CONSTITUTION

AND

LAWS

GOVERNING THE

KANSAS STATE
FEDERATION
OF LABOR

AS AMENDED AT CHANUTE
MAY 9, 10, 11, 12, 1921
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PREAMBLE.

Whereas, a struggle is going on in all the nations of the civilized world between the oppressors and the oppressed of all countries; a struggle between the capitalists and the laborer, which grows in intensity from year to year, and will work disastrous to the toiling millions if they are not combined for mutual protection and benefit.

It therefore behooves the representatives of the bona fide trade and labor unions of the state of Kansas to adopt such measures and disseminate such principles among the mechanics and laborers of our state and country as will permanently unite them to secure the recognition of the rights to which they are justly entitled.

We, therefore, pledge ourselves to assist each other in securing the best possible wages and best treatment to the laboring classes by all honorable means, and we will withdraw and use our influence to have others withdraw all patronage from any unfair employer.

We further pledge ourselves to assist in guaranteeing to each national and international organization affiliated with this Federation and also those affiliating with the American Federation of Labor their trade autonomy or control of their own business.
ECONOMIC DEMANDS.

As the elected representatives of the Kansas State Federation of Labor and the industrial classes of this state, we make the following declaration of principles and economic demands:

1. The abolition of all forms of involuntary servitude, except as punishment for crime.

2. Free schools, free text books and a compulsory education.

3. Unrelenting protest against the issuance and abuse of injunction process in labor disputes.

4. A work day of not more than eight hours in the twenty-four hour day, the inauguration of the Saturday half holiday and release from employment one day in seven.

5. A strict recognition of not over eight hours per day on all Federal, State or municipal work, and at not less than the prevailing per diem wage rate of the class of employment in the vicinity where the work is performed.

6. That equal pay should be given to women and men for work of equal value in quantity and quality.

7. The abolition of the contract system on public work.

8. The municipal ownership of public utilities.

9. Sanitary inspection of factory, work-shop, mine and home.

10. Liability of employers for injury to body or loss of life.
11. The nationalization of telegraph and telephone.

12. The enforcement of our Child Labor Law.

13. Woman suffrage co-equal with man suffrage.

14. The initiative and referendum and the imperative mandate and right to recall.

15. Suitable and plentiful playgrounds for children in all cities.

16. Qualifications in permits to build of all cities and towns that there shall be in all houses or compartments used for habitation bath rooms and bath room attachments.

17. We favor a system of finance whereby money shall be issued exclusively by the government, with such regulations as will protect it from manipulation by the banking interests for their own private gain.

ARTICLE I. NAME.

Sec. 1. This organization shall be known as the KANSAS STATE FEDERATION OF LABOR, and shall be affiliated with the American Federation of Labor, and shall conform to the laws and usages of that body.

ARTICLE II. OBJECTS.

Sec. 1. The objects of this body are to promote the industrial interests of the members of this Federation and the wage-workers in general; to adopt
such methods as will offer greater opportunity to secure legislation for the benefit of the wage-workers and to combat organizations formed to create laws detrimental to labor; to collect facts regarding the injustices practiced upon individuals and collective workers, and publish them to the world, so that the cause of our complaints may be known; to unite the bona fide unions already in existence in Kansas and to assist and encourage the formation of unions of working men and women along the recognized trade union lines, in every city and town in the state; to urge the laboring people and their sympathizers to purchase goods bearing the union label, in preference to other goods; to systematize and prosecute boycotts, sanctioned and declared just by the annual convention of the Executive Council of the American Federation of Labor; to uphold authorized strikes; to collect statistics relating to the financial, social and physical conditions of Labor; to encourage the Labor Press of our states.

ARTICLE III. HOW COMPOSED.

Sec. 1. It shall be composed of the accredited representatives of trade and labor organizations who are not antagonistic to the American Federation of Labor. Membership coming solely from the Local Unions, Central Bodies, Allied Councils, Telegraphers’ System Divisions and Railroad System Federations.
ARTICLE IV. REVENUE.

Sec. 1. The revenue of this Federation shall be derived from an affiliation fee of one dollar from each organization making application for membership, and a per capita tax as hereinafter provided.

Sec. 2. Each affiliated local union shall pay a per capita tax of five (5) cents per member per month, payable monthly, on its membership in good standing for the preceding month; provided, however, that bodies composed wholly or in part of lady members, such lady members to pay three (3) cents per member per month.

Sec. 3. Each affiliated Central Labor Union or Allied Council shall pay the sum of ten ($10.00) dollars per year, payable semi-annually in advance.

Sec. 4. Each affiliated Telegraphers' System Division or Railroad System Federation shall pay the sum of fifteen ($15.00) dollars per year, payable semi-annually in advance.

ARTICLE V. ADMISSION.

Sec. 1. For admission to membership in this Federation, all Local Unions, Central Bodies, Allied Councils, Telegraphers' System Divisions and Railroad System Federations, shall pay an affiliation fee of one dollar, and a per capita tax in accordance with Article IV of this law.
ARTICLE VI. CONVENTIONS.

Sec. 1. The conventions of this Federation shall convene on the third Monday in May of each year at 10 o’clock a. m., at such place as the convention may determine, unless the selection of the place of holding the convention be left to the Executive Board.

Sec. 2. The fiscal year of this Federation shall end April 30th of each year. The report of the President and Secretary-Treasurer shall be printed in pamphlet form and ready for distribution among the delegates upon the convening of the convention.

ARTICLE VII. COMMITTEES.

Sec. 1. Not less than five (5) days before the convening of the annual convention, the President shall appoint a committee consisting of five (5) to act as an Auditing, Credential and Constitution Committee; they shall meet in the convention city three (3) days in advance (Sunday not included) of the opening of the convention; they shall audit the books and accounts of the Secretary-Treasurer; they shall examine credentials, hear and decide contests subject to the approval of the convention; they shall also act as Committee on Constitution and Law, and have their report ready at the opening of the convention.

Sec. 2. At the opening of the convention the President shall take the
chair and call the convention to order and preside until his successor is elected and installed. He shall appoint the following committees:

Committee on Rules, three members.
Committee on Officers' Reports, five members.
Committee on Legislation, five members.
Committee on Resolutions, five members.
Committee on Co-operation, five members.
Committee on Organization, five members.
Committee on Grievances, five members.
Committee on Industrial Investigation, five members.
Committee on Union Label, Store and Shop Cards, five members.
Press Committee, three members.

ARTICLE VIII. ORDER OF BUSINESS.

1. Call to order by President.
2. Reading of Convention Call.—(Opening Session.)
4. Roll Call of Officers and Delegates.
5. Obligation of Delegates and Visitors.
6. Appointment of Officers as provided by Constitution.
7. Reading of Minutes.
8. Receiving communications and bills.
10. Introduction of Resolutions.
17. Good and welfare of the Federation, Assemblies and Local Unions.
18. Election of Officers and Delegates (Last Day).
20. Adjournment.

Upon the adoption of the report of the Committee on Credentials, the President shall appoint the following officers to act during the convention: An Assistant Secretary, a Reading Clerk and Sergeant-at-Arms.

ARTICLE IX. REPRESENTATION.

Sec. 1. Each Central Labor Body holding a charter from the A. F. of L.,
Allied Councils, Telegraphers’ System Division and Railroad Systems Federations, and affiliated with this Federation, shall be entitled to three delegates with one vote each or one delegate with three votes, and each local union with 100 membership or less shall be entitled to one delegate with one vote, and for each additional hundred members or major fraction thereof, shall be entitled to an additional delegate or vote, based upon the average membership for the quarter immediately preceding the convention. Provided, not more than three delegates shall come from one organization and not more than nine votes will be allowed any organization. No union shall be represented by proxy and no delegate shall have more than three votes.

Sec. 2. No Local Union, Central Body, Allied Council, Telegraphers’ System Division or Railroad System Federation shall be entitled to representation in the convention unless affiliated on or before March 31st preceding the convention; provided, however, this shall not apply to newly organized bodies or those formed within sixty (60) days prior to the convention.

Sec. 3. No delegate from a Local Railroad System Federation shall be seated as a delegate unless his individual organization in which he holds membership is affiliated and in good standing with the Kansas State Federation of Labor. All arrearages must
be paid up to April 1st, preceding the convention to entitle delegates to a seat in the convention.

Sec. 4. No organization which has seceded, or has been suspended or expelled, or that is dual to a national or international organization affiliated with the A. F. of L., shall be allowed a representative or recognition in this Federation.

ARTICLE X. ELIGIBILITY OF DELEGATES.

Sec. 1. Any member of any organization not antagonistic to the American Federation of Labor and affiliated with the Kansas State Federation of Labor holding a card paid up to date in his or her local union and elected by their organization, shall be eligible as a delegate to the convention; provided, that the clothing of all male delegates shall contain at least six Union Labels.

Sec. 2. To be eligible as an officer of this Federation delegates must be a member of a local union affiliated with and in good standing with the Federation at least one year prior to election.

ARTICLE XI. EXECUTIVE BOARD.

Sec. 1. The Executive Board shall consist of the President, Secretary-Treasurer, and First, Second, Third, Fourth and Fifth Vice-Presidents;
no two members of the Board shall be of the same trade or calling or from the same city or town.

ARTICLE XII. ELECTIVE OFFICERS AND COMMITTEES.

Sec. 1. The elective officers of this Federation shall consist of a President-Organizer, Secretary-Treasurer, First, Second, Third, Fourth and Fifth Vice-Presidents.

Sec. 2. There shall be elected a Legislative Committee consisting of three members, with the President of this Federation acting as chairman. They shall be elected in even years, for a term of two years, with the exception of the Chairman, who shall be elected annually.

Sec. 3. The Legislative Committee shall be comprised of one from the Miners, one from the Railroad Organizations, and one from the Miscellaneous Organizations.

Sec. 4. The officers of this Federation, as provided for in Sec. 1 of this Article, shall be elected for a term of one year, and shall immediately following such election be given the obligation and assume the duties of their office on June 1st following their election.

ARTICLE XIII. DUTIES OF PRESIDENT.

Sec. 1. 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 have authority to employ an attorney, who shall have the approval of the Executive Board. The salary of such employed attorney shall not exceed three hundred ($300) dollars per year.

ARTICLE XIV. DUTIES OF SECRETARY-TREASURER.

Sec. 1. The Secretary-Treasurer shall keep the minutes of the convention (with the aid of an assistant) and the minutes of the Executive Board meetings, and receive all monies due this Federation. He shall keep a correct account between this Federation and all attached organizations, and shall at all times have his books ready for examination by the Executive Board. Quarterly he shall notify each affiliated organization of the amount of per capita tax against them.

Sec. 2. He shall at least forty days prior to the convening of the annual
convention send to each affiliated organization credentials in original and duplicate form, together with the convention call. He shall pay out all moneys by check and deposit all moneys over $50.00 in some bank in the name of the Kansas State Federation, and shall furnish bond with some reliable security company in the sum of $2,000.00, this Federation to pay the cost of the bond.

Sec. 3. He shall keep the Executive Board posted by monthly 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 be provided with a typewriter and other necessary supplies at the expense of this Federation, such property to remain an asset of this Federation.

Sec. 4. The Secretary-Treasurer shall immediately compile and have published in suitable form the proceedings of the convention, and send one copy to the National Headquarters of each organization having a local union in Kansas not antagonistic to the A. F. of L., and one copy to each affiliated organization and District Vice-President. He shall furnish each District Vice-President with a monthly report, covering the work performed by the officers of this Federation, and conditions throughout the state as reported to him by the District Vice-Presidents.
ARTICLE XV. DUTIES OF EXECUTIVE BOARD.

Sec. 1. The judicial and executive authority of the Federation, between conventions, shall be vested in the Executive Board, with power to remove any officer of this Federation for cause—a majority vote of the Board to determine. Any officer so removed shall have the right to an appeal to the following convention, provided the officer removed gives a written notice to the President or Secretary-Treasurer within thirty (30) days after removal from office.

They shall have a general supervision over the affairs of the Federation between conventions, and they shall have authority to fill all vacancies in office not otherwise provided for.

When necessary the Board may remit the per capita tax of affiliated organizations who are on strike.

Sec. 2. The Executive Board shall have authority to hold quarterly meetings, attend all conventions of this Federation and shall be entitled to rights and privileges as delegates with one vote each, providing they have no other vote.

Sec. 3. The District Vice-Presidents shall have authority to attend all conventions of this Federation, and shall be entitled to rights and privileges as delegates with one vote each, provided they have no other vote.

Sec. 3. The Executive Board shall
upon the request of the Legislative Committee instruct the Secretary-Treasurer to have such drafted or proposed bills printed in sufficient numbers to supply each of the officers of the Federation, who will secure the endorsement and support of such legislative program from the labor organizations in their respective cities or towns. The legislative program thus provided shall be presented to such candidates as may announce for election to the House or Senate of the Kansas Legislature, and an effort made to get their endorsement previous to the state primaries.

Sec. 4. The Executive Board shall have the authority to select such labor papers in the state of Kansas to be known as the official organs of the State Federation, with power to terminate such recognition whenever in their judgment the policy of any paper carrying the endorsement is detrimental to the interest of the Kansas State Federation of Labor.

ARTICLE XVI. DUTIES OF LEGISLATIVE COMMITTEE.

Sec. 1. It shall be the duty of the Legislative Committee to act for this Federation in legislative matters subject to the authority of the Executive Board, and the instruction of the convention. They shall attend all conventions of this Federation.

They shall attend all sessions of the Legislature, and while there exert
themselves to have enacted into law 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.

They shall work in conjunction with all other Legislative Committees securing legislation in the interest of Labor.

Sec. 2. They shall keep a correct record of every Senator and Representative as to the support given labor legislation affecting the interest of the working people, as well as their answers to the list of questions presented to them before their election; and shall make a joint report to the Executive Board after each session of the Legislature. The Executive Board shall authorize the Secretary-Treasurer to have same printed and distributed to all affiliated organizations.

ARTICLE XVII. DISTRICT VICE-PRESIDENTS.

Sec. 1. Each Central Labor Union affiliated with this Federation shall be entitled to one District Vice-President. Such Central Labor Union may select and submit the name of one of its members, whose organization is affiliated with this Federation, to the Executive Board for their approval and appointment to said office.

Sec. 2. The District Vice-President shall act as District Organizer in
his vicinity. He shall make a monthly report to the Secretary-Treasurer, on blanks furnished for that purpose, setting forth the condition of labor in his vicinity and such other items as may be of interest to the movement in general and of assistance to the Executive Board, and shall do such other work in the interest of this Federation when instructed to do so by the President.

ARTICLE XVIII. DUTIES OF VICE-PRESIDENTS.

Sec. 1. Each Vice-President shall endeavor to have his report reach the Secretary-Treasurer as near the first of each month as possible. Failure or neglect, without a reasonable excuse to the President, shall result in the matter being laid before the Executive Board to consider the removal of the Vice-President.

ARTICLE XIX. FRATERNAL DELEGATES.

Sec. 1. There shall be elected one delegate to each of the following conventions: The American Federation of Labor, Missouri, Oklahoma, Colorado and Nebraska State Federations of Labor, and the Kansas Division of the Farmers Educational and Co-Operative Union of America.

Sec. 2. One delegate from the Missouri, Oklahoma, Colorado and Nebraska State Federations of Labor,
two delegates from the Kansas Division of the Farmers' Educational and Co-Operative Union of America and one delegate from the Union Label League, shall be recognized and allowed one vote each in the convention of this Federation without taxation.

**ARTICLE XX. FILLING VACANCIES.**

Sec. 1. Should any vacancy in any office, excepting that of President, occur, the office shall be filled by a majority vote of the Executive Board.

Sec. 2. In the absence of the President the Vice-Presidents in the order named shall perform his duties and in case of death or resignation of the President they shall, in order named, assume the office and draw the same salary as provided by the constitution.

**ARTICLE XXI. COMPENSATION.**

Sec. 1. The President-Organizer shall receive as compensation for his services the sum of $7.50 per day and all expenses while engaged in the performance of the duties pertaining to his office. He shall furnish the Secretary-Treasurer each week a statement in itemized form, of all expenses incurred by him while engaged in the performance of such duties.

Sec. 2. The Secretary-Treasurer shall receive as compensation for the faithful performance of his duties, the sum of one cent per month for each
affiliated member of this Federation for whom per capita tax is received.

Sec. 3. Members of the Executive Board shall receive the same compensation as the President-Organizer when working in the interest of this Federation under the direction of the President.

Sec. 4. The members of the Legislative Committee shall receive as compensation for their services the sum of seven dollars and fifty cents ($7.50) per day each, when in attendance at the sessions of the Legislature or work authorized by the Executive Board, and all legitimate expenses, the same to be furnished in itemized form to the Secretary-Treasurer each week.

Sec. 5. Each delegate elected by this organization shall receive the same compensation as the President-Organizer.

Each member of the Auditing-Credential and Constitution Committees shall receive as compensation for his services the sum of twenty-two dollars and fifty cents ($22.50) and all necessary expenses.

ARTICLE XXII. ELECTIONS.

Sec. 1. The election shall be by roll call as in the general conventions of the A. F. of L. When the roll is called each delegate shall arise and announce the name of the candidate he wishes to vote for. 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 proceeded with until an election is declared.

Sec. 2. The election of officers shall take place at such times as provided by the rules and order of business, and the selection of the place of meeting shall be held on the last day of the convention. Provided, the convention may leave the matter of selecting a convention city to the Executive Board.

ARTICLE XXIII. INTRODUCTION OF RESOLUTIONS AND REFERENCE TO COMMITTEES.

Sec. 1. While the convention is working, under Rule 10 of the Order of Business, which provides for the introduction of resolutions, the members will be permitted to introduce resolutions and amendments. These shall be made out in duplicate form and shall state the name of the person introducing them, and the organization they represent. These resolutions shall be turned over to the Secretary who shall number them in the order in which they were received. He shall immediately turn one copy over to the reading clerk, who shall read its contents to the convention and the chair shall immediately refer same to the proper committee for consideration.

Sec. 2. This procedure will continue each day until the time limit set by the convention expires, after which
time no resolution can be introduced except by unanimous consent of the convention.

ARTICLE XXIV. AMENDMENTS.

Sec. 1. Alterations or amendments to these laws can be made only at a regular convention of this Federation, and must have a two-thirds vote in favor of adoption.

Sec. 2. All resolutions providing for such alterations and amendments, to receive the consideration of the Committee on Constitution and Law, shall be in the hands of the Secretary-Treasurer five days prior to the convening of the convention. All resolutions and amendments so submitted shall be read to the convention.

ARTICLE XXV. MISCELLANEOUS.

Sec. 1. Any organization becoming six (6) months in arrears for per capita tax shall be notified of such arrearage by the Secretary-Treasurer. Any organization being so notified and failing to pay such arrearage within thirty (30) days shall be declared suspended.

Sec. 2. All printing done for this Federation not bearing the Allied Printing Trades Label shall not be paid for by the Secretary-Treasurer.

Sec. 3. No charter can be issued by this Federation, but a certificate of affiliation shall be issued to each affiliated organization setting forth the
date of their affiliation with this Federation. It shall be signed by the President and Secretary, and shall bear the seal of this Federation.

Sec. 4. No person shall be seated as a delegate in a convention of this Federation unless they are a member in good standing of the local union they represent, and if a delegate from a Central Labor Union, must be a member of a local union affiliated with and in good standing with this Federation.

Sec. 5. A majority of the delegates to any convention of this Federation is a sufficient quorum for the transaction of any business that may come before the convention.

Sec. 6. Each Central Labor Union affiliated with this Federation shall elect or appoint a Legislative Committee of not less than three members, who shall work in conjunction with and subject to the instructions of this Federation’s Legislative Committee, and the name and address of the chairman of each local Legislative Committee shall be furnished the chairman of this Federation’s Legislative Committee.

Sec. 7. All credentials shall be in the hands of the Secretary-Treasurer five (5) days prior to the convening of the convention.

Sec. 8. The members of the Legislative Committee shall be called together within thirty (30) days following the annual convention of this Fed-
eration preceding the regular session of the State Legislature for the purpose of considering the resolutions adopted at the convention proposed as laws, and to have bills drafted covering same.

Sec. 9. Under the head of “Good and Welfare” there shall be a report of delegates from each city or town as to the conditions of the organized workers with the unorganized, and such other matters as might be of interest or benefit to the general trade union movement.

DELEGATES’ OBLIGATION.

The following obligation shall be administered to all persons immediately following the action of the convention in seating them as delegates:

“I, ................, do solemnly and sincerely pledge or affirm my word and honor that I will obey the rules, regulations and laws of the Kansas 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 sacred word and honor that I am not a member of any organization antagonistic to the American Federation of Labor, nor will I become a member of such a body while a delegate to this body.”
VISITORS' OBLIGATION.

The following obligation shall be administered to all persons who are not delegates before they are permitted to witness the proceedings of the convention:

"I, ...................., solemnly and sincerely pledge or affirm my word and honor that I am not a member of any organization antagonistic to the American Federation of Labor, and that I will not reveal any of the business transacted to anyone outside of my own local union or organization, which is a part of the Kansas State Federation of Labor."

OFFICERS' 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 Kansas State Federation of Labor, as prescribed by the rules, regulations and laws of this body."