

Local Industrial or Local Recruiting Unions. Industrial District Councils hear all appeals on charges from members of local unions within their jurisdiction and their decision is subject to appeal only to the General Executive Board or to the convention. The Departments have general supervision over the affairs of the National Industrial Unions composing the same, "provided that all matters concerning the entire membership of the I. W. W. shall be settled by the referendum." Six Departments are provided for: Agriculture, Land, Fisheries, and Water Products; Mining; Transportation and Communication; Manufacturing and General Production; Construction; Public Service.

The general officers of the organization are the General Secretary-Treasurer, General Organizer and General Executive Board, the last named to be composed of the two general officers and one member of each Industrial Department. A provisional Executive Board is provided for until the departments are organized. It is composed of the two general officers and five additional members. The two named officers have voice but no vote in the General Executive Board. The officers are nominated by the convention and elected by referendum vote. The provisional members of the Executive Board are elected by the convention. Outspoken as the leaders are against the trade agreement, the constitution provides for such agreements subject to positively stated restrictions. Each agreement, before it shall be considered valid must be submitted to and approved by the General Executive Board. Agreements so made must not specify any length of time for its continuance; must not agree to give notice before making any demand affecting wages, hours or shop conditions; must not commit the workers to work only for certain employers or members of employers' associations; and must not agree to regulate the selling price of the product that they are employed to make.

The annual convention is the legislative body of the Industrial Workers of the World. Any change in the organic law, if adopted by the convention, must be submitted to the members by referendum vote. The membership of the convention is carefully provided for. Each subdivision of the general organization is allotted its number of representatives based upon membership. The general officers are members-at-large with one vote each. They do not carry the vote of any local organiza-