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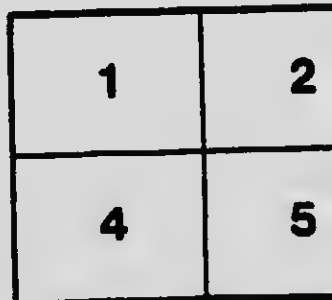
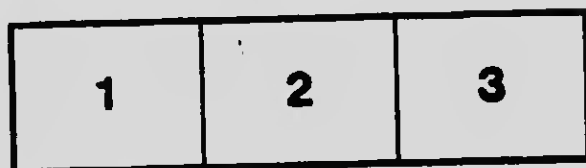
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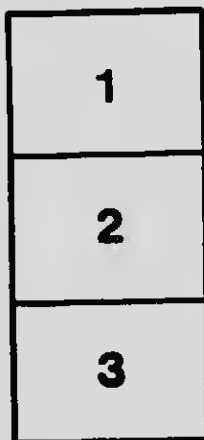
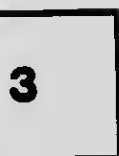
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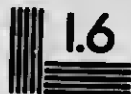
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**CONSTITUTION AND BY-LAWS**

— OF —

**HEDLEY**

**Miners' and Millmen's Union**

**No. 161, W. F. M.**

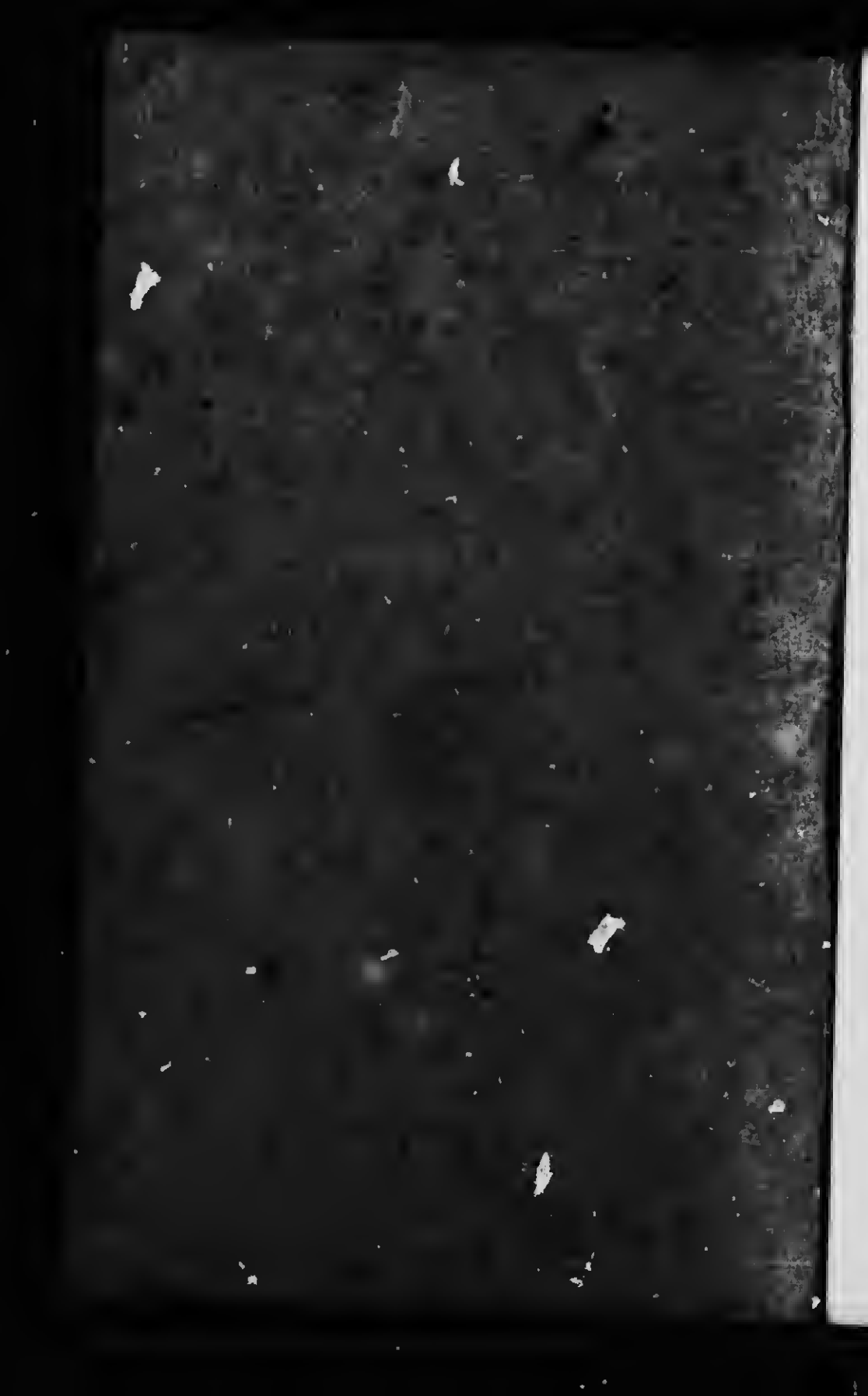


*Adopted at*  
**HEDLEY, BRITISH COLUMBIA,**

*August, 1907*



**PIGOTT, PUB. CO., PHOENIX, B. C.**



CONSTITUTION AND BY-LAWS

— OF —

**HEDLEY**

**Miners' and Millmen's Union**

**No. 161, W. F. M.**



Adopted at  
**HEDLEY, BRITISH COLUMBIA,**  
August, 1907



**PIONEER PUB. CO., PHOENIX, B. C.**



## PREAMBLE.

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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 of life and limb; we therefore deem it necessary to organize Hedley Miners' and Millmen's Union as a branch of 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 endorse the action taken by the W. F. of M. at their tenth annual convention in Denver, recommending the local unions to take up

the study of Socialism, and to stand united on the political field as well as on the industrial. 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 rights 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 employees, 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 enactment 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 detectives or other armed forces froth taking possession of any mine, except the lawfully elected or appointed forces of the country, who shall be bona-fide residents of the district and province.

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 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.

## ORDER OF BUSINESS.

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1. Call the meeting to Order.
2. Any person who is not a member will please retire, excepting, those in possession of a traveling card.
3. Warden secure the door.
4. Conductor examine the members in the password.
5. Roll call of officers.
6. Reading minutes of previous meeting.
7. Election of candidates.
8. Initiation of candidates.
9. Communications and correspondence.
10. Bills, etc.
11. Collection of dues (always in order.)
12. Does anyone know of a member sick or injured in a mine?
13. Report of Visiting Committees.
14. Report of Standing Committees.
15. Report of Special Committees.
16. New business.
17. Unfinished business.
18. Good and welfare of the Federation.
19. Installation of Officers.
20. Secretary's Report of Receipts and Expenditures for the week.
21. Adjournment.

## CONSTITUTION.

### ARTICLE I.

SECTION 1. This body shall be known as the Hedley Miners' and Millmen's Union, No. 161, of the Western Federation of Miners.

### ARTICLE II.

#### MEETINGS.

SECTION 1. The regular meeting will be held on the first and third Wednesday in Hedley and the second and fourth Wednesday at the mine.

#### HOURS OF MEETING.

SECTION 2. The hours of meeting of this Union be from 7:30 to 10:00 p.m., the year around.

#### MEETING TO ORDER.

SECTION 3. At the hour of meeting, if a quorum be present, the President shall call the meeting to order by three raps of the gavel, which the Vice-President shall answer in like manner.

#### QUORUM.

SECTION 4. Ten members shall constitute a quorum, including the officers of the Union:

## ARTICLE III.

### OFFICERS.

SECTION 1. The officers of the Union shall consist of a President, First, Second and Third Vice-President, Secretary-Treasurer, Recording Secretary, Conductor, Warden, and a Board of Trustees, consisting of five members.

## ARTICLE IV.

### DUTY OF THE PRESIDENT.

SECTION 1. It shall be the duty of the President to preside at all meetings of the Union, preserve order, enforce the constitution, and watch vigilantly over the interest and affairs of the Union. In this he shall be assisted by all officers of the Union. He shall decide all questions of order, subject to an appeal to the Union. 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 for any and all questions. He shall sign all orders drawn on the Treasurer, as shall be ordered to be paid by the Financial Secretary, in compliance with a vote of the majority of the members present at any stated meeting. He shall have the power to call meetings whenever he deems it

necessary, or when required by ten or more members in good standing, and perform such other duties as the union may require. The President shall take no part in debate while in the chair, but shall call the Vice-President or any qualified member to the chair when he wishes to debate on any question.

#### DUTIES OF VICE-PRESIDENT.

SECTION 2. It shall be the duty of the Vice-President to assist the President in preserving order at all meetings, and assist him in the discharge of all his duties, preside during his absence, and perform the duties devolving upon the President.

#### DUTIES OF SECRETARY-TREASURER.

SECTION 3. It shall be the duty of the Secretary-Treasurer to keep just and due account between the Union and its members. He shall receive all initiation fees, dues, fines and assessments, and deposit the same before the next regular meeting in the bank; and notify through the post office, or otherwise, all members three months in arrears for fines, dues or assessments. He shall keep a correct account of all benefits paid by the Union, the date of all payments, to whom paid, and the amount of each. He shall keep an account of all receipts donated to the Union, giving

names, dates and amounts. At each regular meeting of the Union, he shall make an itemized report of all receipts and expenses since last session.

He shall give a full report quarterly to the Union, and at the expiration of his term, turn over all books, papers and property belonging to the Union, to his qualified successor in office. He shall give a bond for the sum of \$300 to the trustees of the Union, for the faithful discharge of his duties.

He shall issue all summonses and notices required to be served, notify every committee of their appointment, and subject referred to them, and at all times have his books ready for investigation by the Finance Committee.

No money shall be drawn from the bank by anyone without the signature of the President and Secretary-Treasurer.

#### DUTIES OF RECORDING SECRETARY.

SECTION 4. The Recording Secretary shall keep on record accurately the minutes of the Union, with their proceedings, and at all times have his books ready for inspection.

#### DUTIES OF THE CONDUCTOR.

SECTION 5. It shall be the duty of the Conductor to examine every person in the room and see that he is correct



in the password. He shall report every member, whether he be correct or not, to the President. And it is his duty to report if there are any candidates for initiation and their names.

#### DUTIES OF THE WARDENS.

SECTION 6. It shall be the duty of the Wardens to take charge of the doors of the Union, and see that none but members in good standing enter the rooms of the Union, and that no member passes out without the permission of the Vice-President.

#### DUTIES OF THE TRUSTEES.

SECTION 7. It shall be the duty of the Trustees to take charge of all the property of the Union, with all deeds and other papers relative to real estate. It is their duty to look after the Union building and report all necessary repairs, expenditures and renting of such building at the first regular meeting of the Union, for their approval, except in cases of emergency, when they shall have full control, in case of sewerage, clearance, or any matter which the law requires should be moved. They shall be elected annually at the first meeting in March of each year. In case any vacancy or vacancies occur in the office thereof, their successor or successors shall be elected at the next regular

meeting, by a majority vote of said meeting.

## ARTICLE V.

### ELECTION OF OFFICERS.

SECTION 1. The election of officers shall be by ballot and shall be held at the first meeting in March and September of each year, with the exception of the Trustees who shall be elected annually. It shall require a plurality of all votes cast to elect, except in the case of the Financial Secretary, which shall be by majority of all votes cast.

SECTION 2. Nominations for officers shall be made two weeks prior to the election, and polls will in all cases be open between the hours of 1 and 8.30 o'clock p.m. on the day of election.

SECTION 3. No member of this Union shall be eligible for any office held herein unless he earns his livelihood in or about the mines, who is under the jurisdiction of this Union at least six months prior to nomination, and must be in good standing. But in no case shall this apply to the Acting Financial Secretary.

SECTION 4. The presiding officer shall appoint two clerks of election, who shall count the votes cast, and the

President shall act as judge of election.  
They shall receive the sum of \$3.50  
each for their services. The President  
shall declare the result of election.

## BY-LAWS.

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### ARTICLE I.

#### PASSWORD.

SECTION I. The President shall, at the end of every three months, change the password, or oftener in case of emergency, which he shall give separately to every member in good standing, and no member shall use the password under any pretense, or for any purpose except to gain admittance to the Union.

### ARTICLE II.

#### COMMITTEES.

SECTION I. The President shall appoint all committees not herein provided for, and fill all vacancies, but such appointments shall be subject to the approval of the Union.

### ARTICLE III.

#### DUES, ETC.

SECTION I. Each member of this Union shall pay one dollar per month, monthly dues, and such other assess-

ments as shall be levied by a two-thirds vote of all the members present at a regular meeting.

## ARTICLE IV.

### FINES OF OFFICERS.

SECTION 1. Any officer who shall fail to attend a regular meeting without sufficient cause shall be fined fifty cents, and if he be absent three consecutive meetings, another member shall be chosen for the balance of his term.

SECTION 2. Any member who shall be appointed on a committee and neglects to perform his duties shall be fined fifty cents.

SECTION 3. The Financial and Recording Secretaries shall be subject to a fine of fifty cents for neglecting to perform the duties of their offices.

SECTION 4. The Treasurer and Finance Committee shall be subject to a fine of fifty cents for neglecting to perform the duties of their offices, and also to make their quarterly reports.

SECTION 5. If any member of this Union enters the room in a state of intoxication or uses profane language during any session of this Union, he shall be expelled from the room for

the evening, and fined one dollar for each and every offence.

**SECTION 6.** If any member of this Union divulges any of the business of this Union, or divulges the name of any member, who shall speak against any candidate proposed for membership, or make public any of the passwords, grips or signs of this Union, he or they shall be expelled for one month or until such time afterwards as the Union may desire to readmit them.

**SECTION 7.** Any excuse deemed sufficient by a majority of the members present shall always be received in remission of any fine incurred. Sickness and work shall be deemed lawful excuses.

**SECTION 8.** Any brother knowing any member to break any section of this Constitution or By-Laws, it will be his duty to report the same at the next regular meeting. Failing to do so, he or they shall be dealt with as the Union may direct.

## ARTICLE V.

### VISITING COMMITTEE.

**SECTION 1.** It shall be the duty of the President to appoint at the first meeting of each quarter a Visiting Committee, whose duty it shall be to

visit the sick and those injured in the mines, and report in writing at the next regular meeting.

## ARTICLE VI.

### BENEFITS.

SECTION 1. No member two months in arrears for dues, fines and assessments, shall be considered a member in good standing; nor can he vote on any question.

SECTION 2. No member two months in arrears for dues, fines or assessments shall be eligible for benefits until one month after such arrears have been paid up. Any member in arrears shall not, in case of illness, be entitled to benefits by reason of payment of arrears after the commencement of such illness. Nor shall any such member be entitled to funeral expenses.

SECTION 3. Any brother who has been a member of the Western Federation of Miners for two months, and who is in good standing, who by sickness or accident may be rendered incapable of performing manual labor, provided said sickness or injury was not occasioned by intemperance or immoral conduct, nor disease known to exist in a member previous to his admission into the Union; shall upon

filing with the Secretary-Treasurer a statement duly certified to by the person claiming such benefits, if in the jurisdiction or sworn to before some officer authorized by law to administer oaths, duly attested to in the form hereinafter provided, together with the certificate of the doctor in attendance; said certificate to be in the form hereinafter provided; shall be entitled to a benefit of one dollar a day for a period of seventy five (75) days; provided that no benefits shall be allowed for the first week's illness or injury. Members coming into this Union on a withdrawal card shall not be entitled to benefits until one month after the deposit of his withdrawal card.

Name .....  
 Age.....  
 Address.....  
 Date commencement of sickness or injury.....  
 How long confined to bed? .....  
 How long confined to house?.....  
 When was doctor first in attendance....  
 How long was he in attendance?.....  
 State nature of sickness or injury.....  
 Name and address of physician.....  
 For what period have you been unable to perform manual labor by reason of said sickness or injury?.....

I hereby certify that the answers to the above interrogatories are true and correct, and that said illness or injury was not occasioned by intemperance or immoral conduct, nor disease known to



exist at the time of my admission to the Union.

Signed .....  
 Subscribed and sworn to before me, this  
 day of.....190 .....

**CERTIFICATE OF DOCTOR IN ATTENDANCE.**

I hereby certify that I attended.....  
 for period of....days, commencing.....  
 190...., and ending.... 190 ... That  
 said.....was suffering from  
 .....and that during the said  
 period the said ...was by reason of said  
 sickness or injury unable to perform  
 manual labor.

Dated at .... this ... day of.....  
 190 ... Signed .. M.D.

Forms can be had on application to  
 the Secretary.

**SECTION 4.** Members who have received the full yearly benefits, of one hundred dollars, shall in no case be entitled to benefits until twelve months have expired from the date of receiving the first week's benefits.

**SECTION 5.** Any member receiving great bodily injury in a mine or elsewhere, it shall be lawful, if the Union so determines, to continue benefits at the rate of ten dollars per week, but in no case shall the benefits exceed five weeks.

**ARTICLE VII.**

**SECTION 1.** Any brother who shall bring a false and malicious charge

against a brother, or shall knowingly propose an unworthy candidate for membership, or who shall make use of improper means to obtain benefits from this Union, shall be liable to any penalty at the discretion of this Union

**SECTION 2.** All members who sign the Constitution and By-Laws and are not two months in arrears, shall be entitled to funeral benefits of ninety dollars.

**SECTION 3.** In the absence of a competent relative the President shall apply sufficient of the amount for burial purposes, and if any remain it shall be returned to the Union, together with the receipts of the expenses.

**SECTION 4.** The burial of deceased members shall be under the supervision of the President, assisted by the subordinate officers of the Union. He shall give notice of the time and place of each funeral.

**SECTION 5.** It shall be the duty of all members of the Union to attend funerals, upon notice from the President, and assist in escorting the remains to the outskirts of the city.

## **ARTICLE VIII.**

**SECTION 1.** This Constitution and By-Laws may be amended by a vote of

two-thirds of the members present at a regular meeting of the Union, provided that a notice in writing be given two weeks previous to the action of the Union thereon.

**SECTION 2.** This Constitution and By-Laws to take effect from the date of their adoption.

**SECTION 3.** There is nothing in this Constitution and By-Laws that can in any way conflict with the Constitution and By-Laws of the Western Federation of Miners.

**SECTION 4.** Any member of this Union who changes his occupation from mining to some work not connected therewith, may, if he continues to pay his dues and assessments, remain a neutral member, but he or they cannot vote nor attend any of our meetings, provided that a member shall continue as an active member for thirty days after changing such occupation. No foreman or shift-boss will be admitted to attend our meetings.

## RULES OF ORDER

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During the continuance of the meeting silence must be observed, the officers and members retaining their respective seats, and no one leave the room without permission of the President or Vice-President. No member shall by conversation or otherwise, interrupt the business of the Union, or refuse to obey the chair. The president, while presiding shall state every question coming before the Union 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 take 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 Union 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 question under debate, avoiding all personalities or indecorous language, as well as any reflections 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, except 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 decided, when, if permitted, he may again proceed. No member shall speak more than once on the same question until all members wishing to do so, nor more than twice without permission from 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. Any member may call for a division where the sense of the question shall admit of it. When the question is before the Union, no motion shall be received unless to close, the previous question, to lay on the table, to recommit, to postpone, to refer, to amend, and shall have precedence in the order herein named, and the first four of which shall be decided upon without debate. After any question, except one of indefinite postponement, or one the results of which the Union cannot reverse, has been decided, any two members who voted with the majority may at the same

meeting move for a reconsideration thereof. Members present can vote on any question before the Union, provided they are in good standing. All questions not provided for by the Constitution, By-Laws, Rules of Order, or General Laws of the Union, 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, provided one week's notice has been given. Robert's Rules of Order shall guide the proceedings of this Union in the absence of any rules of order not herein provided for.



