

IUOE Local 310
Sept 18th, 2008

BYLAWS REVISION PROPOSAL

Re: Due allowed for Stewards

Bylaws Resolution A-2009

Currently, monthly dues are allowed for Stewards in a group or combination of groups comprised of twenty-five (25) or more members. We, the undersigned, proposed an amendment to our by-laws that would compensate a steward's monthly dues, regardless of group size.

Current Language:

Any Branch Chair, Branch Secretary, Plant Steward, or Steward in a group or combination of groups comprising 25 or more Members shall have their monthly dues allowed less the International and the AFL-CIO per capita taxes. In addition, each operating plant and each operating district may have one (1) dues allowed Steward in the absence of a Branch Chair or a Branch Secretary at that location.

Proposed amendment:

Any Branch Chair, Branch Secretary, Plant Steward, or Steward in a group shall have their monthly dues allowed less the International and the AFL-CIO per capita taxes.

This proposal is being presented for the following reasons:

- A) We feel that the minimum 25 member work group requirement that permits monthly dues allowance does not fairly and accurately reflect the work load or responsibility of a group Steward. Due to the business environment, nature of work, diverse work group composition, and other factors, smaller work groups may in fact present greater challenges for a Steward than some larger groups.
- B) The allowance of monthly dues compensation for all group Stewards regardless of size reflects an appreciation for each assuming a vital responsibility and demonstrates that in a tangible way.
- C) Compensating ALL Stewards by monthly dues allowance fosters a sense of equality not only among Stewards, but between work groups. Smaller work groups are no less important than larger ones contributing to the success of both the union and our employer.

Respectfully submitted,
IUOE Local 310 – Pulliam Coal & Yard
(Please see actually submitted Bylaws proposal for signatures)