

American. It is the product of independent American leaders, American industrial conditions and American thought. There have been three parallel developments; in England, in France and in America. Each has been independent of the others, yet each has been influenced in some particulars by the others. The American movement is embodied in the Chicago Branch of the Industrial Workers of the World. It cannot be comprehended by seeking alone to understand French syndicalist philosophy, for that is too philosophical. French direct action and American direct action are not the same. The difference is that one is *American* and the other is *French*. It should be clearly understood that the Industrial Workers of the World represents a new American unionism.

Constitution of the Industrial Workers. — While it may be said that the structure of the Industrial Workers of the World is not so important as its spirit, yet there is a more definite organization than is popularly supposed. According to the constitution as modified in 1914 the Industrial Workers of the World consists of actual wage workers brought together in National Industrial Departments, National Industrial Unions, Local Industrial Unions, Local Recruiting Unions, Industrial Councils, and individual members. In localities where there are not enough to form a Local Industrial Union the Recruiting Union is organized temporarily, and even individuals are brought in where there is no Recruiting Union. The Local Industrial Union corresponds to the local of other national organizations, with the characteristic exception that it is composed of the wage workers "welded together in trade or shop branches or as the particular requirements of said industry may render necessary." The Branch then becomes the connecting link between the individual and the central authority. National Industrial Unions are formed by five or more Local Industrial Unions in any one industry having a joint membership of three thousand or more. An Industrial Department is made up of National Industrial Unions of "closely kindred industries appropriate for representation in the departmental administration." It may consist of two or more National Industrial Unions aggregating a membership of not less than 10,000. Industrial Councils for the purpose of establishing general solidarity in a given district may be organized composed of delegates from not less than five