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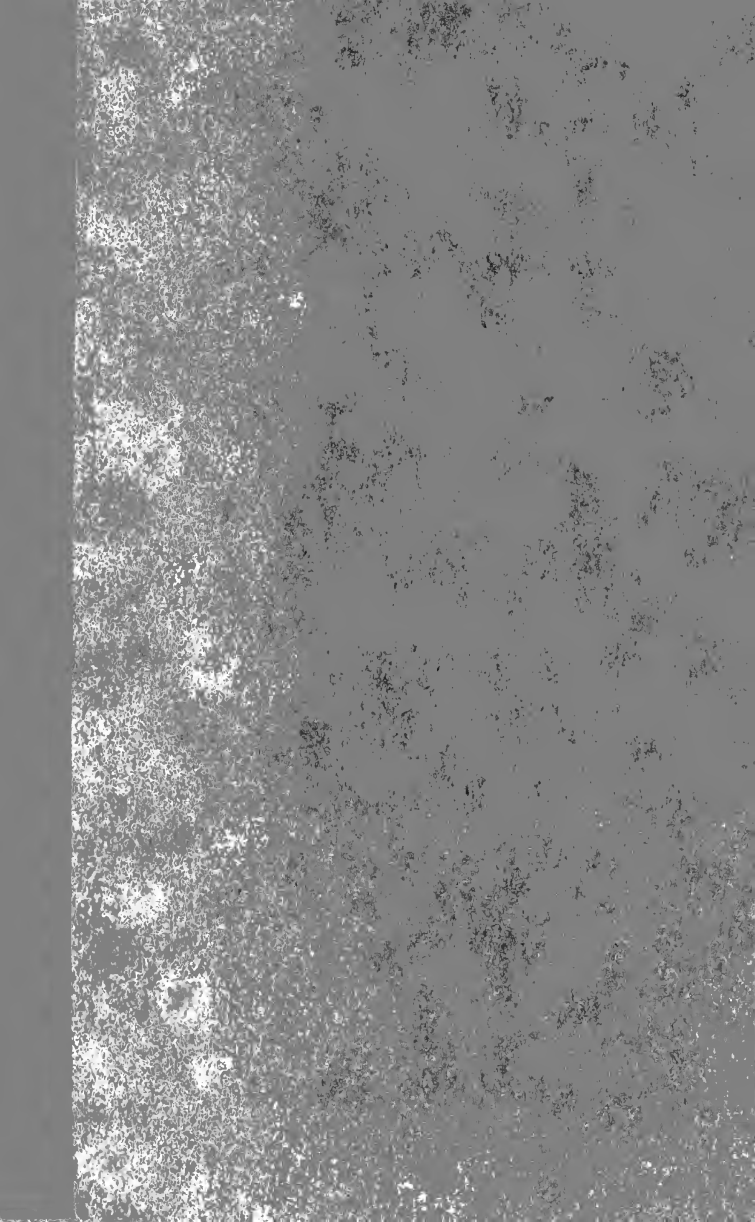
INTERNATIONAL UNION OF MINE, MILL AND SMELTER WORKERS



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*International Union of
Miners*

CONSTITUTION AND
BY-LAWS

OF THE

Western Federation
of Miners

ADOPTED AT

BUTTE CITY, MONT.

May 19, 1893



- Amended at Salt Lake City, Utah, 1894.
Amended at Denver, Colorado, 1895.
Amended at Denver, Colorado, 1896.
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Amended at Denver, Colorado, May, 1900.
Amended at Denver, Colorado, May, 1901.
Amended and revised at Denver, Colorado,
November, 1901.
Amended at Denver, Colorado, May, 1902.
Amended at Denver, Colorado, May, 1903.
Amended at Denver, Colorado, May, 1904.
Amended at Salt Lake City, Utah, 1905.
Amended at Denver, Colorado, May, 1906.
Amended at Denver, Colorado, June, 1907.
Amended at Denver, Colorado, July, 1908.
Amended at Denver, Colorado, July, 1909.
Amended at Denver, Colorado, July, 1910.
Amended at Butte, Montana, July, 1911.
Amended at Victor, Colorado, July, 1912.

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PREAMBLE

1 1. We hold that there is a class struggle in
2 Society and that this struggle is caused by eco-
3 nomic conditions.

4 2. We affirm the economic condition of the
5 producer to be that he is exploited of the wealth
6 which he produces, being allowed to retain
7 barely sufficient for his elementary necessities.

8 3. We hold that the class struggle will
9 continue until the producer is recognized as
10 the sole master of his product.

11 4. We assert that the working class, and
12 it alone, can and must achieve its own eman-
13 cipation.

14 5. We hold, finally, that an industrial union
15 and the concerted political action of all wage
16 workers, is the only method of attaining this
17 end.

18 6. Therefore, we, the wage slaves, em-
19 ployed in and around the mines, mills, smel-
20 ters, tunnels, open pits and open cuts, have
21 associated in the Western Federation of
22 Miners.

CONSTITUTION

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ARTICLE I.

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1 Section 1. This organization shall be known
2 as the Western Federation of Miners, and shall
3 be composed of all persons working in and
4 around mines, mills, smelters, tunnels, open
5 pits and open cuts, organized into unions pay-
6 ing per capita tax to the Federation.

7 Sec. 2. The objects of this organization
8 shall be to unite the various persons working
9 in and around the mines, mills, smelters, tun-
10 nels, open pits and open cuts, into one central
11 body, to practice those virtues that adorn so-
12 ciety and remind man of his duty to his fellow
13 man, the elevation of his position and the main-
14 tenance of the rights of the workers to in-
15 crease the wages and improve the conditions of
16 employment of our members by legislation, con-
17 ciliation, joint agreements or strikes.

18 Sec. 3. Whenever twenty or more persons,
19 working as specified in Section 1 of this arti-
20 cle, shall be found that will be self-supporting,
21 they shall, on application, be granted a char-
22 ter. Provided that no charter shall be issued
23 the effect of which is to segregate the crafts
24 engaged in the mining industry.

ARTICLE II.

Convention.

25 Section 1. This Federation shall hold its bi-
26 ennial convention on the third Monday in July,
27 at such place as the convention shall designate
28 before adjournment of any session thereof.

29 Sec. 2. Each union shall be entitled to one
30 delegate for one hundred members or less, and
31 one for each additional one hundred or major-
32 ity fraction thereof. Provided, no delegate shall
33 in any event, either holding proxy votes or rep-
34 resenting a union entitled to a greater number,
35 cast more than five votes.

1 Sec. 3. Representation in the biennial con-
2 vention shall be based on the April report
3 prior to the holding of the convention, and the
4 January report of each year shall be an annual
5 report; provided, in case a special convention
6 is held, the representation shall be based on
7 the last monthly report prior to the calling of
8 the special convention.

9 Sec. 4. Each union shall elect a delegate or
10 delegates and alternates to attend the biennial
11 convention of the Federation. Such delegates
12 and alternates shall be nominated and elected
13 in compliance with Section 1, Article III of the
14 By-Laws, and said election of delegates and al-
15 ternates shall take place at the semi-annual
16 election of all local unions, the first meeting in
17 June. The alternate delegate shall only at-
18 tend and be entitled to a seat in the convention
19 when the regularly elected delegate fails, re-
20 fuses or is unable to be present to discharge
21 his duties. To be eligible, a delegate or alter-
22 nate must be a bona fide wage worker in the
23 jurisdiction of his local union, or one who is
24 employed by his local union, or the Western
25 Federation of Miners, having a membership in
26 good standing in the Western Federation of
27 Miners for a period of not less than one year,
28 immediately preceding the date of his nomina-
29 tion; provided, however, that the provisions of
30 this section shall not apply to the unions and
31 members thereof which have been organized
32 for a length of time less than that mentioned
33 herein. Delegates shall present their creden-
34 tials and have them passed upon before taking
35 their seats in the convention. Delegates in at-
36 tendance at the convention and absenting them-
37 selves without permission from the sessions
38 thereof shall not be entitled to their per diem
39 for any day, or part of a day, upon which they
40 were absent. Duplicate credentials must be in

1 the hands of the secretary-treasurer at least
2 fifteen days prior to the meeting of the con-
3 vention. No local union shall be entitled to
4 representation in the convention which has not
5 complied with the constitution of the Federa-
6 tion. All proxy credential certificates must be
7 sent direct to the delegates named thereon, and
8 the duplicate certificate to the secretary-treas-
9 urer at headquarters fifteen days prior to the
10 meeting of the biennial convention.

11 Sec. 5. Delegates representing a majority
12 of the unions comprising the Federation shall
13 constitute a quorum.

14 Sec. 6. Ladies' Auxiliaries of the Western
15 Federation of Miners shall be entitled to one
16 delegate with one vote for each auxiliary in
17 good standing and transportation expenses for
18 said delegate shall be paid by the Federation.

Pay of Delegates.

19 Sec. 7. The pay of each delegate to the bi-
20 ennial convention shall not be less than \$5.00
21 per day, which shall be paid by the union he
22 represents.

23 The Federation shall pay the transportation
24 expenses of one delegate from each union in
25 good standing. Any union electing more than
26 one delegate shall pay transportation expenses
27 on all delegates elected above that number.
28 Secretaries of all local unions shall insert on
29 credential card the name of delegate entitled
30 to mileage at headquarters.

ARTICLE III.

Nomination and Election of Officers.

31 Section 1. The officers of the Federation
32 shall consist of the President, Vice-President,
33 Secretary-Treasurer, and four other Executive
34 Board members, all of whom shall be elected
35 by a vote of the membership.

1 Sec. 2. The call, with blanks for nomina-
2 tions, shall be issued by the Secretary-Treas-
3 urer on the first day of March in each even
4 numbered year. Each local may nominate one
5 candidate for each office, but the name of no
6 candidate shall be placed on the ballot unless
7 nominated by at least five locals.

8 Sec. 3. The returns of the nominations
9 must be in the hands of the Secretary-Treas-
10 urer of the Western Federation of Miners not
11 later than the 15th day of April; provided, that
12 any local that cannot be reached by mail may
13 use telegraph or other means of communica-
14 tion.

15 Sec. 4 The Secretary-Treasurer shall im-
16 mediately notify each nominee of his nomina-
17 tion, and his acceptance, together with a state-
18 ment certifying to the eligibility of the nom-
19 inee for the office for which he is nominated
20 according to the provisions of this Constitution,
21 must be in the hands of the Secretary-Treas-
22 urer not later than May 10th.

23 Sec. 5. The Secretary-Treasurer shall send
24 to each local Union a sufficient number of bal-
25 lots for the members thereof on which shall be
26 printed in full the names of all eligible candi-
27 dates. The voting shall take place at the regu-
28 lar June election of that year.

29 Sec. 6. The Secretaries of the local unions
30 shall immediately after election send the bal-
31 lots and returns of the election to headquar-
32 ters, said returns to be signed by the judges of
33 election, countersigned by the Secretary and
34 bear the seal of the local union. The returns
35 shall be sent to headquarters in a special en-
36 velope provided by headquarters on which
37 shall be printed the words "Election Returns,"
38 these returns and the ballots to be held intact
39 until the convening of the Convention.

40 Sec. 7. At the Convention a committee of

1 three shall be elected to canvass the returns,
2 the ballots to be held intact until the close of
3 the Convention, after which, if no contest is
4 made, these ballots shall be destroyed.

5 Sec. 8. For the offices of President, Vice-
6 President and Secretary-Treasurer the candi-
7 dates receiving the highest number of votes
8 for each of those respective offices shall be
9 elected, and the four candidates for Executive
10 Board members receiving the four highest
11 number of votes shall be declared elected.

12 Sec. 9. All officers elected to be installed
13 at the Convention or, if absent, as soon there-
14 after as possible, and they shall take office on
15 the 1st day of September following.

16 Sec. 10. Delegates to the American Feder-
17 ation of Labor Convention shall be elected an-
18 nually, according to the same provisions for
19 the election of officers in the biennial election.

20 Sec. 11. The candidates receiv-
21 ing thehighest number of votes shall
22 be declared elected.

23 Sec. 12. The candidates receiv-
24 ing the next highest number of votes
25 shall be declared alternates.

26 Sec. 13. Delegates to the American Fed-
27 eration of Labor shall receive the same pay as
28 Delegates to the Western Federation of Min-
29 ers' Convention.

30 Sec. 14. To be eligible to any elective
31 office, or Delegate to the American Federation
32 of Labor Convention, the same qualification
33 shall be required as those provided in this
34 Constitution for Delegates to the Western Fed-
35 eration of Miners' Convention.

Recall of Officers.

36 Sec. 15. On petition for the recall of an
37 official of the Western Federation of Miners
38 signed by not less than ten per cent of the

1 membership of the Federation in good stand-
2 ing from not less than ten local unions of the
3 Western Federation of Miners, it shall be the
4 imperative duty of the Executive Board to
5 call for a referendum vote of the entire mem-
6 bership in the manner provided for in Section
7 10, Article IV.

ARTICLE IV.

Duties of Officers.

Duties of President.

8 Section 1. It is the duty of the President to
9 preside at all meetings of the Federation, pre-
10 serve order, enforce the constitution and watch
11 vigilantly over the interests and affairs of the
12 Federation. In this he shall be assisted by all
13 the officers of the Federation. He shall have
14 the right to vote at the election of officers, and
15 when the members are equally divided he shall
16 have the deciding vote on the question under
17 consideration. He shall sign all orders drawn
18 by the Secretary-Treasurer, in compliance with
19 a vote of the majority at any session of the
20 Executive Board. He shall, with the approval
21 of the Executive Board, fill all vacancies occur-
22 ring in the Executive Board, or in the offices
23 of Vice-President and Secretary-Treasurer. He
24 may, with the approval of the Executive Board,
25 appoint such organizers as the condition of the
26 Federation may justify. Said organizers shall
27 at all times act under the instructions of the
28 President, and they shall receive not less than
29 \$100.00 per month for such time as they are
30 actually employed, together with transporta-
31 tion expenses, and they shall report to the of-
32 fice of the Federation in writing at least once
33 each week, while in the employ of the Federa-
34 tion as organizers. The President shall visit
35 each district once each year, and visit as many
36 unions as the conditions of the Federation will

1 permit; and he may also examine the books of
2 any union he visits, provided he has time so
3 to do, in order to ascertain if each union is
4 paying its share of the maintenance of the
5 Federation. He shall communicate with persons
6 living in places where the Federation does not
7 exist, and have them organized, if possible. He
8 may convene the Executive Board when, in his
9 opinion, the affairs of the Federation will just-
10 fy the same; and he may, with the approval of
11 the Executive Board, call an extra convention
12 of the Federation, and he shall, on the written
13 request of six members of the Executive Board
14 or on written request of ten unions having a
15 combined membership of 7,500, call an extra
16 convention of the Federation. He shall be and
17 he is hereby constituted the trustee to sell,
18 transfer or encumber in any manner and to
19 any extent that he deems for the best interests
20 of the Federation, any and all real and per-
21 sonal property, except the funds of the Western
22 Federation of Miners, with the concurrence
23 and under the direction of the Executive Board
24 of the Federation, or a convention duly called
25 and assembled, and he shall execute all such
26 documents in manner following: The Western
27 Federation of Miners, by....., Trustee.
28 He shall submit a complete report of his work
29 during the term of his office to each conven-
30 tion, and make such recommendations as in
31 his judgment will advance the interests of the
32 organization. The President shall have the
33 power, with the consent of the Executive
34 Board, to revoke the charter of or penalize any
35 local union for violation of the constitution or
36 by-laws, or proven treachery to the principles of
37 the Western Federation of Miners. He shall
38 receive \$5.00 per day for his services, besides
39 such an additional amount as may be neces-
40 sary to defray his transportation and other
41 expenses.

Duties of Vice-President.

1 Sec. 2. It is the duty of the Vice-President
2 to assist the President to preserve order at
3 all meetings and assist him in the discharge
4 of his duties; preside during his absence, and
5 perform the duties devolving upon the Presi-
6 dent; and in case of vacancy occurring in the
7 office of President, he shall ascend to the
8 Presidency and act as such for the unexpired
9 term.

Duties of Secretary-Treasurer.

10 Sec. 3. It shall be the duty of the Secre-
11 tary-Treasurer to attend all conventions of the
12 Western Federation of Miners, and bring there-
13 to all the necessary books, papers, and docu-
14 ments pertaining to his office, and keep a
15 proper and correct record of the proceedings
16 of the convention; read all petitions, resolu-
17 tions and communications, not in charge of a
18 special committee, which may be submitted to
19 the Federation, file and safely keep, unless
20 otherwise ordered, all papers or documents
21 which have been before the convention. At each
22 biennial meeting of the convention he shall
23 submit a complete report of the receipts and
24 disbursements of the Federation for the pre-
25 ceding year, number of unions organized, num-
26 ber in good standing and the number of unions
27 disbanded, if any, and the cause thereof. If
28 ordered by the convention, he shall cause to be
29 printed duly authenticated copies of the pro-
30 ceedings of the convention and furnish each
31 local union with a copy thereof. He shall pre-
32 pare, sign and seal all charters and such other
33 papers and documents as may emanate from
34 the Western Federation of Miners, and which
35 are required to be duly authenticated. He
36 shall, at the end of each quarter, send a report
37 to each local union, showing the receipts, and
38 the dates thereof, of all moneys received from

1 the local unions for the preceding quarter. All
2 moneys coming into his hands belonging to the
3 Federation shall be deposited, at least twice a
4 month, in some solvent bank or banks, and
5 shall only be drawn out to pay indebtedness
6 arising out of the due conducting of the busi-
7 ness of the Federation, and then only after
8 a bill shall have been first duly presented by
9 the creditor, when in payment thereof a check
10 shall be drawn and signed by him, after which
11 he shall present it, together with the bill, to
12 the President for his counter-signature. He
13 shall have charge of all the funds and property
14 of the Western Federation of Miners, and shall
15 keep a careful and accurate account thereof, as
16 well as an accurate account of all funds arising
17 out of the relation of the Federation with the
18 local unions, and whenever money is received
19 from a local union, a receipt therefor must be
20 given or mailed to the sender. He shall prompt-
21 ly attend to all correspondence pertaining to his
22 office, and within the first week in May of each
23 year he shall send to each union which is not
24 indebted to the Federation for moneys, which it
25 should have paid under the Constitution, dupli-
26 cate credentials for delegates. Upon the expi-
27 ration of his term of office or retirement from
28 any cause he shall faithfully account for all
29 money or property coming into his hands and
30 all funds or property remaining in his hands or
31 not paid out or disposed of in the due course of
32 the discharge of his official duties, it shall be
33 accounted for and turned over to his successor
34 or such other person who may be duly author-
35 ized to take into his custody the funds or prop-
36 erty of the Federation. For the honest and faith-
37 ful discharge of his duties he shall give a bond
38 in the sum of not less than \$30,000, the bond so
39 given to be approved by the Executive Board
40 and kept in their custody. For his services he
41 shall receive the sum of one hundred and fifty

1 (150) dollars per month, which may be paid
2 monthly out of the funds of the Federation, in
3 the same manner as is provided for the pay-
4 ment of other bills and indebtedness. He shall
5 issue a supplement to his quarterly report of
6 all members suspended, fined or expelled dur-
7 ing the quarter.

Executive Board.

8 Sec. 4. The Executive Board shall consti-
9 tute the Federation board of arbitration and
10 conciliation, and between conventions have full
11 power to direct the workings of the Federa-
12 tion. No representative of a union shall be en-
13 titled to a hearing before the Executive Board
14 without proper credentials, with the seal of
15 the union attached thereto.

16 Sec. 5. The Executive Board shall be con-
17 vened by the President, or by the Secretary-
18 Treasurer, at the request of three members of
19 the Board.

20 Sec. 6. The jurisdiction of the Western
21 Federation of Miners shall cover the United
22 states and its territories, and the Dominion of
23 Canada.

24 Sec. 7. Each member of the Executive
25 Board shall act as an organizer and he shall
26 also be required to make such investigation
27 relative to the condition of each local union
28 as in his judgment may be necessary, and make
29 a report thereof to the President of the Feder-
30 ation on or before the 10th day of June of each
31 year. In case of trouble arising in the juris-
32 diction of a union, the member shall be sum-
33 moned and given full charge in the direction
34 or negotiations until the arrival of the Presi-
35 dent, who shall be summoned if necessary. For
36 all necessary services rendered in the discharge
37 of his duties, he shall receive the sum of \$4.00
38 per day and legitimate expenses for such time
39 as he is actually employed, together with his

1 transportation expenses, and he shall at all
2 times be subject to the orders of the President.
3 Sec. 8. The Executive Board members
4 shall be placed on continuous pay, and kept in
5 the field constantly, and be at all times under
6 the direction of the President, who shall direct
7 their actions in the field, and shall require
8 each member to report weekly the result of his
9 work, and to audit the books of all locals he
10 may visit and make a thorough report on con-
11 dition of same.

12 Sec. 9. All members of the Executive
13 Board, and organizers employed by the Fed-
14 eration shall submit monthly reports for publi-
15 cation in the Miners' Magazine, these reports
16 to contain matters of interest to the general
17 organization.

18 Sec. 10. The Executive Board shall, on de-
19 mand of ten or more locals, submit all such
20 matters pertaining to such proposition to a ref-
21 erendum vote through the Secretary-Treasurer,
22 not later than fifteen days after receipt thereof;
23 provided that no such referendum shall be sub-
24 mitted which is a reversal of a former refer-
25 endum within one year. The majority of such
26 vote shall be binding on all parties concerned.

27 Sec. 11. The Executive Board Members
28 shall be delegates at large to the convention
29 and entitled to the same privileges as other
30 delegates at the convention.

ARTICLE V.

Auditors.

31 Section 1. The President shall appoint, with
32 the approval of the Executive Board, one or
33 more auditors whose duty it shall be to audit
34 the books and accounts of all unions of the
35 Federation, and to render to the President a
36 report of his findings in each case.

37 Sec. 2. Such auditor shall be at all times

1 under the direction of the President. He must
2 be a competent bookkeeper and a member of
3 the Federation in good standing. It shall also
4 be his duty to collect for the use of the Fed-
5 eration such statistics as may be determined
6 by the President and Executive Board and
7 whenever possible solicit subscriptions and
8 advertising for the Miners' Magazine.

ARTICLE VI.

Revenues and Disbursements.

9 Section 1. The revenue of the Federation
10 shall be derived from a charter fee of ten dol-
11 lars and a per capita tax of twenty-five cents
12 per month on all monthly dues collected in
13 accordance with the stamp system, to be paid
14 from the general fund of each union through
15 the purchase of said stamps in advance, and
16 in case of emergency such assessments, as in
17 the judgment of the Executive Board or con-
18 vention may be necessary, the same shall be
19 paid from the general fund, and based on the
20 preceding monthly report previous to such as-
21 sessment.

22 Sec. . Any union failing to purchase the
23 required number of per capita and assessment
24 stamps to stamp all membership cards, in com-
25 pliance with the stamp system, shall be penal-
26 ized as prescribed by Section 1, Article X.

ARTICLE VII.

Official Journal.

27 Section 1. The Journal shall be issued
28 weekly under the direct supervision of the
29 General Executive Board. The Executive Board
30 shall have the power to appoint the Editor of
31 the Miners' Magazine.

32 Sec. 2. The pages of the official journal
33 shall be open to all officers and members of
34 the organization for the discussion of social

1 affairs, industrial, economic and political ques-
2 tions, or any other questions pertaining to the
3 interest of the working-class. It shall endeavor
4 to enlighten the membership of the organiza-
5 tion on the cost of production of the various
6 kinds of metals, viz.: iron, steel, lead, zinc
7 and copper, and its market value. It shall
8 endeavor to give statistics showing what wages
9 are being paid to the miners, millmen and
10 smeltermen and steel workers in the different
11 states and territories in the jurisdiction of the
12 Western Federation of Miners. It further shall
13 endeavor to demonstrate what relation there
14 exists between one set of workers and another
15 set of workers, especially those workers who
16 are engaged in the production of coal, iron,
17 steel, lead, zinc and copper, and other precious
18 metals, and it shall at all times advocate the
19 principles of Industrial Unionism.

ARTICLE VIII.

Strikes and Adjustments.

20 Section 1. It shall be unlawful for any
21 union to enter upon a strike unless ordered
22 by two-thirds of the votes cast upon the ques-
23 tion; such questions shall be decided by refer-
24 endum vote, notice of such referendum to be
25 posted three days in advance, vote to be by
26 ballot and polls to be open for not less than
27 eight hours. No call shall be made for a
28 referendum vote on a strike until after having
29 received the approval of the Executive Board
30 of the W. F. M.

31 Sec. 2. In case of a strike being in progress
32 in the jurisdiction of the Federation, where a
33 union or unions of the Federation is on strike,
34 regularly ordered by the union or unions and
35 the Executive Board, and in the opinion of the
36 President and the Executive Board it becomes
37 necessary to call out any other union or unions

1 in order to carry the strike to a successful
2 termination, that they shall have full power to
3 do so.

4 Sec. 3. Whenever a strike shall be approved
5 by the Executive Board and local union or
6 unions as authorized by Section 1 of Article
7 VIII, the President shall appoint, with the con-
8 sent of the Executive Board, a representative
9 of the Federation to take charge of the funds
10 furnished by the Federation for the relief of
11 members involved in said strike or lockout.
12 The representative so chosen shall file a bond
13 with the Executive Board, subject to its ap-
14 proval, in such sum or sums as the Board may
15 determine, he shall make complete itemized
16 returns of all receipts and expenditures, in-
17 cluding a list of the persons aided to the Sec-
18 retary-Treasurer and through him to the Ex-
19 ecutive Board.

20 Sec. 4. Local unions or groups of local
21 unions may enter into wage agreements for a
22 specified time, providing such agreements have
23 the approval of the Executive Board. Nego-
24 tiations for agreements must be made between
25 the representative of the local or locals affect-
26 ed, and the employers, with at least one mem-
27 ber of the Executive Board, or representative
28 of the general organization present.

ARTICLE IX.

New Unions.

29 Section 1. Whenever twenty or more non-
30 union or union men shall be so situated within
31 the jurisdiction of a union that the attendance
32 at the meetings of such union would be incon-
33 venient, they may apply to the President of the
34 Federation for a charter. Should he consider
35 their application a proper one for the advance-
36 ment, both of the interests of the applicants and
37 the Federation, a charter shall be granted them

1 and their territorial jurisdiction defined. If
2 such applicants are members they must apply
3 to their respective unions for transfer cards,
4 through the secretary-elect. Any union refus-
5 ing to issue such cards shall be subject to a
6 fine, the amount of which shall be determined
7 by the Executive Board.

ARTICLE X.

Penalties.

8 Section 1. Any union failing to make cor-
9 rect monthly reports to the Secretary-Treas-
10 urer of the Federation, thereby evading its
11 just share of the per capita tax and assess-
12 ments, shall be fined for each offense a sum
13 equal to double the amount so evaded.

14 Sec. 2. Any local union whose Secretary
15 fails to place the required number of per capita
16 or general assessment stamps upon a mem-
17 ber's card shall be subject to a fine of one dol-
18 lar for each stamp not so placed.

19 Sec. 3. Any local union whose Secretary
20 fails to forward to the Secretary-Treasurer of
21 the Federation properly filled out monthly and
22 annual reports within twenty days after the
23 same become due, shall be advertised in the
24 Miners' Magazine. This section shall not apply
25 to local unions in Alaska.

ARTICLE XI.

Duties and Privileges of Members.

26 Section 1. Each member at initiation shall
27 pledge himself to support the Constitution of
28 the Federation and obey all lawful orders of
29 the Executive Board, in addition to the obli-
30 gation required by the union of which he be-
31 comes a member.

32 Sec. 2. If a member of a union commits an
33 offense in violation of his obligation or against
34 the good and welfare of the Federation, his

1 union or any union of the Western Federation
2 of Miners, the general officers, members of the
3 Executive Board, or any members of the Fed-
4 eration, or in violation of the Constitution and
5 By-Laws of the Western Federation of Miners,
6 or affiliated unions, he shall be entitled to an
7 impartial trial by his local union as hereinafter
8 provided. The offense of which he is charged
9 shall be presented in writing to his local union
10 by the members making the charge who at the
11 time must be a member of the Western Feder-
12 ation of Miners in good standing, said charges
13 shall be read by the Recording Secretary of
14 the union, at the first regular meeting of the
15 union after the paper containing the charges
16 are received. When said charges are read the
17 President shall, without discussion, appoint an
18 impartial committee of five members of the
19 union in good standing to investigate such
20 charges whose duty it shall be to present a
21 copy of the charges to the member against
22 whom the charges have been preferred, and
23 notify him when to appear before said com-
24 mittee for trial. Similar notice shall be served
25 upon the member preferring the charges. This
26 committee shall elect a chairman and secretary
27 before proceeding to hear evidence for the
28 plaintiff and defendant and keep a correct copy
29 of the charges and all testimony presented and
30 submit the same to the union with their writ-
31 ten report signed by all members of the com-
32 mittee. The union shall either adopt or reject
33 the report of the committee. Either the plain-
34 tiff or defendant shall have the right to appeal
35 to the Executive Board of the Western Feder-
36 ation of Miners and from that body to the en-
37 suing convention. The Executive Board shall
38 receive no evidence in the case except the
39 records of the committee nor permit any wit-
40 ness to appear for the plaintiff or defendant.
41 Should the union fail to preserve the records

1 of the investigation as returned by the com-
2 mittee or refuse to surrender the same to the
3 Executive Board, upon request of the Secre-
4 tary-Treasurer it shall be subject to whatever
5 penalty the Executive Board may deem neces-
6 sary to impose upon it.

7 Sec. 3. The convention shall have the power
8 to bring any official of the Federation, dele-
9 gate, or member of the Federation before the
10 bar of the convention for trial. The conven-
11 tion shall choose its method of procedure,
12 have full power to record and enforce its
13 verdict. From its decision there shall be no
14 appeal.

15 Sec. 4. Any one acting as a strike-breaker
16 or scab during a strike in the jurisdiction of
17 the Western Federation of Miners, who pro-
18 fesses to have seen the error of his ways, may
19 be placed on probation by the local union in-
20 volved, or by any local union in whose juris-
21 diction he may be employed when such charges
22 are preferred against him, provided the local
23 involved grants permission; provided, that
24 this shall in no way apply to any man who
25 has been a deputy sheriff or gun man in the
26 employ of any corporation. Such men shall
27 remain on probation until such time as the
28 local union, in whose jurisdiction he is work-
29 ing out his probation, shall declare his of-
30 fense expiated in full by good work for the
31 cause.

32 In case of a union being defunct, the Execu-
33 tive Officers of the Western Federation of
34 Miners shall be governed by this provision.
35 The card issued on probation shall be marked
36 "probation card."

37 Sec. 5. Whenever any member or members
38 of a local union shall be discharged for actively
39 participating in the affairs of the local union,
40 or of the Western Federation of Miners, or on
41 account of his race, color, religious or political

1 beliefs, it shall be the duty of the local union
2 to investigate fully and use all means in their
3 power to have such member or members re-
4 instated in their former positions.

5 Sec. 6. Whenever any local or district union
6 shall enter into any agreement or contract with
7 their employers, the principles* embodied in
8 Section 5 of this article shall be made a part
9 of such agreement or contract.

10 Sec. 7. Whenever a member of a local
11 union shall become a foreman, shift boss or
12 assume a position that cannot be termed as
13 part of the mining industry, he shall lose all
14 rights to a voice, vote or seat in the meetings
15 of his local union, but may continue his mem-
16 bership as a beneficiary member, or upon ap-
17 plication to the Financial Secretary he may
18 be granted a withdrawal card.

ARTICLE XII.

Legislation.

19 Section 1. The initiative and referendum
20 shall govern all legislation. Whenever a local
21 in good standing, delegate or delegation in con-
22 vention shall, by resolution, offer an amend-
23 ment to the Constitution and By-laws, the same
24 shall be considered in the biennial conven-
25 tion, and by that body submitted to the mem-
26 bers of the Western Federation of Miners, who
27 shall vote upon the same within sixty days.

28 All locals voting on a referendum shall use—
29 First: A blank record sheet for the names
30 of all members voting;

31 Second: Printed ballots with the questions
32 fully stated upon them, with the spaces, so as
33 to vote for or against any question;

34 Third: That envelopes containing record
35 sheets with names, report blanks, with totals
36 of votes cast for or against all questions,
37 should contain no other matter, and the word

1 "referendum" should be marked upon the en-
2 velope, and the same shall not be opened until
3 the date set for compiling the votes of all
4 locals.

5 After having received the approval of a ma-
6 jority of the members voting upon the ques-
7 tion, it shall receive the signature of the Presi-
8 dent and Secretary-Treasurer, and becomes a
9 part of the organic law. The Secretary-Treas-
10 urer shall canvass the vote on all referendum
11 questions and make up a return sheet, setting
12 forth the vote of each local, and furnish all
13 locals with a copy of the same.

ARTICLE XIII.

Emergencies.

14 Section 1. Whenever a vital circumstance,
15 not otherwise provided for, arises and the same
16 cannot in justice be deferred until the assem-
17 bling of the convention, the Executive Board
18 may submit any important question so arising
19 to a referendum vote of the entire member-
20 ship in good standing, in the manner described
21 in Section 1, Article XII. The majority of such
22 vote to govern in all cases submitted.

23 Sec. 2.. Whenever a proposition of vital im-
24 portance presents itself to the membership of
25 the W. F. M., not otherwise provided for, the
26 Executive Board shall, on demand of ten or
27 more locals, submit all such matters pertaining
28 to such proposition to a referendum vote
29 through the Secretary-Treasurer, not later than
30 fifteen days after receipt thereof; provided
31 that no such referendum shall be submitted
32 which is a reversal of a former referendum
33 within one year. The majority of such vote
34 shall be binding on all parties concerned.

35 Sec. 3. This constitution shall not be
36 amended except by a majority vote of all dele-
37 gates assembled in convention or by initiative

1 petition of at least ten locals of this organiza-
2 tion, representing at least five per cent of the
3 whole membership, the same to be approved
4 by referendum vote as described in Section 1,
5 Article XII.

BY-LAWS

ARTICLE I.

Receipts and Accounts.

1 Sec. 1. Local unions shall preserve all re-
2 ceipts issued by the Secretary-Treasurer and
3 have the same presented to the finance com-
4 mittee at the biennial convention, through
5 their delegates to the convention, in order to
6 compare them with the stub book of the Sec-
7 retary-Treasurer.

Password.

8 Sec. 2. The President shall send to each
9 union which has paid per capita tax and is not
10 ninety days in arrears for assessments, a quar-
11 terly password.

Membership Card.

12 Sec. 3. Throughout the jurisdiction of the
13 Western Federation of Miners a uniform mem-
14 bership card shall be used. The same shall be
15 the stamp card system, approved by the Tenth
16 and amended by the Sixteenth Annual Conven-
17 tion; the form and style of said cards shall
18 provide a space wherein local Secretaries shall
19 record the amount of sick benefits received by
20 each member. Said card shall be designed by
21 the Executive Officers of the Western Federa-
22 tion of Miners.

Withdrawal Cards.

23 Sec. 4. If a member takes a withdrawal
24 card from the union to which he belongs and

1 goes to work as specified in Section 1, Article
2 1, of the Constitution, where there is a union
3 of the Federation, he shall at once deposit his
4 card in that union; failing to do so, he shall be
5 held for dues and assessments from the time
6 he starts to work by the union within whose
7 jurisdiction he may be employed.

8 Sec. 5. No withdrawal card shall be issued
9 to any member of the W. F. M. except such
10 members who are actually engaged in some oc-
11 cupation not included in the jurisdiction of the
12 W. F. M., or one who permanently retires from
13 the occupation specified in Article I of the
14 Constitution. All dues and assessments must
15 be paid for the month in which the withdrawal
16 card is issued.

17 Sec. 6. Local unions of the Federation shall
18 have full jurisdiction over all members who
19 are permanent residents of their local districts,
20 subject, however, to the right of appeal de-
21 scribed in Section 2, Article XI, of the Con-
22 stitution.

23 Sec. 7. Local unions shall have power to
24 name the amount to be collected as a rein-
25 statement fee from members six months or
26 more in arrears for dues and assessments.

27 Sec. 8. Secretaries shall place due stamps
28 on members' cards for back dues collected for
29 reinstatement or otherwise.

Interchangeable Cards.

30 Sec. 9. Transfer cards and withdrawal cards
31 issued by any chartered labor organization
32 shall be accepted by local unions of the West-
33 ern Federation of Miners, subject to the rules
34 and qualifications governing members of such
35 locals of the Western Federation of Miners.

Transfer.

36 Sec. 10. Any member leaving the jurisdic-
37 tion of his union and going to work in the juris-

1 diction of another union of the Federation shall
2 immediately deposit his membership card with
3 the Financial Secretary and pay up all arrear-
4 ages. The Financial Secretary receiving the
5 member's card shall immediately notify the
6 union of which the member has a card, so that
7 the member's account can be closed in the for-
8 mer union; and the failure upon the part of
9 the Financial Secretary to notify the union
10 within fifteen days shall subject him to a fine
11 of not less than one dollar nor more than five.
12 All arrearages collected (other than local as-
13 sessments) shall belong to the union receiv-
14 ing the membership card and all advance dues
15 which may have been paid shall be remitted;
16 provided, however, that no advance dues shall
17 be requested for the month in which transfer
18 is made. Any member in good standing trans-
19 ferring from one local to another, upon signing
20 the Constitution, shall be entitled to all the
21 rights and benefits of that local.

22 Sec. 11. Any member working within the
23 jurisdiction of a local union and refusing to de-
24 posit his card, shall be subject to a fine of not
25 less than \$1.00 nor more than \$50.00, said fine
26 to be left to the discretion of the local union.

27 Sec. 12. When a member of a local union
28 goes to work within the jurisdiction of another
29 and refuses to deposit his card, it shall be its
30 duty to place a fine against him and suspend
31 him from any benefits whatsoever. Any Secre-
32 tary accepting dues from a member who is in
33 the jurisdiction of another local shall be sub-
34 ject to a fine of not less than \$1.00 nor more
35 than \$5.00.

ARTICLE II.

Supplies.

36 Section 1. All withdrawal and notification
37 cards of the Federation shall be made of uni-
38 form size, with stub attachment.

1 Sec. 2. The Federation has adopted, for
2 the sake of uniformity, the following supplies,
3 which must be procured from the Secretary-
4 Treasurer, except in the Dominion of Canada,
5 where blanks shall be printed to conform with
6 the laws and usages of that country, as well
7 as in conformity with this Constitution, and
8 that the same may be printed in the Dominion
9 of Canada, viz.: Constitutions, withdrawal
10 cards, notification cards, quarterly report
11 blanks, blank bonds for officers of unions, ap-
12 plication blanks, ledger, day book and cash
13 book, and that it be imperative on the part of
14 all locals to use this system of bookkeeping.
15 Provided, all membership cards and the auth-
16 orized metal emblem of the Federation shall be
17 procured from the Secretary-Treasurer of the
18 Federation.

ARTICLE III.

Nominations, Elections and Installations of Officers.

19 Sec. 1. Nominations of officers in local
20 unions shall be made from the floor. Nomina-
21 tions shall remain open for three regular meet-
22 ings prior to election, when each Recording
23 Secretary shall, within ten days thereafter,
24 forward the names of all officers elected to the
25 Secretary-Treasurer of the Federation, who
26 shall compile a directory of the same and
27 forward a copy of these directories to each
28 local union. It shall be optional with each
29 local union as to whether it shall hold annual
30 or semi-annual elections. Installation of offi-
31 cers for local unions shall not take place until
32 the first meeting in July or in January.

Balloting.

33 Sec. 2. All unions shall, on the demand of
34 five or more members in good standing, take a

1 secret ballot upon any question coming before
2 the union.

ARTICLE IV.

Jurisdiction.

3 Section 1. The jurisdiction of the Federa-
4 tion shall extend to all states and territories
5 and the Dominion of Canada as described in
6 Section 6, Article IV, of the Constitution.

District Unions.

7 Sec. 2. Where a majority of members vot-
8 ing in a district or state deem it necessary,
9 they may organize a district or state union for
10 the purpose of doing business for the district
11 or state. Such unions shall apply to the Fed-
12 eration for, and receive a special charter, said
13 charter to be issued at cost. Such district or
14 state union shall be subordinate to the Feder-
15 ation, but shall be a higher authority than the
16 local unions of the Federation in its jurisdic-
17 tion. All local unions of the Federation with-
18 in the jurisdiction of a district or state union
19 shall be a member of said district or state
20 union and recognize the authority of same.

Defunct Unions.

21 Sec. 3. When any local union has a mem-
22 bership of less than ten members in good
23 standing, the charter of such local may be con-
24 sidered defunct, and surrender its charter and
25 books to the Federation; and any member of
26 the said union becoming desirous of joining
27 another union of the Western Federation of
28 Miners shall, by paying the dues and assess-
29 ments he owed in his former union up to the
30 time the books were turned over to the Fed-
31 eration, be transferred to the union to which
32 he makes application.

1 Sec. 4. The property of defunct unions shall
2 be held in trust by the Federation, and where
3 local unions are reorganized within a period
4 of one year, comprising of twenty or more
5 members of the former local the property so
6 held in trust shall be returned to the reorgan-
7 ized local, but when the locals are reorganized
8 with less than twenty members of the former
9 local, they shall have no claim on the property
10 of the defunct union. At the expiration of one
11 year from the date of the local going defunct,
12 the property shall cease to be held in trust and
13 become the property of the Federation.

14 Sec. 5. Where two or more locals are situ-
15 ated in the same locality or district, and one or
16 more locals become weakened by loss of mem-
17 bers or otherwise, they may, by a majority
18 vote of each local interested, consolidate. All
19 money and property shall belong to the union
20 so consolidated, except the charter or charters
21 of the locals ceasing to exist, said charters to
22 be forwarded to headquarters immediately.
23 The unions so consolidated shall be held for
24 all existing indebtedness.

ARTICLE V.

25 Section 1. Each local Financial Secretary
26 must keep a record of all members that are
27 expelled from local unions, and when a person
28 is proposed for admittance into any local of
29 the Western Federation of Miners, the Finan-
30 cial Secretary must first look at the list re-
31 ported by the Secretary-Treasurer of the Fed-
32 eration and then report to his union the result
33 of his investigation.

Correspondence.

34 Sec. 2: Each Secretary of the local union
35 shall be required to keep a copy of all cor-
36 respondence in a copying book suitable for that
37 purpose.

ARTICLE VI.

Fines and Penalties.

1 Section 1. Any member who is under the
2 influence of liquor, appearing as a delegate at
3 any convention of the Western Federation of
4 Miners, or failing to answer roll call without
5 being excused by the President, shall be fined
6 for the first offense the sum of one dollar; for
7 the second offense the sum of two dollars; for
8 the third offense the sum of five dollars, and
9 any delegate or delegates who shall have been
10 guilty of such an offense shall be censured and
11 reprimanded by the President, and the union
12 to which he or they may belong shall be noti-
13 fied of his action.

ORDER OF BUSINESS

1. Call the meeting to order.
2. Warden, secure the door.
3. Presentation of credentials.
4. Appointment of committees.
5. Roll call.
6. Reading of minutes of previous meeting.
7. Communications and correspondence.
8. Bills.
9. Reports of officers.
10. Reports of standing committees.
11. Special committees.
12. Unfinished business.
13. New business.
14. Election of officers.
15. Good and welfare of the Federation.
16. Installation of officers.
17. Adjournment.

RULES OF ORDER

1 During the continuance of the meeting si-
2 lence must be observed, the officers and mem-
3 bers retaining their respective seats, and no
4 one leaving the room without permission of
5 the President or Vice-President.

6 No member shall, by conversation or other-
7 wise, interrupt the business of the Federation
8 or refuse to obey the chair.

9 The President, while presiding, will state
10 every question coming before the Federation,
11 and immediately before putting it to a vote
12 shall ask: "Are you ready for the question?"
13 Should no member rise to speak, or by silence
14 indicate their readiness, he shall rise to state
15 the question, and after he has risen no member
16 shall be permitted to speak upon it. He shall
17 announce the result or decision of the Feder-
18 ation upon all subjects.

19 Every member, when he speaks or offers a
20 motion, shall rise and respectfully address the
21 presiding officer. While speaking he shall con-
22 fine himself to the subject under debate, avoid-
23 ing all personalities and indecorous language,
24 as well as any reflections upon the union or its
25 members.

26 Should two or more members rise to speak
27 at the same time, the chair shall decide who is
28 entitled to the floor.

29 No member shall disturb another in his
30 speech unless to call him to order for words
31 spoken.

32 If a member, while speaking, shall be called
33 to order, at the request of the chair, he shall
34 cease speaking and take his seat until the

1 question of order is determined, when, if per-
2 mitted, he may again proceed.

3 No member shall speak more than once on
4 the same question until all the members wish-
5 ing to speak shall have had the opportunity to
6 do so, nor more than twice without the per-
7 mission of the chair.

8 When any communication, petition or mem-
9 orial is presented, before it is read a brief
10 statement of its contents shall be made by the
11 introducer to the chair.

12 No motion shall be subject to action unless
13 seconded and stated by the chair.

14 Any member may call for a division on a
15 question when the sense will admit it.

16 When a question is before the Federation
17 no motion shall be received unless to close, the
18 previous question, to lay on the table, to post-
19 pone indefinitely, to refer, to amend, and shall
20 have precedence in the order herein arranged
21 —the first three of which shall be decided
22 without debate.

23 After any question, except one of indefinite
24 postponement or one the result of which the
25 Federation cannot reverse, has been decided,
26 any member who voted in the majority may, at
27 the same meeting move a reconsideration
28 thereof.

29 No amendments shall be received except
30 they are in writing.

31 All questions not provided for by the Con-
32 stitution, By-Laws, Rules of Order, or by the
33 General Laws of the Federation, shall be de-
34 termined by a majority of the members at a
35 regular meeting.

36 These rules may be suspended for a special
37 purpose by a vote of two-thirds of the mem-
38 bers present.

39 Roberts' Rules of Order shall govern the
40 proceedings of the Federation in the absence
41 of any rules not herein provided for.

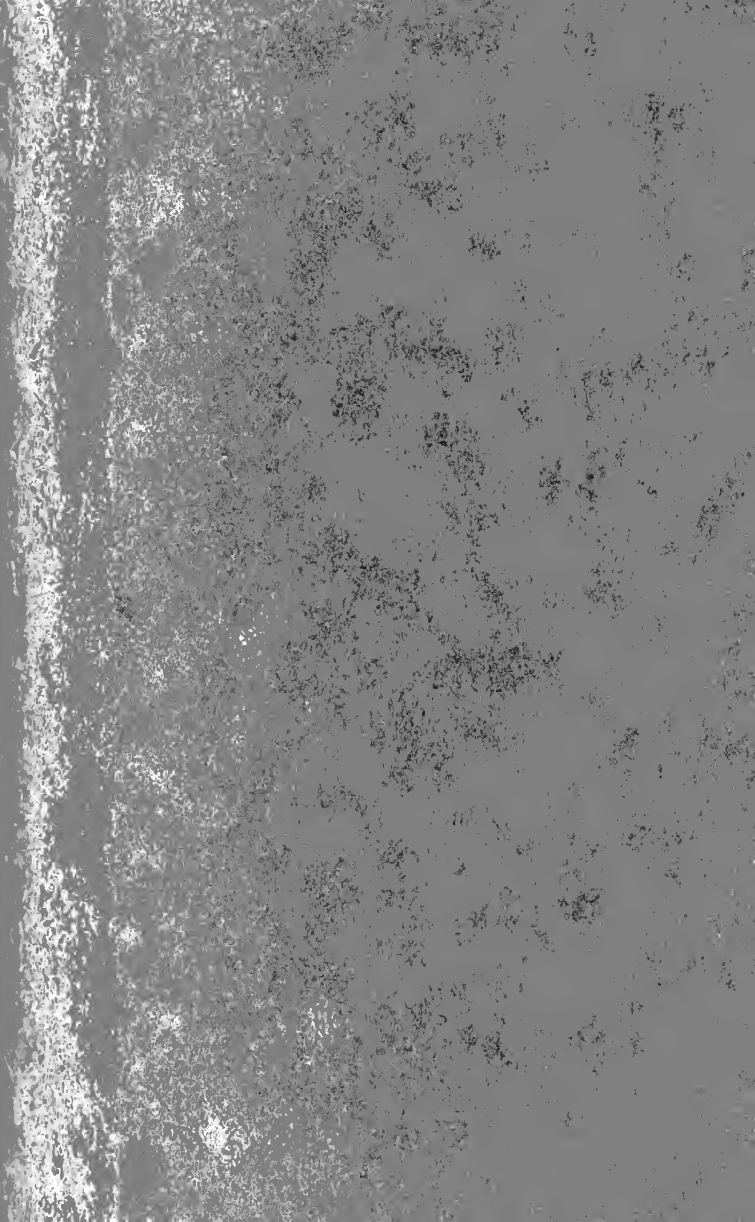
INDEX

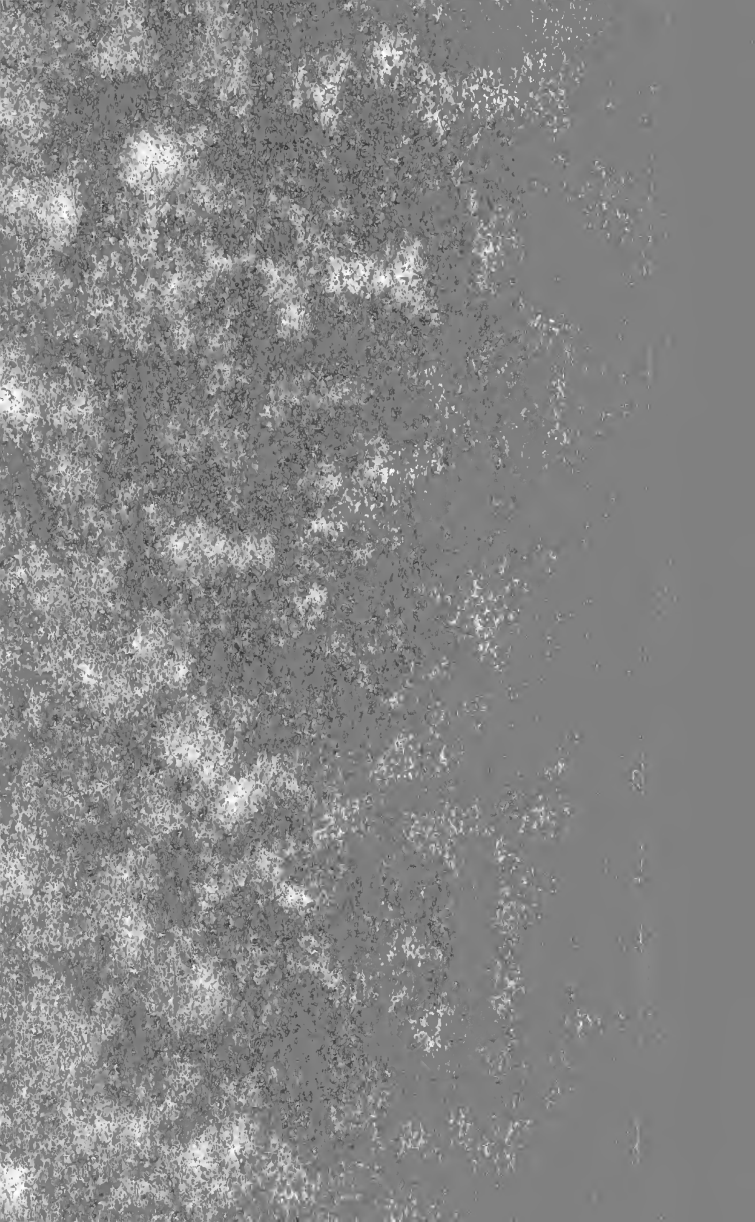
CONSTITUTION.

	Page
Organization and Objects.....	3
Convention	3-5
Pay of Delegates.....	5
Nomination and Election of Officers and Execu- tive Board	5-7
Recall of Officers.....	7-8
Duties of President.....	8-10
Duties of Vice-President.....	10
Duties of Secretary-Treasurer.....	10-12
Executive Board and Duties of.....	12-13
Auditors' Appointment and Duty of.....	13-14
Revenues and Disbursements.....	14
Penalty for Violation of Stamp System.....	14
Official Journal	14-15
Strikes and Adjustment.....	15-16
New Unions and Jurisdiction of.....	16-17
Penalties	17
Duties and Privileges of Members.....	17-20
Legislation	20-21
Emergencies by Legislation.....	21
Constitution, How Amended.....	21-22

BY-LAWS.

Receipts and Accounts.....	23
Password	23
Membership Card	23-24
Withdrawal Cards	24-25
Reinstatement	24
Interchangeable Cards	24
Transfer	24-25
Supplies	25-26
Nomination, Election of Officers.....	26
Balloting	25-27
Jurisdiction of Federation.....	27
District Unions	27
Defunct Unions	27-28
Expelled Members	28
Correspondence of Locals.....	28
Fines and Penalties of Delegates.....	29
Order of Business.....	29
Rules of Order.....	30-31





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