

The Capitalist's



*Is in his pocketbook
And he uses the*



Over you so he can wear



*By organizing right we
can give him a*



*With which to earn an
honest living.*

"An Injury to One is an Injury to All"

PREAMBLE
AND
CONSTITUTION
OF THE
**INDUSTRIAL WORKERS
OF THE WORLD**



Organized July 7, 1905

General Administration:
2440 Lincoln Avenue
Chicago, Ill. 60614
U.S.A.
1972

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As adopted in 1905, and amended by conventions, and ratified by referendum votes, 1906 through 1971.

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PREAMBLE

The working class and the employing class have nothing in common. There can be no peace so long as hunger and want are found among millions of the working people and the few, who make up the employing class, have all the good things of life.

Between these two classes a struggle must go on until the workers of the world organize as a class, take possession of the earth and the machinery of production, and abolish the wage system.

We find that the centering of the management of industries into fewer and fewer hands makes the trade unions unable to cope with the ever-growing power of the employing class. The trade unions foster a state of affairs which allows one set of workers to be pitted against another set of workers in the same industry, thereby helping defeat one another in wage wars. Moreover, the trade unions aid the employing class to mislead the workers into the belief that the working class have interests in common with their employers.

These conditions can be changed and the interest of the working class upheld only by an organization formed in such a way that all its members in any one industry, or in all industries if necessary, cease work whenever a strike or lockout is on in any department thereof, thus making an injury to one an injury to all.

Instead of the conservative motto, "A fair day's wages for a fair day's work," we must inscribe on our banner the revolutionary watchword, "Abolition of the wage system."

It is the historic mission of the working class to do away with capitalism. The army of production must be organized, not only for the everyday struggle with capitalists, but also to carry on production when capitalism shall have been overthrown. By organizing industrially we are forming the structure of the new society within the shell of the old.

Knowing, therefore, that such an organization is absolutely necessary for emancipation, we unite under the following constitution:



CONSTITUTION

ARTICLE I

Name and Structure

Section 1. This organization shall be known as THE INDUSTRIAL WORKERS OF THE WORLD.

Sec. 2. The Industrial Workers of the World shall be composed of actual wage workers brought together in an organization embodying Job Branches, Industrial Union Branches, General Membership Branches, Industrial Unions, and Industrial Departments.

Departments

Sec. 3 (a) An Industrial Department shall be composed of Industrial Unions in closely kindred industries appropriate for representation in the departmental administration, and assigned thereto by the General Executive Board of the Industrial Workers of the World.

(b) An Industrial Department shall consist of two or more Industrial Unions aggregating a membership of not less than 20,000 members. The Departments shall have general supervision over the affairs of the Industrial Unions composing same, provided that all matters concerning the entire membership of the IWW shall be settled by a referendum.

(c) The Departments shall be designated as follows:

- 1 - Department of Agriculture, Land, Fisheries and Water Products.
- 2 - Department of Mining.
- 3 - Department of Construction.
- 4 - Department of Manufacturing and General Production.
- 5 - Department of Transportation and Communication.
- 6 - Department of Public Service.

Industrial Unions

Sec. 4. Industrial Unions shall be composed of actual wage workers in a given industry welded together as the particular requirements of said industry may render necessary.

Sec. 5. Component parts of the IWW may set up such co-ordinating bodies as they wish, provided their cost shall be defrayed by the sections setting them up, and further provided that they shall not void rank and file control.

Sec. 6. No legislation conflicting with the constitution of the IWW shall be passed by any subordinate body.

ARTICLE II

Membership, Etc.

Section 1 (a) None but actual wage workers shall be members of the Industrial Workers of the World.

No one shall be excluded from membership because of creed, color, or sex.

(b) No unemployed or retired worker, no working class student, apprentice, or housewife, shall be excluded from membership on the grounds that he or she is not currently receiving wages. Such workers may take membership in the Industrial Union for the industry in which they last worked, or for which they are now training, or at which they work part-time, or in the case of students and housewives in Educational Workers I.U. 620 or Foodstuff Workers I.U. 460 respectively as may seem most practical, provided that no person under 18 is initiated on any basis other than industrial employment as a wage worker. This provision shall not deny to any Industrial Union or Industrial Union Branch the right to limit vote on strictly industrial matters to those actively engaged in their industry.

(c) Editors of papers not controlled by the IWW shall not be eligible to membership in the IWW except where such papers are sanctioned by the G.E.B. of the IWW.

(d) No member of the Industrial Workers

of the World shall be an officer of a trade or craft union or political party.

Exceptions may be made by the Branch wherein permission shall be granted for members to become officers of trade or craft unions under special conditions.

Sec. 2. All applicants shall agree to abide by the Constitution and regulations of the IWW and diligently study its principles and make themselves acquainted with its purpose. This obligation shall be printed on the application blank.

Job Branches

Sec. 3. Whenever there are seven or more members on a job, they shall constitute themselves a shop or job branch, and elect a job committee and a job delegate to attend to urgent matters between business meetings. No member should serve permanently on a committee. At each meeting a new committee should be elected. All members should take their turn at serving on committees.

Quorum

Sec. 4 (a) Not less than seven members, not including the paid Branch Secretary, shall constitute a quorum for the transaction of business.

(b) No paid official of any part of the Industrial Workers of the World shall be permitted to vote in Branch meetings.

Article III

General Officers

Section 1. The General Administration shall consist of the General Secretary-Treasurer and the General Executive Board.

Sec. 2 (a) The term of office shall be for one year and the same shall commence on January 1. Officials, after having served their first term of office shall be eligible for two more terms only, except as specified in Section 3 (c) and (d).

(b) The General Executive Board shall set the wages of all general organization employees and organizers.

ELECTIONS

General Administration

Sec. 3 (a) The General Secretary-Treasurer shall be a member for three years, and 18 months in continuous good standing, immediately prior to nomination. The General Executive Board shall consist of seven members, all of whom have been members for 18 months, and 12 months in continuous good standing, immediately prior to nomination.

In the event that no nominee for General Secretary-Treasurer meeting the three-year membership requirement can be found,

then the three-year requirement shall be reduced to one of two years membership with eighteen months in continuous good standing prior to nomination.

(b) Nominations for General Secretary-Treasurer and members of the General Executive Board shall normally be made on the floor of the General Convention. In the event no General Convention is held, nominations will be made by individual members. In either event, election shall be by general referendum ballot as provided for in Article IX, Section 2.

(c) The three candidates receiving the highest number of nominations for General Secretary-Treasurer shall have their names placed on the ballot. Members who have served three or more consecutive terms as General Secretary-Treasurer shall not have their names placed on the ballot, except in the event that three qualified nominees cannot otherwise be secured. When this is the case, the names of the nominees who have served three or more consecutive terms may be placed on the ballot, but the ballot shall clearly state the number of terms in succession previously served by such a candidate. The one receiving the highest number of votes on referendum being elected.

(d) The ten candidates receiving the highest number of nominations for General Executive Board member shall have their names placed on the ballot. Members who have served three or more consecutive

terms on the General Executive Board shall not have their names placed on the ballot, except in the event that 10 qualified nominees cannot otherwise be secured. When this is the case, the names of nominees who have served three or more consecutive terms may be placed on the ballot, but the ballot shall clearly state the number of terms in succession previously served by such a nominee. The seven nominees receiving the highest number of votes on the referendum shall constitute the General Executive Board.

(e) The General Executive Board Chairman shall be the alternate to the General Secretary-Treasurer. The nominees receiving the eighth, ninth and tenth highest number of votes for General Executive Board members shall be considered the first, second and third alternates respectively to the General Executive Board.

In the event of a vacancy on the General Executive Board, with all duly elected members or alternates already serving or being unavailable, the General Secretary and the GEB Chairman shall appoint a board member until another shall be elected by referendum.

(f) No official of the General Administration shall be permitted to hold other office in, or become a paid employee of any Industrial Union of the Industrial Workers of the World.

Duties of the General Secretary-Treasurer

Sec. 4. The duties of the General Secretary-Treasurer shall be to take charge of all books, papers and effects of the office. He shall conduct the correspondence pertaining to his office. He shall be the custodian of the seal of the organization, and shall attach same to all official documents over his official signature. He shall furnish the committee on credentials, at each General Convention, a statement of the financial standing of each Industrial Union. He shall have a voice, but no vote, in the governing bodies of the organization.

The General Secretary-Treasurer shall close his accounts for the fiscal year on the last day of July. He shall make a monthly report to the General Executive Board and the general membership. He shall also make a complete itemized report of financial and other affairs of his office to each General Convention.

He shall prepare and sign all charters issued by the General Executive Board. He shall receive all moneys for charters from Industrial Unions and Industrial Departments. He shall receipt for same, care for and deposit all moneys as instructed by the General Executive Board, in some solvent bank or banks, which shall be drawn out only to pay indebtedness rising out of due conduct of the business of the organ-

ization, and then only if bills shall have been first duly presented by the creditors when a check shall be drawn by him in payment thereof.

He shall employ such assistants as are necessary to conduct the affairs of his office, remuneration for such employees to be fixed by the General Executive Board.

Duties of the General Executive Board

Sec. 5 (a) The General Executive Board shall elect its own chairman from its own number.

The General Executive Board shall have general supervision over all affairs of the organization between conventions, and shall watch vigilantly over the interests throughout its jurisdiction. It shall be assisted by the officers and members of all organizations subordinate to the Industrial Workers of the World. It shall appoint such organizers as the conditions of the organization may justify.

(b) The General Executive Board shall not appoint or cause to be appointed any delegate or organizer against the protest of, and without first notifying, the General Organization Committee of the Industrial Union which has jurisdiction in the territory in which the delegate of organizer is to operate.

All organizers so appointed shall at all times work under the instruction of the General Executive Board. All organizers and General Executive Board members, while in the employ of the Industrial Workers of the World, shall report to the Chairman of the General Executive Board in writing, on blanks provided for that purpose, at least once each week.

(c) The General Executive Board shall have full power to issue charters to Industrial Departments, Industrial Unions, Branches and Industrial District Councils.

(d) The General Executive Board shall have full power and authority over all IWW publications and guide their policy.

(e) The members of the General Executive Board shall have power to visit any subordinate body of the IWW and have full authority to examine and audit all accounts of such body; and also to enforce the use of the uniform system of bookkeeping as adopted by the Convention of the IWW from time to time.

(f) The General Executive Board shall meet on the call of the Chairman or majority vote of the General Executive Board.

(g) All matters pertaining to organization shall be settled by the entire General Executive Board by mail or wire when absent from headquarters. It shall take a majority vote to settle any question.

(h) The General Executive Board shall have power to appoint a Secretary of the General Defense Committee whenever they deem it necessary.

(i) The General Executive Board shall issue a monthly report of their activities.

Charges Against General Officers

Sec. 6 (a) Charges against any of the General Officers shall be filed in writing with the G.E.B. or the General Convention, at the option of the person filing charges.

If the charges are filed before the G.E.B. they shall at once have a copy of the charges sent to the accused, together with the notice of the date of the hearing of the charges. Charges filed before the General Convention must be sent to the General Secretary at least thirty days prior to the date of the convening of the convention.

On receipt of the charges the General Secretary will forward a copy of the same to the accused and notice to appear at the convention for trial.

(b) Any decision of the G.E.B. on charges tried by them shall be subject to appeal to the next General Convention and from the General Convention to the general membership. The decision of the General Convention on charges can be appealed to the general membership.

The cost of appealing to the general membership shall be borne by the party taking the appeal. If the vote on appeal results in the favor of the party taking the appeal then the General Organization shall refund the cost of the appeal..

ARTICLE IV

Clearing House

Section 1 (a) The General Headquarters of the Industrial Workers of the World shall function as a Clearing House that will automatically settle all debts between Industrial Unions and General Headquarters.

(b) All credentials authorizing members to initiate members or to collect dues shall be issued by the General Secretary-Treasurer. He shall issue such credentials on his own initiative or on the recommendation of local or industrial union officers. Those so credentialed shall have been members for six months except that newly organized groups may elect one of their members to serve in this capacity. All such credentials shall bear a distinguishing number, and shall empower bearer to initiate members or collect dues in all industries.

(c) All job delegates or others bearing such credentials shall record all fees, dues, assessments, etc. collected on the forms provided by the General Secretary and shall identify receipt both on the

page of the dues book and on top of the stamps with their credential number and date, and shall report at least monthly to the General Secretary by submitting this record together with all signed applications for membership, and all fees and dues money received: provided, any Industrial Union or Industrial Union Branch, or General Membership Branch through which the delegate operates may require that this report be transmitted through it, to record the information in its own files and to retain such portion of moneys as this constitution and pertinent by-laws permit.

(d) The Chairman of the general Executive Board shall countersign all checks issued by the General Secretary-Treasurer.

(e) One dollar from each initiation fee and seventy-five cents from each dues stamp shall be paid into the general funds through the General Secretary-Treasurer. Industrial Unions may provide for additional remittance to be credited to their accounts and held in custody of the General Secretary-Treasurer.

(f) The General Secretary-Treasurer shall be the custodian of the funds of a General Membership or Industrial Union Branch only upon its request, but he shall be the custodian of the funds of each Industrial Union except operating funds for which its organizers or officers are in accordance with its by-laws held responsible. The General Administration cannot use

the funds so entrusted to it without the consent of the Industrial Unions or other bodies owning such a fund, so long as these bodies continue.

(g) Supplies issued delegates and Branch Secretaries on behalf of Industrial Unions shall be charged to the Industrial Union.

(h) Reports with remittance for dues etc., paid during the month shall be sent to the General Secretary not later than the 10th day of the following month. Should any branch or Industrial Union fail to do so, further supplies to it shall be withheld until these reports are received.

ARTICLE V

Duties of Branch Secretaries and Delegates

Section 1. Except as provided otherwise in Branch or Industrial Union by-laws, branch secretaries shall be the responsible custodians of all branch records, funds and supplies; shall issue such supplies to delegates in their branch and receive reports from them; shall maintain such records of these transactions as by-laws or organizing programs require; shall report all such business to the General Secretary-Treasurer at least monthly; shall also transmit to the General Secretary copies of all minutes of meetings and

of his own monthly financial report to his branch; shall endeavor to keep all members in his branch in good standing and aware of all referenda. He shall also report at least monthly to the General Secretary on the activities and prospects of his branch.

ARTICLE VI

Conventions

Section 1 (a) Each year, not later than June 15, the General Executive Board shall issue a referendum to determine whether a General Convention shall meet that year, and on a date in September to be specified in the referendum.

(b) The General Convention of the IWW shall not remain in session over ten days. Prior to the Convention the General Executive Board shall issue an agenda to the delegates to the General Convention specifying the time limit on each question. All resolutions, wherever possible, shall be in the hands of the G.E.B. ten (10) days before the opening of the Convention. Mimeographed copies of all resolutions to be furnished all delegates.

Sec. 2. The Convention of the Industrial Workers of the World has power to expel any member for violation of principles, constitution or by-laws of the Industrial Workers of the World. It is also the legislative body of the organization and its enactments are of legal force when sus-

tained by a referendum vote of the membership touching any and all amendments to the organic law which the Convention may adopt. Such amendments shall be submitted to referendum vote by the General Executive Board within fifteen (15) days after adjournment of the Convention. The vote shall close forty-five (45) days after the date of issuing of referendum-

Representation

Sec. 3 (a) Representation to the General Convention may be upon either Industrial Union or branch basis, but there shall be no duplication of representation. Membership represented, shall be based upon the amount of per capita paid to General Headquarters for the fiscal year prior to Convention, except for bodies that have been chartered less than one year. The number of delegates allowed shall be a minimum of one for any body represented; two delegates for first 200 members; three delegates for first 500 members; and one additional delegate for each additional 500 members. The G.E.B. shall issue a referendum so that the general membership may decide whether Convention representation will be based on branches or Industrial Unions.

(b) Voting power of delegates shall be based upon one vote for the first 25 members represented or fraction thereof; and an additional vote for each additional 25 members.

(c) When two or more delegates are representing an Industrial Union in the Convention, the vote of such Industrial Union shall be equally divided between the delegates.

(d) The expenses of delegates to the General Convention, including their mileage, shall be borne by the body they represent.

Credentials

Sec. 4 (a) On or before July 1 of each year the General Secretary-Treasurer shall send to the Chairman of the General Organization Committee of each Industrial Union credentials in duplicate for the number of delegates and alternates they are entitled to in the Convention.

(b) The Chairman of the General Organization Committee of the Industrial Unions shall properly fill out the blank credentials received from the General Secretary-Treasurer and return one copy to the General Office not later than August 15. The other copy shall be presented by the delegate to the Committee on Credentials when the Convention assembles.

Temporary Session

Sec. 5. The General Executive Board shall draw up a list of delegates against whom no contest has been filed at the General Office. The General Secretary-Treas-

urer shall call the Convention to order and read the aforesaid list. The delegates on the said list shall proceed to form a temporary organization by electing a temporary Chairman and a Committee on Credentials.

Delegates' Eligibility

Sec. 6 (a) Delegates to the General Convention from the Industrial Unions must be members of the IWW for one year and in continuous good standing for sixty days immediately prior to nomination.

(b) The general administration officials shall be delegates at large, with voice but no vote. All paid officials and employees must be off the payroll ninety (90) days prior to the convening of the General Convention to become eligible as delegates. Any member who has not been on the payroll ten (10) consecutive days in the three months immediately prior to the convening of the Convention, shall be eligible as a delegate. No delegate shall cast more than one vote when voting on the seating of a contested delegate or delegates. No delegate shall have more than one vote on the expulsion of a member.

(c) Delegates to the General Convention shall not serve for two consecutive terms.

Records of Delegates

(d) The Clearing House shall forward a complete record of each delegate elected to the General Convention of the IWW to

the Chairman of the G.E.B. and to the Secretary-Treasurer in order to facilitate the work of the Credentials Committee of the General Convention.

Joint Delegates

Sec. 7. Two or more unions, with a total membership of 500 or less, may jointly send a delegate to the Convention, and the vote of said delegate shall be based on the representation hereinbefore provided for.

Indebtedness

Sec. 8. Industrial Unions that are indebted to the official organs or the publishing bureau controlled by the organization, having sufficient funds to pay their indebtedness, shall not be entitled to representation in the General Convention.

Auditing Committee

Sec. 9. A general membership meeting shall be advertised and called in Chicago 30 days prior to the General Convention for the purpose of electing an auditing committee from the floor of said meeting, to audit headquarters' books and supplies. Any member who has not been out of office for ninety days will not be eligible for auditing committee.

Resolutions

Sec. 10. Resolutions for the General Convention shall be acted upon by their Industrial Union Convention, and if the

Industrial Union has no convention, then the branches acting on same must send them to their Industrial Union G.E.B. or G.O.C. Chairman to be segregated; and each resolution shall be on a separate sheet of paper and duplicated. No resolution sent in by an individual shall be considered by the General Convention.

ARTICLE VII

Label

Section 1. There shall be a Universal Label for the entire organization. It shall be of a crimson color and always the same in design. The use of the Universal Label shall never be delegated to employers, but shall be vested entirely in our organization. Except on stickers, circulars and literature proclaiming the merits of the Industrial Workers of the World, and emanating from the General Offices of the Industrial Workers of the World, the Universal Label shall be printed only as evidence of work done by IWW members.

When the label is so printed it shall be done by the authority of our organization, without the intervention of any employer.

Whenever the Universal Label is placed upon a commodity as evidence of work done by Industrial Workers, it shall be accompanied by an inscription underneath the label stating what the work is that Industrial Workers have done, giving the name

of Industrial Department to which they belong and the number or numbers of their unions; and the Universal Label shall never be printed as evidence of work performed without this inscription.

Seal

Sec. 2. Each union and branch shall be provided with a seal by the General Secretary-Treasurer, which shall bear the number of the union, and all official papers from the union or branch must bear an imprint of this seal, and none will be legal without such impression.

ARTICLE VIII

Revenue

Section 1. The revenue of the organization shall be derived as follows: Charter fees for Industrial Departments shall be \$25.00 and for Industrial Unions \$10.00. Industrial Union branches shall pay \$2.00 for seal and charter.

Per Capita

Sec. 2. All foreign administrations of the IWW shall pay a per capita tax of 1/2 cent per dues stamp per month to the General Administration. All funds derived from this per capita tax shall only be used for international organization purposes.

Initiation Fees & Dues

Sec. 3 (a) The Industrial Union shall have autonomous right to set their own initiation fees, dues and assessments, other than General Organizational assessments. It is the policy of the IWW to put no financial barrier to prevent any worker from joining. Accordingly, initiations shall not exceed \$10.00 nor monthly dues exceed \$5.00. All Industrial Unions shall charge sufficient dues to meet their obligations. No part of the initiation fee or dues above mentioned shall be used as a sick or death benefit, but shall be held in the treasury as a general fund to defray the legitimate expenses.

(b) The G.E.B. is authorized at its discretion to waive initiation fee or reduce it to a nominal fee when incorporating previously organized workers or in organizing campaigns among especially distressed workers.

(c) All dues stamps for all Industrial Unions must be of the same design without the price printed on them.

(d) A page shall be provided in the credentials fully stating the initiating fee and the dues charged by every Industrial Union for the information of delegates and branch secretaries.

ARTICLE IX

Amendments, Etc.

Section 1 (a) All proposed amendments to the Constitution and By-Laws shall clearly state the article, section and paragraph to which the amendment applies. New articles and sections shall be so stated. Each clause to be amended shall be on a separate sheet.

Conflicting Parts

(b) All parts of the Constitution conflicting with amendments ratified by a referendum vote are hereby declared null and void.

Referendums

Sec. 2 (a) A referendum on any organization question may be initiated by the General Executive Board or by a petition signed by at least 15 members in good standing.

(b) On receipt of the initiative call for a referendum the General Office shall publish same in the official publications and must submit it to a vote of the general membership within five (5) days.

(c) The General Referendum shall be open for voting not less than twenty-one

days and not more than forty-five days. The date for a return of a referendum shall be stated on the ballot, by which date tabulated ballots must be in the General Office. I.U.'s on their referenda shall set their own time limits, within these limits.

(d) The returns of the referendum shall remain in General Headquarters in sealed envelopes until the ballot committee meets. The ballot committee shall meet immediately on expiration of time set for return of ballots. The General Secretary-Treasurer shall notify Industrial Union or body initiating referendum of date set for count of ballots.

(e) The ballot committee to count the votes on the referendum shall be composed as follows: Three (3) members in continuous good standing for one year prior to their election on committee shall be elected by the Industrial Unions in the city in which Headquarters is located. In reporting through the monthly bulletin the returns of referendums and elections, the General Secretary-Treasurer shall give the names of the ballot committee together with their card numbers and the Industrial Union of which they are members.

(f) The Industrial Union or body initiating a referendum shall pay the expenses of its own delegates on ballot committee unless the referendum is carried, in which event the expenses shall be borne by the general organization.

(g) Referendum returns from any Industrial Union cannot exceed its paid up membership for the three months prior to the vote on the referendum in question.

(h) Ballots shall be prepared in such a way as to assure complete secrecy in voting and shall be in duplicate form to allow the member to retain a record of his vote.

(i) All Constitutional changes ratified by a general referendum ballot shall take effect January 1st, unless otherwise decided by the General Convention.

(j) Any part of this General Constitution may be suspended or set aside for one year if so approved by a general referendum, initiated as provided for in Section 2 (a) of this Article.

Recall

Sec. 3. The general administration officials shall be subject to recall upon a referendum, initiated as provided for in Section 2 (a), Article IX. Such officials shall automatically stand suspended from office until referendum reinstates them. The alternates shall fill offices of suspended officials.

ARTICLE X

Transfers, Craft Cards, Etc.

Section 1. There shall be a free interchange of cards between all organizations subordinate to the Industrial Workers of the World, and any Industrial Union shall accept, in lieu of initiation fee, the paid up membership card of any recognized labor union.

Sec. 2. Members of an Industrial Union who cease work in that industry and are working in another industry for thirty days or more, must transfer to the proper Industrial Union. No member is allowed to transfer unless actually working in the industry he wishes to transfer to.

(b) Any member of chartered unions when working in another industrial union over thirty days and who fails to transfer shall be considered a member in bad standing.

Sec. 3. Members in arrears in dues and assessments can not transfer from one Industrial Union to another. Delinquent delegates can not transfer.

Sec. 4 (a) All delegates upon transferring a member from one Industrial Union to another shall immediately send the record of transfer to the Clearing House.

(b) Any member of the IWW who has at-

tended any I.U. Conference or Convention, with voice and vote 90 days prior to the convening of the General Convention, at which action was taken on resolutions to be presented to the General Convention, or at which delegates to the General Convention were elected, shall not have voice and vote at any other I.U. Convention or Conference prior to the General Convention.

Withdrawal of Cards

Sec. 5. On application, members who cease to be wage workers shall send their cards to the Secretary-Treasurer of the Clearing House, who shall enter date of withdrawal on transfer page of membership book, together with his official signature, and return same to the withdrawing member.

Sec. 6. Any member in continuous good standing for ten years and found, after proper investigation by the Branch of the Industrial Union to which he belongs, to be incapacitated for life, the Industrial Union shall issue him a special membership card carrying the privilege of having a voice under "Good and Welfare", but with no voice on the business of the Branch.

ARTICLE XI

Charters

Section 1. The number of signers required on an application for a Charter shall not be less than twenty.

Sec.2. The charter of a union or branch shall not be surrendered so long as ten members who agree to abide by the rules and regulations of the General Organization object thereto, nor shall the funds of any organization be divided among its membership.

Sec. 3. Upon a union surrendering its charter, the General Executive Board shall appoint a representative of the Industrial Workers of the World to take charge of the charter, supplies and property and funds of said union. Members or officers of said union refusing to deliver charter, supplies, property or funds of union surrendering its charter to the authorized representatives of the Industrial Workers of the World shall be expelled from the organization.

Sec. 4. Whenever a membership of 500 has been attained in any industry, they shall be issued an Industrial Union charter upon request.

ARTICLE XII

Unemployed Members

Sec. 1. Except where Industrial Unions provide otherwise, any member whose earnings for the preceding month have been less than \$100.00 shall be entitled to pay dues for that month at the unemployed rate of fifty cents per month, this to include students working parttime. No member shall

be allowed to pay unemployed dues ahead of the current month. Special unemployed dues stamps shall be issued by the clearing house and shall be entered separately in all accounts.

Sec. 2. Members with unemployed dues stamps are entitled to full rights and privileges; representation at conventions shall not discriminate between the two types of dues; except as otherwise provided those paying unemployed dues shall be required to pay all assessments due from employed members.

ARTICLE II

Defense

Section 1. The General Defense Committee shall be composed of the members of the C.E.S. and Secretary-Treasurer, and they shall be empowered to hire any help necessary. All local defense committees shall submit monthly financial reports to the General Defense Committee.

Sec. 2. Membership in General Defense Locals shall be open to non-members of the Industrial Workers of the World who subscribe to the principles of the General Defense Committee.

Sec. 3. No expelled member of the I.W.O. shall be eligible to membership in any of the General Defense Committee Locals.

General By-Laws

ARTICLE I

Section 1. Unions shall have the power to enact such laws for their government as they may deem necessary, providing they do not conflict with the Constitution and By-Laws of the Industrial Workers of the World.

Sec. 2. A majority vote cast shall rule in the general organization and its subordinate parts.

ARTICLE II

Defense

Section 1. The General Defense Committee shall be composed of the members of the G.E.B. and Secretary-Treasurer, and they shall be empowered to hire any help necessary. All local defense committees shall submit monthly financial reports to the General Defense Committee.

Sec. 2. Membership in General Defense Locals shall be open to non-members of the Industrial Workers of the World who subscribe to the principles of the General Defense Committee.

Sec. 3. No expelled member of the IWW shall be eligible to membership in any of the General Defense Committee Locals.

Sec. 4. The General Defense Committee shall be known as the General Defense Committee of the IWW and shall be so stated on membership cards, literature and letter heads.

ARTICLE III

Charges

Sec. 1. Whenever charges are filed by a member of one Industrial Union against a member of the same Industrial Union, they shall be in writing, setting forth the facts, together with the names of witnesses and their statements regarding the offenses with which the accused member is charged.

The charges shall be read in the Industrial Union Branch at the next regular meeting, at which time five members shall be elected from the floor of the meeting to act as a charges committee. The accuser and the accused shall have no voice in the election of the charges committee, nor can either of them act on same.

The committee shall furnish the accused with a true copy of the charges either by registered mail or by personal delivery in the presence of a witness. The charges committee shall set a date for a hearing and shall collect all evidence both for and against the accused, and at the end of their hearing they shall submit their findings together with the charges and evidence to the next regular meeting of the

branch, at which time the membership will accept or reject their findings.

If the findings are accepted by both parties the decision shall at once be sent by registered mail to the headquarters of the Industrial Union. If either party so desires, an appeal may be taken within 30 days to the Convention of the Industrial Union, and to the general Membership of the Industrial Union for referendum.

Sec. 2. Whenever charges are filed against a member of another Industrial Union the member preferring the charges shall present same to the branch of which the accused is a member if there is a branch in the city or industrial district where the alleged offense was committed. If charges are preferred against a member of another Industrial Union for an alleged offense in a city or industrial district where there is no branch of the Industrial Union of which the accused is a member, then the charges may be tried by any IWW branch in the city, provided, however, if there are two or more IWW branches in the city the trial branch shall not be the one to which the accuser belongs.

Sec. 3. It shall be optional for each Industrial Union to make by-laws permitting the filing of charges direct with the Industrial Union Convention.

Sec. 4. Appeal may be taken from the Industrial Union Convention to the General Convention by either side.

Sec. 5 (a) No member's card shall be taken up without the action of a regular business meeting, conference or convention.

(b) No publicity shall be given in our papers on any suspension until same has been acted upon by the I.U. Convention or General Convention. The I.U. Convention or General Convention shall then order whatever publicity is necessary on the case.

Sec. 6 (a) The circulation of accusations by one member against another, unless substantiated by charges filed according to these provisions, shall be grounds for expulsion of members circulating such matters.

(b) No member of the IWW shall be suspended for more than 90 days. All charges must be finally disposed of, and members so charged either expelled or reinstated within that time.

ARTICLE IV

Employes, Etc.

Section 1. All employees hired by the IWW shall be members of the IWW when possible.

Expelled Members

Sec. 2. The general organization and Industrial Unions shall be prohibited from

employing expelled members until such members have been reinstated and placed in good standing by the union or unions from which they were expelled.

ARTICLE V

Delinquency

Section 1. Monthly dues are payable the first of each month. Members whose dues are sixty days in arrears (sixty days from the first of the month when dues were payable), shall be in bad standing and shall not be entitled to any rights or benefits in the IWW until such dues have been paid. After six months in bad standing members can not take part in business meetings.

Sec. 2. Delinquent delegates are members in bad standing. Delinquency of delegates shall be defined by the Industrial Union to which the delegate belongs.

Sec. 3. All G.O.C. traveling delegates and branch secretaries when issuing credentials shall mark in delegate's membership card the number of the credentials issued with the date, and by whom issued; and when a delegate's account is cleared, the Clearing House shall issue him a clearance stamp to be affixed in his or her membership card.

ARTICLE VI

Supplies, Etc.

All subordinate organizations of the Industrial Workers of the World must procure and use such supplies as due books, due stamps, official buttons, labels and badges from the General Secretary-Treasurer. All such supplies are to be of uniform design.

ARTICLE VII

Speakers and Organizers

Section 1. No member of the IWW shall represent the organization before a body of wage earners without first having been authorized by the General Executive Board or a subordinate part of the IWW.

Sec. 2. No organizer for the IWW while on the platform for this organization shall advocate any political party platform.

ARTICLE VIII

Intoxication, Etc.

Section 1. Any official or employee of any part of the Industrial Workers of the World seen in public in a state of intoxication shall, upon sufficient proof, be at once removed from his position by the authority having jurisdiction over such employee, and upon conviction, shall not be eligible to hold office in any part of the organization for two years thereafter.

Sec. 2. Any member who is, on suffi-

cient proof, found engaged in selling intoxicating liquor (bootlegging) shall be expelled.

ARTICLE IX

Commissions

The commission on initiations shall be no more than 50 cents.

ARTICLE X

Declinations, Etc.

Any member who accepts nomination for an official position and declines after his name has been placed on the ballot, shall not be eligible for any office for two years, unless good cause is given, such as sickness or being in jail.

ARTICLE XI

No publication that is entirely controlled by the IWW shall accept paid advertisement in any form.

ARTICLE XII

Agreements

Section 1. Each Industrial Union shall have power to make rules relating to agreements between its job branches and the employers.

Sec. 2. No agreement made by any component part of the IWW shall provide for a check off of union dues by the employer, or obligate the members of the union to do work that would aid in breaking any strike.

ARTICLE XIII

No clause of the General By-Laws in the General Constitution shall be considered valid unless carried by referendum vote and inserted in the General Constitution and By-Laws.

RESOLUTIONS

Political Parties & Discipline

Whereas, The primary object of the Industrial Workers of the World is to unite the workers on the industrial battlefield; and

Whereas, Organization in any sense implies discipline through the subordination of parts to the whole and of the individ-

ual member to the body of which he is a part; therefore be it

Resolved, That to the end of promoting industrial unity and of securing necessary discipline within the organization, the IWW refuses all alliances, direct and indirect, with existing political parties or anti-political sects, and disclaims responsibility for any individual opinion or act which may be at variance with the purposes herein expressed.

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(3) An appeal is undebatable only when relating to indecorum, or transgressions of rules of speaking, or the priority of business, or when made when the Previous Question is pending. When debatable, only one speech is permitted from each member. On a tie

vote the chair is sustained.

(9) Every motion in this column has the effect of suspending some rule or established right of deliberative bodies so it is customary to require a 2/3 vote, but IWW uses majority vote on all matters.

LIST OF INDUSTRIAL UNIONS

To be Used for the Information of Delegates in Initiating New Members

Agricultural Workers' Industrial Union No.110.
Lumber Workers' Industrial Union No.120.
Fishermen's Industrial Union No.130.
Floricultural Workers' Industrial Union No.140.
Metal Mine Workers' Industrial Union No. 210.
Coal Miners' and Coke Oven Workers' Industrial Union No.220.
Oil, Gas and Petroleum Workers' Industrial Union No.230.
General Construction Workers' Industrial Union No.310.
Shipbuilding Workers' Industrial Union No.320.
Building Workers' Industrial Union No. 330.
Textile and Clothing Workers' Industrial Union No.410.
Furniture Workers' Industrial Union No. 420.
Chemical Workers' Industrial Union No. 430.
Metal and Machinery Workers' Industrial Union No.440.
Printing and Publishing House Workers' Industrial Union No.450.

Foodstuff Workers' Industrial Union No. 460.
Leather Workers' Industrial Union No. 470.
Glass and Pottery Workers' Industrial Union No.480.
Pulp and Paper Mill Workers' Industrial Union No.490.
Marine Transport Workers' Industrial Union No.510.
Railroad Workers' Industrial Union No. 520.
Motor Transport Workers' Industrial Union No.530.
Municipal Transportation Workers' Industrial Union No.540.
Air Transport Workers' Industrial Union No.550.
Communication Workers' Industrial Union No.560.
Health Service Workers' Industrial Union No.610.
Educational Workers' Industrial Union No.620.
Recreational Workers' Industrial Union No.630.
Hotel, Restaurant and Building Service Workers' Industrial Union No.640.
Park and Highway Maintenance Workers' Industrial Union No.650.
General Distribution Workers' Industrial Union No.660.
Public Service Workers' Industrial Union No.670.

When initiating new members be sure to place them in the Industrial Union to which they belong.

ORDER OF BUSINESS

1. Opening and Calling Meeting to Order.
2. Reading of Minutes.
3. Reading of Applications for Membership.
4. Reports of Committees, Standing and Special.
5. Reports of Delegates and Officers.
6. Reading of Communications and Bills.
7. Monthly Report of Financial Secretary including reading of receipts and expenses since last meeting.
8. Unfinished Business.
9. New Business.
10. Nominations, Elections and Installation.
11. Good and Welfare.
12. Adjournment.

SPREAD GOOD UNIONISM;

GOOD LITERATURE HELPS!
