AFRICAN GENERAL WORKERS' UNION.

1. NAME.
The name of the Union shall be the AFRICAN GENERAL WORKERS' UNION.

2. OBJECTS.
The objects of the Union shall be:

(a) To recruit African employees as members.
(b) To negotiate with the employers of members for the improvement of their wages and other working conditions.
(c) To promote and encourage the settlement of disputes between members and their employers.
(d) To assist members in obtaining employment.
(e) To provide, when deemed necessary, legal assistance to members.
(f) To do such other lawful things as may appear to be in the interests of members.

3. MEMBERSHIP.

(1) All African employees in any industry, trade or occupation in the Union of South Africa shall be eligible for membership of the Union.

(2) The original members shall be the African employees present at the meeting adopting this constitution.

(3) Until the establishment of branches as hereinafter provided applications for membership shall be considered by the National Executive Committee, and thereafter by such Executive Committee, if no branch has been established in respect of the area wherein an applicant for membership is employed, or, if a branch has been established in respect of such area, by the Executive Committee of such branch.

(4) The National Executive Committee or the Executive Committee of a branch, as the case may be, after considering an application for membership, may grant or refuse the application in its discretion.

4. BRANCHES.

(1) The National Executive Committee may establish a branch of the Union in respect of any area designated by it within which not less than 25 members are employed.
(2) Within one month of the establishment of a branch a
general meeting of members employed within the area concerned
shall be convened by the National Executive Committee. There-
after general meetings of branches shall be held at such
times and places as the Executive Committee of the branch
may appoint, but not less often than once every three months.

(3) The management of the affairs of a branch between general
meetings shall be vested in an Executive Committee elected
by a general meeting and consisting of the following
officers, namely, a Chairman, a Secretary, a Treasurer and
such number of additional members as may be decided by the
branch in the general meeting. Such officers and other
members of an Executive Committee shall hold office for one
year but shall be eligible for re-election.

(4) An Executive Committee of a branch shall meet at such times
and places as it may decide but not less often than once
a month.

(5) All subscriptions and contributions paid by members within
the area of a branch shall be the property of such branch,
but the National Executive Committee may from time to time
impose a levy upon such proportion of the funds of a branch
for the national purposes of the Union as it may deem fit.

(6) In the event of any vacancy occurring in the Executive
Committee, such vacancy shall be filled by the Executive
Committee and the member appointed to fill such vacancy
shall hold office for the unexpired term of office of his
predecessor.

5. NATIONAL CONFERENCE.

(1) An Annual National Conference shall be held in the month of
December each year.

(2) Special Annual Conferences shall be held as and when the
National Executive Committee so decide

(3) The Date and place for the holding of a National Conference
shall be fixed by the National Executive Committee.
(4) Until not less than five branches have been established a National Conference shall consist of a general meeting of the Union.

(5) From and after such time as not less than five branches have been established, a National Conference shall consist of delegates elected by the several branches in general meeting. Each branch shall have the right to elect two delegates and one additional delegate for every one hundred members of the branch, or part thereof, in excess of one hundred.

(6) The National Conference is the supreme organ of the Union and its decisions, subject to the terms of this Constitution, are binding upon all members and all branches and other organs of the Union.

6. NATIONAL EXECUTIVE COMMITTEE.

(1) The management of the affairs of the Union between National Conferences shall be vested in a National Executive Committee consisting of the following officers, namely, a Chairman, a Vice-Chairman, a Secretary, an Assistant Secretary, a Treasurer, and an Assistant Treasurer, and five other members.

(2) The first National Executive Committee shall be elected by the original members of the Union at the meeting referred to in paragraph 3(2) hereof. The members of the Committee so elected shall hold office until the first Annual National Conference.

(3) Thereafter the National Executive Committee shall be elected at the Annual National Conference and its members shall hold office until the next Annual National Conference but shall be eligible for re-election.

(4) The National Executive Committee shall meet at such times and place as it may decide but not less than once a month.

(5) In the event of a vacancy occurring in the National Executive Committee, such vacancy shall be filled by the National Executive Committee and the member appointed to fill such vacancy shall hold office for the unexpired term of office of his predecessor.

7. FINANCE.

(1) An entrance fee of 6d shall be payable by all members on admission to membership.

(2) A subscription of 6d per month shall be payable by each member to the Treasurer of the branch, if such member is employed in an area in respect of which a branch has been established, or, if not, to the Treasurer of the Union.

(3) The Union or any branch thereof may receive voluntary contributions to its funds.
(4) A statement of income and expenditure shall be submitted by the Treasurer of the Union to the Annual National Conference. A statement of income and expenditure in respect of each financial year of a branch shall be submitted by the Treasurer of such branch to a general meeting thereof.

2. DISCIPLINE.

(1) A member may be suspended or expelled from the Union by the Executive Committee of his branch, or, if he is employed in an area in respect of which no branch has been established, by the National Executive Committee, if he acts in a manner which is detrimental to the interests of the Union, provided that there shall be a right to appeal to the next ensuing National Conference. Notice of appeal shall be given to the Secretary of the Union within 14 days of the date on which the sentence of suspension or expulsion, as the case may be, was communicated to the person concerned.

(2) No member may be sentenced as aforesaid unless he has received not less than fourteen days' notice of the meeting of the Committee before which he is charged and of terms of the charge against him, and has been afforded an opportunity personally to state his case before such Committee in answer to the charge.

(3) An appeal to a National Conference shall be by way of re-hearing of the evidence in support of the original charge and defence.

(4) A member shall be entitled to call witnesses in his defence and to cross-examine witnesses called to support the charge against him.

(5) Notwithstanding anything herein contained a member whose subscriptions are in arrear for a period of 12 months shall, ipso facto, cease to be a member of the Union unless he pays all arrears due by him within one month of receiving a written demand from the Treasurer of the branch or the Union, as the case may be.

3. RULES.

The National Executive Committee may make rules not inconsistent with the terms of this Constitution as to all or any of the following matters:-

(a) The number or proportion of members necessary to constitute a quorum of any meeting of the Union or of a branch or Committee thereof.

(b) Notices of any such meetings.

(c) The recording of the proceedings and the keeping and reading of minutes of any such meetings.
(d) The procedure at meetings.

(e) The safe custody and management of the funds and property of the Union, including the banking of monies and the operation of the banking accounts and the keeping of proper books of account.

(f) The rights and duties of officers and employees of the Union.

(g) The matters in respect of which a ballot of the members of the Union or of a branch thereof shall be required and the manner and form of conducting such ballot.

(h) The benefits, if any, payable to members from the funds of the Union or of branches thereof.

(i) Generally any matters which it may consider necessary or expedient in order to give effect to the objects of the Union.

10. AMENDMENTS AND DISSOLUTION.

Any of the provisions of this Constitution may be repealed, amended or added to or the Union may be dissolved by resolution of a National Conference specially convened for the purpose, provided that at least one month's notice in writing of any proposed alteration of the Constitution or of a proposal to dissolve the Union shall have been given to all members, and provided further that not less than two-thirds of the members entitled to attend such National Conference vote in favour thereof.