

2. The Speaker shall be elected by votes of the members.
3. The Officers' meeting shall be composed of the officers and perform the Union's business based on the resolution of the General meeting.
4. The Officers' meeting shall be convened by the President of this Union.

Art. 7: The General meeting of this Union shall become valid only when two-thirds or more of the total membership are present at the meeting and its business shall be decided by a majority of the members, and in case of tie, the Speaker shall fix the issue.

Art. 8: This Union shall have the following officers.

President	1
Accountant	1
Secretaries	2
Committee-members	some

Art. 9: The election of the officers shall be made according to the following items.

1. The officers shall be elected by the members.
2. The President shall be elected by mutual vote of the officers.
3. The Accountant and the Secretaries shall be appointed by the President from among the officers.

Art. 10: The office term of the officers shall be one year and there is no objection to be re-elected. However, that of the officer who is appointed to fill up vacancy shall be the remainder of his predecessor's.

Art. 11: The President shall govern and represent this Union and execute the Union's business.

Art. 12: The Committee-members shall take charge of the important business and perform the business, under the instructions of the President.

Art. 13: The Accountant shall be under the instructions of the President and manage the Union's accounts.

Art. 14: The Secretaries shall be under the instructions of the President and operate the Union's management.

Art. 15: The various expenses of this Union shall be appropriated by the membership dues and donations.

Art. 16: The membership dues of this Union shall be two-hundredths of the basic salary of the members and in case of need, the dues may be collected.

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

Art. 18: The revision of this Constitution shall be necessary to be resolved at the General meeting.

#### Supplementary Rules

Art. 19: This Constitution shall come into force as from Sept. 15, 1948.

1053

CONSTITUTION OF MINOWA-MACHI  
AGRICULTURAL COOPERATIVE  
ASSOCIATION WORKERS' UNION

(Minowa-machi Nogyo Kyodo Kumiai)

Chapter I. General Rules

- Art. 1: The name of the union shall be "The Minowa-machi Agricultural Cooperative Association Workers' Union.
- Art. 2: The object of the union shall be to aim at friendship of the members, and maintenance and improvement of the labor terms, promotion of the mutual welfare and elevation of the economic and social situation.
- Art. 3: The office of the union shall be placed at Minowa-machi Agricultural Cooperative Association located 338 Nishiakiya, Minowa-machi, Gumma-gun, Gumma-ken.
- Art. 4: The union shall be organized by the workers of the Minowa-machi Agricultural Cooperative Association.

Chapter II. Business

- Art. 5: The union shall perform the following business for completing the objects prescribed in Article 2.
1. Conclusion of the collective bargaining.
  2. Maintenance and improvement of the labor terms.
  3. Democratization of the management.

4. Elevation of social and cultural level of the members.
5. Welfare and mutual relief for the members life.
6. Other necessary businesses for completing the objects.

### Chapter III. Officers.

Art. 6: The union shall have the following officers:

Managing Committee Chairman	1
Vice-managing Committee Chairman	1
Managing Committee	some
Accountant	1
Auditor	1

Art. 7: The managing committee chairman shall represent and govern the union.

The vice-managing committee chairman shall assist the chairman and act for him in case of his absence or inabilities.

The managing committees shall perform the business cooperating with the chairman and keep the control and combination within the union.

The accountant shall perform the accounting business of the union.

The auditor shall audit the accounts and property of the union.

Art. 8: The officers shall be elected from among the members of the union by secret voting.

Art. 9: The office term of the officers shall be one year, and there is no objection to be reelected, and in case there is any vacancy in any of the officers, a by-election shall be held in conformity with Article 8. And the office term of the successor shall be the remaining term of the predecessor. The officers shall continue their business, even when the office term came to end, till the new officers are appointed.

#### Chapter IV. Conference

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

The general meeting shall be the highest resolution organ and opened with attendance of more than three-fourths of members once a year, called by the chairman.

And when deemed necessary by the managing committee meeting or demanded by more than a half of the members, the general meeting shall be held at any time.

The managing committee meeting shall be opened with attendance of more than three-fourths of the committees when deemed necessary by the chairman.

Art. 11: The resolution of the meeting shall be held by a majority of attendants and in case of tie, the speaker shall decide it. The post of the speaker of the conference shall be acted by the chairman and in case of his absence or inabilities, the vice-chairman shall act for him.

Chapter V. Rights and Duties

- Art. 12: The members of the union shall have the equal rights and duties and be able to ask about the action of the union to the officers freely.
- Art. 13: The members of the union shall do their best for elevation, development and benefit of the union and the resolution of the general meeting shall be enforced by the members unconditionally.
- Art. 14: The member of the union shall pay the membership dues prescribed by the end of each month.

Chapter VI. Control

- Art. 15: The members who violated the constitution, disordered the union control, defamed the union honour or did any unprofitable action for the union, shall be expelled or suspended the rights in conformity with the resolution of the general meeting.
- Art. 16: No dissolution and dissection of the union shall be held unless the resolution of the general meeting is given.

Chapter VII. Entrance and Secession

- Art. 17: Those who want to enter into the union shall offer with prescribed application signed and sealed on it with entrance fee.
- Art. 18: The membership shall come into effect as from the time of application.
- Art. 19: The member who wants to secede from the union shall submit a written reason to the chairman in advance. But, in case he has any liabilities and other duties to the union, he shall not be approved to secede from the union if he do not complete his liabilities and other duties.

Chapter VIII. Accounts

- Art. 20: The entrance fee, the membership dues and the contribution shall be applied to the outlay of the union and the fund used for management shall depend on the investment or debt of the members.
- Art. 21: The entrance fee of the union is ten yen and the membership dues are one-hundredth of the net income of the monthly salary.
- Art. 22: The necessary matters concerning disposition and management of the property of the union shall be decided by the chairman in conformity with the resolution of the general meeting.
- Art. 23: The fiscal year of the union shall be from April 1 to the next March 31.
- Art. 24: The accounts of the union shall be considered at the managing committee meeting and audited by the auditor, and after that it shall be reported to the members to get approval.

Chapter IX. Supplementary Rules

- Art. 25: The constitution shall not be altered unless more than two-thirds of the members agree with it.
- Art. 26: The union may have a clerk. The clerk shall dispose the business and record and keep the necessary matters in accordance with the order of the chairman.
- Appointment and dismissal of the clerk shall be made by the chairman after the consultation to the managing committee meeting.
- Art. 27: The constitution shall come into force as from August 27, 1948.

1059

Constitution of Gumma-ken Purchasing  
Agricultural Cooperative Association  
Federation Employees Union.  
(Gumma-ken Kobai Nogyo-kyodo Kumiai  
Rengokai Jugyoin Kumiai)

Chapter I General Rules

- Art. 1: This union shall be called the Gumma-ken Purchasing Agricultural Cooperative Association Federation Employees Union, and its office is placed at 94 Kuruwa-cho, Maebashi-shi.
- Art. 2: The object of this union is to attain improvement of economical and social situation of members of union, maintenance of labor conditions and urging democratization of villages, and at the same time contribution for sound progression of farming in this country.
- Art. 3: This union consists of employees of the Gumma-ken Purchasing Agricultural Cooperative Association Federation.

Chapter II Business

- Art. 4: This union execute the following works for attainment of object of article 2.
1. Works relative to contract of collective agreement.
  2. Work relative to protection of living right of membership.
  3. Work relative to democratization of villages.
  4. Work relative to improvement of culture and technique of membership.
  5. Work relative to welfare and mutual aid of membership
  6. Work relative to connection and co-operation with other bodies which have the same object.
  7. Other works necessary for the attainment of the objects.

Chapter III Membership

- Art. 5: Members of this union have the following rights and obligations.
1. Right to enjoy interest and privilege produced by union's activity.



2. Right to be present to every meeting of union and to make speech, and to participate in resolution of meeting.
3. Obligation to obey to rules of this constitution and resolutions of general meeting.

#### Chapter IV Organs

Art. 6: This union holds the following organs.

1. General Meeting
2. Meeting of representatives
3. Executive Committee

Art. 7: The notice for opening general meeting shall have to be made three days or more before its opening, but in case of emergency, it is excepted from this rule.

Art. 8: The general meeting shall be the ordinary general meeting and the extraordinary general meeting, and the former shall be opened in April each year regularly and the latter at any time according to the following needs.

1. When the chairman of committee deemed necessary to open it.
2. When one-third of members of union required to open it.

Art. 9: General meeting is the highest resolution organ of this union and formed with half or more of presence of members of union. Proceedings shall be decided by majority of members present, and in case of tie, the chairman of meeting shall decide it. The chairman of general meeting shall be elected at each meeting.

Art. 10: One representative shall be elected from every section and chapter of union.

Art. 11: Representatives shall take charge of connection between the Executive Committee and membership, and may be able to express their opinion to the committee when deemed necessary.

Art. 12: The term of office of representatives shall be one year.

Art. 13: Executive committee consists of members of the committee.

Art. 14: Members of the committee shall be elected by single secret vote from among members of union. Its full number is five, the term of office one year, and re-appointment not to be avoided. Chief accountant, directors, and chief of section shall never have eligibility of election for members of the committee.

Art. 15: Meeting of Executive Committee shall be called by the chairman of the committee at any time he deemed necessary and then the Executive Committee become executive organ of union.

Art. 16: Resolution measures shall be followed to that of the general meeting.

Art. 17: General meeting shall be able to release any member of committee from his office.

#### Chapter V Officers

Art. 18: This union has the following officers.

- |                                     |   |
|-------------------------------------|---|
| 1. Chairman of Executive Committee  | 1 |
| 2. Vice-chairman of " "             | 1 |
| 3. Chief clerk                      | 1 |
| 4. Chief accountant                 | 1 |
| 5. Standing member of the committee | 1 |

Election of these officers shall be made by mutual vote of members of the committee.

Art. 19: Office of officers are as follows:

1. The chairman represents the union
2. The vice-chairman assists the chairman, and in case of hindrance of the latter he shall act for the chairman.
3. Chief clerk shall take charge of union's business.
4. Chief accountant shall take charge of accounts.
5. Standing member of committee assists the chairman and chief clerk, and disposes union's business.

Art. 20: Term of office of officers shall be one year, but re-appointment is not objectionable.

Art. 21: When a vacancy was caused in officers' post, a substitute shall be elected immediately according to the rules of Article 14, and the term of a substitute shall be the remaining of the predecessor's term.

Chapter VI Accounts

- Art. 22: Expenses of union shall be defrayed with burdens of membership, interests produced from works of the union, and contributions.
- Art. 23: Burdens of membership shall be one per cent of regular wages of membership. But, in case of need, extraordinary dues may be collected.
- Art. 24: Contributions shall be received by the executive committee in its responsibility.
- Art. 25: Burdens once paid shall never be returned at any reason.
- Art. 26: Fiscal year shall start on April 1st of each year and end on March 31st of the next year.
- Art. 27: Balance-sheet shall be reported to general meeting for the approval of members of union.

Chapter VII Additional rules.

- Art. 28: Revision of this constitution shall never be made without resolution of the general meeting.
- Art. 29: Those items which were not provided in this constitution, Executive committee shall determine them.
- Art. 30: This constitution shall come in force when the general meeting approved it.

1078

Constitution of Toyomaki Silk-reeling  
Employees' Union (Toyomaki Seishi  
Jugyoin Kumiai)

Chapter I. General rules

- Art. 1: This Union shall be named the "Toyomaki Silk-reeling Employees' Union."
- Art. 2: This Union shall be organized by its employees, but the Chiefs of every section expected from the organization.
- Art. 3: The office of this Union shall be located in the Toyomaki Silk-reeling Mill at 659 Miyukida, Toyoaki-mura, Gumma-gun, Gumma-ken.

Chapter II. Aims and Business

- Art. 4: The aims of this Union shall aim at the following items by its solidarity.
- (1) Betterment of work condition
  - (2) Promotion of joint well-being
  - (3) Contribution to elevation of social situation
  - (4) Democratization of the management of the enterprises of the Mill.
  - (5) Rehabilitation of farming and national economy
- Art. 5: This Union shall perform the following business to attain the above Union's aims.
- (1) Collective bargaining with the Company concerning work conditions, employment and dismissal of the employees.
  - (2) Promotion of welfare and well-being of them and their families.
  - (3) Elevation of culture and knowlage of them.
  - (4) Mutual relief between them including their families
  - (5) Any other matters necessary for attaining the Union's aims.

Chapter III. Entrance and Secession

Art. 6: Any employee of this Union can enter and secede from this Union at his free will. In case of secession, however, the union member must submit a letter with its reason to the Chairman.

Art. 7: The qualification to be its membership shall become valid as from the date registered the membership list.

Art. 8: In case one had been its membership and seceded once from this Union, he must get the sanction of the Executive Committee when he wants to enter this Union again.

Chapter IV. Organs

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

1. Grand Meeting
2. Committee Meeting

Art. 10: The Grand meeting shall be the highest resolution body, composed of all its union members and called by the Chairman.

Art. 11: The Grand meeting shall be divided into two, the Regular and the Extraordinary meeting. The former shall be held regularly in March once a year; the latter held in the following cases.

1. When deemed necessary by the Chairman of the Executive Committee.
2. When demanded by a half or more of the total membership.

Art. 12: The Grand meeting shall not be held unless more than two-thirds of the total membership are present at the meeting.

Art. 13: The resolutions of the Grant meeting shall be fixed by a majority of the members attending the meeting and in case of tie, the Chairman shall decid by the issue.

Art. 14: The Committee meeting shall be the resolution and the executive body next important to the Grand meeting, composed by its members, and convened by the Chairman.

Art. 15: The Committee meeting shall be held if necessary.

Art. 16: The Committee meeting shall not be held unless two-thirds or more of its members enjoying the right to resolve attend the meeting and in case of tie, the Chairman shall decide the issue.

Art. 17: The Committee members shall be elected at the following ratio.

Male	5
Female	5

#### Chapter V. Officers

Art. 18: This Union shall have the following officers:

1. Chairman	1
2. Vice-chairmen	2
3. Committee members	some
4. Accountant	1

Art. 19: The office tenure of the officers shall be one year. However, there is no objection to be re-elected.

When there is any vacancy in any of the officers, it may be filled by the Committee meeting.

The office tenure of any officer who is appointed to fill it up shall be the remainings of his predecessor.

Art. 20: The Committee members shall be elected at the Grand meeting and the Chairman and the Vice-chairman elected by mutual vote from among the members.

Art. 21: The Chairman shall represent this Union, and manage its business.

The Vice-chairmen shall always assist the Chairman and act for him in case of his inability. The Committee members

shall compose the Committee and participate in its important business. The Accountant shall be appointed by the Chairman and take charge of the accounting business.

#### Chapter VI. Accounts

- Art. 22: The expenditures of this Union shall be appropiated by the membership dues and contributions.
- Art. 23: The membership dues of this Union shall be laid aside every month and 20 yen per capita.
- Art. 24: The admission fees shall be 10 yen.
- Art. 25: The membership dues paid up once shall never be returned at any reason.
- Art. 26: The Committee members shall be jointly responsible for the audition and financial administration of the Union.
- Art. 27: The Contributions shall be received on the responsibility of the Committee.
- Art. 28: The fiscal year of this Union shall be from April 1 to March 31 of the next year.

A statement of account of this Union of every fiscal year must be sanctioned by the Grant meeting.

#### Chapter VII. Reward and Punishment

- Art. 29: Any member who made a great contribution to this Union shall be commended by the resolution of the Committee.
- Art. 30: Any member who falls under any of the following items may be suspended his right or ousted from its membership by the resolution of the committee.
1. Who violated this Constitution and the resolution of this Union.
  2. Who disturbed its control.
  3. Who defamed its honor.

Supplementary Rules

- Art. 31: This Constitution shall not be altered unless approved by a half of the members present at the Grand meeting.
- Art. 32: The detailed regulations may be set up, when necessary for the Union's management and shall be stipulated at the Committee meeting.
- Art. 33: This Constitution shall come into force as from November 3, 1948.



1060

Constitution of Yajima Industry Workers Union  
(Yajima Sangyo Jugyoin Kumiai)

Chapter I. General Rules

- Art. 1: The name of this Union shall be "The Yajima Industry Workers Union."
- Art. 2: This Union is organized by employes of the Yajima Industry Co., Ltd. But the capitalist representatives of the company are excepted.
- Art. 3: The office of this Union is placed within the Yajima Industry Co., Ltd., 2681 1-chome, Hirosawa-cho, Kiryu-shi.

Chapter II. Purpose

- Art. 4: This Union aims to carry out the following matters under the self-awakening of being laborers by mutual close liaison and firm combination.
1. Maintenance and betterment of labor conditions and elevation of economic position, respectively for Union members.
  2. Elevation of members' social position.
  3. Establishment of mutual relief for Union members.
  4. Training of technique and elevation of working efficiency.
  5. Democratization and clarification of personal affairs.

Chapter III. Business

- Art. 5: This Union shall carry out following business to attain the purpose mentioned in the preceding Article.
1. Business on maintenance and betterment of labor conditions
  2. Business on welfare for Union members and their families
  3. Business on training of technique and elevation of working efficiency .

4. Business on clarification and democratization of personal affairs.
5. Business on coalition and cooperation with other bodies having the same purpose.
6. Businesses necessary for attaining the purpose besides the above.

#### Chapter IV. Membership

- Art. 6: The member must follow the constitution and the resolution of the Union.
- Art. 7: All members shall be equal in rights and duties notwithstanding the classification by working place.
- Art. 8: The member has freedom to propose dismissal toward the officers of the Union.

#### Chapter V. Resolution Organs

- Art. 9: The general meeting is the highest resolution organ of the Union.
- Art. 10: The general meeting shall be formed with the presence of more than a half of Union members.
- Art. 11: The resolution shall be made by a majority of members present the general meeting.
- But in case of tie, the speaker shall decide the issue. The chairman shall be the speaker of the general meeting.
- Art. 12: The general meeting shall be called in Jan., Apr., July, and Oct. every year.

An extraordinary general meeting may be called when demanded by more than a half of members or deemed necessary by the committee meeting.

Chapter VI. Executive Organs

Art. 13: The committee meeting is the executive organ of the Union. The committee meeting is consisted of committees and shall execute by conference the resolution matters of the general meeting and other matters.

The committee meeting has an obligation to report matters concerned before the general meeting.

Chapter VII. Officers and Personnel

Art. 14: The Union has following officers.

Chairman	1
Vice-chairman	1
Committee	3
Auditor	1
Accountant	1
Clerk	1

Art. 15: The chairman shall represent the Union and control business.

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

The committee shall administer accounting business receiving orders from the chairman.

The clerk shall dispose Union's business receiving orders from the chairman.

Art. 16: The appointment and dismissal of the officers shall be made by voting at the general meeting. The tenure of office for the officers is one year.

The tenure of office for the officer who has been elected to fill a vacancy shall be that left by his predecessor.

The appointment and dismissal of the personnel shall be made by the chairman.

Chapter VIII. Entrance and Secession

Art. 17: In case an applicant wants to be a member of the Union, the recognition of the committee meeting shall be necessary.

Art. 18: In case a member wants to secede from the Union, he shall have to report previously the reason to the chairman and get the recognition of the committee meeting.

Chapter IX. Accounts

Art. 19: The expenses of the Union shall be covered by membership dues, burden dues, and contributions of the Union members.

Art. 20: The half amount of the membership and burden dues shall be divided equally among the whole members and the remaining amount according to the amounts of their salaries.

Each amount shall be decided separately.

Art. 21: The accounts of the Union shall be administered by the accountant.

Art. 22: The fiscal year of the Union shall be from Jan. 1 to the end of June and from July 1 to the end of Dec.

Chapter X. Reward and Punishment

Art. 23: In case a member was recognized to have made a great contribution to the Union or to be a model for members, he shall be commended at the general meeting with the approval of the committee meeting.

Art. 24: In case a member did an action as to violate peace of the Union or defame the honor of the Union, he may be given an admonition after consideration of the committee meeting or ousted from membership of the Union by the general meeting.

Chapter XI. Supplementary Rules

Art. 25: This constitution shall not be altered, abolished or established unless approved by more than two-thirds of members.

Art. 26: This constitution shall come into force as from Sept. 18, 1948.

1072

CONSTITUTION OF YASHIMA DRAFTING  
INSTRUMENTS WORKERS' UNION

(Yashima Seizu Kikai Rodo Kumiai)

Name and location

This union shall be called "The Yashima Drafting Instruments Workers' Union" and its office located at 35 Sin-machi, Takasaki-shi.

Art. 1: Aims and business.

This union shall aim at the elevation of economical situation and especially the maintenance and betterment of work conditions of the members by their solidarity, the principle decided at the general meeting the foundation.

1. To plan for rationalization of works management.
2. To cultivate friendship and to complete welfare facilities.
3. To better and elevate labor and living conditions.
4. Any other matters necessary for accomplishment of the aims of this union.

Art. 2: Membership:

1. Any employee who admits this constitution may enter into this union. The qualification to be its membership shall become valid when his name registered the membership list.
2. The member can enjoy the rights to be the union personnel, to elect the personnel, to demand the report on the personnel's activities, to voice and to resolve at the general meeting.

And he can enjoy the right to criticize the personnel activities, also, and in case there is any wrong doing on it, he can have a proposal to the higher organ.

3. The member shall the duties to respect this constitution and the resolutions and to take any activity following the union's principle and in case of performing the union's business, not take any activity on his own authority.
4. The member shall be ousted from this union by the resolution of this union when he violated this constitution, disturbed the union's control, took any reactionary action against the union's aims and defamed the union's honor.

Art. 3: Officers

Chairman	1
Vice-chairman	1
Committee-members	some

The office term of the officers shall be one year and counted as from the date appointed. However, there is no objection to be re-elected.

The that officer who was appointed by the by-election shall be the remainder of his predecessor.

Even after the office term terminated, the officers shall perform their duties until their predecessor is appointed.

The chairman shall be elected at the general meeting and represent this union. The vice-chairman also shall be elected at the general meeting and assist for the chairman.

In case of his absence, the acting committee for him shall be elected at the general meeting and cooperate with him.

Art. 4: Conferences:

This union shall set up the general and the officers' conference.

The general meeting shall be the highest resolution organ and convened once or more every year by the chairman.

When demanded by one-third or more of the total membership and resolved at the officers' conference, the general meeting shall be held.

The bill shall be shown in advance to hold the general meeting and the date to be held of the meeting notified by one month before the date. The general meeting shall be composed of the officers and the general members. The chairman and the vice-chairman shall have the rights to voice and to vote. The officers and the members shall have only the right to voice. The general meeting may not be held unless a half number of the total membership is present at the meeting.

The decision of the meeting shall be made by a majority of votes and in case of tie, the issue fixed by the chairman.

The officers' conference shall not be held unless two-thirds or more of the officers attend at the conference. The decision of the meeting shall be made by a majority of votes and in case of tie, the issue fixed by the chairman. The officers' conference shall be the resolution organ next to the general meeting and convened by the chairman whenever necessary. The officers' conference shall perform the unions business and composed of the chairman, the vice-chairman and the committee-members. This union shall have the following departments.

Organization and Promulgation Dept.

Youngmen's Dept.

Welfare Dept.

**Art. 5: Accounts and Reports:**

○ The expenses of this union shall be appropriated by the membership dues and donations. To maintain the union's business and management, the funds necessary for those shall be furnished by subscriptions by the members or borrowings. The membership dues shall be the sum for a day of their basic monthly salary per a member. The settlement of accounts shall be on the general account fiscal year system and the fiscal year from April 1 to the last date of March of the next year.

The settlement of account of this union must be sanctioned, reported to the general meeting.

The membership dues paid in once shall not be return at any reason. The chairman and each officer can request for submitting the report on its business, accounts and other necessary matters. The officers must report the matters on this constitution and other important resolution matters to the chairman.

**Art. 6: Alteration of constitution:**

The officers' conference shall decide as to any matters not stipulated, by this constitution or any question. As to special important matters, the extraordinary general meeting shall decide.

This constitution shall not be altered unless two-thirds or more of the attendants of the general meeting sanction the matter.

**Art. 7: This constitution shall come into force as from August 26, 1948.**



1082

Constitution of the Traffic Department Workers'  
Union of the Mizutani-gumi (Mizutani-gumi Unyubu  
Jugyoin Kumiai)

Manifesto

This Union expects to contribute to the reconstruction of New Japan through improvement and maintenance of labor condition of the workers, establishment of collective bargaining and cooperation with other organizations with the same aims on the basis of democratic structure.

The Mizutani-gumi Traffic Dept.  
Workers' Union.

Chapter I. General Rules

- Art. 1: This union aims at establishment of collective bargaining, improvement and maintenance of labor conditions and elevation of other economic status on the basis of independent structure.
- Art. 2: This union is called The Traffic Department Workers' Union of the Mizutani-gumi.
- Art. 3: The office of this union is placed at No.180 Niijima, Ota-shi.
- Art. 4: This union is organized by workers of the Mizutani-gumi Traffic Department.

Chapter II. Membership

- Art. 5: One who wishes to be a member of this union shall submit written application in the fixed form.
- Art. 6: The member shall pay maintenance expenses of the union every month.
- Art. 7: The member shall have the right to vote and eligibility for officers of the union.
- Art. 8: The member of this union shall attend the general meeting of this union and have the right to speak.

Art. 9: The member of this union shall have the right to benefit according the present constitution and the resolution by the union.

Art. 10: The member of this union shall esteem the constitution and observe the resolution by the union.

Art. 11: This union undertakes the business prescribed in the following article to accomplish its aim.

Chapter III. Business & Execution

Art. 12:

1. Matter concerning imporvement and maintenance of treatment to establish the minimum living of the members.

2. Matter concerning mutual aid and welfare of the members of the union.

3. Matter concerning elevation of the status of the members of the union.

4. Matter concerning establishment and management of the mutual aid association for the members of the union.

5. Matter concerning cooperation with organizations having the same aim.

6. Matter concerning others necessary to accomplish the aim of the union.

Art. 13: The matters necessary to do the business prescribed by the preceding article shall be separately decided by the resolution of the general meeting.

Chapter IV. Officers

Art. 14: This union has following officers:

1. President	1
2. Vice-president	1
3. Accountant	1
4. Committee member	3

Art. 15: The President shall be elected at the general meeting and govern the business and take responsibility for all affairs, representing the union.

Art. 16: The Vice-president shall assist the President and act for him in case of his absence.

Art. 17: The office term of officers is full one year.

Chapter V. Conference

Art. 18: The conferences are classified into the general meeting and the officers' meeting.

Art. 19: The resolution of the officers' meeting shall be decided by a majority of the officers in case two-thirds or more of all officers are present and in case of tie, the Chairman shall decide the issue.

Art. 20: The general meetings are classified into a regular meeting and an extraordinary meeting.

Art. 21: The regular general meeting shall be convened twice a year.

Art. 22: The extraordinary meeting shall be convened when deemed necessary by the President of the union.

Art. 23: The Chairman of the conference shall be appointed the President of the union.

Art. 24: The constitution of this union shall be altered by the resolution of the general meeting. (But it shall be approved by two-thirds or more members of the union.)

Art. 25: The membership due shall be paid 10 yen a month.

Art. 26: The fiscal year of this union shall begin on April 1 every year and end on March 31 of the next year.

Art. 27: The accounts of this union shall be reported to the general meeting and approved by it.

Chapter VI. Reward and Punishment

Art. 28: In case a member made a great contribution to the union or did any action to be a model to other members, he shall be commended by the resolution of the officers' meeting.

Art. 29: In case a member is applicable to one of the following items, he shall be suspended from the membership by the resolution of the officers' meeting.

1. One who violated the constitution and the resolution of the union.
2. One who disturbed the control of the union.
3. One who defamed the honor of the membership.

Art. 30: This union shall be a juridical person by registration.

Art. 31: This constitution shall come into force as from Nov. 10, 1948.

1109

CONSTITUTION OF JOMO FEED FACTORY LABOR UNION

( Jomo Shiryo Kojo Kumiai )

Chapter I General Rules

Art. 1: This union shall be named "The Jomo Feed Factory Labor Union" and organized by workers of the Jomo Feed Factory.

Art. 2: The office of this union is placed in the Jomo Feed Factory located at 1129 Motosoja, Gunma-gun, Gunma-ken.

Chapter II Purpose and Business

Art. 3: This union expects elevation of members' economic, social and political position by the united powers of members according to the matters decided at the grand meeting.

Art. 4: This union shall carry out the following business in order to realize the purposes prescribed in Article 3.

1. Matters concerned in maintenance and improvement of members' working condition and their families' mutual aid and welfare.
2. Elevation of members' technique, establishment of facilities for cultural and educational movement and participation in those businesses.
3. Other businesses to realize the purposes.

Chapter III Organ and Officer

Art. 5: This union has the following organs:

1. Grand meeting
2. Executive committee

Art. 6: The grand meeting is the highest resolution organ which is called by the executive committee chief twice in each year and formed by more than two-thirds of the all members. The chairman shall be elected at the grand meeting. The proceedings shall be decided by a majority of those present, but in case of tie, the chairman shall decide the issue.

Art. 7: The executive committee is the executive organ of . resolutions decided at the grand meeting and shall execute properly the urgent matters during the priod before the next grand meeting in accordance with the constitution, but they shall be approved after the fact at the next grand meeting.

The executive committee shall be formed by attendance of more than two-thirds of the all executive committee members and the proceedings shall be carried out following the grand meeting.

Art. 8: The extraordinary grand meeting shall be called by the executive committee when deemed necessary by the executive committee or demanded by more than one-third of the all members.

Art. 9: This union has the following officers:

Chief of executive committee	1
Executive committee members	2
Auditor	1

Art.10: The chief of executive committee shall be elected by mutual vote at the executive committee meeting, and governs the executive committee and represents the union.

Art.11: The executive committee members shall be elected at the grand meeting and audits the accounts of the union.

Art.13: The office term of officers is one year, but there is no objection to be re-elected. The office term of the successor for the vacancy in any office shall be the remnant of his predecessor.

#### Chapter IV Right and Duty

Art.14: All members shall have the rights to be officers, to elect officers, to call for reports on the organs of the union and the officers' actions and to speak and resolve at the grand meeting according to the constitution. They also shall be able to criticize the officers' actions and speeches.

Art.15: All members shall esteem the constitution and other resolutions and must not make arbitrary actions according to their own will in case of the business of the union.

Art.16: In case a member violated the constitution, disturbed the control of the union or defamed the honor of the union, he may be punished according to the approval of more than two-thirds of the all members by the resolution of the grand meeting. The punishments shall be the caution, suspension of rights and expulsion.

Art.17: Any one who want to be a member of this union shall submit a stipulated letter of application with the membership due for a month to the chief of the executive committee and get the permission of the executive committee.

Art.18: In case a member have the reason of reitirement, he apply with the reason to the chief of executive committee and get the permission of that committee.

#### Chapter VII Accounts

Art.19: The expenses of this union shall be appropriated by the membership dues, incomes from businesses, contributions, etc., but the contributions shall be approved by the executive committee.

Art.20: The membership due is monthly 40 yen per one and is paid by the end of each month.

Art.21: The statement of accounts of the union shall be approved by the grand meeting once in each year.

Art.22: The due once paid in shall not be returned for any reasons.

#### Chapter VIII Supplementary Rules

Art.23: The constitution of this union shall not be altered unless approved by more than two-thirds of the all members.

Art.24: This constitution shall come into force as from January 12, 1949.

1108

CONSTITUTION OF HIKARIYAMA  
ELECTRO-CHEMICAL INDUSTRY  
COMPANY EMPLOYEES UNION  
(HIKARIYAMA DENKA KOGYO  
JYUKUMI)

Chapter 1

General Rules

Art. 1: This union shall be called as Hikariyama  
Electro Chemical Industry Company Employees Union.

Art. 2: The office of this union is placed in the  
office of Hikariyama Electro Chemical Industry  
Company, 1384, Oaza Arai, Haramachi, Agatsuma-gun,  
Gumma-ken.

Art. 3: This Union consisted of employees of the  
Hikariyama Electro-chemical Industry Company.  
But those representing interest of the Company  
and who are in supervising post shall be excepted.

Art. 4: Object of this union is to attain improvement  
of economical and social situation and culture of  
members of union.

For attainment of the above object, the union  
shall execute the following works.

- (1) Work relative to improvement of labor conditions.
- (2) Work relative to Welfare of members.
- (3) Other works deemed necessary for attainment of  
object fo union.

Chapter 2

Organs

Art. 5: This union has the following organs.

1. General meeting.
2. Committee meeting.



1. General meeting is the highest resolution organ of the union, consisted of officers and all members of union, and shall be opened once a year. But when one third or more of members of union required, an extraordinary general meeting may be called.
2. Committee is the standing executive organ, and composed of officers of union, and its meeting is to be opened once every month. But if one third of members of union or officers required, an extraordinary meeting may be opened.

Art. 6: Organs of Art. 5, is formed with two thirds or more of composing members, and proceedings shall be decided by majority of members present, and decision of important draft by secret ballot.

### Chapter 3

#### Officers

Art. 7: This Union appoints the following officers.

- |                   |   |
|-------------------|---|
| 1. President      | 1 |
| 2. Vice president | 1 |
| 3. Director       | 1 |
| 4. Accountant     | 1 |
| 5. Secretary      | 1 |

Art. 8: President represents the union, and Governs the General affairs of Union.

Vice-president assists the president, and in case of hindrance of the latter, he shall act for him. ✓

Director participates to the important affairs of union, Accountant shall take charge of account and business of union, Secretary Audits the condition of properties of union.

Art. 9: Officers shall be elected from among members of union by secret ballot. When any vacancy caused in officer's post substitute shall be elected at extraordinary general meeting which has been opened casually.

Term of office of substitute shall be the remaining days of the predecessor's term.

Term of office of officers shall be one year, but nothing is objectionable to be re-appointed.

Even if the office term was over, officers shall

keep their post until substitutes are elected.

If officer of the union acted against the general will of membership, he may be released from his post according to the resolution of general meeting.

#### Chapter 4

##### Entrance and secession

Art. 10: One who wants to enter to this union, shall submit an application according to the prescribed form adding entrance due 10 yen and Membership due 10 yen for the month of entrance.

Then committee shall examine the qualification of applicant concerned, and his entrance shall be registered.

Art. 11: One who wants to secede from this union, shall submit an application to the committee, stating the reason why he has to secede.

When the committee appreciated his reason, the secession shall be approved. In this case membership due shall never be returned.

Art. 12: Member who comes under the following items, shall be expelled from this union.

- (1) Those who violated against the rules and resolution of union.
- (2) Those who disturbed the administration of union.

Art. 13: This union has the following inquiry organ.

##### Inquiry Committee

- a. This committee is composed of Chairman of committee and some officers.
- b. This committee shall examine those members who acted against the spirit of union and prevented the interest and development of union.
- c. Result of Inquiry Committee shall be reported to and decided by vote at the extraordinary general meeting which has been called casually.

- d. This committee shall be formed at every time a case has occurred.

## Chapter 5

### Account

Art. 14: For the maintenance expenses membership due 10 yen per man per month shall be collected.

Art. 15: When any lack was caused in maintenance expenses, an extraordinary membership due may be collected according to resolution of committee.

Art. 16: Financial condition shall be reported to membership with monthly balance-sheet at the end of every month and annual balance-sheet at the general meeting.

### Additional Rules

Art. 17:

- (a) Fiscal year of this union shall start on April 1st of every year and end March 31st of the next year.
- (b) Disolution of this union shall be made by the resolution of general meeting.
- (c) When dissolution of union came to be realized, all of officers of the union shall be all the members as liquidators.
- (d) This constitution may be revised in accordance with resolution of the general meeting.
- (e) This union may have two counsellors.
- (f) This constitution shall come in force since January 29th, 1949.

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CONSTITUTION OF WATAUCHI-MURA AGRICULTURAL  
COOPERATIVE ASSOCIATION WORKERS UNION

( Watauchi-mura Nogyo Kyodo Kumiai )

Chapter I General Rules

Art. 1: The name of this union shall be "Watauchi-mura  
Agricultural Cooperative Association".

Art. 2: This union is organized by employees of the Watauchi-  
mura Agricultural Cooperative Association. (including junior  
clerks and servants) But those who are regarded as representa-  
tives of interest of the employee shall be excluded from the  
union.

Art. 3: The office of the union is placed in the Watauchi-mura  
Agricultural Cooperative Association, 951-1 One, Watauchi-  
mura.

Chapter II Purpose and Works

Art. 4: This union aims to improve the treatment and labor  
terms for the union members, to promote common welfare and  
to elevate the union members' social position by esteeming  
the union members' wills and letting the union members'  
opinions reflect on operation of the works of the Watauchi-  
mura Agricultural Cooperative Association through firm demo-  
cratic organization.

Art. 5: This union shall carry out following works to accomplish  
the purposes prescribed in the previous article:

- (1) Matters concerning improvement and maintenance of  
treatment for the union members and mutual aid for  
the union members' families.
- (2) Matters concerning welfare of the union members.
- (3) Matters concerning culture for the union members.
- (4) Matters concerning cooperation with other bodies  
possessing similare purposes.
- (5) Other matters necessary to attain the purposes

Chapter III Participation and Secession

Art. 6: An applicant who wants to be the member of the union shall submit an application to the union with a letter in prescribed style, entrance fee and membership due for more than one month.

Art. 7: The union member who wants to secede from the union shall submit a letter in which he wrote down the reason clearly to the chairman of the committee.

Chapter IV Rights and duties of the membership

Art. 8: All members of the union shall have the right to vote and eligibility for election.

Art. 9: According to the present constitution, all members of the union shall attend various meetings of the union and have the right to speak and vote.

Art.10: All members of the union shall have the right to enjoy benefit from the constitution and resolution of the union.

Art.11: The members of the union shall have the duty to pay the membership dues prescribed in the constitution previously every month.

Art.12: The members of the union shall have the duties to esteem and observe strictly the provisions of the present constitution and the resolution by the union.

Chapter V Offices and Officers

Art.13: This union has following offices:

- (1) Committee
- (2) General meeting

Art.14: The committee is organized by the committee members elected from every department.

Art.15: The committee members shall be elected according to the member of the union members belonging to every department.

Art.16: The chief of the union shall be elected.

Art.17: The committee meeting is a resolution organ next to the general meeting and opened once a month regularly, and in case of need the chief of the union may convene it.

Art.18: The committee meeting shall not be operated unless more than a half of total membership is present. The resolution of the committee shall be decided by a majority of those present, and in case of tie, the chief of the union shall decide the issue.

Art.19: The general meeting is the highest resolution organ and shall be convened two times a year by the chief of the union.

Art.20: The chief of the union shall be in charge of speaker of the general meeting. The resolution of the general meeting shall be decided by a majority of the members who attended the general meeting, and in case of tie, the speaker shall decide the issue.

Art.21: This union has following officers:

- |                  |      |
|------------------|------|
| (1) Union chief  | 1    |
| (2) Committeemen | some |

Art.22: The chief of the union shall represent and govern the union and be responsible for all matters except accounting business and custody of the property of the union.

Art.23: The committeemen shall assist the chief of the union and deal with the business of the union.

Art.24: The position of the officers of the union shall be the honorary one and their office term shall be one year, but there is no objection to be re-elected.

Art.25: In case a member rendered a distinguished service to the union, he shall be recommended to an adviser of the union by the resolution of the general meeting.

#### Chapter VI Accounts

Art.26: The expenditures of the union shall be paid chiefly with the membership dues and donations, and the donation shall be recognized by the committee only when it does not obstruct accomplishment of the purpose of the union.

Art.27: The union shall collect one yen a month from each member as membership dues. It can be collected additionally according to the circumstances.

Art.28: The entrance fee of the union shall be one yen.

Art.29: The dues and other fees once paid in shall not be returned for any reasons.

Art.30: The fiscal year of the union shall be from April 1 to March 31 of the next year.

Art.31: As for the account of the union, the statement of accounts shall be made public at the end of the fiscal year and be approved by the general meeting.

Art.32: Two accounting committeemen elected by mutual vote from among the committee members shall be in charge of the accounts and business of the union.

Art.33: Auditing and custody of the property of the union shall be in a joint liability of the committee members.

#### Chapter VII Reward and Punishment

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

Art.35: In case a member fell under any to following particulars, he may be suspended or ousted from membership of the union by the resolution of its general meeting.

- (1) Person who was punished or disciplined and deemed improper to be the membership.
- (2) Person who violated the provisions of the constitution and resolution of the union and disturbed order of the union.
- (3) Person who was delinquent in his payment of the membership dues for more than three months.

#### Chapter VIII Supplementary Rules

Art.36: This constitution shall not be altered unless approved by more than two-thirds of the union members who attended the general meeting.

Art.37: In case a resolution to dissolve the union was decided by majority of more than three-fourths of the total membership of the union at the general meeting, the union shall be dissolved.

Art.38: This constitution shall come into force as from Nov. 5, 1948.



1051

Constitution of the Ora Welfare Hospital Employees  
Union (Ora Kosei Byoin Jukumi )

Chapter I. General Rules

Art. 1: This union shall be called as Ora Welfare Hospital  
Employees Union.

Art. 2: This union is consisted of employees of Ora Welfare  
Hospital and its attached dispensary. But director, vice-  
director, chief clerk and officials of non regular staff are  
to be excepted.

Art. 3: The office of this union is placed in the office of  
Welfare Hospital, 370 Oaza Matsubara, Rokugo-mura, Ora-gun,  
Gumma-ken.

Chapter II. Object & Works

Art. 4: This union intends to attain improvement of social and  
economic situation of members of union, and at the same time,  
democratization of medical treatment.

Art. 5: This union executes the following works for attainment  
of the above objects.

- (1) Work relative to collective bargaining.
- (2) Work relative to democratization of management.
- (3) Work relative to maintenance and improvement of labour  
conditions, and improvement of economic situation of members  
of union.
- (4) Work relative to education, cultivation and improvement  
of characters.
- (5) Work relative to insurance, sanitation, and health.
- (6) Work relative to welfare, and mutual aid of members of  
union and their families.
- (7) Work relative to connection and cooperation with other  
bodies.
- (8) Other works necessary for attainment of the object put  
in the preceding article.

Chapter III. Organ

Art. 6: The union holds the following organs.

1. General meeting
2. Committee

Art. 7:

(1) General meeting is the highest resolution organ of this union, and its regular meeting shall be called in April and October of every year by the president of union. But, when the committee recognized necessary or one third or more of membership requests, an extraordinary general meeting shall be opened.

(2) Committee is consisted of members of committee, called by the president at any time deemed necessary, and execute and consult about works of the union.

Art. 8: Every meeting shall be formed with half or more of composing members for meeting concerned, proceeding shall be decided by majority of members present, and in case of tie, president shall decide it.

Chapter IV. Officers

Art. 9: This union has following officers.

- |                         |      |
|-------------------------|------|
| 1. President            | 1    |
| 2. Vice-president       | 1    |
| 3. Members of committee | some |
| 4. Clerk and accountant | some |

Art. 10: Officers, clerk and accountant shall be elected from among members by vote.

Art. 11: President governs the union, execute the union works, and represents it. Vice-president assists the president, and in case of hindrance of the latter, he shall act for him. Clerk and accountant shall take charge of business and accounts of the union.

Art. 12: Term of office of officers is one year, and re-elected on April of every year. But nothing to be objectionable to be re-appointed. Term of office of the officer who was substituted for vacancy, shall be the remaining days of predecessor's term.

Chapter V. Entrance, secession & Punishment

Art. 13: One who wants to enter to this union, shall submit an application to the president, and be approved by the committee.

Art. 14: One who caused any reason for which he has to secede from the union, shall relate to the president as to the reason, and be approved by the committee.

Art. 15: Those members who come under any of following items shall be expelled or suspended rights of membership according to the resolution of general meeting.

- (1) When he violated rules of this constitution.
- (2) When he disturbed the order of this union.
- (3) When he injured the reputation of this union.
- (4) When he was deemed unfitted to be membership.

Chapter VI. Account

Art. 16: Expenses of this union shall be defrayed with membership dues, contributions and other incomes.

Art. 17: Membership dues shall be collected by one per cent of regular monthly wages. In case of need, an extraordinary dues shall be collected.

Art. 18: Fiscal year of this union shall start from April 1st and the end of March.

Additional rules

- (1) This constitution shall come into force as from Aug. 15th, 1948.
- (2) This constitution shall never be revised without the resolution of general meeting.
- (3) Members of committee shall be elected from each working place, and members of committee, clerk and accountant may take offices concurrently.

1099

CONSTITUTION OF YABAGAWA-MURA AGRICULTURAL  
CO-OPERATIVE ASSN. PERSONNEL UNION

(Yabagawa-mura Nogyo Kyodo Kumiai  
Syokuin Kumiai)

Chapter I. General Rules

- Art. 1: The name of this union shall be "The Yabagawa-mura Agricultural Co-operative Assn. Personnel Union."
- Art. 2: This union is organized by personnel and employes of the Yabagawa-mura Agricultural Co-operative Assn. But the directors and inspectors being responsible persons are excepted.
- Art. 3: The office of this union is placed within the Yabagawa-mura Agricultural Co-operatives Assn., 1,170-1 Yaba, Yabagawa-mura, Yamada-gun.

Chapter II. Purpose and Business

- Art. 4: This union makes efforts for cultivation of economic and cultural character, training of technique, maintenance and betterment of labor conditions and increase of mutual welfare, respectively for union members, by democratic combination and mutual relief organization of union members, and thereby aims to complete democratization of the Agricultural Co-operative Assn. directing attention to characteristic elevation of farmers as public servants by participating in operation of the assn. in order to contribute to business development and elevation.
- Art. 5: This union shall carry out following businesses to attain the purpose mentioned in Article 4.
1. Matter on betterment of treatment and protection of livelihood for union members.

2. Establishment of cultural and educational equipment for members and participation of union members in its business.
3. Matter on rationalization of increase of business efficiency and new liaison of business renovation.
4. Matter on co-operation and coalition with other bodies having the same purpose.
5. Matters necessary for attaining the purpose besides the above.

#### Chapter III. Rights and Duties

- Art. 6: All members of the union shall have the right to vote and eligibility for election.
- Art. 7: The member of the union shall be able to attend various meetings of this assn. and has the rights to speak and vote in accordance with regulations.
- Art. 8: The member of this union has the right to receive benefit pertaining to business mentioned in Art. 5.
- Art. 9: The member of this union has an obligation to esteem and strictly follow the constitution and the resolution of the union.
- Art. 10: The member of the union has an obligation to pay monthly regulated union membership dues.

#### Chapter IV. Organs and Officers

- Art. 11: This union has following organs.
1. General meeting
  2. Committee meeting
  3. Regular liaison conference

- Art. 12: The committee meeting is organized by committees.
- Art. 13: Committee shall be elected by mutual vote of union members.
- Art. 14: The president and the vice-president shall be elected at the general meeting and the accountant shall be appointed by the president.
- Art. 15: The committee meeting is the resolution organ next to the general meeting and shall be called once a month. But it may be called by the president when deemed necessary.
- Art. 16: The committee meeting shall be formed by the attendance of a majority of committees and the resolution made by a majority of committees present. But in case of tie, the president shall decide the issue.
- Art. 17: In case the union was called out by other body to participate in regarding matters mentioned in Art. 5, No.4 of this constitution, the union shall be unable to participate in unless approved by the resolution of the general meeting.
- Art. 18: The general meeting is the highest resolution organ of the union which shall be called by the president once a year.
- An extraordinary general meeting may be called when deemed necessary by the committee or demanded by more than one-third of union members.
- Art. 19: The president of the union shall be the chairman of the general meeting. The resolution of the general meeting shall be made by more than one-second of union members present. In case of tie, the chairman shall decide the issue.

Art. 20: The regular liaison conference shall be called by the president once a month and confer about liaison matters.

Art. 21: This union has following officers for operation of the union.

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

Art. 22: The president shall represent the union and control business.

Art. 23: The vice-president shall assist the president, administer business and act for him in case of his absence or inability.

Art. 24: The accountant shall administer accounting business.

Art. 25: This union shall be able to have the adviser.

Art. 26: The tenure of office for officers is one year. But there is no objection to be re-elected.

Art. 27: In case there is any vacancy in any of the offices, it shall be filled by the committee meeting. The tenure of office for the officer who has been elected to fill the vacancy is that left by his predecessor.

Even if an officer has completed his tenure of office, he shall continue his business until his successor was decided.

Art. 28: In case a member made a great contribution to the union, he may be recommended as an adviser by the committee meeting.



Art. 29: The committee meeting may have each dept. of organization, propagation, education, publication, culture, physical education and welfare and also each dept. chief, when deemed necessary.

#### Chapter V. Accounts

Art. 30: The expenses of this union shall be covered with entrance and membership dues, and volunteers' contributions. The funds necessary for managing business may depend on contributions of union members or debts.

Art. 31: The entrance dues of the union are 50 yen per capita and the membership dues shall be decided separately.

Art. 32: The dues once paid in shall not be returned by any reasons.

Art. 32-2: The person who has seceded from the union may be given some money or a souvenir by the resolution of the committee meeting when deemed necessary by the president.

Art. 33: Matters necessary for disposition or management of the union's funds shall be decided by the president in accordance with the resolution of the general meeting.

Art. 34: The fiscal year of the union shall be April to March 31 of the next year.

Art. 35: The auditing and property management of the union shall be placed under joint responsibility of the committees.

#### Chapter VI. Entrance and Secession

Art. 36: An applicant who is a personnel of the Yabagawa-mura Agricultural Co-operative Assn. and wants to be a member of the union shall submit an application with regulated entrance dues

and membership dues for one month.

Art. 37: The qualification of membership shall start when registered in a list of members.

Art. 38: A member who wants to secede from the union shall report previously the reason to the president.

#### Chapter VII. Control

Art. 39: In case a member violated the constitution, put control in disorder or defamed the honour of the union, he may be suspended or ousted from membership of the union by the resolution of the union.

Art. 40: In case a member made a contribution to the union regarding organization development or business of the union, he shall be commended by the resolution of the general meeting.

Art. 41: In case a member previously knew or discovered the occurrence of a trouble between the officers and the members, he has an obligation to report promptly to the union. The union on the occasion shall make its best for benefit of union members.

#### Chapter VIII. Supplementary Rules

Art. 42: The regulations for disposition of business shall be decided by the president through the resolution of the committee meeting.

Art. 43: This constitution shall not be altered unless approved by more than two-thirds of union members present the general meeting.

Art. 44: This constitution shall come into force as from Sept. 15, 1948.

11 1070  
CONSTITUTION OF HIGASHI-GUMMA  
TRUCK CO., TATEBAYASHI BUSINESS  
OFFICE EMPLOYEES' UNION  
(Higashi-Gumma Kamotsu Jidosha  
Tatebayashi Eigyocho Rodo Kumiai)

Chapter I General Rules

- Art. 1: This Union shall be called "The Higashi-Gumma Truck Co., Tatebayashi Business Office Employees' Union" and its office located in the Tatebayashi Business Office, Higashi-Gumma Truck Co., Ltd. at 101 Tatebayashi-machi. In case of need, its Branches shall be set up.
- Art. 2: This Union shall be organized the employees of the Tatebayashi Business Office, Higashi-Gumma Truck Co., Ltd. who sanctioned by the Executive Committee.

Chapter II Aims and Business

- Art. 3: This Union shall try to accomplish either of the following aims according to the spirit of democracy.
- (1) To contribute to the betterment of work conditions by establishing collective bargaining and by concluding collective contract.
  - (2) To contribute to the promotion of mutual welfare of the members regardless of sex, religious faith and political party.
  - (3) To plan for the recovery of production by the hands of "our workers" by popularizing transport enterprises through a democratized union.
- Art. 4: This Union shall perform the following to realize the preceding Art. 3.
- (1) To cooperate with other bodies having the same aims as this Union's and exchange informations each other.

- (2) To contract about the employment dismissal, and work conditions of the members based on collective bargaining.
- (3) Matters on mutual aid of the members, joint purchase and mediation of necessities of life and ceremonial occasions of their families.
- (4) To set up facilities to make the members elevate their technique, culture and physical training.

#### Chapter III Entrance, Secession and Control

- Art. 5: Any person who wants to enter into this Union shall submit an application form with the admission fees and the membership dues for the month to the Executive Committee.
- Art. 6: The qualification to be the membership of this Union shall be obtained when the name of the applicant registered the membership list.
- Art. 7: Any one who wants to secede from this Union shall get the admission of the Executive Committee, explaining the reason to the Committee.
- Art. 8: In case the member of this Union violates this Constitution, disturbs the control of this Union, or defames the honor of this Union, he may be suspended the membership or ousted from this Union by the resolution of the General Meeting.

#### Chapter IV Organs

- Art. 9: The organs of this Union shall be divided into two.
- Art. 10: The general meeting shall be the highest resolution organ of this Union, convened once a year through the decision of the Executive Committee Meeting and become valid by two-thirds or more of the members attend the meeting.

When deemed necessary by the Executive Committee or demanded by more than a half of the total membership, the Extraordinary meeting may be held. The business of those meetings shall be decided by a majority of the attending members and in case of tie, the speaker shall fix the issue. The Speaker and the Vice-speaker of the General meeting shall be elected every time the meeting is held.

Art. 11: The Executive Committee shall be the highest organ to execute the resolution of the General meeting and its meeting shall be valid to be held by the Chairman when more than two-thirds attend the meeting. The urgent matters shall be disposed properly by the Committee, reported to the next meeting and sanctioned by the meeting.

#### Chapter V Officers

Art. 12: This Union shall have the following officers.

Executive chairman	1
Executive vice-chairman	1
Executive committee-members	some
Chief secretary	1
Accountant	1
Auditor	1

Art. 13: The Executive chairman shall represent, govern and be responsible for all the business. The Vice-chairman shall assist for the chairman and act for him in case of his inability. The Executive Committee-members shall perform the Union's business. The Chief secretary shall deal with the routine of this union. The Accountant shall take charge of its accounting business. The Auditor shall audit the accounts.

Art. 14: The Executive chairman, the Executive vice-chairman and the members of the Executive Committee shall be elected from among the Union members and the Chief secretary, the Accountant and the Auditor shall be appointed

by the Executive chairman.  
The office term of the officers shall be one year and there is no objection to be re-elected. In case there is any vacancy of any office, the by-election shall be carried out by all the members. The officer who is appointed to fill it up shall be the remainder of his predecessor.

#### Chapter VI Accounts

Art. 15: The expenditures of this Union shall be appropriated by the membership dues, donations and admission fees and the dues shall be paid by the 2nd of every month. In case of need, however, the extraordinary payment of the dues may be made by the resolution of the Committee. The admission fees shall be 50 yen every month, the membership dues 100 yen every month. However, the money paid in once shall not be returned at any reason.

Art. 16: The fiscal year of this Union shall be from April 1 to March 31 of the next year. The statements of its budget, accounts and settlement must be sanctioned by the General meeting, reported every month to the meeting and at the same time the disposition of the assets of this Union decided by the meeting.

#### Supplementary Rules

This Constitution shall not be altered unless sanctioned by more than two-thirds of the composing members of the General meeting and come into force as from Oct. 13, 1943.

1107

CONSTITUTION OF ITAGAKI WORKERS' UNION

( Itagaki Rodo Kumiai )

Chapter I General Rule

Art. 1: The name of this union is the Itagaki Workers' Union, and the office shall be placed at the Itagaki Co., Ltd.

The union shall be organized by the workers of the Itagaki Co., Ltd. but those who are deemed as the representatives of the employers shall be except.

Chapter II Object and Business

Art. 2: The object of the union shall be to aim at the elevation of political, economic, social and cultural situation through the strong combination among the members democratically.

Art. 3: For completing the said objects, the union shall carry out the following business:

1. Aiming at the elevation of ability and educational and cultural activity.
2. Matters concerning the conclusion and promotion of the collective bargaining and maintenance and improvement of the labor conditions.
3. Matters concerning strengthening and development of organization for organized or unorganized labourers.
4. Matters concerning unification of the labor front.
5. Matters concerning connection and cooperation with all other democratic bodies.
6. Other matters which are necessary for completing the object of the union.

Chapter III Officers

Art. 4: The union have the following officers:

Chairman	1
Vice-chairman	2

Accountant and Clerk	3
Committee	some

Art. 5: The chairman shall represent the union and govern all of the business.

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

The accountant and clerk shall manage the accounting affairs and other affairs and bear the responsibility for accountings and manage the daily affairs.

Art. 6: The committee, the chairman, the vice-chairman, the clerk and the accountant shall be elected at the general meeting.

Art. 7: The office term of the officers shall be a half year and there is no objection to be reelected, but it shall be possible to be released through the demand of the members and agreement of the committee meeting.

In case of vacancy, the chairman, the vice-chairman, the accountant or the clerk, the vacancies shall be filled up at the general meeting from among the committees. But, the office term of the succeeding officers shall be the remained term of the predecessor.

#### Chapter IV Organ

Art. 8: The union has the following organs:

1. General meeting
2. Committee meeting

Art. 9: The general meeting shall be the highest resolution organ and completed with attendance of more than two-thirds of total members.

No resolution of the general meeting shall be decided unless the majority of attendants agree with.

The general meeting shall be held two times a year (in April and October), but the extraordinary general meeting shall be held when demanded by more than two-thirds of the committees



but in case of tie, the speaker shall decide it.

Art.10: The committee meeting shall be organized by all officers, and the next resolution organ to the general meeting, and in case of need, the chairman shall open the meeting.

No committee meeting shall not be held unless more than two-thirds of officers is present.

Art.11: The union has the following department:

Investigation Dept., Cultural Dept., Propagation Dept.,  
Youths' and Women's countermeasure Dept.

The committees shall take charge of these said departments.

#### Chapter V Entrance and Secession

Art.12: Those who want to enter into the union, shall apply to the office, submitting the application with 10 yen of the entrance fee and membership dues of more than a month.

Art.13: The membership shall come into effect as from the name is entered in the register of membership.

Art.14: No secession shall be admitted unless the committee meeting authorize it.

#### Chapter VI Accounting

Art.15: The membership dues, the contributions and the income of the business shall be applied for the ~~contribution~~ <sup>activity</sup> of the union.

The membership dues shall be 20 yen a month a member and paid to the accounting division of the union on the first day of every month.

The paid money to the union shall not be returned whatever the reason may be.

The fiscal year of the union shall be from April 1 to September 30 and from October 1 to March 31, and the budget and the settlement of accounts shall be reported and authorized at the general meeting which is held two times a year.

Chapter VII Supplementary Rules

Art.16: No constitution of the union shall be altered unless the alternation is authorized at the general meeting.

Art.17: The constitution of the union shall come into force as from January 27, 1949.

1093

CONSTITUTION OF MAEBASHI FITTINGS MANUFACTORY  
WORKERS' UNION

(Maebashi Tategu Seisakujo Rodo Kumiai)

Chapter I General Rules

Art. 1: The name of the Union is the Maebashi Fittings Manu-  
factory Workers' Union which is organized by the workers of  
the Maebashi Fittings Manufactory.

Art. 2: The office of the Union shall be placed at the Maebashi  
Fittings Manufactory and located at 190 KounOcho, Maebashi-shi.

Chapter II Objects and Business

Art. 3: The object of the union is to aim at the elevation of  
economic, social and political situation of members in con-  
formity with the matters decided at the general meeting and  
through the combination of the members.

Art. 4: The union shall carry out the following business for  
completing the objects prescribed in Article 3.

1. Matters concerning maintenance and improvement of  
labor terms for members and mutual relief and welfare  
of the members and their families.
2. Matters concerning elevation of the technique of  
members and establishment of the equipment for culture,  
education and sporting and participation in the  
management.
3. Other business for completing the objects.

Chapter III Organs and Officers

Art. 5: The union has the following organs:

1. General meeting
2. Executive committee meeting

Art. 6: The general meeting shall be the highest resolution organ and opened two times a year, and the chairman of the executive committee meeting shall open the meeting and no general meeting shall be held unless more than two-thirds of total members is present.

The proceedings shall be decided by agreement of majority of attendants, and in case of tie, the speaker shall decide it.

Art. 7: The general meeting shall be held by the executive committee meeting when deemed necessary by the chairman of the executive committee meeting or demanded by more than one-third of the members.

Art. 8: The executive committee meeting is the executive organ of the resolution of the general meeting and execute the emergency matters happened during the period from a general meeting to the next general meeting in conformity with the constitution, but it is necessary to get a post-facts consent.

No executive committee meeting shall be ~~held~~ unless more than two-thirds of committeemen are present and the proceedings shall be decided in proportion to the general meeting.

Art. 9: The union has the following officers:

- |   |   |
|---|---|
| 1. Chairman of executive committee meeting      | 1 |
| 2. Vice-chairman of executive committee meeting | 1 |
| 3. Chief clerk                                  | 1 |
| 4. Executive committeemen                       | 5 |
| 5. Auditor                                      | 3 |

Art.10: The chairman of the executive committee meeting, the vice-chairman of the executive committee meeting and the chief clerk shall be elected by mutual vote at the executive committee meeting.

The chairman of the executive committee meeting shall govern the executive committee meeting and represent the union.

The vice-chairman of the executive committee meeting shall assist the chairman and act for him in case of his absence or inabilities.

The chief clerk shall govern the secretariate.

Art.11: The executive committeemen shall be elected at the general meeting and organize the committee meeting.

Art.12: The auditor shall be elected at the general meeting and audit the account of the union.

Art.13: The office term of the officers is one year and there is no objection to be reelected, and the office term of the succeeding officer shall be the remaining term of the predecessor.

#### Chapter IV Rights and duties

Art.14: According to the constitution, the members have the right to become or vote for the officers, to ask the report about the action of officers and organ of the union, to speak and decide at the general meeting and other various meeting, and an able to criticize the action and behavior of the officers.

Art.15: Esteeming the constitution and other resolutions, the member shall act in conformity with the resolution of each organ. And in case a member works for the union, it shall be prohibited to act by his own judgment.

Art.16: The member who violated the constitution of the union, disordered the union control and defamed the union honour, shall be punished through approval of more than two-thirds of the attendants in conformity with the resolution of the general meeting.

The kind of the punishment are admonition, suspension of the rights and expulsion.

Art.17: Those who want to enter into the union, shall submit an application attaching the membership dues of a month and get the approval of the executive committee meeting.

Art.18: When there are any reasons to secede from the union, the reason shall be reported to the chairman of the executive committee meeting and it is necessary to get the approval of the executive committee meeting.

Chapter VII Accounting

Art.19: The membership dues, the income of the business and the contributions shall be applied to the outlay of the union.

But the contributions shall not be permitted to receive without approval of the executive committee meeting.

Art.20: The membership dues shall be 40 yen a month a member and paid on the last day of each month.

Art.21: The financial report of the union shall be held once a year and it is necessary to get approval of the general meeting.

Art.22: The membership dues shall not be returned whatever the reason may be.

Chapter VIII Supplementary Rule

Art.23: No constitution shall be altered unless more than two-thirds of the total members approve it.

Art.24: The constitution shall come into force as from December 14, 1948.

1104

CONSTITUTION OF NIHON RENSEIYOHIN  
CO.,LTD. WORKERS UNION  
(Nihon Renseiyohin Kabushiki  
Kaisha Jugyoin Kumiai)

Chapter I. General Rules

- Art. 1: The name of the union is Nihon Renseiyohin Co.,Ltd. Workers' Union.
- Art. 2: The office of the union was located at 1,825 Numata, Numata-machi, Tone-gun
- Art. 3: The object of the union is to contribute for democratic reestablishment of economy, promoting welfare of the members, elevating social and economic situation, improving and maintaining the labor terms:
- Art. 4: The union shall be organized by workers who are attached to Nihon Renseiyohin Co.,Ltd. but those deemed as the capitalist representative shall be excepted.

Chapter II. Business

- Art. 5: The union shall carry out the following works for completing the objects:
- (1) Participation to the management of the union.
  - (2) Negotiation with company about the elevation and maintenance of labor term.
  - (3) Improvement of working condition, welfare equipment, culture and education.
  - (4) Negotiation with company about the personnel affairs of members.
  - (5) Matters concerning elevation of knowledge, culture and technique, and promotion of efficiency.
  - (6) Establishment of right of collective bargaining for members.
  - (7) Other necessary matters for completing the objects of the union.

Chapter III. Rights and Duties of Members

Art. 6: Members of the union have the right to vote officers and eligibility and according to the constitution, and they have the rights to vote and speak attending to the general meeting of the union.

Art. 7: Members of the union have the rights to enjoy the special benefit prescribed in the various works of Art. 5 of the constitution and various resolutions.

Art. 8: Members of the union have the right to criticize officers and councillors equally, and have duties to complete the resolved matters.

Chapter IV. Resolution Organs

Art. 9: The resolution organs are general meeting and committee meeting.

(1) The general meeting is the highest resolution organ of the union.

(2) The general meeting shall be organized by members of the union.

(3) The general meeting shall be held at the following cases.

a. Regular general meeting: January (spring) and June (summer).

b. When demanded by more than two-thirds of members.

c. When deemed necessary by the committee meeting.

(4) The general meeting is decided by the resolution of more than two-thirds of the members.

(5) The resolution of the union shall be decided by approval of more than two-thirds of members present and in case of tie, the speaker shall decide it.

(6) The date, bills and other necessary matters of the general meeting shall be informed to the members before the meeting is held.



(7) The committee meeting is the next resolution organ to the general meeting.

- a. The committee meeting shall be held once a month regularly, but when deemed necessary by the president or demanded by one-third of the committees, the meeting shall be opened especially.
- b. No committee meeting shall be held unless more than two-thirds of committees are present, and the resolution shall be held by majority of attendants, in case of tie, the speaker shall decide it.
- c. The committee meeting shall execute the business in conformity with the resolution of the general meeting and draw up the bills to be submitted to the general meeting.

In case of need, the meeting shall consult the emergency matters and have the duty to report the condition of activity and process of business at any time.

#### Chapter V. Duties and Election of Officers

Art.10: The union has the following officers:

President	:	1
Vice-president	:	1
Committee	:	5
Accountant	:	1

Art.11: The duties of the officers are as follows:

Art.12: The president shall represent the union and govern the business and take all responsibilities.

Art.13: The vice-president shall assist the president and act for him in case of his absence and inability.

Art.14: Committees of the union shall take the responsibilities of his works.

Art.15: Accountant shall have duty to report the custody, receipts and disbursements, and settlement of accounts to the regular general meeting.

Art.16: The office term of the officers is one year and decided by voting at the general meeting.

#### Chapter VI. Accounts

Art.17: The outlay of the union shall depend on the membership dues and contributions.

Art.18: The membership dues shall collected 10 yen a month a member on each pay-day.

Art.19: The paid membership dues and contributions shall not be returned.

Art.20: The budget and settlement of accounts shall be necessary to get approval of the general meeting.

Art.21: The fiscal year of the union is from January to December.

#### Chapter VII. Reward and Punishment

Art.22: Members who contribute to the union greatly shall be commended according to the resolution of the general meeting.

Art.23: Members who fall under any of the following matters, shall be expelled or released from the works or stopped the rights.

- (1) Violation of constitution and resolution of the union.
- (2) Disorder of constitution of the union.
- (3) Non-payment of membership dues for more than three months without any reason.

Chapter VIII. Supplementary Rules

Art.24: No alteration of the constitution of the union shall be made unless more than two-thirds of members agreed at the general meeting.

Art.25: The constitution shall come into force as from January 25, 1949.

1074  
CONSTITUTION OF FERTILIZER  
DISTRIBUTION KODAN KANTO  
EMPLOYEES' UNION BRANCH  
GUMMA SUB-BRANCH (HIRYO  
HAIKYU KODAN KANTO JUGYOIN  
KUMIAI SHIBU GUMMA BUNKAI)

Chapter 1

General Rules

Art. 1: This Constitution shall be stipulated by Art. 4 of the Constitution of the Kanto Branch and by Art. 7 of the Constitution of the Fertilizer Distribution Kodan Workers' Union.

Art. 2: The Gumma Sub-branch of the Kanto Branch, Fertilizer Distribution Kodan shall be located in the Gumma Branch Tokyo Branch Office, Fertilizer Distribution Kodan.

Chapter 2

Aims and Business

Art. 3: The aims and the business shall be stipulated by the Constitution of the Fertilizer Distribution Kodan.

Chapter 3

General meeting

Art. 4: This Sub-branch shall have the General meeting as its resolution organ of this Sub-branch.

Art. 5: The General Meeting shall be convened once a year. However, in case deemed necessary by the Chairman and demanded by one-third of more of the total membership, the meeting shall be held by the Chairman extraordinarily.

Art. 6: The General meeting shall deliberate the following matters.

1. Revision of the Constitution of this Sub-branch.
2. Budget and settlement of this Sub-branch.

3. Other important matters by the Constitution of the Fertilizer Distribution Kodan Employees' Union.

#### Chapter 4

##### Committee

Art. 7: This Sub-branch shall have the Committee as the executive organ of it.

Art. 8: The Committee shall be composed of all the Committee-members and execute the deliberations of the General meeting.

The way to elect its members shall be provided separately.

#### Chapter 5

##### Works Committee

Art. 9: Each works shall have the Works Committee members elected by mutual vote of the union members serving in each works.

Art. 10: The Works Committee members shall promote the drastic execution of the Unions' business as well as to make the General will of the members in each works reflect.

Art. 11: This Sub-branch shall set up the Works Committee convened by the Chief secretary in case of need.

#### Chapter 6

##### Officers

Art. 12: This Sub-branch shall have the following officers.

Chairman	1
Chief secretary	1
Committee-members	7
Accountant	1
Secretary	1

Art. 13: The Chairman shall represent this Sub-branch and govern its business. The Chief secretary shall assist the Chairman, handle its business and act for him in case of his inability. The Secretary shall audit its accounts.

Art. 14: The Chairman and the Chief secretary, and the Accountant and the Secretary shall be elected from among the Committee members and from among the general union members, respectively.

#### Chapter 7

#### Accounts

Art. 15: The Accountant of this Sub-branch shall be appropriated by the budget of the Kanto Branch, Fertilizer Distribution Kodan.

#### Supplementary Rules

Art. 16: The rules on the election of the delegates for the National Grand Meeting and the Committee-members shall be provided separately.

Art. 17: This Constitution shall come into force as from Dec. 10, 1949.

#### Election Rules of Gumma Sub- Branch, Kanto Branch, Fertilizer Distribution Kodan Employees' Union

Art. 1: The rules shall be stipulated by Art. 16 of the Constitution of the Sub-branch.

Art. 2: The regular election of the Committee-members shall be held in April every year.

Art. 3: 7 Committee-members shall be elected by a single and secret vote of the Sub-branch members from among them based on the following classification.

Branch office	2
Numata, Nakanojo and Mihara	1

Takasaki, Shibukawa  
Annaka, Tomioka and Fujioka 2

Maebashi, Iseaki, Ota,  
Omama and Tatebayashi 2

Art. 4: The Chairman and the Chief secretary shall be elected by a single and secret vote of the union members from among them.

Art. 5: In case there is any vacancy of any office, it shall be filled up within 30 days.

Art. 6: Each delegate of the Branch and the National Grant Meeting shall be elected by a single and secret vote of the union members from among them every time those Meetings are held, respectively.

Art. 7: The alteration of this Rules shall be sanctioned at the General meeting based on its deliberation..

Art. 8: This Rules shall come into force as from Dec. 10, 1949.

1084

CONSTITUTION OF THE YAMAYOSHI TIMBER  
CO. WORKERS LABOR UNION

( Yamayoshi Mokuzai Jugyoin Kumiai )

Platform: We expect to steer the democratic management on consciousness of importance of lumbering and saw-milling works for development of foundation of new Japan.

1. We expect elevation of social and economic position of workers setting up the solid and democratic organization.
2. We expect bright work-place clearing up the feudal tendency by power of unity.

Chapter I. General Rules

- Art. 1: The name of this union shall be "The Yamayoshi Timber Co. Workers Labor Union", and the office is located in the Yamayoshi Lumber-mill, 834-1 Matsuida, Matsuida-machi, Usui-gun.
- Art. 2: This union shall be consisted of the employes of the Yamayoshi Timber Co., Ltd.
- Art. 3: The purpose of this union is to realize these items as shown under, by solidarity and mutual aid of the members.
1. Maintenance and improvement of labor conditions.
  2. Promotion of welfare of the members.
  3. Elevation of social position of the members.
  4. Democratization of lumbering and saw-milling works.



Chapter II. Organs

Art. 4: The resolution organs of this union shall be a general meeting and a committee meeting.

Art. 5: The general meeting shall be the highest resolution organ which is consisted of the members of this union, and the union chief shall convene it in January each year.

The union chief shall have to convene an intreme generall meeting in case:

When the committee deemed it necessary.

When one-thirds or more of all members claimed it.

Art. 6: The committee meeting is consisted of the officers and shall deliberate and execute the matters of the union, and it shall be called up by the union chief in case:

When the union chief deemed it necessary.

When one-thirds or more of all the committeemen claimed it.

Art. 7: No conference shall be opened unless more than a half of its personal elements is presented.

But the procuration will do the absentee.

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

Art. 8: Chairman of conference shall be elected on all such occasions.

Chapter III. Officers

Art. 9: This union has following officers:

- |                     |   |
|---------------------|---|
| 1. Union chief      | 1 |
| 2. Vice-union chief | 1 |
| 3. Chief clerk      | 1 |
| 4. Accountant       | 1 |
| 5. Committee        | 2 |

Art. 10:

1. The union chief shall represent and govern the union.
2. The vice-union chief shall assist the chief and acts for him in case of his absence or inability.
3. The chief clerk shall dispose affairs of the union under the direction of the union chief.
4. The committeemen shall assist the union chief and perform the affairs of the union.
5. The accountant shall perform accounting business of the union.

Art. 11: The election of officers of the union provides that:

1. Chief and vice-chief of the union shall be elected from among the union members at the general meeting.
2. Accountant and chief clerk shall be elected from among the union members at the general meeting.

Art. 12: The office term of the officers is one year, and in case there is any vacancy of the officers, it shall be filled promptly in by-election. But the office term of those elected by the by-election shall be the retained term

of the predecessor.

Art. 13: The officers owe obligation to perform their official business and may not be allowed absent the meeting without due reason.

The procuration of the officers is not acceptable in principle.

#### Chapter IV. Entrance and Secession

Art. 14: One's membership of the union begins at the time when he engaged the Yamayoshi Timber Co., Ltd., and ends when he retired or transferred from the Co.

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

Art. 15: All members of the union shall have the right to enjoy equally any profit created by the union activities.

Art. 16: All members shall have freedoms of critics on the officers.

Art. 17: All members shall have the right to vote and eligibility for election.

Art. 18: All members shall attend at various meetings of the union.

Art. 19: All members shall esteem and observe strictly the provisions of the constitution and resolution by the union, and shall not defame the honor of membership.

Art. 20: In case a member ignored the previous two provisions, he may be punished by the resolution of the general meeting.

Art. 21: In case a member made a great contribution to the union, he shall be commended by the

union chief through the resolution of the committee.

#### Chapter VI. Accounts

- Art. 22: The membership dues, provisional additional dues and contributions shall be appropriated for the expenses of the union.
- Art. 23: The monthly membership dues shall be 20 yen a man.
- Art. 24: The union shall collect the dues from the month of entrance until the month of secession.
- The dues once paid in shall not be returned for any reasons.
- Art. 25: In case of alteration or needs of additional levy of the dues, the committee shall decide it after deliberation on it.
- Art. 26: The settlement of accounts shall be presented at the general meeting and shall have to be approved by it.
- Art. 27: The fiscal year shall be from November 1 to October 31 of the next year.

#### Chapter VII. Supplementary Rules

- Art. 28: This constitution shall not be altered unless approved by the two-thirds or more of the attendants at the general meeting.
- Art. 29: Any matters not prescribed in this constitution shall be decided by the committee according to the policy of the union.
- Art. 30: This constitution shall come into force as from Nov. 1, 1948.

1110  
CONSTITUTION OF OGASAWARA BARREL WORKS  
LABOR UNION, NATIONAL FEDERATION OF  
LABOR UNIONS ( NIPPON RODO SODOMEI  
OGASAWARA SEISON KOJO RODO KUMIAI )

Chapter 1

General Rules

Art. 1: This union is affiliated with the National Federation of Labor Unions, its name is "The Ogasawara Barrel Works Labor Union, National Federation of Labor Unions and the office is placed in the Ogasawara Barrel Works located at Shibazuka, Takasaki-shi.

Art. 2: This union expects cultivation of character, training of technique, maintenance and improvement of labor conditions, promotion of common welfare, elevation of social situation and democratization of industry through members' solidarity and the organization of mutual aid.

Art. 3: This union shall be organized by workers of the Ogasawara Barrel Works and any worker shall join this union as a rule, but exclude following persons:

1. Directors and superiours.
2. Persons who have the right of decision on the labor conditons.
3. Persons regarded as representatives of the employers' interests.

Chapter 2

Business

Art. 4: This union shall carry out following businesses to realize the purposes prescribed in Article 2.

1. Matters concerned in connection and co-operation with bodies of the same purposes.
2. Matters concerned in maintenace and improvement of the labor conditions and treatment.
3. Matters concerned in welfare of members and their families.

4. Establishment of the right of collective bargaining and improvement of the employment conditions.
5. Matters concerned in cultivation of character and training and promotion of technique.
6. Matters concerned in completion of the funds and protection of living.
7. Other matters necessary to realize the purposes.

Art. 5: This union has following officers:

President	1
Vice-president	1
Secretaries	some

Art. 6: The president shall represent this union and govern the businesses.

Art. 7: The vice-president shall assist the president and acts for him in case of his absence and inability. Secretaries shall allot the businesses in co-operation with the president.

Art. 8: The president, vice-president and secretaries shall be elected by mutual vote at the grand meeting. The office term of officers shall be one year, but there is no objection to be re-elected. In case there is any vacancy in any of the officers, it shall be filled by members. An officer who filled the vacancy shall succeed the office term of the predecessor. The officers shall carry out the businesses till the successors are decided even after their office terms terminated.

Art. 9: This union shall have several advisors provided that employers and persons falling under Article 3 shall be excluded. The advisors shall be commissioned by the president according to the recommendation of the grand meeting or officers meeting and shall make guidance for the questions of the president or officers meeting concerning important businesses.

Art. 10: This union shall have the accountant and clerks. They shall be appointed and dismissed by the president and dispose of the necessary affairs under the command of the president.

### Chapter 3

#### Conferences

Art. 11: The conferences of this union are the grand meeting and officers meeting. The grand meeting is the highest resolution organ called twice by the president in January and July of each year. When deemed necessary by the officers meeting, the extraordinary grand meeting shall be held. The officers meeting shall be called by the president in case of need.

Art. 12: All conferences shall be formed by attendance of more than two-thirds of persons to form and the resolution shall be approved by a majority of those present and in case of tie, the chairman shall decide the issue. The president shall act as the chairman of conferences.

### Chapter 4

#### Entrance and Secession

Art. 13: An applicant who wants to be a member of this union shall apply with the regular letter of application, entrance fee and membership dues.

Art. 14: The membership of this union shall commence from when registered in the list of members.

Art. 15: A member who wants to secede from the union shall apply to the president with the reason. In case the president deemed it right, he shall permit it, but in case a member who wants to secede had debts or other obligations, he may not be permitted to secede.

### Chapter 5

#### Control

Art. 16: In case a member violated the constitution, disturbed the order or defamed the honour of the union he may be suspended or ousted from membership of the union by the resolution of the grand meeting.

Art. 17: The decision concerning reorganization and dissolution of this union shall demand the approval of more than two-thirds of attendants at the grand meeting.

#### Chapter 6

##### Accounts

Art. 18: The expenses of this union shall be appropriated by the membership dues and contributions of the interested persons and the funds necessary for business administration shall depend on members' investment, loan and others.

Art. 19: The entrance fee of this union shall be 20 yen and the membership dues shall be monthly 10 yen, but the entrance fee and membership dues shall not be returned even in case of secession.

Art. 20: This union shall be obliged to pay burdens for the union or federation with which it has affiliated.

Art. 21: Matters necessary for administration and disposition of the property of this union shall be decided by the president according to the resolution of the grand meeting.

Art. 22: The fiscal year of this union shall be from January 1 to December 31 in each year. The report on the budget and settlement shall be submitted at the grand meeting held twice in each year.

Art. 23: The revision and abolition of this constitution shall demand the approval of more than two thirds of those present at the grand meeting.

##### Supplementary Rules

This constitution shall come into force as from January 28, 1949.



1076

Constitution of Naigai Special Industry Workers Union,  
NFLU (Nippon Rodo Kumiai Sodomei Naigai Tokushu Kogyo  
Rodo Kumiai)

Chapter I. General Rules

Art. 1: This Union shall be named the "Naigai Special Industry Workers Union NFLU."

Art. 2: The office of this Union shall be placed at Myoraido, Aioi-mura, Yamada-gun, Gumma-ken.

Art. 3: This Union shall aim at the following items by the solidarity and mutual aid of its members.

1. Cultivation of its members' character.
2. Training of their workmanship.
3. Maintenance and betterment of labor conditions.
4. Promotion of their cooperation and welfare.
5. Elevation of social position.
6. Contribution to democratized industries by accomplishing the above items.

Art. 4: This Union shall be organized by the employees of the Naigai Special Industry Co., Ltd., but the persons representing the Company excepted from the organization.

Chapter II. Business

Art. 5: This Union shall perform the following business to attain the aims stated in the preceding article.

1. Matters on cooperations and liaisons with other unions having the same aims as this Union.
2. Matters needed for the stabilized life of the members and their families.
3. Matters on elevation of the culture and knowledge of the members.

4. Matters needed for completion of Union's fund.
5. Matters needed for elevation of the members' technique.
6. Other matters needed to accomplish the aims.

Chapter III. Officers

Art. 6: This Union shall have the following officers.

President	1
Chief director	1
Directors	some (including Standing directors)
Accountant	1
Auditor	1

Art. 7: The President shall represent this Union and govern its business. The Chief director shall assist the President and in case of his inability, act for him. The Standing directors shall cooperate with the President and take charge of its business. The Directors shall organize the Directors' Board and participate in the important business. The Accountant shall be under the instructions of the President and engaged in the accounting business. The Auditor shall audit the accounts of this Union.

Art. 8: The President, the Chief director, the Accountant and the Auditor shall be elected at the General meeting. The Standing directors shall be elected by mutual vote of the Directors.

The office term of the officers shall be one year. The office term of any officer who is appointed to fill up vacancy shall be the remainder of his predecessor's. Any officer shall perform the works until his successor is appointed, even at the expiration of his office tenure.

Art. 9: This Union shall have two (2) Consultants and the post entrusted to the officers of the Federation. The commission shall be made by the President in accordance with the recommendation of the Directors' Board.

The Consultants shall give counsel to the Directors' Board and the President and guide them about the important business.

Art. 10: In case deemed necessary at the Directors' Board, departments may be set up. Its Directorship shall be entrusted to members.

Art. 11: This Union may have a Secretary. The Secretary shall be under the instructions of the President and handle the works.

#### Chapter IV. Conferences

Art. 12: The conferences of this Union shall be divided into two; the General meeting and Directors' Board meeting.

The General meeting shall be the highest resolution organ, composed by the members and the officers and convened once a year by the President. In case demanded by more than a half of the total membership. However, the Extraordinary General meeting shall be held.

The Directors' Board shall be the resolution organ next to the General meeting and composed of the Directors and the officers and in case of need, the President may convene and hold its meeting.

Art. 13: All matters of a conference shall be decided by a majority of the composing member present at it and in case of tie, the Speaker of the conference appointed by the Union shall decide the issue. The Speaker can appoint the Vice-speaker from among the members.

#### Chapter V. Entrance and Secession

Art. 14: Any worker who wants to enter into this union must apply to the President for this, after authorizing this Constitution.

Art. 15: The qualification to be a member of this Union shall become valid as from the date when a worker's name was registered in the membership list after he paid the admission fee and the membership dues for one month.

Art. 16: Any member who wants to secede from this Union must report it to the President, stating the reason in advance. However, in case there are debts and other duties to this Union, he may not be permitted for his secession unless he fulfills those.

#### Chapter VI. Control

Art. 17: When any member of this Union violates this Constitution, disturbs the Union's control or defames the Union's honor, he may be ousted from this Union or suspended rights to be its membership in accordance with the resolution of the General meeting or the Directors' Board.

Art. 18: The streamlining and dissolution of this Union shall be made by the resolution of the General meeting and Directors' Board.

Art. 19: In case there is a member who made a great contribution to the development of this organization or a special service to this Union, he may be commended by the resolution of the Directors' Board.

Art. 20: When any member knew that a trouble between management and labor might happen in advance or happened, he shall have the duty to report this to this Union immediately and this Union must exert all-out efforts for the interests of the members.

#### Chapter VII. Accounts

Art. 21: The expenditures of this Union shall be appropriated by the membership dues, the admission fees and donations by volunteers. In case of the need for the operation of its works, the funds needed therefor may be appropriated by the investments by its members or borrowed money.

Art. 22: The admission fees and the membership dues shall be stipulated separately.

Art. 23: Any necessary matters as to the administration and disposition of the Union's funds shall be fixed by the President based on the resolution of the General meeting.

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

Chapter VIII. Supplementary Rules

Art. 25: The rules concerning the handling of the works necessary for the execution of the Union's business, shall be fixed by the President.

Art. 26: No alteration of this Constitution shall be made unless more than two-thirds of the composing members present at the General meeting sanction.

Art. 27: Any person who seceded from this Union shall be deemed to have been forfeited the rights on the property and subsequent to the membership dues paid up by him.

Art. 28: This Constitution shall come into force as from Oct. 25, 1948.

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CONSTITUTION OF KASUKAWA-MURA AGRICULTURAL  
COOPERATIVE ASSN. EMPLOYES UNION

(Kasukawa-mura Nogyo Kyodo-Kumiai Shokuin Kumiai)

Chapter I. General Rules

Art. 1: The name of this union shall be "The Kasukawa-mura Agricultural Co-operative Assn. Employes Union."

Art. 2: This union makes positive efforts for elevation of social and economic position, maintenance and betterment of labor conditions and management democratization of the assn. respectively for union members, by autonomous combination in accordance with social self-awakening of being agricultural body personnel, and thereby aims to contribute to the development of farming-village operation and also the cultural progress.

Art. 3: This union shall carry out following businesses to attain the purpose mentioned in Art. 2.

1. Establishment of autonomy for union members.
2. Positive cooperation to management democratization.
3. Maintenance and betterment of labor conditions.
4. Cultivation, welfare and mutual relief of union members (including matters on condolence for members and their families).
5. Security of the living rights of members.

Art. 4: The office of the union is placed within the Kasukawa-mura Agricultural Co-operative Assn. office, 268-1 Nishi-tamo, Kasukawa-mura, Seta-gun.

Art. 5: This union is organized by employes of the Kasukawa-mura Agricultural Co-operative Assn. But the chief and the special and ordinary managing directors of the assn. are excepted.

Art. 6: Those serving at the Kasukawa-mura Agricultural Co-operative Assn. shall all enter this union.

#### Chapter II. Officers

Art. 7: This union has following officers as executive officers of this union.

- |                   |      |
|-------------------|------|
| 1. President      | 1    |
| 2. Vice-president | 2    |
| 3. Committee      | some |
| 4. Secretary      | 2    |

Art. 8: The officers shall all be decided by single secret voting.

The president shall represent the union and administer its operation.

The vice-president and the secretary shall assist the president and act for the president in case of his absence or inability, in regular order of the vice-president and then the secretary.

Art. 9: The tenure of office for officers in one year. But there is no objection to be re-elected.

The president shall represent the union, call the general meeting and be the chairman of the general meeting and the officers' conference.

Art. 10: The general meeting shall be able to release officers recognized unqualified.

Art. 11: This union has following personnel who shall be appointed and dismissed by the president.

- |            |      |
|------------|------|
| Accountant | 1    |
| Clerk      | some |

### Chapter III. Resolution Organs

Art. 12: The general meeting is the highest resolution organ of the union, which shall be formed with the presence of more than a half of members.

The general meeting shall be called more than once a year to investigate on settling accounts of receipts and disbursements, business report, budget business program and other important matters.

Art. 13: An extraordinary general meeting may be called when deemed necessary by the officers' conference or demanded by more than one-third of members.

Art. 14: All members shall be equal and free as to the right to speak at the general meeting and have an obligation to participate in debate.

The progress of proceedings shall be carried out under permission of the chairman. The proceedings shall be decided by majority.

But in case of declaring an emergency matter in accordance with opinion by majority, the matter shall not be decided unless approved by more than an three-fourths of attendants.

Art. 15: The member shall have to follow unconditionally the resolution of the general meeting.

Art. 16: The personnel concerned of the Tsukida Station shall be able to participate in the officers' conference and meetings following the general meeting.

### Chapter IV. Expenses

Art. 17: The expenses of the union shall be imposed  
• on union members.



Art. 18: The member shall offer every month more than two-per cent of an basic salary to cover the expenses of the union.

Art. 19: The union shall be able to receive contributions.

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

#### Chapter V. Expulsion and Dissolution

Art. 21: In case a member violated the resolution of the general meeting or did an action as to defame the honor of the union, he may be ousted from membership of the union.

This decision must be approved by the general meeting.

In case a member, who has been announced expulsion from the union, demanded his explanation about himself before the general meeting, the general meeting shall be unable to reject his demand.

Art. 22: A member, who has been ousted from membership of the union, shall be unable to demand money and articles toward the union.

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

Art. 24: The dissolution of this union shall be necessary to be approved by more than three-fourths of all union members.

Art. 25: In case this union was dissolved, the officers shall be the liquidators.

Supplementary Rule

This constitution has been established at the organization general meeting on August 14, 1948.

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CONSTITUTION OF NEWSMEN UNION OF OTA-SHI

(Ota-shi Shimbun Haitatsuin Rodo Kumiai)

Chapter I General Rules

Art. 1: The name of this union shall be "The Newsmen Union of Ota-shi".

Art. 2: The office of this union is placed in the house of Sakuzo Takahashi, 400, 3-chome, Ota-shi, Gunma-ken.

Art. 3: This union is organized by newsmen in Ota-shi.

Chapter II Purpose and Business

Art. 4: This union expects to contribute to the development of Japan by the maintenance and betterment of labor conditions, increase of mutual welfare and elevation of economic and social position, securing the collective bargaining right for union members.

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

1. Matter on conclusion of the collective agreement with the newspaper agency.
2. Matter on maintenance and betterment of labor conditions for union members.
3. Matter on mutual relief and welfare for union members and their families.
4. Matter on elevation of the character of union members
5. Matters necessary for attaining the above purpose.

Chapter III Entrance and Secession

Art. 6: An applicant who wants to be the member of this union shall submit an application prescribed separately in which designated matters were inserted clearly with entrance dues and membership dues for one month.

Art. 7: In case a member wants to secede from this union, he must clearly state the reason and report to the chief of the union.

#### Chapter IV Rihts and Duties

Art. 8: The member shall have franchise and eligibility for election as to the union officers.

Art. 9: The member shall have the right to receive benefit by the constitution and the resolution.

Art. 10: The member shall have the rights and duties to offer various proposals for strengthening the union and aiming at the sound development of union activities and to criticize the activities.

Art. 11: The member shall have a duty to pay prescribed membership dues and esteem and strictly obey the constitution and the resolution.

#### Chapter V Organs and Officers

Art. 12: This union has following organs.

1. General meeting
2. Executive committee

Art. 13:

1. The general meeting is the highest resolution organ of the union and shall decide the highest principle of the union.
2. The general meeting is consisted of all employes and shall be called by the chief of the union once a month. But an extraordinary general meeting may be called when deemed necessary by union members or demanded by more than one-third of them.
3. The general meeting shall be formed with the presence of more than two-thirds of union members. The decision shall be made by a majority. In case of tie, the chairman shall decide the issue.

4. The chairman of the general meeting shall be selected at the meeting at each time.

Art.14: Executive committee

1. The executive committee is the standing executive organ of the union which is consisted of executive committeemen. The executive committee shall draw up various drafts of union business and exercise resolution matters in accordance with the principle of the general meeting.
2. The executive committee has following dept.'s and takes the responsibility for execution of union business.
  - a. General affairs dept.
  - b. Diplomatic dept.
  - c. Culture dept.
3. The chief of the union shall be the chairman of the executive committee and the vice-chief the vice-chairman. The executive committee-men shall be each dept. chief.

Art.15: This union has following officers.

1. Chief of the union (chairman of the executive committee) 1
2. Vice-chief of the union (vice-chairman of the executive committee) 2
3. Executive committeemen 7
4. Auditor 3
5. Councillor 7

Art.16: This union has following personnel.

Standing clerk 1

Art.17: The duties of the union officers are as follows:

1. The chief of the union shall represent the union, control union business as executive committeeman and take the responsibility for operation of the union.

2. The vice-chief of the union shall assist the chief and act for him in case of his inability.
3. The executive committeeman (the dept. chief) shall control each union business concerned and take the responsibility for it.
4. The chairman (of the general meeting) shall operate the (executive) committee.
5. The vice-chairman shall assist the chairman and act for him in case of his inability.

Art.18: The selection method of the union officers is as follows:

The chief, the vice-chief and the executive committeemen of the union shall be elected by all the union members.

#### Chapter VI Accounts

Art.19: The entrance and membership dues shall be applied to the expenses of the union.

Art.20: Membership dues:

1. The union shall collect 10 yen a month from each month. But the union shall be able to collect membership dues prior to the date when deemed necessary.
2. The entrance dues shall be 30 yen per capita.
3. The entrance and membership dues once paid in shall not be returned for any reasons.

Art.21: The union shall report on settling accounts at the general meeting to be held in March every year and have to get its recognition.

#### Chapter VII Reward and Punishment.

Art.22: In case a member made a great contribution to the union, he shall be commended by the chief of the union with the resolution of the executive committee.

Art.23: In case a member falls under any one of following matters, he may be punished by the resolution of the executive committee.

1. Those who were disciplined or punished.
2. Those who violated the constitution or resolution of the union.
3. Those who put the control of the union in disorder.
4. Those who failed to pay membership dues for more than three month without reasons.

Chapter VIII Supplementary Rules

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

Art. 25: The supplementary rules in this constitution shall be decided by the resolution of the executive committee.

Art. 26: The officers of the union shall be unpaid.

Art. 27: In case this union was dissolved the chief of the union shall be the liquidator.

Art. 28: This constitution shall come into force as from September 15, 1948.

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CONSTITUTION OF GUMMA-KEN  
SELLING AGRICULTURAL CO-  
OPERATIVE ASSOCIATION  
FEDERATION EMPLOYEES UNION

Chapter 1

General Rules

Art. 1: This union shall be called as Gumma-ken Selling Agricultural Co-operative Association Federation Employees union, and its head office is placed at 94, Kuruwa-cho, Maebashi-shi.

Art. 2: Object of this union is to attain improvement of economic and social situation, maintenance and improvement of labor conditions, co-operation for democratization of the Villages and Contribution for sound progression of farming in this country, according to the strong solidarity of the unions.

Art. 3: This union composed of employees of the Gumma-ken Selling Agricultural Co-operative Association Federation. But, those who represent the interest of employers shall be excepted. They mean those persons who hold posts of chief Accountant, Director of Department, Chief of General Affairs Section.

Chapter 2

Works

Art. 4: This union executes the following works for attainment of the object of the preceding article.

1. Work relative to contract of collective bargaining.
2. Work relative to protection of living right of members.
3. Work relative to democratization of village administration.
4. Work relative to improvement of culture and technique of members.



5. Work relative to welfare and mutual aid of membership.
6. Work relative to connection and co-operation with other bodies having the same object.
7. Other works needed for attainment of the objects.

### Chapter 3

#### Membership

Art. 5: Members of this union shall have the following rights and obligations.

- (1) They will receive evenly interest and privilege of the membership in consequence of the unions activity.
- (2) They will have rights to be present to every meeting of the union and speech, and to participate to the resolution of it.
- (3) They have obligation to obey to the provisions of constitution and resolution of general meeting.

### Chapter 4

#### Organs

Art. 6: This union has the following organs.

1. General meeting
2. Meeting of the representatives
3. Executive Committee

Art. 7: Notice for calling general meeting shall be made before three days or more of opening. But this rule shall not be applied to the emergency case of urgent need.

Art. 8: General meeting has two kinds of ordinary general meeting and extraordinary general meeting. Ordinary general meeting shall be opened in April of every year, and extraordinary general meeting shall be called in following cases.

1. When chairman of executive Committee deemed necessary.
2. When one third or more of members required.

Art. 9: General meeting is the highest resolution organ of this union, and shall be formed with presence of half or more of members of union. Proceedings shall be decided by majority, and in case of tie, the chairman of the meeting shall decide it.

Chairman of general meeting shall be elected at every meeting.

Art. 10: In every section of head office, and every chapter of the federation one representative shall be elected.

Art. 11: Representatives shall take charge of liaison between executive committee and membership.

When deemed necessary, they may be able to express their own opinion to the Executive Committee.

Art. 12: Term of office of representatives shall be one year, but nothing to be objectionable to be re-appointed.

Art. 13: Executive Committee shall be composed of members of Executive Committee.

Art. 14: Members of Executive Committee shall be elected from among all members of union by secret single vote. Full number of it shall be ten members, and term of office one year. But not objectionable to be re-appointed.

Art. 15: Meeting of Executive Committee shall be called by chairman of Committee at any time be deemed necessary, and shall be the executive organ of the union.

Art. 16: Resolution of executive Committee shall follow-to that of general meeting.

Art. 17: General meeting may be able to release Executive Committee from the duty by its resolution.

#### Chapter 5

#### Officers

Art. 18: This union has the following officers

1. Chairman of Executive Committee
2. Vice-chairman of Executive Committee \*
3. Chief clerk
4. Chief Accountant
5. Standing members of Committee

These officers shall be elected by mutual vote of members of Executive Committee from among them.

Art. 19: Duties of officers shall be as follows:

1. Chairman of Committee represents the union.
2. Vice-chairman shall assist the chair-man, and in case of hindrance of the latter, he shall act for him.
3. Chief clerk shall take charge in disposition of business of union.
4. Chief Accountant shall take charge of Accounts of union.
5. Standing members of Committee shall assist the chairmannoff committee and chief clerk, and dispose business of union.

Art. 20: Term of office of union shall be one year, but nothing to be objectionable to be re-appointed.

Art. 21: When vacancy was caused substitute shall be elected immediately, and the term of office of it shall be the remaining days of predecessor's term.

#### Chapter 6

#### Account

Art. 22: Expenses of union shall be deprayed with burden, interest produced from executions of works of union, and contributions.

Art. 23: Burden shall be one percent of regular wages of members, but in case of need, an extraordinary due shall be collected.

Art. 24: Contribution shall be received on Committee's own responsibility.

Art. 25: Burden once paid shall never be returned at any reason.

Art. 26: Fiscal year of this union shall start on April 1st of every year and end on March 31st of the next year.

Art. 27: Balance-sheet shall be reported to the general meeting and needed to get approval of it.

#### Chapter 7

##### Additional Rules

Art. 28: This constitution shall never be revised without by resolution of general meeting.

Art. 29: As to those items of which not provided in this constitution, Executive Committee shall decide them.

Art. 30: This constitution shall come in force on the date of approval by general meeting.