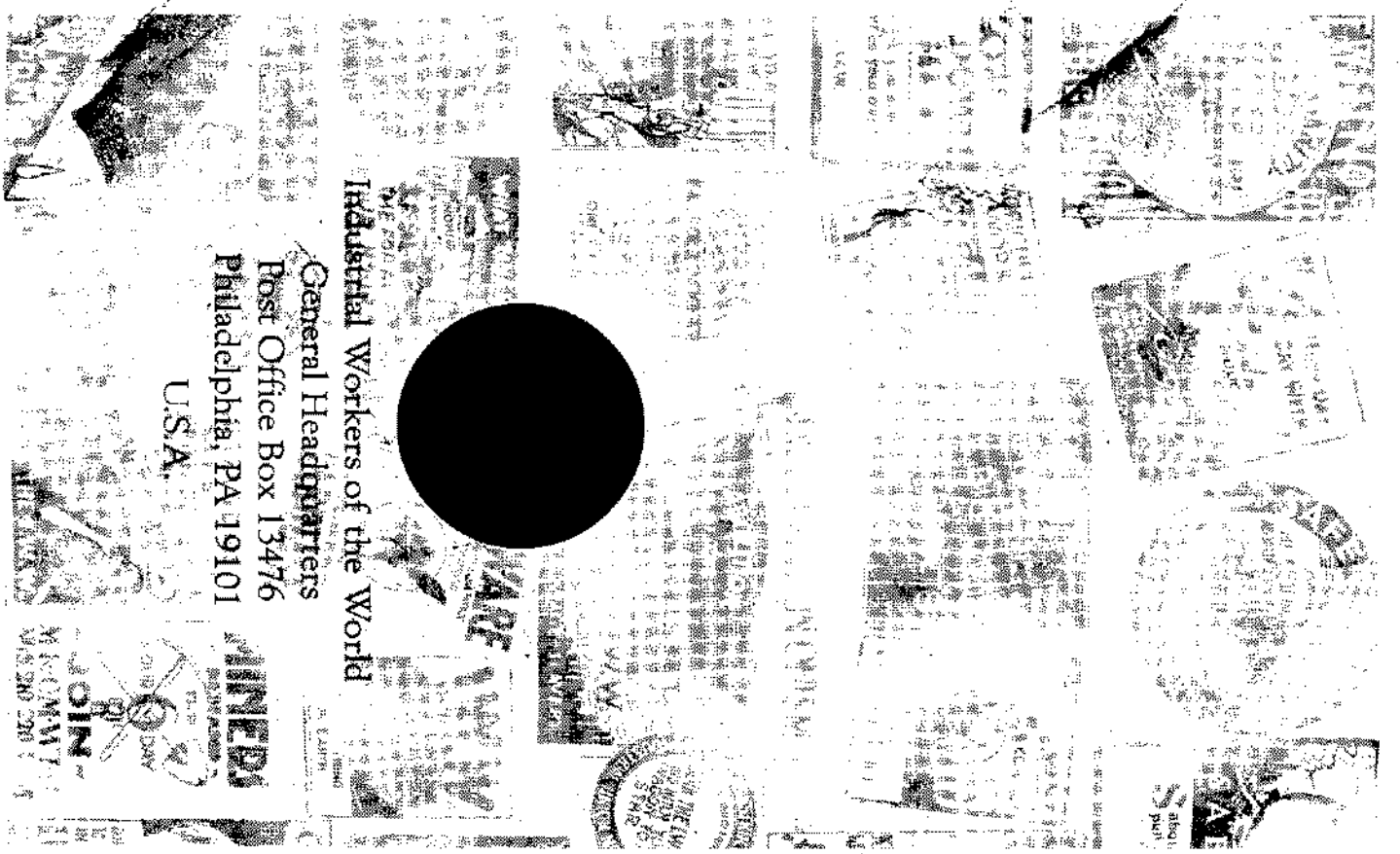
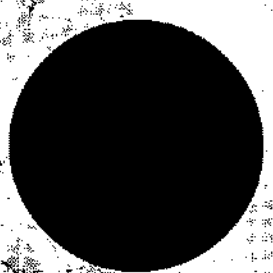
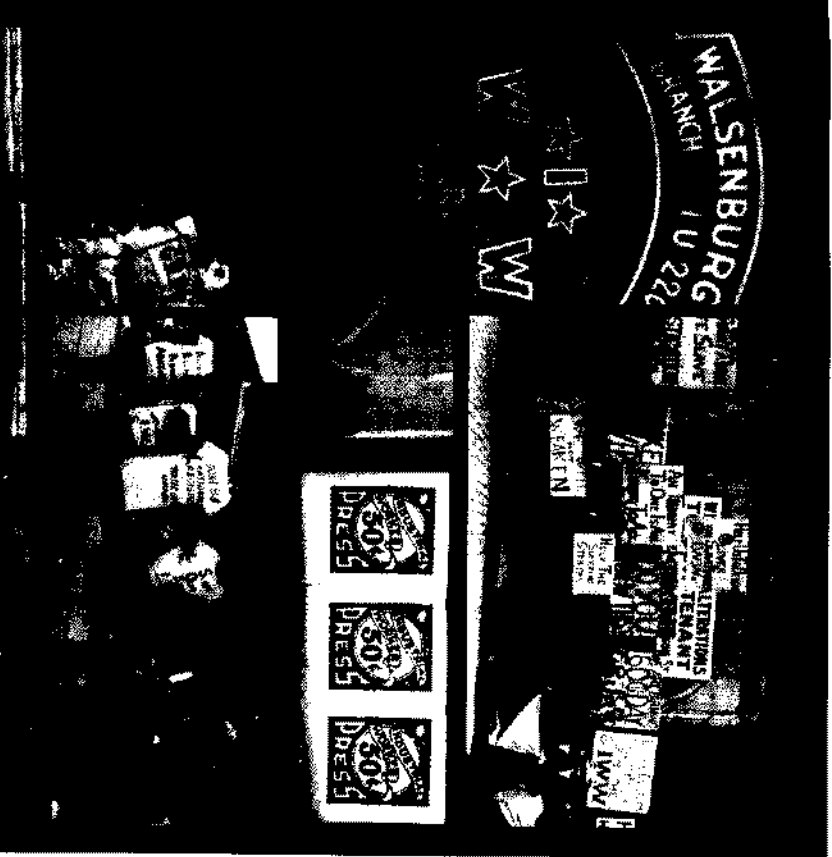
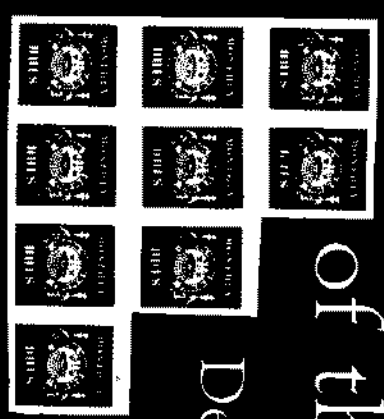


Industrial Workers of the World  
 General Headquarters  
 Post Office Box 13476  
 Philadelphia, PA 19101  
 U.S.A.



# Industrial Workers of the World

## Delegate Manual



*Thank you for  
becoming an  
IWW Delegate!*

## **Building the IWW**

Delegates play a critical role in the IWW. As a delegate you collect union dues and maintain direct contact with current and prospective members. No one is better situated to encourage members to become active in the local group and in the union as a whole, and to talk to members about job conditions and organizing prospects.

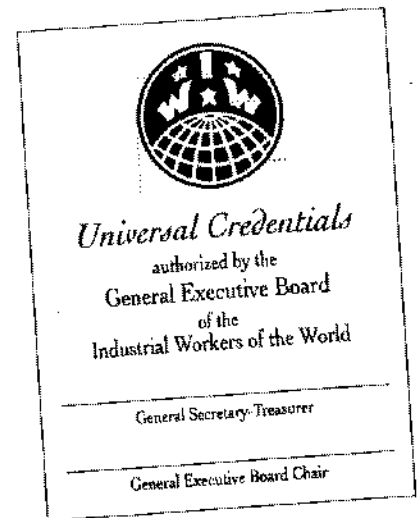
The delegate is also an IWW organizer. As delegate you sign up new members and are generally their first contact with the organization. If you perform your duties conscientiously, find answers to questions members have, and encourage them to take an active part in building the IWW, this will result in an active and growing IWW presence. Members become frustrated when delegates lose reports or sit on them for months because the result is that members receive nothing from the organization.

## **Duties of Delegates**

Duties include collecting dues, signing up new members, and submitting monthly activity reports to General Headquarters. Delegates are also responsible for maintaining records of union materials in their possession.

## **Credentials**

Anyone who has been an IWW member for six months is eligible for delegate's credentials, "except that newly organized groups may elect one of their members to serve in that capacity." (IWW Constitution,



Art. IV, Sec. 1(b)).

Credentials are generally valid through March 31st the year after they are issued. Credentials can be requested any time throughout the year by contacting General Headquarters, or, if you are in a branch, talk to your Branch Secretary.

## **Electing a Delegate**

If you are forming a new group in an area where there are already members, call a local meeting. At the meeting, elect a delegate or two and send a record of this meeting and a request for delegate's credentials to General Headquarters.

If you are in a workplace with other Wobblies, elect a delegate from your number and ask that person to get in touch with Headquarters.

If no other IWW members are in your locality, you can apply directly to General Headquarters for credentials so that you can begin signing people up.

Chartered branches elect Branch Delegates according to Branch by-laws or, if no Branch by-laws exist, at a regular business meeting. The Branch Secretary then tells General Headquarters which of its members they have elected to be delegates.

Branch Delegates report to the Branch Secretary and not directly to General Headquarters.

## IWW Branches

There are three kinds of branches in the IWW. **General Membership Branches** and **Industrial Union Branches** are both chartered by the General Executive Board. Once your local group reaches 10 or more members in good standing in a geographic area (GMB) or an industry (IUB), the members should draw up and sign a petition indicating the jurisdiction of the new branch. Send it to the General Secretary-Treasurer, who will verify the good standing of all those signing and forward the petition to the General Executive Board for action. If anyone signing joined recently or just paid up their dues, be sure to enclose your delegate report bringing them into good standing along with the charter application. It's a good idea to contact the GST for help navigating the process as you are getting ready to seek branch status.

In order to retain your Branch charter, you must have at least five members in good standing. In the event that the branch becomes defunct, it is the responsibility of the Branch Secretary or the delegate to make an accounting of the branch's assets and return its charter and remaining funds to the General Secretary-Treasurer.

A **Job Branch** is for members who work on the same job site. Job Branches are not chartered bodies and are not entitled to retain a branch allowance (typically they would be affiliated with an IUB which would make funds available for their activities), they are simply the organized manifestation of the IWW on the job.

## Delegate Supplies / "Rigging"

Delegates are sent membership materials including membership cards, dues stamps, copies of the IWW Constitution and other introductory publications. An inventory of supplies issued to you is kept by General Headquarters or your local branch as these supplies remain the property of the IWW. Additional supplies can be ordered from General Headquarters or your local branch.

You are held responsible for the supplies given to you. If at some point you no longer wish to be a delegate, you'll need to return supplies to General Headquarters or your local branch. You can transfer supplies to another delegate, but General Headquarters needs to be notified.

Each year, delegates are sent inventory clearance forms from General Headquarters. Whether or not you wish to continue to be a delegate, these forms should be filled out in order to remain in good standing. *Failure to clear your delegate credentials annually could result in the loss of voting privileges and the right to run for union office.*

Members rely on delegates in order to pay their dues on time. Take your rigging along with you to monthly meetings and any gatherings which might attract new members. It is also important for you to make a monthly report to your local Branch or General Headquarters even if you have collected no dues. This helps the organization keep track of activity and makes sure members continue to receive union publications, etc.

## Initiation Fees & Dues

Be familiar with the current dues rates. Initiation into the IWW is always equal to one month's dues. The current rate of dues is \$6 per month for those with income un-

der \$1,000 per month, \$12 a month for those with income between \$1,000 and \$2,000 a month, and \$18 per month for those with income over \$2,000 a month. For members facing extreme financial hardship, there is a sub-minimum rate of \$3 per month.

## Who can be a Wobbly?

Here's Article II of the IWW Constitution. Please take a moment to read it:

*Sec. 1(a). It is the aim of the IWW to build world-wide working-class solidarity. The IWW therefore actively opposes bigotry and discrimination on and off the job. No wage or salaried worker shall be excluded from the IWW because of race, ethnicity, sex, nationality, creed, disability, or sexual orientation. Membership is open only to wage or salaried workers except as provided in Section 1(b), but can be denied to those workers whose employment is incompatible with the aims of this union.*

*(b). No unemployed or retired worker, no working class student, apprentice, homemaker, prisoner or unwaged volunteer on a project initiated by the IWW or any subordinate body thereof shall be excluded from membership on the grounds that s/he is not currently receiving wages. Such workers may take membership in the Industrial Union for the industry in which they last worked, or for which they are now training, or at which they work part-time, or in the case of students and homemakers in Educational Workers I.U. 620 or Household Service Workers I.U. 680 respectively as may seem most practical.*

*This provision shall not deny to any Industrial Union or Industrial Union Branch the right to limit vote on strictly point-of-production matters. Workers employed in co-operatives democratically run by their employees are welcome to membership. Mem-*

*bers who become temporarily self-employed may retain their membership or apply for withdrawal cards, which are issuable also to those who must withdraw when they become employers.*

*(c). No member of the Industrial Workers of the World shall be an officer of a trade or craft union or political party.*

*Branches may allow IWW members to become officers of trade or craft unions as long as these exceptions are reported to the General Administration and no IWW member receives significant pay (more than dues rebate and expenses) as a result of being an officer or official in a union that does not call for abolition of the wage system.*

*Exceptions may be made by the branches to allow unpaid officers of political parties to become members.*

*Sec. 2. All applicants shall agree to abide by the Constitution and regulations of the IWW and diligently study its principles and make themselves acquainted with its purpose. This obligation shall be printed on the application blank.*

*Sec. 3. Whenever members of the Industrial Workers of the World shall hold jobs in more than one industry, they may simultaneously be members of more than one Industrial Union or Industrial Union Branch with full rights to democratic participation in said bodies, provided that they are actual workers in said industries, and provided further that they pay all dues and assessments required by each Industrial Union or Industrial Union Branch of which they are members. Members who are simultaneously members of more than one Industrial Union or Industrial Union Branch shall have only one vote in General Organizational elections and referenda.*

*New members are introduced during regular business meetings. If there is a question of eligibility, it should be decided at a regular meeting of the local branch or*

group by vote.

Should the actions of a member be considered harmful to the union, democratic provisions are made for charges and trial (General By-Laws, Article III of the Constitution).

## Signing Up New Members

Give the new member an application to fill out. Read the member's information back to him or her to be sure you can understand the handwriting. Correct any difficult-to-understand numbers or letters.

You will need to help the member determine which Industrial Union he or she belongs in. There is a list of Industrial Unions in the back of this booklet and in the back of the IWW Constitution.


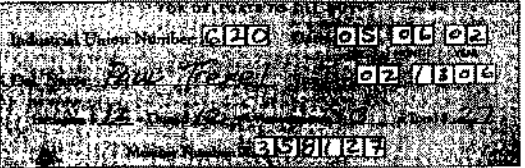
Go over the dues rates which are printed on the back of the application. Let the member know that there is an initiation fee equal to one month's dues. Ask him or her how many months of dues they'd like to pay for. It is ok to start a member off paying dues for the next full month.

You will need to fill out the shaded area at the bottom of the application.

Make sure that the membership number you write on the application matches the number on the membership card.

Attach all completed membership applications to your Delegate's Report Form.

New members are given a twelve-month membership card.

|   |  |
|---|--|
|    |  |
| <b>Industrial Workers<br/>of the World</b>  |  |
| Application for Membership  |  |
| <input checked="" type="checkbox"/> I affirm that I am a common worker without direct power to hire and fire.   |  |
| <input checked="" type="checkbox"/> I agree to abide by the constitution and regulations of this organization and will study its principles and make myself acquainted with its purposes. |  |
| Name: <u>ANGELA MACWHINNIE</u>  |  |
| Occupation: <u>groundskeeper</u>  |  |
| Employer: <u>American College</u>   |  |
| Address: <u>4530 Baltimore Ave.</u>   |  |
| City: <u>Philadelphia</u> State: <u>PA</u> Zip: <u>19143</u>  |  |
| Country: <u>USA</u> E-Mail: <u>angie@hotmail.com</u>  |  |
| Telephone: <u>(215) 222-7023</u>  |  |
|    |  |

Fill out the panel with the member's name, your name, the date, the industrial union number, the industrial union department, and the member's occupation.

Also fill in which 12 months the dues book covers.

A new member always receives: a membership card, an IWW button, a current IWW Constitution and the *One Big Union* pamphlet. If you belong to a branch, consider making up a new member's packet with information about the local IWW, contacts, copies of IWW publications and local newsletters.

## How to collect dues

When a member pays dues or buys assessment stamps, you are responsible for placing the stamps in the member's card. First write the date and your delegate number in the member's card:

Dues for 12 Months from 5/00 to 4/01

|                 |                 |                 |
|-----------------|-----------------|-----------------|
| <u>00-1036</u>  | <u>00-1036</u>  | <u>00-1036</u>  |
| Monthly<br>Dues | Monthly<br>Dues | Monthly<br>Dues |
| <u>5/100</u>    | <u>5/100</u>    | <u>5/100</u>    |

If you are using a one-year card (like in the example above), begin filling in the card with the first square on the "Monthly Dues" grid.

Then paste in the stamp(s) and repeat the information on the face of the stamp(s):

Dues for 12 Months from 5/00 to 4/01

|   |   |   |
|---|---|---|
|  |  |  |
| <u>5/100</u>  | <u>5/100</u>  | <u>5/100</u>  |

This is the member's record of when and to whom dues are paid. Immediately make an entry on the report sheet of the transaction.

When you use a twelve-month card, at the top of the Monthly Dues section, write the beginning date and ending date for the card. If you sign up a new member in April, their card will contain their dues records through the month of March in the next year.

If the member has a five-year booklet card, make sure the year-ending date is written in on top of the page where you

are putting the dues stamps.

When collecting dues, it's important that members recognize that the dues go to the union, not to you personally. Members who pay their dues by check should make the check out to the IWW or to your branch. If you collect cash, it's best to have a separate envelope or pouch – pocketing the dues may be more convenient (and, of course, it all balances out in the end when you turn in your report), but it can leave a bad impression.

*Never give a member loose stamps for payment.* Occasionally a member will forget or temporarily misplace his or her card and will want to pay dues to protect a record of continuous good standing. Accept the dues payment, record the transaction, vouch the stamps and set them aside in an envelope with your supplies. When the member recovers their membership book, glue in the stamps.



Delegate Name: PAUL TREXEL

Delegate No. 02-1306

GENERAL HEADQUARTERS USE ONLY

|       |         |    |       |      |
|-------|---------|----|-------|------|
| REC'D | DIVIDED | BY | REC'D | NOTE |
|-------|---------|----|-------|------|

## Report of Amounts Collected and from Whom

Last Dues Paid

| I.U. No. | Date | Name of Member   | Card Number | First & Last Month's Dues Paid This Time | Init. Fees | Dues       |            |           |           | Assessments              |                  |      |                     |                        | Total Rec'd | Date    | Last Month Pd. | To Del. # |
|----------|------|------------------|-------------|--|------------|------------|------------|-----------|-----------|--------------------------|------------------|------|---------------------|------------------------|-------------|---------|----------------|-----------|
|          |      |                  |             |  |            | Max (\$18) | Reg (\$12) | Min (\$6) | Sub (\$3) | General Admin. Voluntary | Branch Voluntary | Fees | GHQ Organizing Fund | Branch Organizing Fund |             |         |                |           |
| 620      | 6/5  | ANGELA MacDUNNIE | 358127      | June 02                                  | 12         |            | 12         |           |           | 3                        |                  |      |                     |                        | 27          |         |                |           |
| 620      | 6/6  | PAUL TREXEL      | 354113      | June-Aug 02                              |            |            | 36         |           |           |                          | 1                |      | 3                   |                        | 40          | 4/6 May | 306            |           |
| 620      | 6/6  | I.M. Forgetful   | 354127      | June 02                                  | 1          |            |            |           | 3         |                          |                  |      |                     | 4                      | 5/7 May     | 1306    |                |           |
| Totals:  |      |                  |             |  | 12         |            | 48         |           |           | 3                        | 3                | 1    | 3                   | 1                      | 71          |         |                |           |

### How to fill out a delegate's report

The IWW Constitution requires delegates to report at least once a month to the General Headquarters or Branch Secretary. This is whether or not you have collected any money. (A brief note is fine in the latter case.) A delegate who has collected money should give the GST or Branch Secretary a delegate's report listing all initiations, dues, assessments and other money collected, together with signed membership applications and money due on the report.

**Record Side:** Make a complete line entry for each transaction at the same time you put stamps in a member's card.

Fill in their industrial union number; name; member number and name; the first month paid and last month paid this time; and record whatever money is given to you in the appropriate columns.

The section all the way to the right of the form, "Last Dues Paid," is necessary in case a previous delegate's report has been lost or not sent in properly. Record the in-

formation from the dues stamp in the card from the previous transaction. With that information, headquarters or the Branch Secretary can track down a missing report and give the member proper credit.

**Summary of Receipts:** When you are ready to turn in your report, transfer totals for initiations, dues and assessments from the record side to the proper categories. In addition, literature and publications can be paid for on the report.

**Organizational report:** Write about activities you have been involved in since your last report and request any supplies you might need. Interesting items might be printed in the *General Organization Bulletin*.

**Change of Address:** Try and update member's addresses as quickly as possible. This is the place to do it.

| No. Sold | SUMMARY OF RECEIPTS                             | Amount |
|----------|---|--------|
| 1        | Initiation Fees                                 | \$ 12  |
|          | Maximum Dues Stamps at \$18 each                | \$     |
| 4        | Regular Dues Stamps at \$12 each                | \$ 48  |
|          | Minimum Dues Stamps at \$6 each                 | \$     |
| 1        | Sub-Minimum Dues Stamps at \$3 each             | \$ 3   |
|          | Voluntary Assessments (General Administration)  | \$     |
| 1        | Voluntary Assessments                           | \$ 3   |
| 2        | Industrial Worker Press Stamps                  | \$ 1   |
|          | Organizing Fund Stamp (General Administration)  | \$     |
| 1        | Organizing Fund Stamp (General)                 | \$ 3   |
| 1        | Duplicate Cards (\$1 each for replaced cards)   | \$ 1   |
|          | Payment on General Headquarters Invoice # _____ | \$     |
|          | Industrial Worker Bundle Payment                | \$ 1   |
|          | Other General Administration Payment (specify): | \$     |
|          |   | \$     |
|          |   | \$     |
|          | Printing Expenses (Specify)                     | \$     |
|          | Other (Specify)                                 | \$     |
|          |   | \$     |
|          | Total Receipts                                  | \$ 72  |
|          | Total Enclosed                                  | \$ 72  |

### Questions?

You can always feel free to contact an experienced delegate in your branch or General Headquarters for help in making your reports. Telephone: 215-222-1905 E-mail: [ghq@iww.org](mailto:ghq@iww.org)

### Restocking Supplies

If you need more supplies and are not a member of a branch, fill out a supplies request form (available on-line or from GHQ). If you are a member of a branch, check with your Branch Secretary, who should have a small store of supplies to replenish local delegates.

## Other items you need to report

**Donations and Assessments:** Donations may be made in cash or by buying assessment stamps. Treat the assessment stamps as you would a dues payment, only paste them in the "Assessments" side of the card. Donations can be listed in the back of each member's card.

Assessments are an important source of funds for the union. Encourage members to buy them - they really make the membership cards look nice, too. If you don't have any assessment stamps, contact General Headquarters or your Branch Secretary for some. Some assessment stamps are especially for the organizing fund, or the *Industrial Worker* press fund. There are special columns for these stamps on your delegate report form.

**Continuation Cards:** When a member's card is full of stamps, the member is issued a five-year continuation card. A continuation card is a booklet card without a number. You will need to fill their old number in, and write "continuation" under it. Copy in the member's name, the name of the delegate who initiated her/him, and the date signed up from the old card.

**Duplicate cards:** Sometimes members need to replace their card because they have lost it. Issue them a new card with their original number. If you have no record of their membership number, take as much information as possible from the member and contact General Headquarters or your Branch Secretary. The fee for a replacement card is \$1, all of which is forwarded to General Headquarters to cover the cost of the card. If the card was stolen or taken as evidence by police, you can waive the fee.

**Address Changes:** Your careful listing will ensure that mailings will keep coming to

members who move.

**Send with report:** Any money you've collected, applications for new members, and notices of transfer from one industrial union to another.

## Branch Reporting

Delegates who are part of a General Membership or Industrial Union Branch forward their delegate reports to their Branch Secretary who consolidates the reports from all branch delegates onto the Branch Secretary's Monthly Financial Report, and forwards the delegate reports and GA funds to headquarters.

The form is fairly simple. There is a column for each delegate, in which to record the dues, assessments and initiations collected. On the right you total the receipts received, and figure out the amount due General Administration (generally 50 percent of dues and initiations, except that GA receives \$2.50 per member on subminimum dues; there is no branch allowance on duplicate cards or *Industrial Worker* or other unionwide assessments; the branch retains all of any local assessments) and the amount retained by your branch. On the left you total the number of initiations, dues stamps, assessments, etc. sold by all branch delegates during the reporting period. (This is very important, as the computer system generates its reports from these figures.)

You then total each column in the row titled "Totals," fill in the remaining blanks for any funds due for literature purchased from the union, your branch's *Industrial Worker* bundle, and any other monies due (please specify); total the receipts; deduct the branch allowance; and forward the remaining balance with the report.

**Always make a copy of your reports for your own records!**



## IWW Branch Secretary's Monthly Financial Report

Branch: Philadelphia 10620  
Date: June 8, 2002

| No. Sold       | Summary from Attached Delegate's Reports | Del. # <u>1306</u> | Del. # <u>1308</u> | Del. #       | Del. #   | Delegate Totals | Amount Due Gen. Adm. | Retained by Branch |
|----------------|--|--------------------|--------------------|--------------|----------|-----------------|----------------------|--------------------|
| 1              | Initiation Fees (1 mo. dues)             | \$ 12              | +                  | \$           | +        | \$ 12           | \$ 6                 | \$ 6               |
| 1              | Maximum Dues (318 ea.)                   | \$ 18              | +                  | \$           | +        | \$ 18           | \$ 9                 | \$ 9               |
| 5              | Regular Dues (512 ea.)                   | \$ 48              | +                  | \$ 12        | +        | \$ 60           | \$ 30                | \$ 30              |
| 2              | Minimum Dues (66 ea.)                    | \$ 12              | +                  | \$           | +        | \$ 12           | \$ 6                 | \$ 6               |
| 2              | Subminimum Dues (53 ea.)                 | \$ 3               | +                  | \$ 3         | +        | \$ 6            | \$ 5                 | \$ 1               |
| 2              | Ind. Worker Press Stamps                 | \$ 1               | +                  | \$           | +        | \$ 1            | \$ 1                 | xxxxxxx            |
| 2              | Voluntary Assessments                    | \$ 3               | +                  | \$ 3         | +        | \$ 6            | \$ 6                 | xxxxxxx            |
| 3              | Your Branch Assessments                  | \$ 3               | +                  | \$ 6         | +        | \$ 9            | xxxxxxx              | \$ 9               |
| 1              | Duplicate Cards (51 ea.)                 | \$ 1               | +                  | \$           | +        | \$ 1            | \$ 1                 | xxxxxxx            |
| <b>TOTALS:</b> |  | <b>\$ 71</b>       | <b>+</b>           | <b>\$ 54</b> | <b>+</b> | <b>\$ 125</b>   | <b>\$ 64</b>         | <b>\$ 61</b>       |

Regional Organising Committee per capita \$

Literature purchased from General Admin. \$

Industrial Worker Bundle \$ 1

Other (specify) \$

T-shirts, Invoice #2324 \$ 26

\$

\$

\$

Attach delegate reports and payment and mail to:  
IWW  
PO Box 13476  
Philadelphia PA 19101  
USA

Total Receipts Reported: \$ 152

Less Amount Due Branch: \$ 61

Receipts Due General Admin.: \$ 91

Remittance Enclosed: \$ 91

same

### Sample Petition for a Branch Charter

We, the undersigned IWW members in good standing, hereby petition the General Executive Board to charter \_\_\_\_\_ (name of proposed branch, e.g. Miami Foodstuff Workers Industrial Union 460, or Birmingham General Membership Branch), representing \_\_\_\_\_ (jurisdiction of branch, e.g. workers in the foodstuff manufacturing industry, or wage workers in the greater Birmingham area).

Name: \_\_\_\_\_ Signature: \_\_\_\_\_ Membership Number: \_\_\_\_\_ Date Dues Last Paid: \_\_\_\_\_

### FORMS ON-LINE

Reporting forms and other items for delegates are available on the Headquarters page which you can find at [www.iww.org](http://www.iww.org)

## Glossary of terms

New members may be confused by the many terms they encounter in IWW publications. Here's a list of the most commonly used ones:

**Fellow Worker (FW):** A traditional salutation between Wobblies. Sometimes people use Sister Worker (SW) to refer to women Wobs. Fellow Worker is generally understood to be gender-neutral.

**General Administration (GA):** Consists of the General Executive Board and the General Secretary-Treasurer

**General Assembly (also called GA):** The once-yearly membership meeting of the IWW, held over the U.S. Labor Day weekend. We vote every year where to hold the next year's General Assembly.

**General Executive Board (GEB):** Our seven member board elected annually by popular vote of the entire membership. Duties are clearly spelled out in the constitution, and they can be recalled at any time by the membership.

**General Secretary/Treasurer (GST):** The GST is the only paid officer of our union, and is in charge of running GHQ. S/he has a voice but no vote in matters before the GEB. Like GEB members, the GST is also elected annually & subject to recall at any time.

**General Headquarters (GHQ):** Our administrative offices, currently located in Philadelphia, Pennsylvania.

**General Membership Branch (GMB):** A group of members chartered by the GEB, belonging to any IUs who are linked by locale, differing from IUB and job branches. All members of a GMB should live within one hour of each other so they may easily attend branch meetings.

**General Organization Bulletin (GOB):** A

publication containing financial reports and reports of the GST and GEB Chair. It also serves as an internal discussion forum. All members are encouraged to contribute. Unlike our newspaper, which serves as an outreach tool to the general public, the GOB is for members only. The GOB is issued eight or more times a year.

**Industrial Union (IU):** One of the founding principles of the IWW was that workers should be organized by industry instead of craft. There are six "departments" with a number of IUs in each department. Because of the union's size, IUs have seldom had active administrations in recent times; but as we grow efforts are under way to reactivate the IUs as primary units of organization.

**Industrial Union Branch (IUB):** A chartered branch of members who are linked by both locale and IU, thus differing from a GMB. An IUB is composed of one or more job branches as well as IU members in unorganized shops. IUB members should live within an hour of each other so they may easily attend branch meetings.

**Industrial Worker (IW):** The official publication of the IWW, printed in North America and distributed internationally to IWW members, subscribers, and bookstores.

**Industrial Workers of the World (IWW):** Our union. "Industrial" describes our form of organization. We strive to organize and unite workers in a given industry rather than just those of a particular craft or job title.

**Job Branch:** When five or more IWW members work for the same employer, they should form a Job Branch. A Job Branch is unchartered but important, being the IWW in the day-to-day life of workers. The Job Branch reports to its local Industrial Union Branch (or GMB if no local IUB exists).

**One Big Union (OBU):** The concept that all workers must organize together as a class if we are to ever abolish the wage system and take control of production and distribution from the employing class.

**Regional Organizing Committee (ROC):** A group coordinating IWW activities in a particular nation or group of nations.

**Wobbly (or Wob):** A frequently used nickname for a member of the IWW.

## List of Industrial Unions

To be used for the information of delegates in initiating new members

### DEPARTMENT OF AGRICULTURE AND FISHERIES No. 100

**Agricultural Workers IU 110:** All workers on farms, ranches, orchards, and plantations.

**Lumber Workers IU 120:** All workers in forests. All workers engaged in logging operations, in saw and shingle mills, and in preparing wood for fuel and manufacturing purposes. Bark and sap collection.

**Fishery Workers IU 130:** All workers in fishing pursuits on oceans, lakes and rivers. Oyster and clam bed keepers. Workers engaged in collecting pearls, corals, and sponges. Workers in fish hatcheries.

**Floriculture Workers IU 140:** All workers in nurseries, flower gardens, green- and hot-houses. Cultivation of silk. Distribution of floral products.

### DEPARTMENT OF MINING AND MINERALS No. 200

**Metal Mine Workers IU 210:** All workers engaged in mining all metals and minerals. All workers in refineries, smelters, mills, and other reduction works. All workers in stone and other quarries.

**Coal Mine Workers IU 220:** All workers engaged in coal mining and the production of coke and briquets.

**Oil, Gas, and Geothermal Workers IU 230:** All workers engaged in oil, gas, and geothermal fields, refineries and processing facilities. All workers engaged in distribution of the products.

### DEPARTMENT OF GENERAL CONSTRUCTION No. 300

**General Construction Workers IU 310:** All workers engaged in construction of docks, railroads, highways, streets, bridges, sewers, subways, tunnels, canals, viaducts, irrigation canals and pipelines.

**Ship Builders IU 320:** All workers engaged in building and repairing ships, boats, and small harbor craft. All drydock workers.

**Building Construction Workers IU 330:** All workers engaged in erection and construction of houses and buildings, and in delivery of materials.

### DEPARTMENT OF MANUFACTURE AND GENERAL PRODUCTION No. 400

**Textile and Clothing Workers IU 410:** All workers engaged in producing cloth from natural or synthetic fibers. All workers engaged in manufacturing wearing apparel.

**Furniture Workers IU 420:** All workers in planing mills and furniture factories. All workers engaged in producing wooden containers.

**Chemical Workers IU 430:** All workers engaged in producing drugs, paint, rubber, explosives, medicines, chemicals, plastics, synthetic fibers, and other chemically based products.

**Metal and Machinery Workers IU 440:** All workers in blast furnaces, steel mills, aluminum plants, etc. All workers engaged in the production, repair or maintenance of agricultural machinery, cars, locomotives,

tives, engines, automobiles, bicycles, air craft, and various instruments. Tool makers, jewelry and watchmakers.

Printing and Publishing House Workers IU 450: All workers engaged in producing printed matter.

Foodstuff Workers IU 460: All workers except agricultural and fishery workers, engaged in producing and processing food, beverages, and tobacco products.

Leather Workers IU 470: All workers in tanneries and factories producing leather goods, luggage, boots, and shoes.

Glass and Pottery Workers IU 480: All workers producing glass, chinaware, pottery, tile and bricks.

Pulp and Paper Mill Workers IU 490: All workers in pulp and paper mills engaged in making pulp, paper and paper containers.

#### DEPARTMENT OF TRANSPORTATION & COMMUNICATION No. 500

Marine Transport Workers IU 510: All workers engaged in marine transportation. All workers on docks and in terminals.

Railroad Workers IU 520: All workers engaged in long distance railway freight and passenger transportation. All workers in locomotive, car, and repair shops. All workers in and around passenger and freight terminals.

Motor Transport Workers IU 530: All workers engaged in hauling freight and passengers by truck, bus, and cab. All workers in and around motor freight sheds, and bus passenger stations.

Municipal Transportation Workers IU 540: All workers engaged in municipal, short distance transportation service.

Air Transport Workers IU 550: All workers employed in air service and maintenance.

Communications, Telecommunications, and Computer Workers IU 560: All

workers engaged in telephone, telegraph, radio, television, satellite communication and computer operations, including programming and networking.

#### DEPARTMENT OF PUBLIC SERVICE No. 600

Health Service Workers IU 610: All workers employed in hospitals and health restoration services.

Educational Workers IU 620: All workers in educational institutions.

Recreational Workers IU 630: All workers in playgrounds and places of amusement and recreation. All professional entertainers.

Restaurant, Hotel, and Building Service Workers IU 640: All workers in facilities for public accommodation. All building service workers.

General, Legal, Public Interest and Financial Office Workers IU 650: All workers engaged in general, legal, public interest, and financial offices and institutions that do not directly involve any other industry.

General Distribution Workers IU 660: All workers in general distribution facilities, wholesale and retail.

Utility Workers IU 670: All workers engaged in the supply, maintenance, and transmission of gas, electric, water, and sewer services. All workers employed in the collection and processing of disposable and recyclable materials.

Household Service Workers IU 680: All workers engaged in performing services in the home.

Sex Trade Workers IU 690: All workers employed as dancers and models, telephone sex workers, actors and other workers who use sexuality as the primary tool of their trade (excluding all agents of the boss class able to hire or fire, or possessing equivalent coercive or punitive power).