



## Referendum on Constitutional Amendments and Election of General Officers OFFICIAL RETURNS

### GENERAL SECRETARY-TREASURER

(Vote for 1 only)

- ☐ THOS. WHITEHEAD  
☐ A. S. EMBREE  
☐ R. V. LEWIS

### EDITOR ONE BIG UNION MONTHLY

(Vote for 1 only)

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(Vote for 7 only)

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☐ AUGUST WALQUIST  
☐ TOM SCOTT  
800  
☐ NICK VERBANICK  
☐ JOHN JACKSON

- 573  
☐ C. F. BENTLEY  
☐ F. H. BOHN  
☐ GEORGE SPEED  
400  
☐ HENRY BRADLEY

- 480  
☐ FRED NELSON  
325  
☐ JAMES KING  
M. T. W. 8-100-700  
☐ GEORGE BRADLEY

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## AMENDMENTS TO THE CONSTITUTION ADOPTED BY THE ELEVENTH CONVENTION

### ARTICLE I.

#### AMENDMENT No. 1.

##### Article 1, Section 2.

Strike out the word "General" and the words "and Recruiting Unions."

YES ☐ NO ☐

Article 1, Section 2, "a" and "b" changed to read as follows:

(a) The Recruiting Union shall be composed of wage workers in whose respective industries there does not exist an Industrial Union, and shall be directly under the control of the General Executive Board of the Industrial Workers of the World. The General Secretary-Treasurer of the Industrial Workers of the World shall act as the General Secretary-Treasurer of the Recruiting Union.

(b) Delegates receiving their supplies from the Recruiting Union shall be empowered to initiate all wage workers of any industry. All applications shall be forwarded to the General Secretary-Treasurer of the Industrial Workers of the World, who shall forward these applications weekly to the proper Industrial Unions.

Members of Industrial Unions in any locality where there is a branch of the Recruiting Union, but no branch of their respective Industrial Unions, shall have voice and vote in the Recruiting Union in that particular locality.

YES ☐ NO ☐

#### AMENDMENT No. 2.

Article 1, Section 2, Division (c) changed to (d) to read as follows:

(d) 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.

The General Secretary-Treasurer and the General Executive Board shall have full charge of a newly chartered Industrial Union until such time as a sufficient membership is obtained to place said Industrial Union on a sound financial basis.

(e) Whenever charters have been issued for three branches of any new Industrial Union, the branches shall form a General Organization Committee of the Industrial Union. This General Organization Committee shall maintain relations between the Industrial Union and all its branches, the department to which it belongs and the General Headquarters of the Industrial Workers of the World.

Applications for all accepted members eligible for membership in existing Industrial Unions shall be forwarded to the Secretary of the Industrial Union of which the Secretary and delegates are members, who shall forward them to their proper Industrial Unions weekly. Industrial Unions shall deduct only actual cost of supplies used.

Branch Secretaries and delegates of Industrial Unions shall be empowered to initiate and collect dues of all wage workers in any industry in their locality.

Secretaries of Industrial Unions shall forward each week reports with applications of all members lined up in industries not yet chartered to the General Office.

All units of the Industrial Workers of the World shall pay all indebtedness to each other at the end of each month.

YES ☐ NO ☐

#### AMENDMENT No. 3.

Article 1, Section 2, Paragraph c changed to read as follows:

Officers of Industrial Unions shall be as follows: a General Secretary-Treasurer with a General Organization Committee, one of whom shall act as Chairman. Election of officers must be held at least once each year.

The General Organization Committee shall meet as often as necessary, or on the demand of a majority of the branches or members of the Industrial Union.

YES ☐ NO ☐

#### AMENDMENT No. 4.

Article 1, Section 2, Paragraph (f) is changed to (g) to read as follows:

(g) Industrial District 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 four Industrial Unions and shall maintain communication between the Industrial Unions and General Headquarters.

YES ☐ NO ☐

#### AMENDMENT No. 5.

Article 1, Section 2, Paragraph (f) changed to (h) to read as follows:

(h) Industrial Unions within the district defined in the charter of a District Council shall be required to maintain affiliation with said Council.

YES ☐ NO ☐

#### AMENDMENT No. 6.

Article 1, Section 2, Paragraphs (g), (h) and (i) to be stricken out.

YES ☐ NO ☐

### ARTICLE II.

#### AMENDMENT No. 7.

##### Section 1. Changed to read as follows:

The General Officers of the Industrial Workers of the World shall be a General Secretary-Treasurer and a General Executive Board, composed of the above named officer and seven members. The General Secretary-Treasurer shall have a voice but no vote in the affairs of the General Executive Board.

YES ☐ NO ☐

#### AMENDMENT No. 8.

##### Section 2. Changed to read as follows:

The General Secretary-Treasurer must be a member of the Organization in continuous good standing for at least two years prior to nomination. The General Secretary-Treasurer shall be nominated from the floor of the Convention and the three (3) candidates (for office) receiving the largest number of votes in the Convention shall be submitted to the general membership of the Organization for election.

In case he shall resign or be removed from office, his

at all meetings of the General Executive Board, and all General Conventions, and 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 March. He shall make a monthly financial report to the General Executive Board and to the general membership. He shall make a complete itemized report of the financial and other affairs of his office to each annual Convention.

He shall prepare and sign all Charters issued by the General Executive Board. He shall receive all moneys from the Recruiting Union for dues, assessments and supplies, and receive all moneys for charters from Industrial Unions, Industrial Councils and Industrial Departments. He shall receipt for same, and 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 arising out of the due conduct of the business of the Organization, and then only after bills shall have been first duly presented by the creditors, when a check shall be drawn and signed by him in payment thereof.

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 the General Executive Board, the bond so given to be approved by the General Executive Board and kept in their custody.

He shall devote his entire time to the affairs of the organization. He shall receive for his services \$4 per day, which shall be paid out of the funds of the Organization in the same manner as is provided for in the payment of other bills and indebtedness.

He shall employ such assistants as is necessary to conduct the affairs of his office. Remuneration for such employees shall be fixed by him and paid as other bills and indebtedness as hereinbefore provided. He shall convene the General Executive Board as hereinafter provided.

YES ☐ NO ☐

### ARTICLE III.

#### AMENDMENT No. 11.

##### Section 3. Changed to read as follows:

(a) All organizers shall at all time work under the instructions of the General Secretary-Treasurer. All organizers and General Executive Board members, while in the employ of the Industrial Workers of the World, shall report to the General Secretary-Treasurer in writing on blanks provided for that purpose at least once each week. They shall receive as compensation for their services \$4 per day and all organization and transportation expenses.

YES ☐ NO ☐

#### AMENDMENT No. 12.

##### Section 5. Changed to read as follows:

The General Executive Board shall have full power to issue charters to Industrial Departments, Industrial Unions and Branches, and Industrial Councils. They shall also have power to charter and classify Unions or organizations not hereinbefore provided for.

YES ☐ NO ☐

#### AMENDMENT No. 13.

##### Section 6. Changed to read as follows:

AGREEMENTS.  
(e) No Industrial Union, or any part of the Industrial Workers of the World shall enter into any agreement with any labor organization "contrary to the principles of the Industrial Workers of the World."

YES ☐ NO ☐

#### AMENDMENT No. 14.

##### Section 7. Changed to read as follows:

(a) The General Executive Board shall meet only on the call of the General Secretary-Treasurer, or vote of the General Executive Board, or upon the call of two or more Industrial Unions.

(b) The books of the General Secretary-Treasurer shall be audited twice within the fiscal year, the first time by the General Executive Board members at their semi-annual meeting and the second time by a Committee of five elected on the floor of the General Convention. The General Secretary-Treasurer shall publish the auditing Committee's report along with the Monthly Report, and shall give the names of the auditors, together with their card numbers and the numbers of the Industrial Unions of which they are members.

YES ☐ NO ☐

#### AMENDMENT No. 15.

##### Section 8. To be stricken out.

YES ☐ NO ☐

#### AMENDMENT No. 16.

##### Section 12. Add the following paragraph:

The General Secretary-Treasurer, the General Executive Board, and other officials of the General Office, shall be subject to recall upon a referendum, initiated by two or more Industrial Unions (as provided for in Article VIII).

YES ☐ NO ☐

#### ARTICLE IV. Conventions.

#### AMENDMENT No. 17.

##### Section 1. Changed to read as follows:

The Annual Convention of the Industrial Workers of the World shall convene on the second Monday of May each year where the General Headquarters is located.

YES ☐ NO ☐

#### AMENDMENT No. 18.

##### Section 3. Changed to read as follows:

Delegates to the Annual Convention shall be as herein-after provided. The General Secretary-Treasurer and other members of the General Executive Board shall be delegates at large, with voice, but no vote, and shall not be accredited delegates nor carry the vote of any unit of the Organization. No delegate shall cast more than one vote when voting on the seating of a contested delegate or delegates.

YES ☐ NO ☐

#### AMENDMENT No. 19.

gunization for at least one year, and in their Industrial Union at least ninety days prior to the nomination and election of delegates.

YES ☐ NO ☐

#### AMENDMENT No. 25.

##### Section 11. Changed to read as follows:

The expense of the delegates attending the General Convention shall be borne by their respective Industrial Unions, except mileage, which shall be paid by the General Organization out of a fund raised as hereinafter provided.

On or before September 1 of each year, the General Secretary-Treasurer shall issue a special voluntary convention mileage stamp at 50 cents to all Industrial Unions. The Secretaries of all Industrial Unions shall dispose of these voluntary convention mileage stamps, and remit all money so collected to the General Secretary-Treasurer at the end of each month. All unsold Convention Mileage Stamps shall be returned to the General Office by July 1.

YES ☐ NO ☐

#### AMENDMENT No. 26.

##### Section 13. Changed to read as follows:

Industrial Unions that are indebted to the Official Organ, or the Publishing Bureau controlled by the General Organization, having sufficient funds to pay their indebtedness, and failing to do so, shall not be entitled to representation in the General Convention.

YES ☐ NO ☐

#### AMENDMENT No. 27.

##### Section 14. To be stricken out.

YES ☐ NO ☐

### ARTICLE VI.

#### AMENDMENT No. 28.

##### Section 1. Changed to read as follows:

The revenue of the Organization shall be derived as follows: Charter fees for Industrial Departments shall be \$25, and Industrial District Councils and Industrial Unions \$10. Industrial Union Branches shall pay \$2 for seal and charter. Supplies shall be furnished by Industrial Union Headquarters.

YES ☐ NO ☐

#### AMENDMENT No. 29.

##### Section 2. Changed to read as follows:

Industrial Departments shall pay as dues into the General Treasury at the rate of five cents per month per member.

Industrial Unions shall pay at the rate of 15 cents per month per member.

Industrial Union Branches shall purchase all due stamps and other supplies from Headquarters of their Industrial Union.

YES ☐ NO ☐

#### AMENDMENT No. 30.

##### Section 3. Changed to read as follows:

The initiation fee for members of Industrial Unions shall be \$2. The regular dues of Industrial Unions directly united with the General Organization shall be fifty cents per month. 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.

YES ☐ NO ☐

#### AMENDMENT No. 31.

##### Section 4. To be stricken out.

YES ☐ NO ☐

#### AMENDMENT No. 32.

##### Section 5. To be stricken out.

YES ☐ NO ☐

### ARTICLE VII. Membership, Etc.

#### AMENDMENT No. 33.

##### Section 5. Changed to read as follows:

The General Executive Board, or not less than three Industrial Unions may initiate a referendum on any subject.

(Last Paragraph of Section 5 changed to read as follows):

Referendum returns from the Industrial Unions or Departments cannot exceed the average paid-up membership of the Industrial Union or Department for three months prior to the vote on the referendum in question.

YES ☐ NO ☐

#### AMENDMENT No. 34.

##### Section 6. Changed to read as follows:

As soon as two or more Industrial Unions in closely related industries see fit, they shall proceed to call a Convention of those Industrial Unions and organize themselves as an Industrial Department of the Industrial Workers of the World.

YES ☐ NO ☐

#### AMENDMENT No. 35.

##### Section 13. To be stricken out.

YES ☐ NO ☐

#### AMENDMENT No. 36.

##### Section 14. Changed to read as follows:

The General Organization, Industrial Departments and Industrial Unions shall be prohibited from employing or re-instating expelled members, except as provided for in the By-Laws and Constitution of the Industrial Workers of the World, until such expelled members shall be re-instated and placed in good standing by the Union or Unions from which they were expelled.

YES ☐ NO ☐

### ARTICLE VIII.

#### AMENDMENT No. 37.

Defense, Relief and Organization Funds.

#### AMENDMENT No. 41.

Articles 2, 3, 4, and 5. To be stricken out.

YES ☐ NO ☐

### ARTICLE VI.

Changed to read as follows:

Charges—Procedure.

#### AMENDMENT No. 42.

##### Section 1.

Whenever charges are filed by a member of an Industrial Union against another 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 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. This Committee shall furnish the accused member with a true copy of the charges, either by registered mail or by personal delivery in the presence of witnesses. The Charges Committee shall collect all the evidence both for and against the accused and shall send this evidence together with a copy of the charges, to the Secretary-Treasurer of the Industrial Union, who, on receipt of same, shall have sufficient copies made and shall send them to each member of the General Organization Committee of the Industrial Union for a hearing.

(a) The General Organization Committee shall file their decision with the Secretary-Treasurer of the Industrial Union within thirty days after the above copies of charges and evidence have been forwarded to them, and their decision shall be forwarded to both the accuser and the accused by registered letter, by the Secretary-Treasurer, and be published in the membership in the regular bulletin of the Industrial Union.

(b) Either party involved may appeal from the decision of the General Organization Committee within sixty days from the date of the decision, either to the conference of the Industrial Union or to the membership by referendum.

(c) The Industrial Union Branch shall pass no verdict, nor can the accuser act on the Charges Committee.

Section 2.  
When charges are filed against a member of one Industrial Union by a member of another Industrial Union, the same procedure shall be followed as in Section 1, except that the charges and the evidence shall be forwarded from the Secretary-Treasurer of the Industrial Union of which the accuser is a member, to the Secretary-Treasurer of the Industrial Union of which the accused is a member, from which office it shall take the same course as it would if the charges had originated in that industrial union. The decision shall be filed with the Secretary-Treasurer of the Industrial Unions involved, and by them communicated to the accuser and the accused, and shall be published to the membership in the bulletins of the Industrial Union. If so desired, an appeal may be taken by either party to the General Executive Board, to the General Convention, or to the general membership by a referendum.

In matters of charges, the Recruiting Union shall be regarded as identical with an Industrial Union. The right of appeal to be the same in all cases.

The expense, if any, in appeals, on charges, shall be borne by the respective organizations to which the charges are transmitted on appeal. Sufficient funds shall be deposited by the one taking the appeal with the General Secretary-Treasurer of the Industrial Workers of the World to cover the cost of the appeal.

YES ☐ NO ☐

### ARTICLE VIII.

#### AMENDMENT No. 43.

##### Section 2. Changed to read as follows:

Monthly dues are payable on the first day of each month. Members who do not pay dues for sixty days shall be in bad standing. Members in bad standing are not entitled to benefits of any kind from the union, nor from the Industrial Workers of the World.

Section 3.  
Members who become delinquent from failure to pay dues shall not again be entitled to any benefits until thirty days after such dues shall have been paid.

Section 4.  
Delinquent delegates are members in bad standing. Delinquency of delegates shall be defined by the Industrial Union or the Recruiting Union to which the delegate belongs.

YES ☐ NO ☐

### ARTICLE IX.

Withdrawals and Transfers.

#### AMENDMENT No. 44.

##### Section 1. Changed to read as follows:

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

YES ☐ NO ☐

### ARTICLE X.

#### AMENDMENT No. 45.

##### Section 1. Changed to read as follows:

Members of an Industrial Union who cease to work in that industry and are working in another industry for thirty days or less, must ask the nearest delegate or branch secretary to transfer them into the proper Industrial Union.

Section 2.  
When a Union, to which a member transfers, collects for delinquent dues, none shall be remitted to the Industrial Union to which the member formerly belonged, but shall be retained by the Industrial Union making the collection. Delinquent delegates cannot transfer.

YES ☐ NO ☐



month. YES ☐ NO ☐

#### AMENDMENT No. 3.

Article 1, Section 2, Paragraph c changed to read as follows:

Officers of Industrial Unions shall be as follows: a General Secretary-Treasurer with a General Organization Committee, one of whom shall act as Chairman. Election of officers must be held at least once each year.

The General Organization Committee shall meet as often as necessary, or on the demand of a majority of the branches or members of the Industrial Union.

YES ☐ NO ☐

#### AMENDMENT No. 4.

Article 1, Section 2, Paragraph (f) is changed to (g) to read as follows:

(g) Industrial District 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 four Industrial Unions and shall maintain communication between the Industrial Unions and General Headquarters.

YES ☐ NO ☐

#### AMENDMENT No. 5.

Article 1, Section 2, Paragraph (f) changed to (h) to read as follows:

(h) Industrial Unions within the district defined in the charter of a District Council shall be required to maintain affiliation with said Council.

YES ☐ NO ☐

#### AMENDMENT No. 6.

Article 1, Section 2, Paragraphs (g), (h) and (i) to be stricken out.

YES ☐ NO ☐

#### ARTICLE II.

#### AMENDMENT No. 7.

Section 1. Changed to read as follows:

The General Officers of the Industrial Workers of the World shall be a General Secretary-Treasurer and a General Executive Board, composed of the above named officer and seven members. The General Secretary-Treasurer shall have a voice but no vote in the affairs of the General Executive Board.

YES ☐ NO ☐

#### AMENDMENT No. 8.

Section 2. Changed to read as follows:

The General Secretary-Treasurer must be a member of the Organization in continuous good standing for at least two years prior to nomination. The General Secretary-Treasurer shall be nominated from the floor of the Convention and the three (3) candidates (for office) receiving the largest number of votes in the Convention shall be submitted to the general membership of the Organization for election.

In case he shall resign or be removed from office, his place shall be filled by the candidate receiving the second highest number of votes, and in the event the alternate shall resign or be removed from office, the Chairman of the General Executive Board shall assume office.

YES ☐ NO ☐

#### AMENDMENT No. 9.

Section 3. Changed to read as follows:

The General Executive Board shall be nominated from the general membership by the delegates on the floor of the Convention, and the three (3) candidates for each respective office receiving the highest number of votes in the Convention shall be submitted to the general membership of the Organization through a referendum vote for election. Provided, however, that not more than three (3) members of an Industrial Union shall go on the ballot, and that not more than one member of an Industrial Union shall be elected on the General Executive Board.

In the event of an emergency arising whereby it is necessary to replace the General Executive Board, the alternates in the Industrial Unions in which the vacancy occurs shall fill the vacancy. Nominees for General Executive Board must be members in continuous good standing in the Organization for two years prior to nomination.

YES ☐ NO ☐

#### AMENDMENT No. 10.

Section 4.—Duties of the General Secretary-Treasurer. Changed to read as follows:

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 resign or be removed from office, when his place shall be filled by the alternate, or the Chairman of the General Executive Board. He shall furnish a copy of all proceedings to each Industrial Union, regardless of its connection, if any, with any of the departments of the Industrial Workers of the World.

He shall conduct the correspondence pertaining to his office. He shall be custodian of the seal of the Organization, and shall attach same to all official documents over his official signature. He shall provide such stationery and office supplies as are necessary for the conduct of the affairs of the Organization. He shall act as Secretary

#### AMENDMENT No. 13.

Section 6. Changed to read as follows:

#### AGREEMENTS.

(c) No Industrial Union, or any part of the Industrial Workers of the World shall enter into any agreement with any labor organization "contrary to the principles of the Industrial Workers of the World."

YES ☐ NO ☐

#### AMENDMENT No. 14.

Section 7. Changed to read as follows:

(a) The General Executive Board shall meet only on the call of the General Secretary-Treasurer, or vote of the General Executive Board, or upon the call of two or more Industrial Unions.

(b) The books of the General Secretary-Treasurer shall be audited twice within the fiscal year, the first time by the General Executive Board members at their semi-annual meeting and the second time by a Committee of five elected on the floor of the General Convention. The General Secretary-Treasurer shall publish the auditing Committee's report along with the Monthly Report, and shall give the names of the auditors, together with their card numbers and the numbers of the Industrial Unions of which they are members.

YES ☐ NO ☐

#### AMENDMENT No. 15.

Section 8. To be stricken out.

YES ☐ NO ☐

#### AMENDMENT No. 16.

Section 12. Add the following paragraph:

The General Secretary-Treasurer, the General Executive Board, and other officials of the General Office, shall be subject to recall upon a referendum, initiated by two or more Industrial Unions (as provided for in Article VII).

YES ☐ NO ☐

#### ARTICLE IV. Conventions.

#### AMENDMENT No. 17.

Section 1. Changed to read as follows:

The Annual Convention of the Industrial Workers of the World shall convene on the second Monday of May each year where the General Headquarters is located.

YES ☐ NO ☐

#### AMENDMENT No. 18.

Section 3. Changed to read as follows:

Delegates to the Annual Convention shall be as hereinafter provided. The General Secretary-Treasurer and other members of the General Executive Board shall be delegates at large, with voice, but no vote, and shall not be accredited delegates nor carry the vote of any unit of the Organization. No delegate shall cast more than one vote when voting on the seating of a contested delegate or delegates.

YES ☐ NO ☐

#### AMENDMENT No. 19.

Section 4. To be stricken out.

YES ☐ NO ☐

#### AMENDMENT No. 20.

Section 6. Changed to read as follows:

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.

YES ☐ NO ☐

#### AMENDMENT No. 21.

Section 7. Changed to read as follows:

Representation in the Convention shall be based on the dues paid to the Industrial Unions for the fiscal year prior to the Convention, except in Industrial Unions that have been chartered less than a year, who shall have representation for the average amount of dues paid since their charter was issued.

YES ☐ NO ☐

#### AMENDMENT No. 22.

Section 8. Changed to read as follows:

On or before March 1 of each year, the General Secretary-Treasurer shall send to each Industrial Union credentials in duplicate for the number of delegates and alternates they are entitled to in the Convention, based on the dues collected within the last fiscal year.

YES ☐ NO ☐

#### AMENDMENT No. 23.

Section 9. Changed to read as follows:

The Industrial Union shall properly fill out the blank credentials received from the General Secretary-Treasurer and return one copy to the General Office not later than April 15. The other copy shall be presented by the delegate to the Committee on Credentials when the Convention assembles.

YES ☐ NO ☐

#### AMENDMENT No. 24.

Section 10. Changed to read as follows:

The delegates to the Convention from Industrial Unions shall be in continuous good standing in the general Or-

#### AMENDMENT No. 30.

Section 3. Changed to read as follows:

The initiation fee for members of Industrial Unions shall be \$2. The regular dues of Industrial Unions directly united with the General Organization shall be fifty cents per month. 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.

YES ☐ NO ☐

#### AMENDMENT No. 31.

Section 4. To be stricken out.

YES ☐ NO ☐

#### AMENDMENT No. 32.

Section 5. To be stricken out.

YES ☐ NO ☐

#### ARTICLE VII. Membership, Etc.

#### AMENDMENT No. 33.

Section 5. Changed to read as follows:

The General Executive Board, or not less than three Industrial Unions may initiate a referendum on any subject.

(Last Paragraph of Section 5 changed to read as follows):

Referendum returns from the Industrial Unions or Departments cannot exceed the average paid-up membership of the Industrial Union or Department for three months prior to the vote on the referendum in question.

YES ☐ NO ☐

#### AMENDMENT No. 34.

Section 6. Changed to read as follows:

As soon as two or more Industrial Unions in closely related industries see fit, they shall proceed to call a Convention of those Industrial Unions and organize themselves as an Industrial Department of the Industrial Workers of the World.

YES ☐ NO ☐

#### AMENDMENT No. 35.

Section 13. To be stricken out.

YES ☐ NO ☐

#### AMENDMENT No. 36.

Section 14. Changed to read as follows:

The General Organization, Industrial Departments and Industrial Unions shall be prohibited from employing or re-instating expelled members, except as provided for in the By-Laws and Constitution of the Industrial Workers of the World, until such expelled members shall be reinstated and placed in good standing by the Union or Unions from which they were expelled.

YES ☐ NO ☐

#### ARTICLE VIII.

#### AMENDMENT No. 37.

Defense, Relief and Organization Funds.

Section 1. To read as follows:

The General Executive Board shall issue voluntary fifty cents and \$1 Defense Stamps and \$1 Relief Stamps to all Industrial Unions and subordinate parts of the Industrial Workers of the World, who shall dispose of same and remit all monies so collected to the General Secretary-Treasurer.

YES ☐ NO ☐

#### AMENDMENT No. 38.

Section 2. To read as follows:

Industrial Unions, or any subordinate part of the Industrial Workers of the World, upon application to the General Executive Board with good reasons shall be entitled to financial assistance from a fund provided as follows: The General Executive Board shall issue a voluntary \$1 General Organization Stamp to all Industrial Unions and subordinate parts of the Organization, who shall dispose of same and remit all monies so collected to the General Secretary-Treasurer.

YES ☐ NO ☐

#### ARTICLE XI.

#### AMENDMENT No. 39.

Section 2. Changed to read as follows:

Any Union or Department of the Industrial Workers of the World that fails to pay its per capita tax for a period of six (6) months shall be considered defunct, and all property, books, moneys and effects shall be surrendered to the General Office of the Industrial Workers of the World, to be held in trust for a period of one year pending the reorganization of such Union or Department. At the end of that period the funds and property shall become the property of the General Organization.

YES ☐ NO ☐

#### BY-LAWS.

#### ARTICLE I.

#### AMENDMENT No. 40.

Section 3. To be stricken out.

YES ☐ NO ☐

Section 5. In matters of charges, the Recruiting Union shall be regarded as identical with an Industrial Union. The right of appeal to be the same in all cases.

The expense, if any, in appeals, on charges, shall be borne by the respective organizations to which the charges are transmitted on appeal. Sufficient funds shall be deposited by the one taking the appeal with the General Secretary-Treasurer of the Industrial Workers of the World to cover the cost of the appeal.

YES ☐ NO ☐

#### ARTICLE VIII.

#### AMENDMENT No. 43.

Section 2. Changed to read as follows:

Monthly dues are payable on the first day of each month. Members who do not pay dues for sixty days shall be in bad standing. Members in bad standing are not entitled to benefits of any kind from the union, nor from the Industrial Workers of the World.

Section 3. Members who become delinquent from failure to pay dues shall not again be entitled to any benefits until thirty days after such dues shall have been paid.

Section 4. Delinquent delegates are members in bad standing. Delinquency of delegates shall be defined by the Industrial Union or the Recruiting Union to which the delegate belongs.

YES ☐ NO ☐

#### ARTICLE IX.

Withdrawals and Transfers.

#### AMENDMENT No. 44.

Section 1. Changed to read as follows:

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

YES ☐ NO ☐

#### ARTICLE X.

#### AMENDMENT No. 45.

Section 1. Changed to read as follows:

Members of an Industrial Union who cease to work in that industry and are working in another industry for thirty days or less, must ask the nearest delegate or branch secretary to transfer them into the proper Industrial Union.

Section 2. When a Union, to which a member transfers, collects for delinquent dues, none shall be remitted to the Industrial Union to which the member formerly belonged, but shall be retained by the Industrial Union making the collection. Delinquent delegates cannot transfer.

YES ☐ NO ☐

#### ARTICLE XI

#### AMENDMENT No. 46.

Section 2. To read as follows:

All Industrial Union Branches shall hold at least one regular meeting each month, and as many additional meetings as they may decide upon. Financial Secretaries shall advise the General Secretary-Treasurer immediately of changes of unions, of time and place of meetings, so that the official directory of the Industrial Workers of the World may be correct at all times.

YES ☐ NO ☐

#### AMENDMENT No. 47.

New Article. To read as follows:

Any officer 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 officer or employee, and upon conviction, shall not be eligible to hold office in any part of the Organization for two years thereafter.

YES ☐ NO ☐

#### AMENDMENT No. 48.

No official of the General Organization, except editors, shall hold office for two consecutive terms.

YES ☐ NO ☐

#### Resolution No. 49.

Shall the Industrial Workers of the World Continue Legal Defense?

YES ☐ NO ☐

NOTE.—If the vote be against Legal Defense, 10 days after the votes are counted the ruling will go into effect.

All those now in Jail or under indictment will be given Legal Defense.

SPECIAL NOTICE.—Vpte closes July 5th, 1919. Ballots must be in the General Office July 25th, in order to be counted.

Branches of Industrial Unions shall elect a ballot committee to send a true and correct tabulation of the votes cast in their branch by RegisterMail addressed to the Ballot Committee, 1001 W. Madison St., Chicago, Ill. A Duplicate of the tabulation must also be sent to their Industrial Union Headquarters.

Members not in touch with any Industrial Union Branch or Delegate should send their ballot to their Industrial Union Headquarters.

Delegates should send in all ballots collected by them to their Industrial Union Headquarters.

Name ..... Card No. .... Industrial Union No. .... Dues paid for month of .....

Card inspected by ..... Del. No. ....



THOMAS WHITEHEAD.

Acting Sec'y-Treas.