

OPEIU Local 8

Shop Steward Recognition Program

This policy seeks to recognize the service and support provided by Local 8 Shop Stewards. The policy also seeks to encourage participation, skill building and experience to best serve Local 8 members.

This policy will be effective January 1, 2010.

1. Stewards must sign in on the Union sign-in sheet at each of the required meetings or training segments attended in order to receive reimbursement. Failure to sign in will result in that particular qualifying event not being counted towards the total.
2. Stewards must request their equivalent dues reimbursement in writing between December 1 and January 31 of each year for the preceding year. There are no exceptions to this time frame.*
3. Stewards will receive the equivalent of their average monthly dues using the previous 12 (twelve) months received by Local 8 using the following formula for qualifying events:

Qualifying Events	Equivalent Months in Dues
Attend a Chapter Meeting	2 months
Attend an Assembly	3 months
Attend a Local 8 Sponsored Committee Meeting (i.e. Steward Committee, Election Committee, PAC)	1 month
Attend a Local 8 or Approved Labor Sponsored Training	2 months

4. The maximum number of equivalent dues reimbursed shall be 8 (eight) months per Steward, per calendar year.
5. All Stewards are expected to attend a minimum of 1 (one) qualifying event.
6. For Committee Meetings where phone conferencing is available, calling in shall be allowed in lieu of in person attendance.
7. Questions arising from whether a Committee Meeting or Labor Sponsored Training is approved as a Qualifying Event shall be determined by the Local 8 Executive Board.
8. Qualifying events can be combined in any manner from 1 (one) month to 8 (eight) months. *For example*, a Steward could attend 1 (one) Assembly, 2 (two) Chapter Meetings and 1 (one) Committee Meeting for a total of 8 (eight) months equivalent dues reimbursed. Or, a Steward could attend 2 (two) Chapter meetings for 4 (four) months equivalent dues reimbursed or a Steward could attend 1 (one) Training and get 2 (two) months equivalent dues.

*In accordance with IRS rules, the money paid to Shop Stewards for completing qualifying events must be considered taxable income. If the amount of all taxable income, including but not limited to, time loss for negotiations, is \$600.00 or more, Local 8 will issue you a 1099 form.

Recommended by the Shop Steward/Education Committee November 4, 2009
 M/S/C Local 8 Executive Board November 11, 2009
 M/S/C Local 8 Membership Assembly January 23, 2010