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International Union of Miners

CONSTITUTION

AND

BY-LAWS

OF THE

WESTERN FEDERATION OF MINERS

ADOPTED AT

BUTTE CITY, MONT.

MAY 13, 1893.

Amended at Salt Lake City, Utah, 1894
Amended at Denver, Colorado, 1895.
Amended at Denver, Colorado, 1896.

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PREAMBLE

Since there is scarcely any fact better known than that civilization has for centuries progressed in proportion to the production and utilization of the metals, precious and base, and most of the comforts enjoyed by the great majority of mankind are due to this progress, the men engaged in the hazardous and unhealthy occupation of mining should receive a fair compensation for their labor, and such protection from the law as will remove needless risk to life and health; we therefore deem it necessary to organize the Western Federation of Miners of America for the purpose of securing by education and organization, and wise legislation, a just compensation for our labor and the

right to use our earnings free from dictation by any person whatsoever. We therefore declare our objects to be:

First—To secure an earning fully compatible with the dangers of our employment.

Second—To establish as speedily as possible, and forever, our right to receive pay for labor performed, in lawful money, and to rid ourselves of the iniquitous system of spending our earnings where and how our employers or their officers may designate.

Third—To procure the introduction and use of any and all suitable efficient appliances for the preservation of life, health and limbs of all employes, and thereby preserve to society the lives of a large number of wealth producers annually.

Fourth—To labor for the enactment of suitable mining laws, with a sufficient

number of inspectors, who shall be practical miners, for the proper enforcement of such laws.

Fifth—To provide for the education of our children by lawfully prohibiting their employment until they shall have obtained a satisfactory education, and in every case until they shall have reached sixteen years of age.

Sixth—To prevent by law any mine owner or mining company from employing any Pinkerton detectives, or other armed forces, from taking possession of any mine, except the lawfully elected or appointed forces of the state, who shall be bona fide citizens of the county and state.

Seventh—To use all honorable means to maintain friendly relations between ourselves and our employers, and endeavor by arbitration and conciliation to settle such differences as may arise between us, and

thus make strikes unnecessary.

Eighth—To use all lawful and honorable means to abolish the system of contract convict labor in states where it now exists, and to demand the enforcement of the foreign contract labor law and the protection of our American miners and mechanics against imported pauper labor.

Ninth—To demand the repeal of all conspiracy laws that in any way abridge the right of labor organizations.

Tenth—To procure employment for our members in preference to non-union men.



CONSTITUTION

ARTICLE I.

SECTION 1. This body shall be known as the Western Federation of Miners, and shall be composed of Miners' Unions paying a per capita tax to the Federation.

SEC. 2. The objects of this body shall be to unite the various Miners' Unions into one central body; to practice those virtues that adorn society and remind man of his duty to his fellow man; the elevation of his position, and the maintenance of the rights of the miner.

ARTICLE II.

CONVENTION.

SECTION 1. This Federation shall hold its annual convention on the second Monday

in May, at such place as the convention shall designate before adjournment of any session thereof.

REPRESENTATION.

SEC. 2. Each local union shall be entitled to one delegate for one hundred members or less, and one for each additional one hundred or majority fraction thereof. No delegate shall have more than five votes.

SEC. 3. No local union shall be entitled to representation in convention which has not complied with the constitution of this Federation.

SEC. 4. Delegates and alternates to the annual convention shall be elected by their local unions at least thirty days prior to the meeting thereof. No member is eligible as a delegate who has not been a member of his local union twelve months;

provided, such local union has been organized that length of time. Delegates shall present their credentials before being admitted to a seat therein.

SEC. 5 A majority of the unions comprising the Federation shall constitute a quorum.

ARTICLE III.

OFFICERS.

SECTION 1. The officers of the Federation shall consist of a President, a Vice-President, a Secretary-Treasurer, and an Executive Board of seven, of which the President shall be chairman; all of whom shall be elected by a majority of the votes cast at each annual convention.

NOMINATIONS AND ELECTION OF OFFICERS.

SEC: 2. Nominations of officers shall be made from the floor and election must be by ballot. Should no candidate receive

a majority of the votes on the first ballot, the candidate receiving the lowest number of votes shall be dropped and another ballot taken, and this procedure continued until some candidate is elected.

DUTIES OF PRESIDENT.

SEC. 3. It shall be the duty of the President to preside at all meetings of the Federation, preserve order, enforce the Constitution and watch vigilantly over the interests and affairs of the Federation; in this he shall be assisted by all the officers of the Federation. He shall have the right to vote at the election of officers, and when the members are equally divided he shall have the deciding vote on any question. He shall sign all orders drawn by the Secretary-Treasurer, in compliance with a vote of the majority at any convention or the Executive Board. He shall,

with the approval* of the Executive Board, fill all vacancies occurring in the Executive Board or in the office of Secretary-Treasurer. He shall be General Organizer and have the right, when occasion requires, to appoint deputy organizers, said organizers to be selected from local unions nearest to the place where the new union is to be organized; such organizers shall receive the current wages of the camp where they reside and mileage for their service while organizing. He shall communicate with persons living in camps where the Federation does not exist and have them organized as quickly as possible. He shall receive \$5.00 per day for his services and transportation expenses.

DUTIES OF VICE-PRESIDENT.

SEC. 4. It shall be the duty of the Vice-President to assist the President to preserve order at all meetings and assist

him in the discharge of his duties; preside during his absence, and perform the duties devolving upon the President.

DUTIES OF SECRETARY-TREASURER.

SEC. 5. It shall be the duty of the Secretary-Treasurer to preserve the seal and books, documents and effects of the general office of the Federation; record the proceedings of all conventions and meetings of the Executive Board, and keep copies of all important letters sent out by him; receive and receipt for all moneys; pay all current expenses; prepare and submit in circular form to the locals a quarterly report of all moneys received and disbursed by him; he shall give a bond in such amount as the Executive Board demand. He shall not at any time have more than one thousand dollars subject to his order. All funds must be deposited

by him as directed by the Executive Board. Within the first week of April, annually, he shall send to each local union two blank forms of credentials for delegates to the annual convention, one of which he shall file after being returned from local union properly filled and signed by the President and Recording Secretary, bearing the seal of the union. He shall turn over all property of the Federation in his possession to his qualified successor, and at all times have his books ready for examination by the Executive Board. He shall receive for his services not less than \$100.00 per month, or the prevailing wages of the camp in which he lives.

EXECUTIVE BOARD.

SEC. 6. The Executive Board shall constitute the Federation Board of Arbitration and Conciliation, and between

conventions have full power to direct the workings of the Federation. No representative of a local union shall be entitled to a hearing before the Executive Board without proper credentials, with the seal of the union attached thereto.

SEC. 7. The Executive Board shall be convened by the President, or by the Secretary-Treasurer, at the request of three members of the board.

ARTICLE IV.

REVENUE AND DISBURSEMENTS.

SECTION 1. The revenue of the Federation shall be derived from a charter fee at cost of production, and an annual per capita tax of one dollar per member in good standing, to be paid from the general fund of each local union quarterly in advance; and, in case of emergency, such assessments as in the judgment of the Executive Board may be necessary.

SEC. 2. The per capita tax is due on the following dates: January 1st, April 1st, July 1st and October 1st. Local unions not in good standing with the Federation fifteen days prior to the convention are not entitled to representation. The fiscal year ends on April 30.

ARTICLE V.

STRIKES AND LOCKOUTS.

SECTION 1. It shall be unlawful for any local union to enter upon a strike unless ordered by three-fourths of its resident members and on approval of the Executive Board, who shall have at least fifteen days notice of the action of the local union; provided, that when employers refuse to give fifteen days notice to consider the proposed change in working time or wages made by them to the local union, then it shall be lawful for the members of the local union to strike in order to

maintain their rights; in this they shall be assisted by the Executive Board.

ARTICLE VI.

NEW UNIONS.

SECTION 1. Whenever twenty five or more non-union or union miners shall be so situated within the jurisdiction of a local union that the attendance at meetings of such local union would be inconvenient, they may apply to the Executive Board for a charter. Should the board consider their application to be just, issue them a charter and define their jurisdiction. Such applicants must apply to their various local unions for transfer cards through the Secretary-elect. Any local refusing to issue such cards will be subject to a fine, the amount to be determined by the Executive Board.

ARTICLE VII.

PENALTIES.

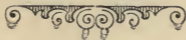
SECTION 1. Any local union failing or refusing to comply with this Constitution

shall for the first offense be suspended from the privileges and benefits of the Federation for three months, and for a second offense six months, or be expelled, as the Executive Board may determine.

ARTICLE VIII.

SECTION 1. Each member at initiation shall pledge himself to support the Constitution of the Federation and obey all lawful orders of the Executive Board, in addition to the obligation required by the local union of which he becomes a member.

SEC. 2. This Constitution shall not be amended except by a two-thirds vote of all delegates assembled in annual convention.



BY=LAWS

ARTICLE I.

SECTION 1. Whenever a strike shall be approved by the Executive Board or a local union, as authorized by Section 1 of Article V. of the Constitution, such local union shall designate the person or committee to whom aid shall be sent by the Secretary-Treasurer. Such person or committee shall be held responsible for the proper use of such aid and make complete returns through the Secretary-Treasurer to the Executive Board and local union of the receipts and disbursements and the persons aided.

SEC. 2. The Secretary-Treasurer shall make all remittances by draft in favor of the person or committee authorized by the

local union to receive aid, and take sealed receipts for the same.

SEC. 3. Local unions shall preserve all receipts issued by the Secretary-Treasurer and have the same presented to the Finance Committee at the annual convention through their delegates to the convention, in order to compare them with the stub book of the Secretary-Treasurer.

SEC. 4. The Executive Board shall send to each local union which has paid per capita tax a quarterly password, and on the 1st of January and 1st of July a semi-annual password, to be given to any member taking a traveling card.

SEC. 5. All withdrawal, transfer and traveling cards of the Federation shall be made of uniform design.

SEC. 6. The Federation has adopted, for the sake of uniformity, the following supplies, which must be procured from the Secretary-Treasurer, viz.: Constitutions, traveling cards, transfer cards, quarterly

report blanks and the authorized metal badges of the Federation, at cost.

SEC. 7. On presentation of a traveling card to any local union, the holder shall be entitled to the same benefits, financial and otherwise, to which he would if in his local union, and shall be aided in procuring employment when desired; provided, that all money paid to any member under this section be repaid by the local union to which the member then belongs.

SEC. 8. When two or more union men may be employed not in the vicinity of a local union one of them shall act as collector and forward to their respective unions monthly all dues and assessments for which they may be liable.

SEC. 9. If a member takes a withdrawal card from the union to which he belongs and goes to work at mining in any place where there is a union of the Federation he shall at once deposit his card in that

union; failing to do so, he shall have to pay the regular initiation fee of that union.

SEC. 10. No member shall be admitted to a seat in a local union or any convention while under the influence of liquor, and any member refusing to obey the order of the President in either case shall be fined one dollar for each offense.

SEC. 11. The pay of officers and delegates to the annual convention of the Western Federation of Miners shall be five dollars per day while attending the convention, which shall be paid by the local union which they represent, except the officers of the Western Federation of Miners, who shall be paid by the Federation, unless he be an elected delegate. All stage and railroad fares shall be paid by the Western Federation of Miners. Resident delegates shall be paid only the prevailing union wages of the town in which the convention shall be held.

SEC. 12. Each local union may provide for the education of its members by establishing and maintaining a library.

DISTRICTS.

SEC. 13. When two or more local unions exist, they may, if they deem it necessary, organize a District Union for the purpose of doing business jointly for the district; local unions to elect delegates to the District Union. But District Unions shall be subordinate to the Federation.

ARTICLE II.

SECTION 1. Any member leaving a local union of the Federation to engage in any business other than mining for a period of twelve months or more, and neglecting to take a withdrawal card, will be held for twelve months dues and two assessments to the local union to which he belonged; provided, such assessments have been levied.

SEC. 2. Any member of a local union leaving the jurisdiction of the Federation for a period of twelve months or more can rejoin any union of the Federation for the sum of \$5.00; provided, he has not contracted any contagious disease during such period.

SEC. 3. ¶ In no case shall this article apply to members engaged in mining within the jurisdiction of the Federation who, through neglect or otherwise, do not pay their monthly dues to their local union.

SEC. 4. Any member of the Federation wishing to travel will, on application to the Financial Secretary of his local union, receive a traveling card, and upon presentation of said card be admitted into any union of the Federation, and in case of sickness or death by having said card presented to any local union in the Federation be entitled to all the rights, privileges and benefits of his own union. This card will

be issued for the length of time a member pays his dues, but not to exceed one year. In addition he shall receive the S. A. T. P. W. Should he be at work within the jurisdiction of any local union of the Federation at the expiration of said card it shall be his duty to obtain a transfer card from his union and deposit it in the union under whose jurisdiction he is at work.

ARTICLE III.

SECTION 1. Any member leaving the jurisdiction of his local union and going to that of another union of the Federation, shall pay his dues, and assessments if levied, to the first of the current month, and through the Financial Secretary of the latter union make application for a transfer card; but he shall hold membership in the former union until he is admitted to membership in the latter.

WITHDRAWAL CARDS.

SEC. 2. Any member leaving the jurisdiction of the Federation, or who may

follow any vocation not governed by this body, may, by paying his dues, fines and assessments up to date, demand a withdrawal card, and by preserving said card and presenting it to any local union in the Federation, rejoin at any time, for the sum of one dollar; provided, he has not contracted any disease or received any personal injury. In either case the union reserves the right to reject him.

SEC. 3. All local unions of the Federation shall hold their semi-annual election on the first meeting in March and September. Each Recording Secretary shall, within ten days thereafter, send the names of all officers elected to the Secretary-Treasurer of the Federation, who shall compile a directory of same and forward a copy to each local union.

ARTICLE IV.

JURISDICTION.

SECTION 1. The jurisdiction of the Federation shall extend to all states and territories where one or more unions of the Western Federation of Miners exist.

RULES OF ORDER

During the continuance of the meeting silence most be observed, the officers and members retaining their respective seats, and no one leaving the room without permission of the President or Vice-President.

No member shall, by conversation or otherwise, interrupt the business of the Federation or refuse to obey the chair.

The President, while presiding, will state every question coming before the Federation, and immediately before putting it to a vote shall ask, "Are you ready for the question?" Should no member rise to speak, or by silence indicate their readiness, he shall rise to state the question, and after he has risen no member shall be permitted to speak upon it. He shall pronounce the result or decision of the Federation upon all subjects.

Every member when he speaks or offers a motion shall rise and respectfully address the presiding officer. While speaking he shall confine himself to the subject under debate, avoiding all personalities and indecorous language, as well as any reflection upon the union or its members.

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

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

If a member while speaking shall be called to order, at the request of the chair he shall cease speaking and take his seat until the question of order is determined, when, if permitted, he may again proceed.

No member shall speak more than once on the same question until all the members wishing to speak shall have had an opportunity to do so, nor more than twice without permission of the chair.

When any communication, petition or memorial is presented, before it is read a brief statement of its contents shall be made by the introducer to the chair.

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

Any member may call for a division of a question when the sense will admit of it.

When a question is before the Federation no motion shall be received unless to close, the previous question, to lay on the table, to postpone indefinitely, to refer, to amend, and shall have precedence in the order herein arranged—the first three of which shall be decided without debate.

After any question, except one of indefinite postponement, or one the result of which the Federation cannot reverse, has been decided any two members who voted in the majority may, at the same meeting, move for a reconsideration thereof.

No amendments shall be received except they be in writing.

All questions not provided for by the Constitution, By-Laws, Rules of Order, or by the general laws of the Federation, shall be determined by a majority of the members at a regular meeting.

These rules may be suspended for a special purpose by a vote of two-thirds of the members present.

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



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 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.





