



New Business for the 1/28/23 Membership Assembly

1. 1st reading of proposed changes to Local 8’s Constitution and By-laws.

ARTICLE 5

MEMBERSHIP

Section 5. All members shall be good standing members and entitled to participate fully as members in the affairs of this Local Union. Good standing shall mean any member who is an employee or officer of this Local Union or who is employed within a collective bargaining unit represented by this Local Union and who is current with dues and initiation fee, **if such fee is required**, and who is not more than ninety (90) days in arrears. Only members in good standing shall be eligible to participate in voting on internal Union business, to run for office, to serve on bargaining teams, or to vote on strikes and contracts.

ARTICLE 6

FINANCES

Section 2. The initiation fees for all applicants for membership to this Local Union shall be as follows:

Wages of \$2400 and over per month..... Initiation Fee \$150

Wages of \$1251 to \$2400 per month..... Initiation Fee \$100

Wages less than \$1251 per month..... Initiation Fee \$ 50

Special fee..... \$ 20 (per Section 3(d) of this Article)

Upon request, the initiation fee can be paid over a three (3) month period.

(a) For newly organized groups, the initiation fee is waived for employees employed at the time the initial collective bargaining agreement is signed and provided that approval of the International President is obtained in accordance with Article XIX, Section 8 of the International Union Constitution.

Section 3.

(a) The regular monthly dues of the membership of this Local Union shall be as outlined in Appendix “A”.

- (b) Dues of this Local Union are due and payable on the first day of each calendar month.
- (c) Any member of this Local Union who becomes three (3) months delinquent in their dues shall be automatically suspended.
- (d) The Executive Board may, for organizational purposes, reduce the initiation fee to a Special Fee of \$20 with the consent of the International Union and the approval of the membership. **The reduced initiation fee shall be applied to homecare workers, non-public sector “open-shop” bargaining units and on-call employees.** There shall be no initiation fee applied to members working in the public sector and recognized as public employees.

2. Review for approval the Field Staff 2023 Collective Bargaining Agreement – to also apply to the Business Manager.

3. Request to allow the Washington State Labor Council and other AFL-CIO organizations have access to Local 8 Members’ contact information for political and educational outreach in 2023.

4. Review and approve any Committee recommendations.

5. Any other new business.