

## PLEASE POST

**Please post the enclosed two proposed 480-481 Area Local APWU Constitutional Amendments in accordance with the language below. These Amendments were brought forward at the October 16, 2016 General Membership meeting. The body subsequently moved to have debate and vote take place at the January 8, 2017 meeting rather than November due to the time constraints of the posting requirement. Please keep these posted for at least the required 15 days prior to the meeting.**

### *ARTICLE XIII*

#### *Amendments*

**Section 1.** *It shall require a written request of three members in good standing to propose an amendment to this Constitution.*

**Section 2.** *The proposed amendment must be presented for a first reading at a regular monthly meeting, and voted upon at the next monthly meeting by the general membership. The proposed amendment shall be posted at each installation, fifteen days prior to the date of the voting meeting. Discussion may be held at any the regular Local Union meeting.*

**Section 3.** *It shall require a two-thirds majority of the membership present and voting at the specified meeting to amend. Defeated amendments may not be reintroduced within three months of the date at which it came up for the final action.*

## Constitutional Amendment Article VI

Whereas: The officers of the 480-481 Area Local have not received a Pay increase in 4.5 years. And

Whereas: The officers of the 480-481 Area Local took a pay cut during difficult times. And

Whereas: The officers of the 480-481 Area Local pay has been frozen for 4.5 years. And

Whereas: The financial situation of the 480-481 Areal Local has improved back to financial good standing.

Therefore be it resolved: The Constitution and Bylaws of the 480-481 Area Local will be amended as follows, immediately if approved by the membership.

Section 1. President's salary will be 1.5 time Level 6, step O, and be reimbursed for necessary expenses. (S)He will receive pay increases in accordance with the increases negotiated in the National Agreement.

Section 2. Executive Vice President, (S)He shall have a salary of \$600 per month, and (S)he shall be reimbursed for necessary lost time/union time and necessary expenses. (S)He will receive a salary increase equal to the contractual rate negotiated in the National Agreement.

Section 3. Vice President, (S)He shall have a salary of \$500 per month, and (S)He shall be reimbursed for necessary lost time/union time and necessary expenses. (S)He will receive a salary increase equal to the contractual rate negotiated in the National Agreement.

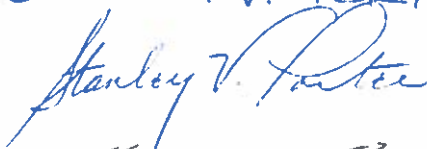
Section 4. Secretary-Treasurer, (S)He shall have a salary of \$700 per month, and (S)He shall be reimbursed for necessary lost time/union time and necessary expenses. (S)He will receive a salary increase equal to the contractual rate negotiated in the National Agreement.



Section 5. Editor, (S)He shall have a salary of \$400 per month, and (S)He shall be reimbursed for necessary lost time/union time and necessary expenses. (S)He will receive a salary increase equal to the contractual rate negotiated in the National Agreement.

Section 6. Clerk Craft Director, (S)He shall have a salary of \$400 per month, and (S)He shall be reimbursed for necessary lost time/union time and necessary expenses. (S)He will receive a salary increase equal to the contractual rate negotiated in the National Agreement.

Section 7. Maintenance Craft Director, (S)He shall have a salary of \$275 per month, and (S)He shall be reimbursed for necessary lost time/union time and necessary expenses. (S)He will receive a salary increase equal to the contractual rate negotiated in the National Agreement.

Section 8. Motor Vehicle Craft Director, (S)He shall have a salary of \$275 per month, and (S)He shall be reimbursed for necessary lost time/union time and necessary expenses. (S)He will receive a salary increase equal to the contractual rate negotiated in the National Agreement.

STANLEY V. PORTER  


 JODY P. SMEECKENS  


Constitutional Amendment Article VII Section 1.

Whereas: The Chief Stewards of the 480-481 Area Local have not received a pay increase in 4.5 years. And

Whereas: These Chief Stewards had their salary frozen during difficult financial times. And

Whereas: The Financial situation of the 480-481 Area Local has improved to a good financial standing

Therefore be it resolved: The constitution will be amended immediately upon approval of the membership

Executive Council

- 1 – 15 Members \$170 per year plus dues returned.
- 16 – 25 Members \$350 per year plus dues returned.
- 26 – 49 Members \$650 per year plus dues returned.
- 50 – 99 Members \$1000 per year plus dues returned.
- 100 – 399 Members \$1400 per year plus dues returned.
- 400 – Up Members \$2400 per year plus dues returned.

Chief Stewards will be compensated for all lost time/union time as approved by the President or His/Her designee.

Chief Stewards' salaries shall be payable quarterly.

STANLEY V PORTER  
*Stanley V. Porter*

*[Signature]*  
-JOHN P. SMEEKENS  
*Michael DeBull*

## EXPLANATION OF TWO CONSTITUTION AMENDMENTS PROPOSED 10-16-16

### Changes to Art VI

**\*Section 1. President** – President’s salary goes from 1.5 times Level 4 Step O to 1.5 times Level 6 Step O. This would increase the President’s rate of pay by approximately \$3,000 per year. . Also, “(s)He will receive pay increases in accordance with the increases negotiated in the National Agreement”.

**Section 2. Executive Vice President** – This salary goes from \$550 per month to \$600 per month, thus a raise of \$600 per year. Also, “(s)He will receive pay increases in accordance with the increases negotiated in the National Agreement”.

**Section 3. Vice President** – This salary goes from \$450 per month to \$500 per month, thus a raise of \$600 per year. . Also, “(s)He will receive pay increases in accordance with the increases negotiated in the National Agreement”.

**Section 4. Secretary-Treasurer** – This salary goes from \$650 per month to \$700 per month, thus a raise of \$600 per year. Also, “(s)He will receive pay increases in accordance with the increases negotiated in the National Agreement”.

**Section 5. Editor** – This salary goes from \$350 per month to \$400 per month, thus a raise of \$600 per year. . Also, “(s)He will receive pay increases in accordance with the increases negotiated in the National Agreement”.

**Section 6. Clerk Craft Director** – This salary goes from \$350 per month to \$400 per month, thus a raise of \$600 per year. . Also, “(s)He will receive pay increases in accordance with the increases negotiated in the National Agreement”.

**Section 7. Maintenance Craft Director** – This salary goes from \$200 per month to \$275 per month, thus a raise of \$900 per year. . Also, “(s)He will receive pay increases in accordance with the increases negotiated in the National Agreement”.

**Section 8. Motor Vehicle Craft Director** - This salary goes from \$200 per month to \$275 per month, thus a raise of \$900 per year. . Also, “(s)He will receive pay increases in accordance with the increases negotiated in the National Agreement”.

### Changes to Art VI

***This amendment would result in a total annual increase in officer’s salaries of about \$7800 per year with automatic escalators to increase salary in line with contractual increases.***

### Changes to Art VII Section 1

***The second amendment (see attached current and proposed language) would result in between \$600 and \$2000 per year depending on how many chief stewards are serving at the time.***