

"Dues Committee" ByLaw Change Proposal/Petition

Whereas, the "Dues Committee" was tasked by Local 333s membership to:

1) Determine whether the soon to be elected "Walking Delegate" position is to be full time or part-time, what the salary of the position shall be, and the financial feasibility of the position.

2) Analyze the current dues assessments as it relates to the financial solvency and progression of ILA Local 333 and determine the appropriate "new" dues assessment, considering the following:

- A) Current Financial Responsibilities and Needs of the Local
- B) Corrective/Progressive Service, Benefits, and Practical Improvements suggestions:
 - a. The Administration
 - b. The Committee
 - c. The Membership

Whereas, the bylaws currently reads:

ARTICLE VII

Dues

Section 1. The annual dues rate is \$780.00. These dues will be deducted at a rate of two and one-half percent (2-1/2%) of the member's straight time hourly rate times the number of hours paid up to \$780.00 annually. Whenever dues are not paid through check-off, they shall be payable by the members (in advance) at the beginning of each calendar quarter (January, April, July and October).

Section 2. The above-stated dues may be raised by a secret ballot majority vote of the members in good standing voting at a general or special meeting called upon reasonable notice stating the intention to vote on the question.

Whereas, the bylaws currently reads:

ARTICLE III

Objects and Purposes

The objects and purposes of this Local Union shall include the following: To promote the best interests of its members and their families; to organize the unorganized workers and to unite within the I.L.A. all workers within its jurisdiction; to bargain collectively on behalf of all the workers within its jurisdiction, and to negotiate, make and administer

collective agreement; to improve the wages and hours of work and to increase the job security and better the working and living conditions of all the workers employed within its jurisdiction; to secure and promote the laws for the benefit of all workers within its jurisdiction and labor generally; to engage in political education and to foster civic interest among its members and labor generally; to engage in educational activities and to further educational opportunities of its members and their families; to promote health, welfare, pension, recreational and civic programs in the interests of its members and their families and the workers within its jurisdiction; to establish, maintain and operate clinics, hospitals, labor union halls and labor temples; to unite with other labor unions and other labor bodies; to assist charitable, religious and educational bodies and institutions; to instill the spirit of patriotism and devotion to country among its members and their families and within the labor movement; to carry out and enforce the provisions of its Constitution; to publish newspapers, periodicals and other literature to aid in the carrying out of the foregoing objects and purposes; and to do all things necessary and proper, permitted by law, to carry out the foregoing objects and purposes.

Considerations:

1) The Local has had 1 Walking Delegate for the last 25+ years, during which time Local 333s membership has almost tripled. The need for additional operational and administrative representation absolutely necessary, as the current officer is "on-call" almost 24/7 in line with terminal schedules. In recent years the local has organized and acquired several new operations, located in various new locations across the port area. With the anticipated addition of Trade Point Atlantics new operations in the next few years, it is clear that the demand on the Walking Delegate will increase exponentially. Adopting an additional position will require a minimum dues increase as the current assessment would not cover the improvement.

2) A report from the Secretary Treasurer, explaining the current financial status of the local. This included an analysis of the increase in overhead that will be automatic based on the annual raises of the current officials and the proposed, per master contract. The administrative areas of cost increases also including but were not limited to the following:

- a) Cost of Living Increases
- b) Employee Benefits
- c) Lawyer Fees
- d) Accounting Fees
- e) Building Operating Fees and Utilities
- f) Rent

3) A report from the Secretary Treasurer and Recording Secretary, highlighting the current dues, assessments, and membership count of the the other ILA Locals. The report demonstrated that Local 333, the largest ILA local, is behind the curve in both dues assessment and total financial status in ration to the other locals.

4) The committee members suggested several potential improvements based on a potential dues increases, including but not limited to the following:

- a) Hardship/Strike Fund
- b) New Building Fund
- c) Supplemental Accident Insurance (Afflac)
- d) Training/ Educational Classes
- e) Events (Family Day, Holiday, Etc)
- f) Increased PR and Marketing
- g) Trips and Activities
- h) Committees
- i) Scholarship Funds
- j) Sports Budget
- k) Charitable Efforts
- l) Health Fair
- m) Member Memorial

5) The membership suggested various potential improvements based on potential dues increases, including but not limited to the following:

- a) Cafeteria
- b) Designated EMT Services
- c) Occupational Therapy
- d) Women Bathroom Accomodation
- e) Business Participation
- f) School Trade Develop
- g) Retiree Events
- h) Official Interactive Website/App
- i) Shuttle service

The Committee, Hereby, Petitions The Following For An Official ByLaw Change:

1) The "new" dues assessment to be initiated as soon as is possible upon ratification, shall be \$1000 minimum - \$2000 maximum per year at 2.5% per work hour. The committee will develop an action plan to determine feasibility and effectuate all items of improvement as suggested by the administration, the committee, and the membership.

2) The change dues assessment shall only apply to ILA Local 333 member employees of STA member companies.

Official By-Laws Change Proposal(s)

All items in the committees recommendations portion of this document shall serve as an official request for by-laws changes as required by the ILA Local 333 By-Laws. All content regarding suggested improvements and purposes for the dues increase shall be recognized and

memorialized for clarity of intent.

We, the undersigned, acknowledge and support the contents of this documents as official official petition for an ILA Local 333 Bylaws change:

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- 2) ~~Reith Campbell~~ 38401 ~~that looked~~
- 3) Brandon McKenzie 25632 
- 4) ~~Walman J.P.~~ 99001 walman Ellis oil
- 5) Joseph Fontain 45251 
- 6) Charles Reacock 17591 
- 7) Mark Ferrin ST 08922
- 8) Constantine Daniels 17973
- 9) Corwin Getner 10763
- 10) SHANTELL HARRID 36112
- 11) Michael Harris 09271
- 12) Kevin Knight Jr 75413
- 13) Quana Braunson #41432
- 14) Robin Bridgforth-Richardson D1012
- 15) Matt Hovell 84607
- 16) ~~Steen Knuff~~ 14201
- 17) Corniles Cochran 88701
- 18) DARRIL MACKAY 66291
- 19) Michael Barnes 50721
- 20) Robin Miles 50961
- 21) John Parks 33182
- 22) Tony DeLaCruz 10981
- 23) ~~Jau Ly~~ 92903
- 24) MARCO SOTO 46192
- 25) Michael Thames
- 26) Terrance Thompson 37661
- 27) Tony SCRIBER 53393
- 28) Wayne Jones 61132
- 29) Tyrone Maple 59751
- 30) Alonzo Key
- 31) Malcolm Buisel
- 32) Carlos Worsham 68872
- 33) Deonte Bouldin 50054
- 34) ~~Handy~~  73803