

**CONSTITUTION AND BY-LAWS AND RULES OF ORDER OF
THE NEBRASKA STATE FEDERATION OF LABOR**

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strikes; to collect statistics relating to the financial, social and physical conditions of labor; to encourage absolute independence of organized labor in political action; to defend the defenseless, befriend the friendless, and in all charity inculcate lessons of justice and good will among men.

Article Two

Section 1. The elective officers of the Federation shall consist of a president, five vice-presidents, secretary-treasurer, delegate to the American Federation of Labor, and sergeant at arms, all of whom shall be elected annually.

Sec. 2. The vice-president shall perform the duties of the president in his absence, death, suspension or removal.

Sec. 3. The president shall preside at all meetings of this Federation and of the executive board, appoint all committees not otherwise provided for, and transact such other business as may pertain to his office. He shall be the organizer, and discharge such duties as may be incumbent upon him as such officer and make a monthly report of his work to each member of the executive board by mail. He shall devote as much of his time as the finances of the Federation will permit organizing new unions, strengthening old ones and securing affiliations to the Federation. He shall be a member of the legislative committee and shall attend all sessions of the state legislature and work in conjunction with all other labor legislative committees in securing legislation in the interest of labor. He shall receive as compensation for his services when actively engaged the sum of \$4 per day of six days each week, hotel and traveling expenses.

Sec. 4. The president shall appoint a committee of three from among the delegates elected to represent their various organizations at the convention, said committee, together with the president and secretary-treasurer shall meet in the convention city on the day previous to the opening of the convention, at 2 p. m., and shall examine the credentials and submit its report at the opening of the first session, and each of these committeemen shall receive pay at the scale of his or her respective craft in the jurisdiction from which elected. They shall co-operate with the local committee on convention arrangements.

Sec. 5. The secretary-treasurer shall keep the minutes of the convention of this Federation and receive all moneys due the Federation. He shall keep correctly the accounts between this Federation and all unions attached to this Federation, and at all times have his books ready for examination by the executive committee, and perform such other duties as the constitution and executive committee may require. He shall furnish affiliated unions with a quarterly report blank to be used in making quarterly remittance. No remittance shall be accepted unless such report accompany same. As treasurer, he shall pay out all moneys by check upon order of the convention or executive board, properly signed by the president and attested by the secretary, and the seal attached, make quarterly reports of all moneys received and disbursed; he shall turn over all moneys, property and securities in his charge to his successor when such successor is duly elected and qualifies; he shall give bond in the sum of \$1,000 in some reliable surety company to cover the term of his office, and all expenses incurred in giving such bond shall be paid by this Federation, said bond to be made out to the president of the Nebraska State Federation of Labor as an individual and held by him for the State Federation. A committee of three shall be appointed by the president of the State Federation from the local unions in the city in which the secretary-treasurer is located to examine the books quarterly. The compensation of said committee shall be fifty cents per hour. He shall mail to each member of the executive board and each affiliated central body, printed blanks asking some twenty-five or more questions, relating to labor conditions, trade agreements, number of unions, hours worked, wages paid, possibility of organizing new unions, enforcement or refusals to patronize, union label agitation, and the general labor situation. He shall communicate such information when secured to the president and executive board. He shall keep the executive board posted monthly by reports of the financial condition of this Federation and shall perform such other duties as may be imposed upon him by each convention. He shall notify each affiliating union at least sixty days prior to the regular convention of the date of the convention, the number of delegates each affiliated union is entitled to and give such other information in his possession deemed advisable. He shall receive as compensation for his services \$100 per year, payable quarterly.

Sec. 6. The executive board shall have the authority of the Federation while the Federation is not in session; to remove any officer for cause by a majority vote of the board, subject to the same being investigated by the following convention, if the party removed demands it. To remit the per capita tax of affiliated unions that are engaged in a strike, lockout or during suspension upon application, providing they are in good standing at the time of application, but no local union shall be exempt that has not been on strike for a period of thirty days. The executive board shall have authority to fill vacancies, not otherwise provided herein, said appointee to serve until his successor has been elected and qualified. The executive committee shall assist in the organization of trade and labor unions, to request and urge all trade unions to connect themselves with this Federation; shall decide all points of law and consider all grievances and appeals and make decisions, subject to the review of the convention; shall perform such other services consistent with the objects of this Federation and the well established methods of trades unions.

Sec. 7. Each succeeding convention shall select six of its number, no two of whom shall be from the same congressional district, who with the president and the secretary-treasurer, shall constitute the legislative committee, and shall serve during the interim between conventions. The legislative committee shall have the power to determine the number of its members who shall actively engage in the work of such committee at any given time.

Sec. 8. It shall be the duty of the legislative committee to act for this Federation when it is not in session and to carry out the instructions of each convention. It shall be the duty of the chairman of the legislative committee to attend all sessions of the Nebraska legislature, and while there exert himself to have enacted into laws such measures as may have been designated by the convention and outlined in the constitution, and to oppose all legislation inimical to the wage workers of the state. He shall keep a correct record of every senator and representative as to the support given labor legislation, affecting the interests of the working people and shall report the same to the members of organized labor in a printed report. And shall seek co-operation with all representatives of organized labor in the effort to secure beneficial legislation.

Sec. 9. The sergeant at arms shall upon the convening of the convention take his station at the door and shall admit none but those known to be regularly elected delegates to the convention; to preserve order and perform such other duties as may be directed by the chair and the convention.

Sec. 10. The officers of this Federation shall not have the

power to contract debt for this Federation without the sanction of the executive committee.

Sec. 11. Two months before the date of the annual convention of the State Federation of Labor the secretary-treasurer shall mail to the secretary of each affiliated union blank credentials in duplicate or triplicates, the duplicate or triplicates to be promptly filled out bearing the name of the delegate or delegates and mailed or delivered to the secretary-treasurer of the Nebraska State Federation of Labor and the original credentials delivered to the regularly elected delegate or delegates to be presented by such delegate or delegates to the committee on credentials at the convention.

Sec. 12. Credentials should be made in the following form:

This is to certify that at a regular meeting of..... held at..... on the..... day of..... 19..... was duly elected to represent..... members in good standing in the above named organization in the Nebraska State Federation of Labor.
.....President.
.....Secretary.

(Seal)

Article Three

Section 1. The convention of the Nebraska State Federation of Labor shall meet annually the Tuesday after the first Monday of January in such city as the Federation may designate before adjournment.

Sec. 2. Delegates from eight local unions in good standing shall constitute a quorum for the transaction of business.

Sec. 3. At the meeting of the convention the president shall take the chair and call the convention to order, and preside until his successor is elected and qualifies. He shall appoint the following committees, consisting of not less than three members each:

- Committee on president's report.
- Committee on secretary-treasurer's report.
- Committee on legislation.
- Committee on finance.
- Committee on resolutions.
- Committee on laws.
- Committee on co-operation.
- Committee on organization.
- Committee on grievances.
- Committee on union label, store and shop cards.

Sec. 4. Each trades council or central body shall be entitled to one delegate, and each local union shall be entitled to one delegate for each 100 members or fraction thereof. The Farmers' Union of Nebraska shall be entitled to one fraternal delegate without vote and without taxation. No delegate shall be entitled to be seated as such unless his or her local union is affiliated with the Nebraska State Federation of Labor and all financial obligations of such local union to this Federation are liquidated. No local union shall be represented by proxy. The state deputy labor commissioner shall be an accredited delegate without taxation; provided, that he be an active member in good standing of an affiliated union.

Sec. 5. No organization which has seceded or has been suspended or expelled from national or international organizations, shall be allowed a representation or recognition in this Federation.

Sec. 6. No local union shall be entitled to representation unless organized at least one month prior to the convention.

Sec. 7. The following shall be ineligible as delegates: All employers, all persons not working at their trade, all members of the state militia, all persons holding political office, either elective or appointive except members of legislative bodies and the deputy state labor commissioner. The above shall not be construed as to debar persons employed by their respective organizations, or who may be out of employment at the time of their election.

Sec. 8. No delegate shall be eligible to a seat in the convention of the Nebraska State Federation of Labor unless all clothing, hat, shoes, etc., worn by said delegate shall bear the union label. The convention may determine the ability of the delegate to comply with this section.

Sec. 9. For admission into affiliation with this Federation each body shall pay the sum of \$2 in addition to the regular per capita tax.

Sec. 10. No person shall be seated as a delegate to this Federation (except one fraternal delegate from the Nebraska Farmers' Union and the deputy state labor commissioner) unless they are a member in good standing of the local union or central body they are elected to represent. No proxies shall be recognized.

Sec. 11. All auxiliaries, composed of wives, mothers, sisters and daughters of members of affiliated crafts shall be entitled to one fraternal delegate each in the state convention of this Federation. Also a fraternal delegate from the ministerial association of the town or city where the convention meets.

Article Four

Section 1. The revenues of this Federation shall be derived from a per capita tax of 2 cents per member, per month, payable quarterly, and central labor bodies shall pay \$6 per annum, payable quarterly. Each organization must pay its per capita tax quarterly in advance beginning immediately and hereafter on the first day of October, January, April and July. Any local unions being six months in arrears shall stand suspended and be reported by the secretary-treasurer to its national headquarters. Delegates shall not be entitled to a seat in the convention of this Federation unless the per capita tax and all indebtedness of their organization is paid up in full to the first of January prior to the convention.

Sec. 2. No organization shall be entitled to benefits involving financial or substantial aid unless such organization shall have paid the initiation and per capita tax; provided, that where an organization is not financially able to comply with this provision it shall not be enforced.

Sec. 3. Each local organization shall pay into the treasury of the Federation the sum of twelve cents per annum (three cents of which shall be set aside for legislative and organization purposes), for every member in good standing, payable quarterly in advance, on the first day of January, April, July and October of each year.

Sec. 4. All affiliated bodies must pay per capita on their entire membership, regardless of representation they may have at the sessions of the Federation.

Sec. 5. All assessments shall be upon a per capita basis and each and every member of each and every affiliated union shall be taken into account in reaching the per capita membership upon which each union shall pay assessment.

Article Five

Section 1. Elections shall be by the Australian ballot. It shall require a majority of all votes cast to elect and where no election occurs on the first ballot the name receiving the lowest number of votes shall be dropped, and the same course shall be pursued in each succeeding ballot.

Sec. 2. The executive committee shall consist of the president, first, second, third, fourth and fifth vice-presidents and the secretary-treasurer.

Sec. 3. Should a vacancy occur in any office between the annual meetings of the Federation, such vacancy shall be filled by the president of the Federation, by and with the consent of the

executive committee. When a vacancy occurs in the office of president the vice-presidents shall succeed in their order and serve until the annual meeting of the federation.

Sec. 4. The president, first, second, third, fourth and fifth vice-presidents and the secretary-treasurer shall be members of the succeeding convention, in case they are not elected delegates, but without vote.

Sec. 5. Before entering upon the discharge of his duties each officer shall give assent to the following obligation:

I,....., do solemnly and sincerely pledge my word and honor before these witnesses that I will discharge the duties devolving upon me as an officer of the Nebraska State Federation of Labor, as prescribed by the rules, regulations and laws of this body, to the best of my ability.

Sec. 6. Before being accredited as such delegates shall give assent to the following obligation:

I,....., do solemnly and sincerely pledge my word and honor that I will obey the rules, regulations and laws of the Nebraska State Federation of Labor, and give my aid and co-operation to its support, and to the best of my ability perform all duties as a member thereof. I further pledge or affirm upon my word and honor that I am not a member of any organization antagonistic to the Nebraska State Federation of Labor, nor will I become a member of such while a delegate to this body. And I further pledge that I am not a member of any organization or combination composed for the purpose of controlling the action of this body.

Article Six

Section 1. No charters shall be granted by this Federation, but receipts for all moneys paid shall be sent to each affiliated organization by the secretary-treasurer.

Sec. 2. Each convention of this Federation may instruct the secretary-treasurer to compile and publish in suitable form the proceedings of this Federation, such published proceedings to be for the use of this Federation and its affiliated organizations.

Sec. 3. A majority of the delegates to any convention of this Federation is a sufficient quorum for the transaction of any business that comes before the organization.

Sec. 4. All credentials shall be in the hands of the secretary-treasurer at least ten days before the convening of the convention to entitle the delegate to a seat in the convention.

Sec. 5. Under the head of "Good and Welfare" there shall be a report of delegates, some delegate from each trade, comparing the conditions of the organized workers with the unorganized, and such other matters as might be of interest or benefit to the general trades union movement.

Sec. 6. Any affiliated union being three months in arrears, after being notified, shall be deprived of all benefits until the same is paid; and unions becoming six months in arrears for dues shall be suspended.

Sec. 7. We heartily favor conciliation as a means of settlement of difficulties between employers and employees, and hereby empower the executive committee to appoint persons to act as conciliators whenever it be so requested by the union in difficulty.

Sec. 8. Every member of the Nebraska State Federation of Labor not a citizen of the United States shall be required to make his declaration of intention to become a citizen, and to procure his naturalization papers as soon as he is entitled thereto.

Sec. 9. The name of this organization cannot be used nor its endorsement given to any labor directory or advertising scheme of any nature.

Sec. 10. This Federation shall not endorse any person for political office, elective or appointive, unless such candidate or candidates shall have a clear record of friendship for trades union principles, attested by the legislative committee and such record shall have been submitted to the convention in proper form.

Sec. 11. Where the chairman of any standing committee fails to perform his duty for a space of three months, a new chairman shall be selected by the executive committee in his stead.

Sec. 12. This constitution can be amended or altered only at the regular sessions of the convention by a two-thirds vote of the delegates present, by the executive committee or any affiliated Union that has previously obtained the endorsement of five other Unions of all measures proposed; however, all amendments, whether adopted by the convention or by a local Union, or executive board, shall be submitted to a referendum; provided, however, that central bodies and district councils shall be allowed only one vote. In taking referendum vote local unions shall vote the actual number present at the meeting only, and not entire membership.

Sec. 13. All amendments, however proposed, shall be submitted to a referendum by the secretary-treasurer within thirty days after the convention adjourns, or after having been proposed by the executive committee or affiliated unions.

Sec. 14. Ballots shall contain the proposition, resolution or amendments to be voted on, with blank spaces opposite each question for entering the total number of votes cast by each Union for and against. The vote upon any proposition, resolution or amendment must be returned to the secretary-treasurer within ten days after it shall have been submitted under seal.

Sec. 15. The executive board shall upon the presentation of

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