matters concerning to holding of training courses and lecture meetings and inspections, etc.

7. Matters concerning to joint purchase of daily necessities.

8. Other matters necessary to fulfil the aims.

Art. 6: The committee can stipulate separately matters necessary to perform businesses mentioned in the last article.

### Chapter III Officers

Art. 7: The union has following officers.

Chairman	1
Vice-chairman	1
Committee	some

The chairman represents the union and presides the business.

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

Both of the chairman and the vice-chairman are hindered, one who was decided by the committee acts for them.

The committeemen organize the committee and perform decision and execution of the business of the union.

Art. 8: The committeemen are elected from among the membership and the chairman and the vice-chairman are elected from among the committeemen by mutual vote.

Art. 9: The office term of the officers is one year. The office term of one elected by-election is the remaining of the term of the predecessor.



- 3 -

## Chapter IV Conference

Art.10: The conferences are divided into the general meeting and the committee meeting.

The general meeting shall be held once a year. The extraordinary general meeting shall be held when deemed necessary by the chairman or demanded by one-third or more of the membership.

The committee meeting shall be held regularly once a month and shall be convened at any occasion when deemed necessary by the chairman.

Art.11: The general meeting and the committee meeting shall be valid with presence of more than half of the membership.

Art.12: The decision of a conference shall be made with a majority of those present, and in case of tie, the chairman shall decide the issue.

Art.13: The procedures in filing opinions to the committee meeting and those pertaining to the matters to be referred to bills shall be given separately by the committee meeting.

## Chapter V Entrance and Secession

Art.14: One who wish to enter this union shall file a written application for admission with 2 yen to the chairman.

Art.15: One who wish to secede from the union shall get the approval of the chairman reporting it to him furnishing with the reason. If the member wishing to leave the union owes any liability to the union he can not secede unless it is fulfilled.

## Chapter VI Accounting

Art.16: Each member shall pay one yen each month to appropriate for the expenses of the union.

Art.17: Reception of donations and loaning of business funds less than 1,000 yen, when approved by the decision of the committee.

Art.18: The fiscal year of the union begins April 1 of each year and ends on March 31 of the following year.



- 4 -

Chapter VII Additional Rules

Art.19: The constitution shall not be altered or the union dissolved unless approved by one-third of the membership at the general meeting.

Art.20: This constitution shall come into force as from September 15, 1946.

end



428

Constitution of Hosen-mura  
Agricultural Assn., Personnel Union.  
(Hosen-mura Nogyo-kai Shokuin Kumiai)

Chapter 1 General Meeting

- Art 1: This union is called the Hosen-mura Agricultural Assn. Personnel Union.
- Art 2: The union is consisted of the personnel of the Hosen-mura Agricultural Assn., including resident engineers and servants. But those recognized as representatives of the benefit are excluded.
- Art 3: The office of the union is placed at the office of the Hosen-mura Agricultural Assn. located at 1,765 Yura, Hosen-mura, Nitta-gun, Gumma-ken.

Chapter 11 Aims and businesses

- Art 4: The union aims to expect betterment of treatment and labor terms, increase of cooperative welfare and elevation of social position of the membership, establishing the right of collective bargaining and reflecting the general will of the membership in enterprise of the Hosen-mura Agricultural Association by a strong democratic structure.
- Art 5: The union performs the following businesses to fulfil the aims mentioned in the last article.
- (1) Matters regarding betterment of treatment and mutual aids of the members and their families..
  - (2) Matters regarding welfare of the members.
  - (3) Matters regarding culture and education of the members.
  - (4) Matters regarding cooperation and friendship of other bodies having the same aim.
  - (5) Matters necessary to fulfil the aims of the union.



- 2 -

Chapter III Admission and  
Secession

Art 6: One who wishes to join the union shall file a written application for admission in the fixed form with the admission fee and more than 2-month dues.

Art 7: One who wishes to secede from the union, shall file the report with the reason to the chairman.

Chapter IV Duties and Rights  
of Membership

Art 8: The membership has the right for voting and the eligibility for the officers of the union.

Art 9: The membership has the rights of speech and voting, presenting at various meetings of the union according to the rules.

Art 10: The membership has the right to enjoy the benefits of the constitution and resolutions.

Art 11: The membership has the duty to pay in the fixed dues at the beginning of each month.

Art 12: The membership has the duty to esteem and observe the constitution and decisions of the union.

## Chapter V Organs and Officers

Art 13: The union has following organs.

- (1) Committee meeting
- (2) General meeting.

Art 14: The committee shall be consisted of the committeemen elected from each sections.

Art 15: The number of Committeemen to be elected from each section shall be proportionated to the number of the members belonged to each section.

Art 16: The chairman shall be elected by the public election.



- 3 -

Art 17: The committee meeting is a resolution organ second to the general meeting and shall be held regularly once a month. But it may be held at any time if deemed necessary to be held by the chairman.

Art 18: The committee meeting is valid with the presence of the majority of the committeemen.

The decision shall be made by a majority of the committeemen present and in case of tie, the chairman decides the issue.

Art 19: The general meeting is the supreme resolution organ and shall be convened twice a year by the chairman.

The extraordinary general meeting shall be convened when deemed necessary by the committee meeting or demanded by one-third or more of the membership.

Art 20: The chairman shall be the speaker of the general meeting. The decision of the general meeting shall be made by a majority of the members present and in case of tie, the speaker shall decide the issue.

Art 21: The union has following officers.

- (1) Chairman 1
- (2) Committeemen 3

Art 22: The chairman represents the union, presides the businesses and is responsible for every matter except accounting and property maintenance.

Art 23: The committeemen help the chairman and dispose the businesses of the union.

Art 24: The officers of the union are honorary posts and the office term is one year. But there is no objection to be reelected.

Art 25: The member who is especially meritorious shall be recommended as advisor through decision of the general meeting.



- 4 -

## Chapter VI Accounting

Art 26: The expences of the union are defrayed mainly by dues and donations.

However the donations shall be limited as such recognized not hinderous for fulfilment of the aims of the union by the committee meeting.

Art 27: The dues of the union is one yen a month, But it can be collected additionally in case of need.

Art 28: The admission fee of the union is 3 yen.

Art 29: The dues, etc. Once paid in shall not be returned for any reasons.

Art 30: The fiscal year of the union begins on April 1 of each year and ends at the end of March of the following year.

Art 31: The accounting shall make the settlement at the end of each fiscal year and shall be approved by the general meeting.

Art 32: The accounting business shall be executed by 2 accounting committeemen elected from among the committeemen by mutual vote.

Art 33: Auditing and property maintenance of the union shall be executed by the joint responsibility of all the committeemen.

## Chapter VII Reward and Punishment.

Art 34: The member who is meritorious for the union shall be commended by the resolution of the committee meeting.

Art 35: The member who comes under any of the following items may be ousted or suspended his rights by the resolution of the general meeting.

(1) One who is punished or disposed by discipline or any others recognized as unfit as a member of the union.



- 5 -

(2) One who violated the constitution and resolution of the union or any others who violated the control of the union.

(3) One who delayed to pay his dues more than three months with any reasons.

Chapter VIII Additional Rules.

Art 36: The constitution of the union shall not be altered unless approved by two-thirds and more of those presented at the general meeting.

Art 37:A The union shall be dissolved by the resolution at the general meeting by three-fourths and more of the membership.

Art 38: The constitution shall come in force as from September 12, 1946.



429

Constitution of Ora-gun Town and Village  
Employes Union (Ora-gun Choson Riin Shokuin  
Kumiai)

Art. 1: The name of this Union shall be "The Ora-gun Town and Village Employes Union," and the office of this Union is placed in the Tatebayashi town office located at 2294 Oaza Tatebayashi, Tatebayashi-machi.

Art. 2: This Union is organized by employes of each town and village, but the headman and deputy headman of each town and village are excluded.

Art. 3: The Union aims to perform common purpose of membership by co-operation and mutual aid of membership, and to contribute to the prosperity of autonomous economy and the development of culture.

Art. 4: The Union executes the following business to perform the purpose of preceding article:

1. Establishment of autonomy of employes.
2. Active co-operation for democratization of a self-governing body.
3. Exchange of informations and maintenance and improvement of labour terms.
4. Cultivation and promotion of welfare of employes.
5. Establishment of collective bargaining.

Art. 5: The Union has following organs.

1. Committee (consisted of members of committee who elected from every town and village, but member of committee who is elected from each town and village shall be one and may be increased according to the number of member of the Union:)
2. Standing Executive Committee (is consisted of some members of committee by the mutual vote of the committee)



- 2 -

Art. 6: This Union has following officers.

- |                                 |      |
|---------------------------------|------|
| 1. Union chief                  | 1    |
| 2. Vice-union chief             | 2    |
| 3. Account committee            | 1    |
| 4. Standing executive committee | some |

Officers of the last paragraph are elected from among the committeemen by mutual vote.

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

Art. 7: Standing executive committee and committee shall be held in case of need, and deliberate on the matters necessary to manage the Union.

Committee shall be valid, when more than two-thirds of them are present, and decide the matter by a majority.

Art. 8: This Union has the general meeting once a year. The extraordinary general meeting may be held when it is necessary.

Art. 9: The outlays of the Union are furnished by membership dues, which shall be collected from each member of the union. The price of dues shall be decided by the committee.

Art. 10: Business year and fiscal year of the Union begins April 1 and ends on March 31 of the following year, and the expenses of the Union shall be disposed by the accounts committee getting approval of the chief of the Union.

Art. 11: The alteration of this constitution shall be decided by the resolution of the committee.

Supplementary Rule

This constitution shall come into force as from August 22, 1946.



429

CONSTITUTION OF TOYOUKE-MURA AGRICULTURAL  
ASSOCIATION OFFICERS UNION (Toyôuke-mura  
Nogyo-kai Shokuin Kumiai)

Art. 1: This union shall be named "The Toyouke-mura Agricultural Association Officers Union."

Art. 2: The office of this union is set in the Toyouke-mura Agricultural Association at 1,298 Umamizuka, Toyouke-mura.

Art. 3: This union is organized by employes serving in the Toyouke-mura Agricultural Association. The Responsible persons deemed as capitalist representatives, Directors and Auditors are excepted from the organization.

Art. 4: This union aims at Stabilization and elevation of the members' economic and social situation by their autonomous solidarity.

Art. 5: This union performs following matters in order to fulfil the aims stating in the preceding article.

1. Matters on the members' livelihood protection.
2. Matters on mutual aid of the members.
3. Matters on elevation of the members' cultural level.
4. Matters on rationalization of increased efficiency of membership and reform of the matters.
5. Other matters necessary to attain the aims of the union.

Art. 6: The union has following organs.

1. General meeting
2. Secretaries meeting

Art. 7: The general meeting is the organ to decide the highest will of the union and opened once a year. In case of need, however, the Extraordinary general meeting may be opened at times.

Art. 8: The Secretaries' meeting is the decisive and executive organ, next to the general meeting and opened



- 2 -

once a month. However, when deemed necessary by the union chief or by more than half of the Auditors, the meeting may be opened extraordinarily.

Art. 9: The convention of the General meeting shall be previously notified to the members three days or more before. In case of need, however, it shall be excepted from the rule.

Art. 10: The general meeting shall be opened by more than two-thirds of the members is present. Its resolution shall be decided by a majority of them and in case of tie, the Chairman shall decide the issue.

The union chief and vice-union chief shall be appointed the Speaker and Vice-speaker, respectively.

Art. 11: This union has following officers.

- |                         |      |
|-------------------------|------|
| 1. Union chief          | 1    |
| 2. Vice-union chief     | 1    |
| 3. Secretary            | some |
| 4. Accounting secretary | 1    |
- (Any of officers serves without pay).

Art. 12: The union chief shall represent the union and govern its matters. The vice-union chief shall assist the union-chief and act for him in case of his inability.

The Auditors shall compose the Auditors' meeting and participate in the important matters of the union.

The Accounting secretary shall be under the instructions of the union chief and engaged in miscellaneous affairs and accounts.

Art. 13: The officers shall be elected at the General meeting and their tenure shall be one year.

Art. 14: An applicant who wants to be member of the union must be one who comes under Art. 3 of this Constitution and shall submit a due application to the union with admission fee and membership dues for a month.

Art. 15: The qualification to be membership of the union shall come into force as from the time filed in the membership list.

All members have the rights to decide and to elect the officers at the General meeting.



- 3 -

Art.16: The member who wishes to leave this union shall get the approval of the union chief, stating the reason. In case the member who wishes to leave this union had debts and other duties, he may not be admitted without fulfilling them.

In case the member defamed the honor of this union or took an action violating the purposes and platform of this union, he may be ousted from membership of the union or suspended the rights of membership by the union chief with approval of more than two-thirds of those present at the General meeting.

Art.17: The expenses of this union shall appropriated by membership dues. The funds needed for operation of the matters of this union may be appropriated by money invested appropriated by the members or contributions by the parties concerned. However, the sum of contributions by the capitalist representatives side shall be within 50% of the expenses of this union.

Art.18: The admission fees of this union shall be 3 yen and the membership dues shall be two-hundredths of each monthly salary per member.

Art.19: The dues once paid in shall not be returned for any reason.

Art.20: The important matters necessary in management and disposition of the property of the union shall be decided by the union chief based upon the resolution of the General meeting.

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

#### Supplementary Rules.

Art.22: This Constitution shall not be altered unless more than two-thirds of those present is resolved at the General meeting having three-fourths or more of the total membership.

Art.23: Matters not stipulated in this Constitution or by law shall be decided by the resolution of the Secretaries' meeting.

Art.24: This Constitution shall come into force as from Oct. 1, 1946.

- end -



438  
 Constitution of Gumma Prefectural Forestry Assn.  
 Officers Union (Gumma-ken Shinrin Kumiai  
 Shokuin Kumiai.)

Chapter I. General Rules.

Art. 1: This Union is organized by the members of the Federation of Forestry Assn.s and the Forestry Assn.s who support the purposes of this Union in order to try to protect their livelihood. (However, the capitalist representatives are excepted from this organization)

Art. 2: This Union perform following matters to attain its aims.

1. Any matters necessary to democratize the Forestry Assn.s.

2. Any matters for stabilization of the members' living.

Art. 3: This Union is called "The Gumma Prefectural Forestry Assn."

Art. 4: The office of this Union is placed at 26 Kitakuruwacho, Maebashi-shi, Gumma-ken.

Art. 5: This Union has following officers

Chairman	1
Vice-chairman	2
Committeeman	some

The Committeemen are elected from among the members. The Chairman and Vice-Chairmen are elected by mutual vote of the Committeemen.

Art. 6: The matters of this Union are performed by the Committee.

Art. 7: The Chairman governs the matters of the Union's matters and represents the Union.

The Vice-Chairman assists the Chairman and acts for him in case of his inability.

In case of inability of either of them, One elected from among the Committeemen acts for the Chairman.



- 2 -

Art. 8: The tenure of the officers is two years. The Committeemen who are appointed as the successor elected at the members' general meeting held within six months before their predecessors' tenure terminates.

The Committees elected by the above rules are officially appointed when their predecessors' tenure terminated.

The Committees must perform his duties till their successors are appointed, even after termination of their tenure or when they retired from the offices at their own will.

The tenure of the committeemen appointed by by-election is the remainings of their predecessors'. In case there are all vacancies in the offices, the tenure of all the Committeemen appointed by by-election is two years.

Art. 9: Only when there is a vacancy of any of the offices and in case of inability to wait till the next members general meeting is held, it is filled up by by-election at the extraordinary members' meeting.

When deciding releasing of the committeeman from his duties, the members' general meeting carries out a by-election.

Art. 10: The regular members' general meeting is held in April every year and deliberates following matters.

1. The settlement of receipts and disbursements of the preceeding year.
2. The report on the matters of the meeting.
3. The budget of revenues and expenditures for the year.

The extraordinary members general meeting is opened in following cases.

1. When deemed necessary by the Committeemen.
2. When there are all vacancies in the offices of the Committeemen.



- 3 -

3. When more than one-fifth of the total members demanded to hold the members' meeting to the Chairman, stating the matters to be the objects of the meeting.
- Art. 11: The convention of the members' general meeting must be resolved by the Committee and notified to every member with a notification, in which the objects of the meeting are stated, by at least 5 days before the date.
- Art. 12: The members' general meeting is not opened unless more than half of the total membership are present.
- Art. 13: The resolution of the members' general meeting is decided by a majority of the total members with a right to decide present.
- Art. 14: The alteration of this constitution, and elections and dismissals of the committeemen are decided by more than two-thirds of the composing members of the General meeting. The dissolution of the Union and explosion of the members is the same as the above.
- Art. 15: The Chairman takes charge of the Speaker of the members' general meeting. In case of inability of the Chairman, the Vice-Chairman acts for him.
- In case of inability of either of them, the Speaker is decided by mutual vote of the Committeemen.
- Art. 16: The resolving right of each members is equal.
- Art. 17: The minutes of proceedings are prepared at the members' general meeting and following matters are recorded.
- a) Location and date of the meeting.
  - b) Total number of the members.
  - c) Total number of the right to decide.
  - d) Total number of the members present and their right to decide.
  - e) Detailed condition of the meeting.



More than two attendances named by the Speaker among from those who are not the Committee and the Speaker sign and put their seals in the above minutes.

- Art. 18: The business year of the Union is from Apr. 1 to Mar. 31 of the next year.
- Art. 19: The member pays one yen a month as membership dues.
- Art. 20: The Union receives the dues.
- Art. 21: In case the member deemed unsuitable to be membership of the Union, he is expelled by the resolution of the members' general meeting.
- Art. 22: In case the Union is dissolved, all the members of the Committeemen shall be the liquidators.
- Art. 23: When the Union is dissolved, the disposition of the remainings of the properties is decided by the members' general meeting.

Supplementary Rule.

This constitution comes into force as from the establishing date of this Union.



439

Constitution of Gumma Branch, Kanto  
Electrical Works Labor Union  
(Kanto Denki Koji Rodo Kumiai Gumma Shibu)

Chapter I General Rules

Art. 1: This union shall be called "The Gumma Branch, Kanto Electrical Works Labor Union. Its office shall be set in the Gumma Branch Office, Kanto Electrical Works Co., Ltd. at 64 Horikawa-cho, Maebashi-shi, Gumma-ken. Its Sub-Branch shall be established in every proper area.

Chapter II Object and Business

Art. 2: This union shall aims to realized maintenance and betterment of the members' labor terms and elevation of their economic position, making their general will reflect upon management of the business of the Company to contribute to sound development of the electrical works as an unit of the Kanto Electrical Works Labor Union.

Art. 3: This union shall perform following matters to accomplish the aims stipulated in Art. 2.

1. Maintenance and betterment of the members' labor terms and elevation of their economic situation.
2. Collective bargaining of employment, dismissal and other labor terms of the members.
3. Welfare and well-being of the members and their families.
4. Elevation of the members' composition.
5. Establishment and management of the consumer's cooperative assn. for the benefits of the members.
6. Cooperation with other bodies having the same aims.
7. Other matters necessary to fulfil the aims of the Union.

Chapter III Organization and machinery.



- 2 -

Art. 4: This union shall be organized by employees of the Gumma Branch Office, Kanto Electrical Works Co., Ltd. (The Employee means one who was appointed by the official announce, who concluded the employment contract for a long time with the Company or who recognized by the union) However, the capitalist representatives shall be excepted.

Art. 5: This union shall be composed of the Sub-Branch established at each Sub-Branch Office.

Art. 6: This union shall have the union chief and vice-union chief who represent the Sub-Branch.

#### Chapter IV Officers

Art. 7: This union shall have following officers

- |                     |      |
|---------------------|------|
| 1. Union chief      | 1    |
| 2. Vice-union chief | 1    |
| 3. Committeeman     | Some |
| 4. Clerk            | 1    |

Art. 8: The union chief and vice-union chief shall be elected at the general meeting. Committeemen shall be elected from each division and one of them shall be the head of the division. However, there is no objection to re-elected.

Art. 9: The committeemen shall represent the area and deliberate the matters in charge.

Art. 10: The clerk shall take charge of the business and accounts of the union.

Art. 11: The tenure of the officer shall be from the General Meeting to the next one.

Art. 12: In case there is any vacancy in any of the offices, it can be filled up according to Art. 6 and 10.

The tenure of the officer who was appointed to fill it up shall be the remainings of the predecessor's.



- 3 -

Chapter V Organs

- Art. 13: This union shall have following organs to accomplish the aims of the union.
1. Branch general meeting (Called the general meeting hereinafter)
  2. Branch Officers' meeting (Called the Officers' meeting hereinafter)
- Art. 14: The general meeting shall be the highest resolution organ and composed of all the members.
- Art. 15: The general meeting shall be held based on the convocation by the Branch chief in April every year.
- Art. 16: When recognized necessary by the officers' meeting or required by more than two-thirds of the members, the Extraordinary General Meeting can be opened.
- Art. 17: The general meeting shall not be opened unless more than two-thirds of the members are present.
- Art. 18: The member shall have a right to resolve equally at the general meeting.
- Art. 19: The general meeting shall set up the office of the Speaker.
- The Branch Chief shall take charge of the Speaker.
- Art. 20: The resolution of the general meeting shall be decided by a majority and in case of tie, the Speaker shall decide the issue.
- Art. 21: The officers' meeting shall be the resolution organ, next important to the general meeting and composed of all officers.
- Art. 22: The officers' meeting shall be called by the Branch chief and opened unless more than two-thirds of the total officers are present.



- 4 -

Art. 23: The union chief shall take charge of the Speaker of the officers' meeting.

The resolution of the officers' meeting shall be decided by a majority and in case of tie, the Speaker shall decide the issue.

Art. 24: The officers' meeting shall execute the matters resolved at the general meeting and the officers meeting.

In case the proper measures were taken for the urgent matters, the same shall be reported to and get approval by the next general meeting.

Art. 25: The officers' meeting can have the department as a subsidiary organ as need be.

The head of the department shall be appointed by the Branch chief.

The members of the department shall be elected by the head.

Art. 26: The matters resolved at the general meeting and officers' meeting must be reported to the Headquarters.

#### Chapter VI Accounts

Art. 27: The fiscal year of this union shall be from Apr. 1 to Mar. 31 of the next year.

Art. 28: The accounts of this union shall be appropriated by membership dues and donations.

Art. 29: The membership dues shall be 5 yen a month and collected in the first decade every month. In case of need, however, the dues may be collected additionally by the resolution of the officers' meeting.

Art. 30: When deemed proper at the officers' meeting, the member shall be exempted from payment of the dues.



- 5 -

Art. 31: The receipts of donations must get approval of the officers' meeting.

Art. 32: The membership dues once paid in shall not be returned.

Art. 33: The settlement of receipts and disbursements of this union shall be made once a year, reported to the general meeting and must get approval of the meeting.

Art. 34: The revenues and expenditures and management of properties of this union shall be performed in joint responsibility of the officers' meeting.

Chapter VII: Entrance and Secession;  
Reward and Punishment

Art. 35: An applicant shall apply for admission with application fee of 5 yen and be the member of the union after examination and approval of the union chief.

The application fees shall be applied to the membership dues.

Art. 36: The member who wants to secede from the union shall report it to the union, stating the reason and with the time of his secession, he shall lose at the rights and duties of membership.

Art. 37: The member who comes under any of following items shall be advised and further, may be expelled by the resolution of the officers' meeting, when he does not reconsider.

1. Who violated the platform, constitution and resolution.
2. Who disordered the control of this union.
3. Who delayed payment of membership dues for more than 3 months without any reason.

Chapter VIII Supplementary Rules

Art. 38: The member may peruse the accounts-books at any time unrestrictedly.



- 6 -

Art. 39: This constitution cannot be altered without the resolution of the officers' meeting.

Art. 40: This constitution shall come into force as from Feb. 1, 1947.



242

Constitution of Seta Branch Employees Union  
of Gumma-ken Agricultural Association.  
(Gumma-ken Nogyo-kai Seta-shibu Shokuin Kumiai)

- Art.1: The name of this union shall be "The Seta Branch Employees Union of Gumma-ken Agricultural Association".
- Art.2: This union expects stabilization and elevation of economic and social position of members by autonomous combination of members.
- Art.3: This union, for attaining the purpose, shall carry out following businesses.
1. Maintenance and betterment of working condition.
  2. Complete democratization of management.
  3. Mutual aid and relief of members.
  4. Elevation of cultural standard of members.
  5. Establishment and management of a consumption dept.
- Art.4: The office of this union is placed in the Seta Branch of the Gumma-ken Agricultural Association located at 1 Kuwa-machi, Maebashi-shi.
- Art.5: This union is organized by employees of the Seta Branch of the Gumma-ken Agricultural Association.
- Art.6: The general meeting is the highest resolution organ of the union which is called once a year. But an extraordinary general meeting may be called in case of need.
- Art.7: The previous report for calling the general meeting shall be made two-days before the opening. But in case of imminence, it shall be excepted from this rule.
- Art.8: The general meeting shall be formed with the presence of more than a half of the members.
- Art.9: The member may discuss and decided freely at the general meeting.
- The proceedings shall be decided by majority. In case of tie, the chairman shall decide the issue.



- 2 -

Art.10: This union has the executive committee.

The executive committee men shall be five persons and elected by the secret single vote system from among the members.

The executive committee has the right of decision on the daily business and imminent matters and shall be the executive organ of this union.

The proceedings of the executive committee shall be decided by majority. In case of tie, the chairman shall decide the issue.

Art.11: The executive committee has one executive chairman who was elected by mutual vote of the executive committeemen.

The executive chairman shall represent the union. But in case of his absence or inability, the substitute shall be placed.

Art.12: The tenure of office for the executive committeemen is one year. But there is no objection to be re-elected.

Art.13: The general meeting may dismiss the executive committeemen who was recognized inadequate and also designate the executive chairman. This rule applies to the case of designation of the substitute.

Art.14: The union shall collect 20 per cent of the basic salary to apply the expenses of this union every month. As to collection of dues not regulated in last item, the recognition of the general meeting shall be needed.

Art.15: This union may receive contributions at the responsibility of the executive committeemen.

Art.16: The fiscal year of this union shall take the calendar year system. The receipts and disbursements of this union shall be reported to the general meeting and ask its recognition.

Art.17: In case a member violated the resolution of the general meeting he shall be ousted from membership of the union. This rule applies to the cases in which a member did a wrong action as to defame the honor as membership



- 3 -

or did a betraying action as to violate profit of the union.

The decision of the last item shall be made by the general meeting.

Art.18: This constitution shall not be altered unless approved by the resolution of the general meeting and need the approval of more than two-thirds of the attendants.

Art.19: The dissolution of this union shall need the approval of more than one-second of the members.

Standing rules of the Consumption Dept.

1. This Dept. expects stabilization and elevation of members' living by the power of combination.
2. This Dept. shall be limited.
3. The amount of a share of contribution is 1 yen.
4. The contributions shall be paid in all at the same time of establishment.
5. The disposition of surplus and the covering of loss shall be decided by the general meeting.
6. This Dept. has five committeemen and they shall be elected at the general meeting. The committeemen shall elect the chairman by mutual vote.
7. The chairman has the right of decision on business and shall execute business.
8. The tenure of office for the committeemen is one year. But he shall engage in business even if his term of service expired until the successor is decided.
9. This fiscal year of this Dept. shall take the calendar year system.
10. The businesses of this Dept. shall be as follows:
  1. Purchase of living necessities.
  2. Production of living necessities.



- 4 -

3. Business recognized necessary besides the above.
11. The prices of commodities to be sold to the members shall be decided by the committee.
12. The dealings of commodities for purchase shall be made all in cash.
13. The surplus of this Dept. shall be put in charge of " \_\_\_\_\_ " through the resolution of the general meeting.
14. In case a member seceded from the union, the amount of share to be paid back to the member shall be uable to exceed this contributions.



443  
Constitution of Japan Fibre Co., Ltd.  
Employees Union (Nippon Seni K.K. Jugyoin Kumiai)

Art. 1: This union is called the Japan Fibre Co., Ltd. Employees Union and is organized by all the employees, excepting those having authority deciding labor terms and their assistants.

Art. 2: The office of this union is set in the Japan Fibre Co., Ltd. at 33 Wakamatsu-cho, Takasaki-shi

Art. 3: This union has following aims.

1. Establishment of collective bargaining right.
2. Maintenance and betterment of treatment and labor terms.
3. Promotion of knowledges and elevation of characters.
4. Friendship of employes.
5. Refinement of workmanship and rationalization of production.

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

1. Suvery of living status and other necessary matters of the employees.
2. Connection with outside bodies to expedite self-consciousness of class liasion.
3. Holding of various meetings.
4. Other matters recognized necessary to fulfil the aims.

Art. 5: This union has following organs and officers

- (1) The general meeting is the supreme organ, is valid with the presence of more than half of the membership, and is convened twice a year.

In case recognized necessary by the committee meeting or demanded by more than one-third of the members, the extraordinary general meeting shall be convened.



- 2 -

(2) The committee meeting, next important organ compared with the general meeting, is organized by committeemen elected at the general meeting and is convened once or more a year. 5 committees are elected by mutual vote from among the members.

(3) The president and the vice-president are elected at the general meeting shall be elected from among committees at the general meeting.

(4) The clerk and the accountant shall be nominated from among the members and decided by the committee.

Art. 6: The committee shall have following sub-divisions to execute the union affairs.

1. Organization division.
2. Education and propaganda division.
3. Inquiry division.

Art. 7: The membership dues is one yen 50 sen a month.

Art. 8: The fiscal year is from Apr. 1 to Mar. 31 of the next year.

Art. 9: The member who defamed the honor of the union or acted against the aims of the union shall be ousted when approved by more than 2-thirds of the members.

Art. 10: This union shall join the single labor union by trade at a proper time.

Art. 11: This constitution shall not be changed unless resolved by the general meeting.

Additional Rule

Art. 12: This constitution shall come into force as from Sept. 25, 1946.



Constitution of Iwahana Workshop  
Labour Union of Nippon Chemistry  
Co., Ltd. (Nippon Kagaku Co.,  
Ltd. Iwahana Sagyojo Jugyoin Kumiai)

Chapter I General Rules

- Art. 1: The name of this Union shall be "Iwahana workshop Labour Union of Nippon Chemistry Co., Ltd."
- Art. 2: This Union purposes to exert maintenance and improvement of labour terms by unity of the members and orderly collective movement and to expect realization of this Union's Constitution.
- Art. 3: This Union shall be consisted of the Workers of Iwahana Workshop of Nippon Chemistry Co., Ltd., but excluding those who come under Article 7 in proviso of Article 2 in the Trade Union Law and those who recognized to be unfit for entrance by the independence of this Union.
- Art. 4: The office of this Union is placed in Iwahana Workshop of Nippon Chemistry Co., Ltd. located at Iwahana-mura Gumma-gun, Gumma-ken.

Chapter II Works

- Art. 5: This Union must do following works to realized purposes shown article 2.
1. Matters Connected with elevation of labour terms
  2. Matters connected with exercise of collective right, collective bargaining right, and labour agreement rights.
  3. Matters connected with condolence and comfort of the members.
  4. Matters connected with education, elevation of cultural and qualitative character, and training of ability of the members.
  5. Matters connected with well-being and social welfare of the members and their families.
  6. Matters connected with co-operation with



- 2 -

7. Other matters needed in realization of purposes.

Chapter III The Union Members

- Art. 6: This Union Members have following duties and rights.
1. All the members of this Union shall have the duties to realize this Union's platform to keep the resolution of the each organization, and to obey the regulation of this Union.
  2. All the members of the Union shall have the duty to pay the membership dues.
  3. All the members of the Union shall have the duty to foresee the rise of accident between the members and the proprietor, and to report to the office immediately when rise.
  4. All the members of this Union shall have the claim of the general meeting's convocation, in case of demanded by one-third or more of the union members.
  5. All the members of this Union shall have the rights to speak freely.
  6. All the members shall have the right to vote and eligibility for election.
  7. All the members shall have the right to have all profits of the members.
- Art. 7: An applicant who wants to be the members of this Union, shall file to the office the regular written application that written the name and stamps a seal, and a membership due for a month.
- Art. 8: The Qualification of the members shall begin when registered on the membership list and shall lost when dropped from list.
- Art. 9: This Union Members shall seclude from the Union by following reasons.
1. When lost the Qualification shown in article 3.
  2. When expelled from office by the resolution of the general meeting.
  3. When presented to the Chief of, the committee the secession report that written the reasons before-



- 3 -

hand and approved by the chief of the committee, but in case he has debt or other duties for the union, he shall not be recognized without performance of the duties.

Art. 10: In case a member been against the platform, acted against constitution and rule and resolution, disordered regulation, and defamed the honour of the Union, he may be advised and discharged from one's service or suspended his own profit by the resolution of the officers meeting or be expelled by the resolution of the general meeting.

Art. 11: In case a member has meritorious service in the development of this Union or in Works, he shall be commended by the resolution of the officers meeting.

Art. 12: In case an applicant who is secluded or expelled wants to be the member again, he shall receive the approbation of the officers meeting.

#### Chapter IV Officers

Art. 13: This Union has following officers.

1. Chief of the committee	1
2. Vice chief of the committee	2
3. Standing committeeman	6
4. Committeeman	some
5. Auditor	1

Art. 14: The officers shall be elected by mutual vote at the general meeting. The method of election shall be considered at the general meeting.

Art. 15: The Chief of the committee shall represent this Union and govern the businesses. The Vice-chief of the committee shall assist the Chief of the committee and act for him in case of his inability. The standing committeemen shall take part in the important matters, as well as allot the necessary business among themselves, and have joint liability about the deed. The committeemen shall take part in the important matters. The auditor shall examine the accounts



- 4 -

and have claim of financial explanation against the organizations.

Art. 16: The office term of the officers is one year, but there is no objection to be re-elected. Even in the term of last article, in following cases the officers shall be re-elected at any time.

1. When one-third or more of the members' number when the officers are elected increased or decreased.

2. When by the officers meeting recognized to be necessary, applied to the general meeting, and approved by the general meeting.

3. When demanded by one-third or more of the members. In case there is a vacancy in any of the officers, he shall be supplemented by the resolution of the officers meeting or recommendation of the officers meeting or recommendation of the general meeting with the resolution of the general meeting, and his term is the remaining of the predecessor's.

Art. 17: This Union may have some persons excluding the adviser, the employees, and those come under proviso of article 3. The adviser shall be commissioned by the Chief of the committee with recommendation of the general or officers meeting.

Art. 18: This Union may have following departments  
 System's department, Civilization's department,  
 Living's department, Examination's "  
 Finance's " Youngmen's "  
 Each head of the departments shall be performed by the standing committeemen, but there is no objection to be held as an additional post, and each department may be altered by the resolution of the officers meeting as occasion demands. Each department has some members, they shall be appointed or removed by the Chief of the committee from among the union members, and shall manage the business under the order of the Chief of the committee or the head of the department.

Art. 19: In case there is those who gotten scores sometimes in election of the officers, those shall be decided by the resolution of the officers meeting.



- 5 -

Chapter V Conference

Art. 20: The conference of this Union shall be divided into two kinds, the general meeting, the officers meeting. The conference shown in last article shall be consisted of presence of a half or more of the members. The speaker shall be performed by the Chief of the committee and the resolution shall be decided by a majority, but in case of tie, the speaker shall decide the issue. But the resolution of dissolution of this Union shall be decided by the resolution of the general meeting presented by three-quarters or more of the members.

Art. 21: The general meeting is the highest resolution organ of this Union and shall be consisted of the union members, and shall be called once a year by the Chief of the committee. Besides the chief of the committee shall call the extraordinary general meeting in case of following cases at any time.

1. When recognized to be necessary by the chief of the committee.
2. When demanded by the officers meeting.
3. When demanded by one-third or more of the members.

The general meeting shall decide the following matters.

1. Matters connected with alteration of platform or rules.
2. Matters connected with appointments or removals of the officers.
3. Matters connected with budget or settlement.
4. Matters connected with works or plans.
5. Matters connected with labour terms, expenses, conference, and other participation for operation.
6. Matters connected with labour troubles.
7. Matters connected with to use to other purposes the fund of social establishment in the interests of mutual aid and other works of social welfare.
8. Matters connected with connection with other union.
9. Matters connected with recognition of the member's qualification.



- 6 -

10. Matters connected with expulsion of the members.

11. Matters connected with dissolution of this Union.

12. Other matters recognized to be special important matters.

In case the Chief of the committee wants to call the general meeting, he shall report to the all members purposes till before two days. But in case there is situation not to be helped, fact shown in last article is excepted.

Art. 22: The officers meeting shall be consisted of the officers and is the highest resolution and executive organ next to the general meeting, shall be called by the Chief of the committee at any time. The officers meeting shall be decided by the rules of article 10, 11, 12, 16, 17, 18, 19, 24, 28 shown in this Constitution, shall do the demand of article 21, clause 2, and shall do the resolution connected with important and suddenly matters, and execute the resolution of the general meeting.

#### Chapter VI Accounts

Art. 23: The outlays of this Union shall be appropriated by admission fees, membership dues, and contributions. The property needed in operation of the works shall depend upon the investment of the members or loan.

Art. 24: The admission fee of this Union is 50 yen. The membership dues is 30 yen a month, but they shall be altered extraordinarily by the resolution of the officers meeting. The dues once paid in shall not be returned for any reasons.

Art. 25: The budget and settlement of this Union shall receive the approbation of the general meeting once a year. The accounting state of this Union shall be reported to the officers meeting with outstanding account of last month once a month, and the statement of accounts shall be done at the general meeting.



- 7 -

Art. 26: The fiscal year of this Union is from January 1 to December 31.

Chapter VII Supplementary Rules

Art. 27: This Constitution can not be altered without agreement of two-thirds or more of members present at the general meeting.

Art. 28: Disposition rules of business needed in operation of the union's business shall be decided by the Chief of the committee through the resolution of the officers meeting.

Art. 29: This Constitution shall come into force as from October 1, 1946.



## CONSTITUTION OF MIYAMA PENCIL CO., LTD. UNION

(Miyama Enpitsu Roku Kumiai)

## Chapter I. General Rules

- Art. 1: The name of this union shall be "The Miyama Pencil Co., Ltd. Workers' Union".
- Art. 2: This union is organized by employes of the Miyama Pencil Co., Ltd. except the delegation of profit, persons who participate finally in projection of the labor terms, and their assistants.
- Art. 3: The office of this union is placed at Tsunetoshi Wakabayashi's, located at 100, Shimowada-cho, Takasaki-shi, Gumma-ken.

## Chapter II. Object and Business

- Art. 4: The object of this union shall be to establish the collective bargaining rights, to increase the production, to protect workers' living rights, to improve the labor terms, to elevate workers' social position, by means of stable combination. And to contribute to development of industrial Japan.
- Art. 5: The members of this union shall perform following business in order to realize the object of the preceding article.
1. Establishment of the collective bargaining rights.
  2. Support and improvement of the labor terms.
  3. Independent management of various institution, culture, refinement, welfare and promotion of the welfare of workers and etc.
  4. Promotion of the workmanship.
  5. And other required affairs in order to realize the objects.



- 2 -

Art. 6: This union has the committee meeting of labor education.

### Chapter III. Organs

Art. 7: This union has following organs:

1. General meeting
2. Committee meeting
3. Standing committee meeting

Art. 8: The general meeting is the highest resolution organ which is consisted of all the members and called in April of each year.

When deemed necessary, the extraordinary general meeting shall be called. The general meeting shall confirm the report of the executive organ and shall resolve the fundamental matters in order to manage this union, election of officers, alteration of the constitution, resolving the estimate and etc.

Art. 9: The committee meeting is consisted of the committee-men elected from each shop. And it is the second resolution organ. As occasion demands, it may be called.

Art. 10: The standing committee meeting which is consisted of the delegations elected from among the committee-men, is the resolution organ of this union. And it shall perform the business of this union.

The committee meeting and the standing committee meeting shall resolve following matters.

1. The plan of management of this union.
2. Enforcement of matters.
3. Drafting or alteration of the constitution or the important documents.



- 3 -

4. Compilation of the estimates.
5. Counter-move for the public relations.
6. And other important matters concerning this union.

Art. 11: All conferences shall have the chairman and the clerks. The chairman shall be elected by the recommendation or by mutual vote from among the members present.

The clerks shall be appointed by the chairman. The chairman shall control the members of a conference, and be responsible for the expediting the proceedings. He shall have no right to vote.

Art. 12: No conference which has the right of conclusion shall not be opened unless more than a half of membership having the right of conclusion is present.

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

#### Chapter IV. Officers

Art. 14: This union has following officers.

1. President	1
2. Vice-president	1
3. Committeemen	some
4. Standing committeemen	some
5. Accountant	1
6. Auditor	1
7. Clerk	1

Art. 15: The president and the vice-president shall be elected by the general meeting.

The committeemen shall be elected from each office in proportion to the number of workers.



- 4 -

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

The auditor shall be elected by the general meeting.

The accountant and the clerk shall be appointed by the president by approval of the committee.

Art. 16: The office term of officers is one year from April of each year. There is no objection to be re-elected. In case an officer was recognized as the unqualified, he may be re-elected even during his term. The office term of the offices elected by the by-election is the remainder of the Predecessor's term.

Art. 17: The president shall govern this union and be responsible for all affairs, execution of office business management of the estate and etc. And he shall represent this union. The vice-president shall assist the president and act for him in case of his absence or inability. The committeemen shall represent all workers who elect him. The standing committeemen shall represent the committeemen. The auditor shall audit the accounts and executive organs. When he found any wrongs, he shall call the general meeting and report it and be responsible for it. The accountant shall perform the accounting business of this union and be responsible for it. The clerks shall be affiliated with the committee and perform the business and be responsible for it.

#### Chapter V. Entrance and Secession

Art. 18: An applicants who wants to be the member of this union shall submit an application with the entrance fee and the membership dues of the month to the president through the committeemen elected from each office.



- 5 -

Art. 19: In case a member wanted to secede, he shall submit his secession notice with the reason through the committeemen elected from each office to the president. In case a member wants to secede has any debts or other duties for this union, his secession shall not be approved unless he discharged his liabilities.

Art. 20: In case a member comes under the following he may be suspended or ousted from membership of this union by the resolution of the committee.

1. When a member violated this constitution.
2. When a member violated the regulation of this union.
3. When a member did harm to this union.
4. When a member defamed the honor of this union.
5. When a member was recognized as the delegation of this company.
6. When a member was recognized as the unqualified.

#### Chapter VI. Accounts

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

Art. 22: It shall be necessary that the estimate or the settlement of this union be approved by the general meeting.

Art. 23: The accounting rules shall be decided separately.

Art. 24: The fiscal year of this union shall be from April 1 to March 31 of the next year.

Art. 25: The membership dues of this union shall be 5 yen a month. When deemed necessary by the committee, this union may collect the extraordinary dues by approval of the general meeting.

• Art. 26: The entrance fee of this union shall be 3 yen.



- 6 -

## Chapter VII. Dissolution

Art. 27: In case this union comes under the followings, it shall be dissolved.

1. When the Miyama Pencil Co., Ltd. was merged into another company.
2. When there was the resolution by more than three-fourths of the total members at the general meeting.
3. When it was ordered dissolution by the government office.

## Chapter VIII. Alteration of constitution

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

## Supplementary Rule

This constitution shall come into force on October 7, 1946. (on this day this union was organized).



44

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Constitution of Gumma Wood-Work Branch of Kiryu  
District Wood-Work Employees Union, NFLU  
(Nippon Rodo Kumiai Sodomei Kiryu Chiku Mokko  
Jugyoin Kumiai Gumma Mokko Shibu)

Art. 1: This branch is called the Kiryu District Wood-Work Employees Union Gumma Wood-Work Branch and the office is set at 255 2-chome, Suehiro-cho, Kiryu-shi.

Art. 2: This branch is organized by the employees of the Gumma Wood-Work Co., Ltd. and aims to fulfill the aims of Art. 2 of the union constitution.

Art. 3: This branch performs businesses based on Art. 5, chapter II of the union constitution.

Art. 4: This branch has following officers.

Branch chief	1
Chief secretary	1
Secretaries	2
(one is a standing secretary)	
Accountant	1
Auditor	1

Art. 5: The branch chief represents the branch and supervises the branch affairs.

The chief secretary helps the branch chief, manages the affairs and acts for the chief in case of his inability.

The secretaries organize the board of secretaries, engage in deliberation of important matters until the next general meeting.

The standing secretary helps the branch chief and engages in business.

The accountant manage accounting of this branch.

The auditor audits the accounting affairs.

The officers are elected at the branch general meeting and their office term is one year.



- 2 -

Art. 6: This branch has following meeting.

1. General meeting.
2. Board of secretaries.

The general meeting is the highest resolution organ of the branch, organized by all the members of the branch and convened by the branch chief once a year.

The board of secretaries is organized by the officers and secretaries of the branch and convened by the branch chief at times.

Art. 7: The branch chief shall be the chairman of the meeting and the proceedings shall be decided by majority.

Art. 8: One wishing to join this branch shall apply to the branch chief by a stipulated application form with admission fee and one-month membership dues. The membership qualification shall begin when registered at the union headquarters.

Art. 9: In case necessary to punish a member, it is decided by the board of secretaries, reported to the union headquarters and shall get approval of it.

Art. 10: The expenses of this branch are defrayed by the grant from the headquarters and donations. Funds in need may be raised by investment of the members on by loaned money.

Art. 11: The rules necessary for execution of business shall be decided by the branch chief through the consultation of the board of secretaries.

Art. 12: As to matters other than stipulated in this constitution, the union constitution shall be applied.

Art. 13: The change of this constitution needs be approved by more than 2-thirds of those present at the general meeting, and be acknowledged by the headquarters.

Reference:

Art. 2 and Art. 5 and union constitution.



- 3 -

Art. 2: This union aims to refine characters, to train workmanship, to maintain and better labor terms, to promote welfare, to elevate social position of the members by solidarity and mutual aid, so as to expect industrial democratization.

Art. 5: This union performs following activities to fulfil the aims of Art. 2.

1. Liasion and cooperation with other bodies having the same aims.
2. Mutual aid, financial aid, health and recreation for the members and their families.
3. Joint purchase of daily necessaries and good offices for housing.
4. Enrichment of union fund and living aid.
5. Education, publication, inquiry, lecture meeting, training courses and inspection.
6. Training of workmanship and information on employment.
7. Other matters necessary to fulfil the aims.



450

Constitution of Yajima Wood-Work Branch of  
Kiryu District Wood-Work Employes Union, NFLU  
(Nippon Rodo Kumiai Sodomei Kiryu Chiku Mokko  
Jagyoin Kumiai Yajima Mokko Shibu)

- Art. 1: This branch is called the Kiryu District Wood-Work Employes Union Yajima Wood-Work Branch and the office is set at 155 2-chome, Suehiro-cho, Kiryu-shi.
- Art. 2: This branch is organized by the Yajima Wood-Work Co., Ltd. and aims to fulfil the aims of Art. 2. of the union constitution.
- Art. 3: This branch performs businesses based on Art. 5, chapter II of the union constitution.
- Art. 4: This branch has following officers.
- |                               |   |
|-------------------------------|---|
| Branch chief                  | 1 |
| Chief secretary               | 1 |
| Secretaries                   | 2 |
| (one is a standing secretary) |   |
| Accountant                    | 1 |
| Auditor                       | 1 |
- Art. 5: The branch chief represents the branch and supervises the branch affairs.
- The chief secretary helps the branch chief, manages the affairs and acts for the chief in case of his inability.
- The secretaries organize the board of secretaries, engage in deliberation of important matters until the next general meeting.
- The standing secretary helps the branch chief and engages in business.
- The accountant manage accounting of this branch.
- The auditor audits the accounting affairs.
- The officers are elected at the branch general meeting and their office term is one year.



- 2 -

Art. 6: This branch has following meeting.

1. General meeting.
2. Board of secretaries.

The general meeting is the highest resolution organ of the branch, organized by all the members of the branch and convened by the branch chief once a year.

The board of secretaries is organized by the officers and secretaries of the branch and convened by the branch chief at times.

Art. 7: The branch chief shall be the chairman of the meeting and the proceedings shall be decided by majority.

Art. 8: One wishing to join this branch shall apply to the branch chief by a stipulated application form with admission fee and one-month membership dues. The membership qualification shall begin when registered at the union headquarters.

Art. 9: In case necessary to punish a member, it is decided by the board of secretaries, reported to the union headquarters and shall get approval of it.

Art. 10: The expenses of this branch are defrayed by the grant from the headquarters and donations. Funds in need may be raised by investment of the members on by loaned money.

Art. 11: The rules necessary for execution of business shall be decided by the branch chief through the consultation of the board of secretaries.

Art. 12: As to matters other than stipulated in this constitution, the union constitution shall be applied.

Art. 13: The change of this constitution needs be approved by more than 2-thirds of those present at the general meeting, and be acknowledged by the headquarters.

Reference:

Art. 2 and Art. 5 of the union constitution.



- 3 -

Art. 2: This union aims to refine characters, to train workmanship, to maintain and better labor terms, to promote welfare, to elevate social position of the members by solidarity and mutual aid, so as to expect industrial democratization.

Art. 5: This union performs following activities to fulfil the aims of Art. 2.

1. Liasion and cooperation with other bodies having the same aims.
2. Mutual aid, financial aid, health and recreation for the members and their families.
3. Joint purchase of daily necessaries and good offices for housing.
4. Enrichment of union fund and living aid.
5. Education, publication, inquiry, lecture meetings, training courses and inspection.
6. Training of workmanship and information on employment.
7. Other matters necessary to fulfil the aims.



451

Constitution of Teito Wood-Work Branch of  
Kiryu District Wood-Work Employees Union, NFLU  
(Nippon Rodo Kumiai Sodomei Kiryu Chiku  
Mokko Jagyoin Kumiai Teito Mokko Shibu)

- Art. 1: This branch is called the Kiryu District Wood-Work Employees Union Teito Wood-Work Branch and the office is set at 1155 2-chome, Suehiro-cho, Kiryu-shi.
- Art. 2: This branch is organized by the employees of the Teito Wood-Work Co., Ltd. and aims to fulfill the aims of Art. 2 of the union constitution.
- Art. 3: This branch performs businesses based on Art. 5, chapter II of the union constitution.
- Art. 4: This branch has following officers.

Branch chief	1
Chief secretary	1
Secretaries	2
(one is a standing secretary)	
Accountant	1
Auditor	1

- Art. 5: The branch represents the branch and supervises the branch affairs.

The chief secretary helps the branch chief, manages the affairs and acts for the chief in case of his inability.

The secretaries organize the board of secretaries, engage in deliberation of important matters until the next general meeting.

The standing secretary helps the branch chief and engages in business.

The accountant manage accounting of this branch.

The auditor audits the accounting affairs.

The officers are elected at the branch general meeting and their office term is one year.



- 2 -

Art. 6: This branch has following meetings.

1. General meeting.
2. Board of secretaries.

The general meeting is the highest resolution organ of the branch, organized by all the members of the branch and convened by the branch chief once a year.

The board of secretaries is organized by the officers and secretaries of the branch and convened by the branch chief at times.

Art. 7: The branch chief shall be the chairman of the meeting and the proceedings shall be decided by majority.

Art. 8: One wishing to join this branch shall apply to the branch chief by a stipulated application form with admission fee and one-month membership dues. The membership qualification shall begin when registered at the union headquarters.

Art. 9: In case necessary to punish a member, it is decided by the board of secretaries, reported to the union headquarters and shall get approval of it.

Art. 10: The expenses of this branch are defrayed by the grant from the headquarters and donations. Funds in need may be raised by investment of the members on by loaned money.

Art. 11: The rules necessary for execution of business shall be decided by the branch chief through the consultation of the board of secretaries.

Art. 12: As to matters other than stipulated in this constitution, the union constitution shall be applied.

Art. 13: The change of this constitution needs be approved by more than 2-thirds of those present at the general meeting, and be acknowledged by the headquarters.

Reference:

Art. 2 and Art. 5 of the union constitution.



- 3 -

Art. 2: This union aims to refine characters, to train workmanship, to maintain and better labor terms, to promote welfare, to elevate social position of the members by solidarity and mutual aid, so as to expect industrial democratization.

Art. 5: This union performs following activities to fulfil the aims of Art. 2.

1. Liaison and cooperation with other bodies having the same aims.
2. Mutual aid, financial aid, health and recreation for the members and their families.
3. Joint purchase of daily necessities and good offices for housing.
4. Enrichment of union fund and living aid.
5. Education, publication, inquiry, lecture meetings, training courses and inspection.
6. Training of workmanship and information on employment.
7. Other matters necessary to fulfil the aims.



452

Constitution of Kiryu Wood Machinery Branch  
 of Kiryu District Wood-Work Employes Union,  
 NFLU (Nippon Rodo Kumiai Sodomei Kiryu  
 Chiku Mokko Jugyoin Kumiai Kiryu Mokki Saibu)

- Art. 1: This branch is called the Kiryu District Wood-Work Employes Union Kiryu Wood Machinery Branch and the office is set at 1155 2-chome, Suehiro-cho, Kiryu-shi.
- Art. 2: This branch is organized by the employes of the Kiryu Wood-Work Co., Ltd. and aims to fulfil the aims of the union constitution.
- Art. 3: This branch performs businesses based on Art.5, chapter II of the union constitution.
- Art. 4: This branch has following officers.
- |                               |   |
|-------------------------------|---|
| Branch chief                  | 1 |
| Chief secretary               | 1 |
| Secretaries                   | 2 |
| (one is a standing secretary) |   |
| Accountant                    | 1 |
| Auditor                       | 1 |
- Art. 5: The branch chief represents the branch and supervises the branch affairs.
- The chief secretary helps the branch chief, manages the affairs and acts for the chief in case of his inability.
- The secretaries organize the board of secretaries, engage in deliberation of important matters until the next general meeting.
- The standing secretary helps the branch chief and engages in business.
- The accountant manage accounting of this branch.
- The auditor audits the accounting affairs.
- The officers are elected at the branch general meeting and their office term is one year.



- 2 -

Art. 6: This branch has following meeting.

1. General meeting.
2. Board of secretaries.

The general meeting is the highest resolution organ of the branch, organized by all the members of the branch and convened by the branch chief once a year.

The board of secretaries is organized by the officers and secretaries of the branch and convened by the branch chief at times.

Art. 7: The branch chief shall be the chairman of the meeting and the proceedings shall be decided by majority.

Art. 8: One wishing to join this branch shall apply to the branch chief by a stipulated application form with admission fee and one-month membership dues. The membership qualification shall begin when registered at the union headquarters.

Art. 9: In case necessary to punish a member, it is decided by the board of secretaries, reported to the union headquarters and shall get approval of it.

Art. 10: The expenses of this branch are defrayed by the grant from the headquarters and donations. Funds in need may be raised by investment, of the members on by loaned money.

Art. 11: The rules necessary for execution business shall be decided by the branch chief through the consultation of the board of secretaries.

Art. 12: As to matters other than stipulated in this constitution, the union constitution shall be applied.

Art. 13: The change of this constitution needs be approved by more than 2-thirds of those present at the general meeting, and be acknowledged by the headquarters.

Reference:

Art. 2 and Art. 5 of the union constitution.



- 3 -

Art. 2: This union aims to refine characters, to train workmanship, to maintain and better labor terms, to promote welfare, to elevate social position of the members by solidarity and mutual aid, so as to expect industrial democratization.

Art. 5: This union performs following activities to fulfil the aims of Art. 2.

1. Liaison and cooperation with other bodies having the same aims.
2. Mutual aid, financial aid, health and recreation for the members and their families.
3. Joint purchase of daily necessaries and good offices for housing.
4. Enrichment of union fund and living aid.
5. Education, publication, inquiry, lecture meetings, training courses and inspection.
6. Training of workmanship and information on employment.
7. Other matters necessary to fulfil the aims.



453  
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Constitution of Kyoritsu Wood-Work Branch of Kiryu District Wood-Work Employees Union, NFLU (Nippon Rodo Sodomei Kiryu Chiku Mokko Jugyoin Kumiai Kyoritsu Mokko Shibu)

- Art. 1: This branch is called the Kiryu District Wood-Work Employees Union Kyoritsu Wood-Work Branch and the office is set at 1155 2-chome, Suehiro-cho, Kiryu-shi.
- Art. 2: This branch is organized by the employes of the Kyoritsu Wood-Works and aims to fulfil the aims of Art. 2 of the union constitution.
- Art. 3: This branch performs businesses based on Art. 5, chapter II of the union constitution.
- Art. 4: This branch has following officers.

Branch chief	1
Chief secretary	1
Secretaries	2
(one is a standing secretary)	
Accountant	1
Auditor	1

- Art. 5: The branch chief represents the branch and supervises the branch affairs.

The chief secretary helps the branch chief, manages the affairs and acts for the chief in case of his inability.

The secretaries organize the board of secretaries, engage in deliberation of important matters until the next general meeting.

The standing secretary helps the branch chief and engages in business.

The accountant manage accounting of this branch.

The auditor autits the accounting affairs.

The officers are elected at the branch general meeting and their office term is one year.



- 2 -

Art. 6: This branch has following meeting.

1. General meeting.
2. Board of secretaries.

The general meeting is the highest resolution organ of the branch, organized by all the members of the branch and convened by the branch chief once a year.

The board of secretaries is organized by the officers and secretaries of the branch and convened by the branch chief at times.

Art. 7: The branch chief shall be the chairman of the meeting and the proceedings shall be decided by majority.

Art. 8: One wishing to join this branch shall apply to the branch chief by a stipulated application form with admission fee and one-month membership dues. The membership qualification shall begin when registered at the union headquarters.

Art. 9: In case necessary to punish a member, it is decided by the board of secretaries, reported to the union headquarters and shall get approval of it.

Art. 10: The expenses of this branch are defrayed by the grant from the headquarters and donations. Funds in need may be raised by investment of the members on by loaned money.

Art. 11: The rules necessary for execution of business shall be decided by the branch chief through the consultation of the board of secretaries.

Art. 12: As to matters other than stipulated in this constitution, the union constitution shall be applied.

Art. 13: The change of this constitution needs of approved by more than 2-thirds of those present at the general meeting, and be acknowledged by the headquarters.

Reference:

Art. 2 and Art. 5 and union constitution.



- 3 -

Art. 2: This union aims to refine characters, to train workmanship, to maintain and better labor terms, to promote welfare/to elevate social position of the members by solidarity and mutual aid, so as to expect industrial democratization.

Art. 5: This union performs following activities to fulfil the aims of Art. 2.

1. Liaison and cooperation with other bodies having the same aims.
2. Mutual aid, financial aid, health and recreation for the members and their families.
3. Joint purchase of daily necessaries and good offices for housing.
4. Enrichment of union fund and living aid.
5. Education Publication, inquiry, lecture meeting, training courses and inspection.
6. Training of workmanship and information on employment.
7. Other matters necessary to fulfil the aims.



454

Constitution of Hinode Industrial  
Branch of Kiryu district carpenters  
Union, N.F.L.U.

(Nippon Rodo Kumiai Sodomei Kiryu Chiku  
Mokko Jugyoin Kumiai)

- Art 1: The name of this Union shall be "The Hinode Sangyo Branch of Kiryu district Carpenters Union, and the office of this Branch is placed at 1155, 2-chome, Suehiro-cho, Kiryu-shi.
- Art 2: This Branch is organized by employes of Hinode industrial Co., Ltd. and aims to perform the purposes mentioned in the constitution of the Union.
- Art 3: This Branch executes the businesses based on Art. 5, Chapter II of the constitution of the Union.
- Art 4: This Branch has following officers:
- |   |   |
|---|---|
| 1. Branch chief                             | 1 |
| 2. Chief secretary                          | 1 |
| 3. Secretary                                | 2 |
| (One of them shall be a Standing Secretary) |   |
| 4. Accountant                               | 1 |
| 5. Auditor                                  | 1 |
- Art 5: The Chief of the Branch shall represent and govern the Branch.

The Vice-chief of the Branch shall execute the business assisting the Branch-chief and act for him in case of his absence or inability.

Secretaries shall organize the secretary meeting, and shall deliberate on the important affairs till the next general meeting and a Standing secretary shall assist the Chief and perform the affairs of the Branch.

The accountant shall perform accounting business of the Branch.



- 2 -

The Auditor shall audit the accounts of the Branch.

The officers shall be elected at the General meeting of the Branch and the office term of the officer is one year.

Art 6: This Branch has following meetings:

1. General meeting
2. Secretary meeting

The general meeting is the highest resolution organ which is consisted of all members of the Branch convened by the Chief of the Branch once a year.

The Secretary meeting is organized by the officers of this Branch and the secretaries, and called by the chief of the Branch at any time when it is needed.

Art 7: The Chief of the Branch shall be the Chairman of meeting and all matters of a conference shall be decided by a majority.

Art 8: An applicant who wants to be the member of this Branch shall submit a writing membership dues for one month to the Branch chief when his name is registered on the list of members, he will get the qualification of the membership of this Branch.

Art 9: In case a member did any action to be punished, the disposition shall be decided at the Secretary meeting and be reported and be approved by the Headquarters of this Branch.

Art 10: The expenses of this Branch shall be defrayed by delivery money from Headquarters and donations.

The funds needed for management of the enterprises of this Branch can be supplied from investments or debts from the membership of this Branch.

Art 11: The provisions needed for management of the enterprises of this Branch shall be separately decided by the Chief of the Branch through



- 3 -

through the approval of the Secretary meeting.

Art 12: For the Matter which is not provisioned in this constitution, the Constitution of the Union shall be applied.

Art 13: This constitution shall not be altered unless approved by two-thirds or more of those presents at Branch General Meeting, and after that it must be approved by the Headquarters.

Reference (Art. 2 and Art. 5 of the constitution of Headquarters)

Art 2: This Branch aims to accomplish the democratization of industry, executing cultivation of characters, training of ability, maintenance and improvement of Labor terms, promotion of common welfare and elevation of social position by the solidarity of membership and organization of mutual aid of membership.

Art 5: This Branch shall execute the following businesses in order to accomplish the purposes of Art 2.

- a. Matters concerning to federation and cooperation with other bodies having the same purpose.
- b. Matters concerning to mutual aid, circulation of money, sanitation and consolation of membership and their families.
- c. Matters concerning to fullness of funds of the Branch and protection of life.
- d. Matters concerning to education, publication, investigation, lecture-meeting, training course and inspection meeting.
- e. Matters concerning to cultivation of ability and consultation of employment.
- f. Other matters necessary to accomplish the purposes of this Branch.



456

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Constitution of Toka Wood-Work Branch of Kiryu  
District Wood-Work Employees Union, NFLU  
(Nippon Rodo Kumiai Sodomei Kiryu Chiku Mokko  
Jugyoin Kumiai Toka Mokko Shibu)

- Art. 1: This branch is called the Kiryu District Wood-Work Employees Union Toka Wood-Work Branch and the office is set at 255 2-chome Suehiro-cho, Kiryu-shi.
- Art. 2: This branch is organized by the employees of the Toka Wood-Work Co., Ltd. and aims to fulfil the aims of Art. 2 of the union constitution.
- Art. 3: This branch performs businesses based on Art. 5, chapter II of the union constitution.
- Art. 4: This branch has following officers.

Branch chief	1
Chief secretary	1
Secretaries <sup>2</sup> (one is a standing secretary)	2
Accountant	1
Auditor	1

- Art. 5: The branch chief represents the branch and supervises the branch affairs.

The chief secretary helps the branch chief, manages the affairs and acts for the chief in case of his inability.

The secretaries organize the board of secretaries, engage in deliberation of important matters until the next general meeting.

The standing secretary helps the branch chief and engages in business.

The accountant manage accounting of this branch.

The auditor audits the accounting affairs.

The officers are elected at the branch general meeting and their office term is one year.



- 2 -

Art. 6: This branch has following meetings.

1. General meeting.
2. Board of secretaries.

The general meeting is the highest resolution organ of the branch, organized by all the members of the branch and convened by the branch chief once a year.

The board of secretaries is organized by the officers and secretaries of the branch and convened by the branch chief at times.

Art. 7: The branch chief shall be the chairman of the meeting and the proceedings shall be decided by majority.

Art. 8: One wishing to join this branch shall apply to the branch chief by a stipulated application form with admission fee and one-month membership dues. The membership qualification shall begin when registered at the union headquarters.

Art. 9: In case necessary to punish a member, it is decided by the board of secretaries, reported to the union headquarters and shall get approval of it.

Art. 10: The expenses of this branch are defrayed by the grant from the headquarters and donations. Funds in need may be raised by investment of the members on by loaned money.

Art. 11: The rules necessary for execution of business shall be decided by the branch chief through the consultation of the board of secretaries.

Art. 12: As to matters other than stipulated in this constitution, the union constitution shall be applied.

Art. 13: The change of this constitution needs be approved by more than 2-thirds of those present at the general meeting, and be acknowledged by the headquarters.

Reference:

Art. 2 and Art. 5 of the union constitution.



- 3 -

Art. 2: This union aims to refine characters, to train workmanship, to maintain and better labor terms, to promote welfare, to elevate social position of the members by solidarity and mutual aid, so as to expect industrial democratization.

Art. 5: This union performs following activities to fulfil the aims of Art. 2.

1. Liaison and cooperation with other bodies having the same aims.
2. Mutual aid, financial aid, health and recreation for the members and their families.
3. Joint purchase of daily necessaries and good offices for housing.
4. Enrichment of union fund and living aid.
5. Education, publication, inquiry, lecture meetings, training courses and inspection.
6. Training of workmanship and information on employment.
7. Other matters necessary to fulfil the aims.