

"Labor is Entitled to All it Produces"

Industrial Workers of the World

Founded at Chicago
June 27--July 8, 1905



PREAMBLE AND CONSTITUTION

Amended 1906, 1907 and 1908.
Ratified by Referendum Vote

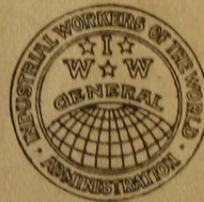
General Headquarters

Hamtramck, Mich.

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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 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 all the toilers come together on the political, as well as on the industrial field, and take and hold that which they produce by their labor through an economic organization of the working class, without affiliation with any political party.

The rapid gathering of wealth and the centering of the management of industries into fewer and fewer hands make the trades union unable to cope with the ever-growing power of the employing class, because the trades unions foster a state of things 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. The trades unions aid the employing class to mislead the workers into the belief that the working class have interests in common with their employers.

These sad conditions can be changed and the interests 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.

Therefore, without endorsing any political party, we unite under the following constitution:

CONSTITUTION

ARTICLE I.

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 thirteen National Industrial Departments, National Industrial Unions, Local Industrial Unions, Local Recruiting Unions, Industrial Councils, and Individual members. (a) Individual members shall be those actual wage-workers who, in isolated positions, desire to attach themselves to the Industrial Workers of the World until such time as a body of this organization, to which they are eligible, shall be organized in their locality.

(b). Local Recruiting Unions shall be composed of wage-workers in whose respective industries in a given locality there does not exist during their membership a local Industrial Union.

(c). Local Industrial Unions shall be composed of all the actual wage-workers in a given industry in a given locality, welded together in trade or shop branches or as the particular requirements of said industry may render necessary.

(d). A National Industrial Union shall be comprised of the Local Industrial Unions of the various localities in America in a given industry.

(e). An Industrial Department shall be made up of National Industrial Unions of 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.

(f). Industrial Councils for the purpose of establishing general solidarity in a given district may be organized, and shall be composed of delegates from not less than five local Industrial or Local Recruiting Unions, and shall maintain communication between said district and general headquarters.

Sec. 3. The Industrial Departments shall consist of not less than ten local unions, aggregating a membership of not less than ten thousand members. The Industrial Departments shall be sub-divided in Industrial unions of closely kindred industries in the appropriate organizations for representation in the departmental administration. The subdivisions, Industrial and National Industrial Unions, shall have complete industrial autonomy in their respective internal affairs, provided the General Executive Board shall have power to control these Industrial unions in matters concerning the interests of the general welfare.

Sec. 4. The departments shall be designated as follows:

- Department of Mining Industry.
- Department of Transportation Industry.
- Department of Metal and Machinery Industry.
- Department of Glass and Pottery Industry.
- Department of the Food-Stuffs Industry.

Department of Brewery, Wine and Distillery Industry.

Department of Floricultural, Stock and General Farming Industries.

Department of Building Industry.

Department of the Textile Industries.

Department of the Leather Industries.

Department of the Wood Working Industries.

Department of Public Service Industries.

Department of Miscellaneous Manufacturing.

Sec. 5. The financial and industrial affairs of each National Industrial Department shall be conducted by an Executive Board of not less than seven (7) nor more than twenty-one (21), selected and elected by the general membership of said National Industrial Department, provided that the Executive Board and general membership of the said National Industrial Department shall be at all times subordinate to the General Executive Board of the Industrial Workers of the World, subject to appeal, and provided the expenses of such referendum shall be borne by the National Industrial Departments, or National Industrial Union, or Unions, involved.

ARTICLE II.

Officers—How Selected and the Duties Thereof.

Sec. 1. The officers of the Industrial Workers of the World shall be a General Secretary-Treasurer, an Assistant Secretary and General Organizer, an Editor and a General Executive Board composed of one member of each industrial department.

Sec. 2. The General Secretary-Treasurer, the Assistant Secretary, and General Organizer and

Editor shall be nominated and elected from the floor of the Convention.

Duties of the Officers.

Sec. 3. (a) The duties of the General Secretary-Treasurer shall be to take charge of all books, papers and effects of the office. He shall be nominated and elected as provided for in Article II, Section 2, and shall hold office until his successor is duly elected, qualified and installed, except in case he shall be removed from office, when his place shall be filled temporarily by the General Executive Board. He shall furnish a copy of all proceedings to each affiliated local union regardless of their affiliation, if any, with any of the Departments of the Industrial Workers of the World.

(b). He shall conduct the correspondence pertaining to his office; he shall be the custodian of the Seal of the Organization and shall attach the same to all official documents over his official signature; he shall provide such stationery and office supplies as are necessary for the conducting of affairs of the Organization; he shall act as Secretary at all meetings of the General Executive Board and all conventions and furnish the Committee on Credentials at each Convention a statement of the financial standing of each National Industrial Department, National Industrial Union, Industrial Council and Local Union.

(c). He shall have a voice but no vote in the governing bodies of the organization.

(d). The General Secretary-Treasurer shall close his accounts for the fiscal year on the last

day of June for each year. He shall make a monthly financial report to the General Executive Board and a quarterly financial report to the general membership, through the General Executive Board, and he shall make a complete itemized report of the financial and other affairs of his office to each Annual Convention.

(e). He shall prepare and sign all charters issued by the General Executive Board. He shall receive all moneys for charters, dues, assessments and supplies from National Industrial Departments, National Industrial Unions, Industrial Councils, Local Unions and Members-at-Large; he shall receipt for same and care for and deposit all moneys as instructed to do by the General Executive Board in some solvent bank, or banks, which shall be drawn out only to pay indebtedness arising out of the due conducting of the business of the organization, and then, only after bill shall have been first duly presented by the creditor when, in payment thereof, a check shall be drawn and signed by him.

(f). For the honest and faithful discharge of his duties he shall give a bond in such sum, or sums, as may be fixed by the Convention or General Executive Board, the bond so given to be approved by the General Executive Board and kept in their custody.

(g). He shall devote his entire time to the affairs of the Organization and shall at all times be under the supervision of the General Executive Board and shall receive for his services a compensation as determined by General Convention.

(h). He shall, with the approval of the General Executive Board, employ such assistance as is

necessary to conduct the affairs of his office. Remuneration for such employes shall be fixed by the General Executive Board and paid as other bills and indebtedness, as hereinbefore provided for; he shall convene the General Executive Board as hereinafter provided.

Sec. 4. (a). It shall be the duty of the Assistant Secretary and General Organizer to at all times assist the General Secretary-Treasurer in the discharge of his duties as above outlined.

(b). He shall supervise the work of organizers in the field, shall have a voice but no vote in the governing bodies of the organization, and for his services he shall receive a compensation, as determined by General Convention.

Sec. 5. It shall be the duty of the Editor to edit the Official Organ, under the supervision of the General Executive Board.

Duties of the General Executive Board.

Sec. 6. The General Executive Board shall be composed of one member from each National Industrial Department, as provided for in Article II, Section 1, and shall be elected by their respective National Industrial Departments.

Sec. 7. The General Executive Board shall have general supervision of the entire affairs of the organization between conventions, and watch vigilantly over the interests throughout its jurisdiction. They shall be assisted by the officers and members of all organizations subordinate to the INDUSTRIAL WORKERS OF THE WORLD.

Sec. 8. They shall appoint such organizers as the conditions of the organization may justify. All organizers shall at all times work under the instruction of the General Organizer. All organizers, while in the employ of the INDUSTRIAL WORKERS OF THE WORLD, shall report to the General Organizer in writing on blanks provided for that purpose at least once each week. They shall receive as compensation for their services three dollars per day and legitimate expenses. All National Organizers must be members at large during the term of their employment.

Sec. 9. The decisions of the General Executive Board on all matters pertaining to the organization or any subordinate part thereof shall be binding, subject to an appeal to the next convention, or to the entire membership of the Organization, provided that, in case of a referendum vote of the membership is demanded by any subordinate, or sub-department, part of the Organization, the expense of submitting the matter to the referendum shall be borne by the Organization taking the appeal, except wherein the decision of the General Executive Board shall be reversed by a vote of the membership; then the expense shall be borne by the general Organization.

Sec. 10. The General Executive Board shall have full power to issue charters to National Industrial Departments, National Industrial Unions, Industrial Councils and Local Unions, as provided for in Article I, Section 2. They shall also have power to charter and classify unions, or organizations, not herein provided for.

Strike and Lockout.

Sec. 11. (a). In case the members of any subordinate organization of the INDUSTRIAL WORKERS OF THE WORLD are involved in strike, regularly ordered by the Organization, or General Executive Board, or involved in a lock-out, if in the opinion of the General Executive Board it becomes necessary to call out any other union, or unions, or organization, they shall have full power to do so.

(b). Any agreement entered into between the members of any Local Union, or organization, and their employers, as a final settlement of any difficulty or trouble which may occur between them, shall not be considered valid or binding until the same shall have the approval of the General Executive Board of the INDUSTRIAL WORKERS OF THE WORLD. (c). A Local Union shall be entitled to assistance from the general Organization in cases of strike only when the general Organization has allowed or endorsed the said strike.

Sec. 12. The General Executive Board shall meet twice within a fiscal year to audit the books of the General Secretary-Treasurer and transact such other business as may come before them.

Sec. 13. The General Executive Board shall, by a two-thirds vote, have power to levy a special assessment when subordinate parts of the organization are involved in strikes and the conditions of the treasury makes such action necessary, but no special assessment shall exceed 50 cents per member in any one month, nor more than six (6)

such assessments in any one year, unless the same shall have been approved by a referendum vote of the entire membership.

Sec. 14. The General Executive Board shall have full power and authority over the official organ and guide its policy.

ARTICLE III.

Conventions.

Sec. 1. (a). The convention of the INDUSTRIAL WORKERS OF THE WORLD is the supreme legislative body of the organization, and its actions and enactments are of legal force unless reversed upon a referendum vote by the whole membership touching any and all amendments to the organic law which the convention may adopt.

(b). As to such actions and amendments, they shall be submitted to a referendum vote by the G. E. B. within thirty days after the adjournment of the convention. The vote shall close sixty days after the date of the call for the referendum.

Sec. 2. The annual convention of the Industrial Workers of the World shall be held on the third Monday in September of each year at such place as may be determined by previous convention.

Sec. 3. 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-Treasurer shall call the con-

vention 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.

Sec. 4. A true and complete stenographic report of the proceedings of all general conventions and of the meetings of the General Executive Board shall be printed in bound form as soon as possible after the adjournment of the convention.

Sec. 5. Delegates to the annual convention shall be as hereinafter provided for:

(a). Members of the General Executive Board shall be delegates-at-large with one vote each, but shall not be accredited delegates nor carry the vote of any union or organization.

(b). National Industrial Departments shall have two delegates for the first 10,000 of its members, and an additional delegate for each additional 5,000 of its members or major portion thereof.

(c). Local Unions, chartered directly by the INDUSTRIAL WORKERS OF THE WORLD, shall have one delegate for 200 members or less, and one additional delegate for each additional 200 or major fraction thereof.

(d). When two or more delegates are representing any Local Union, National Union or Industrial Department in the convention, the vote of their respective organization shall be equally divided between such delegates.

Sec. 6. Representation in the convention shall be based on the National Dues paid to the General Organization for the last six months of each fiscal year, and each union and organization entitled to representation in the convention shall be entitled to one vote for the first fifty (50) of its members and one additional vote for each additional fifty (50) of its members, or major fraction thereof.

Sec. 7. No delegate shall cast more than ten votes.

Sec. 8. On or before the 10th day of July of each year the General Secretary-Treasurer shall send to each local union and National Industrial Department credentials in duplicate for the number of delegates they are entitled to in the convention, based on the national dues for the last six months.

Sec. 9. The Unions and National Industrial Departments 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 1st. The other copy shall be presented by the delegate to the committee on credentials when the convention assembles.

Sec. 10. Delegates to the convention from Local Unions must have been members in good standing of their Local Union at least six months prior to the assembling of the convention; provided their local union has been organized that length of time.

Sec. 11. Delegates from National Industrial Departments, to have a seat in the convention,

must have been members of their local union at least six months and of their National Industrial Union at least one year; provided it has been organized that length of time.

Sec. 12. The expense of delegates attending the convention shall be borne by their respective organization.

Sec. 13. Two or more local unions in the same locality, 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, provided said delegate is a member in good standing of one of the locals so sending him.

Sec. 14. No local shall be admitted to representation unless it has been duly chartered at least three months before the call for the convention and is otherwise in good standing.

ARTICLE IV.

THE LABEL.

Sec. 1. (a). 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 I. W. W. men.

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

Sec. 2. 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 the Industrial Department to which they belong, and the number or numbers of their local unions; and the Universal Label shall never be printed as evidence of work performed without this inscription.

ARTICLE V.

Revenue of the Organization.

Sec. 1. The Revenue of the Organization shall be derived as follows: Charter fees for National Industrial Departments shall be \$25.00; for National Industrial Unions \$15.00; for District Councils, local Unions and Branches shall be \$10.00.

Sec. 2. National Industrial Departments and National Industrial Unions shall pay as general dues into the treasury of the INDUSTRIAL WORKERS OF THE WORLD the rate of 3 cents per month per member; Industrial Councils shall pay a flat rate of \$1.00 per month for the organization; Local Unions shall pay 5 cents per member per month, together with such assessments as may be levied as provided for in Article II, Section 14.

Sec. 3. Individual members may be admitted to membership-at-large in the organization as provided for in Article I, Section 2, on payment of 50 cents initiation fee and 25 cents per month dues, together with such assessments as may be levied by the General Executive Board, all of which shall be paid to the General Secretary-Treasurer, provided Members-at-Large shall remain such so long as they are outside the jurisdiction of a Local Union subordinate to the general organization; but on moving within the jurisdiction of a Local Union of the INDUSTRIAL WORKERS OF THE WORLD, or any of its subordinate organizations, they shall transfer their membership from the union-at-large to the Local Union in whose jurisdiction they are employed.

Sec. 4. The initiation fee for members of Local Unions shall not exceed \$5.00. The regular monthly dues shall be not more than \$1.00 per month, together with such assessments as may be levied as provided for in Article II, Section 5, provided 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 of the union.

Sec. 5. National Industrial Departments and Unions shall charge for initiation fee an amount not exceeding \$5.00.

Sec. 6. All National Industrial Departments and National Industrial Unions subordinate to the INDUSTRIAL WORKERS OF THE WORLD shall collect from the membership of their organization a per capita tax at the rate of not more

than 25 cents per member per month, provided that no part of the above mentioned moneys shall be used for sick, accident or death fund, but shall be held in the treasury of National Industrial Departments for the purpose of paying the legitimate expenses of maintaining the organizations.

ARTICLE VI.

Membership, Etc.

Sec. 1. None but actual wage workers shall be members of the INDUSTRIAL WORKERS OF THE WORLD.

Sec. 2. A majority vote cast shall rule in the general organization and its subordinate parts, except as otherwise provided for in this constitution.

Sec. 3. No member of the INDUSTRIAL WORKERS OF THE WORLD shall be an officer in a pure and simple trade union.

Sec. 4. No member of one industrial or trade organization in the INDUSTRIAL WORKERS OF THE WORLD can at the same time hold a card in another industrial or trade organization of the Industrial Workers of the World.

Sec. 5. No member of a trade which is organized in his locality is qualified for admission in a mixed local in the same locality, and no member of a mixed local can remain a member of the same after his trade has been organized in that locality.

Sec. 6. The General Executive Board, or not less than ten (10) locals in at least three (3) industries, may initiate a referendum on any subject. The issuance of the referendum to be governed by Article III, Section 1-b.

Sec. 7. So soon as there are ten (10) local unions with not less than 10,000 members in any one industry, the General Executive Board shall immediately proceed to call a convention of that industry and to organize them as a National Industrial Department of the INDUSTRIAL WORKERS OF THE WORLD.

Sec. 8. All unions, departments and individual members must procure supplies, such as membership books, seals, official buttons, labels, badges and dues stamps from the General Secretary-Treasurer, all of which shall be of uniform design.

Sec. 9. There shall be a free interchange of cards between all organizations subordinate to the INDUSTRIAL WORKERS OF THE WORLD and any Local Union, or National Industrial Union, or Industrial Department shall accept, in lieu of initiation fee, the paid up membership card of any recognized labor union or organization.

Sec. 10. All departments and other subordinate organizations of the Industrial Workers of the World shall use the official I. W. W. stamps in union membership book, or the dues to be paid in advance, and to be in good standing a union member must not be more than three months in arrears for dues.

ARTICLE VII.

Pledges for Officers, Etc.

Section 1. All officers in the I. W. W. when being installed into office shall be required to give the following pledge:

"Having been entrusted by my fellow wage-workers with the position I am about to assume, I do solemnly pledge my word and honor that I will obey the constitution, rules and regulations of the Industrial Workers of the World, and that, keeping always in view its fundamental principles and final aims, I will to the best of my ability perform the task assigned to me. I believe in and understand the two sentences: 'The Working Class and the Employing Class have Nothing in Common,' and 'Labor is Entitled to All it Produces.'"

Initiating Members.

Sec. 2. Applicants for membership upon being presented to the presiding officer of the local union shall have read to them the Preamble and shall be asked the questions following:

(a) Do you agree to abide by the constitution and regulations of this organization?

(b) Will you diligently study its principles and make yourself acquainted with its purposes? The applicant answering affirmatively shall be declared a member of the Industrial Workers of the world.

Organizers—Duties.

Sec. 3. No organizer of the I. W. W. while on the platform for this organization shall advocate any political party or political party platform.

Sec. 4. No member of the I. W. W. 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 I. W. W.

ARTICLE VIII.

Charges, Trials and Appeals.

Sec. 1. All charges must be preferred in writing, in duplicate form.

Sec. 2. Charges must specifically state offense, time and place of same, and must be signed by member or members making the charge.

Sec. 3. The charges shall be read at the meeting of the Union of which the accused is a member whereupon said body shall set a date for trial, same to be not less than seven nor more than thirty days from date of meeting at which charges were read.

Sec. 4. If the accused is present at the meeting, he shall be served with a copy of the charges. If absent, the corresponding secretary shall send to his last address, by registered mail, a copy of the charges attested by seal of the Union, also notice to appear and answer the charges on the date set for trial.

Sec. 5. Failure of the Grievance or Investigation Committee, if any, to present its report on the trial date shall not interfere with the holding of trial.

Sec. 6. At the time specified for trial the body shall, after a full hearing of the report of the Grievance or Investigation Committee, if any, and of the testimony of both sides, proceed to vote by ballot on the charges preferred.

Sec. 7. In the event of the charges being sustained by a majority vote of the members present, the accused shall retire, after which the body shall determine by vote the punishment to be imposed on the accused.

Sec. 8. All decisions for suspension or expulsion must be published in the earliest issue of the Official Organ of the I. W. W.

Sec. 9. Any member notified to appear for trial and failing to appear shall be suspended and the case declared against him by default.

Sec. 10. Any member found guilty upon trial shall not be entitled to any benefits or privileges until the terms of the decision rendered shall have been complied with.

Sec. 11. Appeals shall be taken to the next superior body, i. e., from Branch to Local, from Local to Industrial Council, to General Executive Board and finally to Convention. In a National Industrial Union or Department the course of appeal to be as provided by the Constitution of

such body. While appeals are pending the appellant if suspended or expelled, shall be excluded from all meetings of Branches, Locals or Industrial Councils.

Sec. 12. All appeals must be filed within two weeks after the decision has been rendered. One copy of the appeal to be served on the Corresponding Secretary of the body that imposed sentence, as a notice that appeal has been taken. The body receiving such notice must file its answer within two weeks, or case will be declared against it by default.

BY-LAWS FOR LOCAL UNIONS.

Order of Business.

1. Election of presiding officers.
Note.—Omit this when officers are elected for term.
2. Roll call of officers.
3. Reading of minutes.
4. Propositions for membership.
5. Payment of dues.
6. Admission and obligation of members.
7. Correspondence and bills.
8. Report of officers.
9. Report of Committees (Special and regular).
10. Report of delegates.
11. Election of officers and committees.
12. Official Journal and Literature.
13. Unfinished business.

14. New business.
15. Labor question.
16. Reading of receipts and expenses since the last meeting, by Secretary.
17. Adjournment.

ARTICLE I.

Sec. 1. Local Unions shall be composed of not less than ten members and shall not surrender their charter if seven members in good standing object thereto.

Sec. 2. They shall meet at least once a month, seven members to constitute a quorum for the transaction of business.

ARTICLE II.

Sec. 1. No working man or working woman shall be excluded from membership because of creed or color.

Sec. 2. Candidates who do not appear within thirty days for initiation, after their election to membership, shall forfeit their initiation fee.

Sec. 3. When a question arises as to eligibility of an applicant or member, the G. E. B. shall decide.

ARTICLE III.

Sec. 1. The officers of the Local Union shall consist of a Recording, Corresponding and Financial Secretary, Treasurer, Sergeant-at-Arms,

three Trustees, and such other officers and committees as the Local Union may deem necessary.

Sec. 2. Officers shall be elected semi-annually. Nominations to be made at the first meeting and election to take place at the last meeting of June and December. New officers shall be installed on the day of election.

Sec. 3. When an officer is absent from three consecutive meetings without valid excuse, his office shall be declared vacant. Election to fill vacancies for the unexpired term, to be held at the next regular meeting.

Sec. 4. The Corresponding Secretary shall at once furnish the General Secretary-Treasurer of the I. W. W. with the names and addresses of the new officers, for the purpose of compiling the Official Directory.

ARTICLE IV.

Sec. 1. The Recording Secretary shall keep a correct record of the proceedings of each meeting, and record the financial statement at the close of each meeting.

Sec. 2. The Corresponding Secretary shall receive all communications and attend to all correspondence assigned to him. He shall issue all warrants on the Treasury, for moneys ordered paid, and shall be the custodian of the official seal. (Locals can at will combine this office with that of the Recording or Financial Secretary).

Sec. 3. The Financial Secretary shall keep accurate accounts between his Local, its members and the General Headquarters; he shall receive all initiation fees, dues, fines, assessments and all other moneys belonging to the Local, and for all dues and assessments collected by him he must place a separate stamp in the member's book for each month's dues or assessment paid, and shall cancel same with a dating stamp, showing day, month and year when payment was made. He shall report before the close of the meeting all income since the last meeting and turn same over to the Treasurer, and take receipt therefor. He shall keep a complete list of the addresses of all members and note changes when reported. He shall at all times have his books ready for inspection by the proper officials and shall give a full report monthly to his Local, and the General Secretary-Treasurer.

Sec. 4. The Treasurer shall receive moneys from the Financial Secretary, and give receipt. He shall pay all bills ordered by the Local, and submit monthly a report of all receipts and expenditures. He shall deposit all moneys above a specified amount in a bank named by the Local.

Sec. 5. The Sergeant-at-Arms shall have charge of the door and see that none but members enter, except by order of the meeting. He shall examine every person's book and see that same are correct and paid up, and shall report every member who is delinquent, to the presiding officer.

Sec. 6. The Trustees shall hold in trust all bonds, securities and property of the Union, shall keep a correct account of all bank deposits, and

sign all orders for withdrawal of such money if ordered by the Local, shall examine all books and accounts of the Financial Secretary and Treasurer once every three months, and report their findings to the Local Union. Local Unions can elect Auditing or special committees for the purposes of auditing the books of their officers.

Sec. 7. All officers must turn over at the end of their terms to their successors or at any time to a committee elected for that purpose all books and property of the Union that they may have in their possession and perform such duties as may be assigned to them. They must furnish bonds through some responsible surety company at the expense of the Local Union.

ARTICLE V.

Sec. 1. Members transferring to other locals must pay up all dues and assessments, the Financial Secretary to note the transfer, if granted, in the membership book. When a Local Union to which a member transfers, collects for delinquent dues and assessments, 25 per cent. of such moneys shall be retained by the Local making the collection, and 75 per cent. shall be remitted to the Local to which the member formerly belonged.

Sec. 2. Members leaving the organization, whose dues and assessments are paid, may, upon application, receive withdrawal cards. Same shall not be used in place of transfer cards, and do not confer any rights or privileges, and serve

only as a certificate that the person holding such card left his Local honorably. A withdrawal card exempts the holder from payment of initiation fee upon application for readmittance, but he shall not be entitled to any benefits until thirty days after he has been accepted and has paid at least one month's dues. Withdrawal cards to be refused during a strike, or when a strike is expected.

Sec. 3. Resignations must be put in writing, stating reasons, but no action shall be taken by the Local until the resigning member has settled all accounts with the organization up to date.

ARTICLE VI.

Sec. 1. Locals may decide their own initiation fee, dues and assessments, same to be in conformity with the General Constitution.

Sec. 2. Members in arrears for six months shall be stricken from the books.

Sec. 3. Only members in good standing to take part in voting on any subject at a regular or special meeting.

ARTICLE VII.

Sec. 1. Members changing their address shall at once notify the Local Financial Secretary.

Sec. 2. Local Unions changing time or place of meetings shall advise immediately the General Secretary-Treasurer, so that the Official Directory of the I. W. W. may be correct at all times.

ARTICLE VIII.

Sec. 1. Locals can make their own By-Laws, subject, however, to inspection of the Industrial District Council of the Locality and the approval of the General Executive Board.

Sec. 2. All questions of a parliamentary nature shall be decided by Roberts' Rules of Order.

PRICE LIST OF SUPPLIES.

Charter and outfit for Local and Branches	\$10.00
Constitutions, per hundred	10.00
Local letterheads, per hundred	.50
Envelopes, per hundred	.50
Withdrawal Cards, per hundred	1.00
Membership Books, per hundred	3.00
Application Blanks, per hundred	.25
Arrearage notices, per hundred	.25
Warrant Book, each	.25
Receipt Book	.25
Ledger, 100 pages	1.25
Ledger, 200 pages	2.00
Ledger, 300 pages	2.50
Ledger, 400 pages	3.00
Ledger, 500 pages	3.50
Day Book, 100 pages	1.00
Treasurer's Cash Book	.75
Minute Book	1.00
Rubber Stamp and Pad	.50
Local Seal	1.00
Buttons, cheap grade	.10
Buttons, better grade	.35
Order Blanks	Free

Note—For clerical reasons Secretaries of Locals should order dues stamps in lots of not less than 20, and supplies in amounts of not less than 50c worth. The requisite amount of cash MUST accompany each order. All supplies sent by the General Office have postage or express charges prepaid.

GENERAL SECRETARY-TREASURER,

Address

H. RICHTER,
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KNOWLEDGE IS POWER

POWER IS KNOWLEDGE

Read, Study
the **Papers** and
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cating and **pro-**
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Class Organization of the

WAGE WORKERS

