

Proposal for Bylaw changes

October 2020

Current Bylaws language

Article II : Section 2

Dues: Monthly dues shall be calculated at a minimum one and one-half percent of monthly, entry level Fire Fighter base pay plus thirty dollars per month (to be deposited in the binding arbitration/major legal expense fund), and ten dollars per month (to be deposited in the good and welfare/coffee fund).

Proposed change #1

Article II : Section 2

Dues: Dues shall be \$194.89 per month. Dues shall be re-assessed by the finance committee every two years (even numbered years) and the committee will make a recommendation on if the dues should be changed, which will be voted on by the general membership. From the dues, \$30.00 will be contributed to the legal defense fund, \$10.00 will be contributed to the PAC fund, and \$10.00 will be contributed to the good and welfare/ coffee fund.

Reason why the change is necessary

1. For simplicity
2. Dues should be based on cost needed to operate, not salaries
3. This amount of dues will get us to “whole” and not losing money
 - a. Over the past decade we have been underfunded and will not be able to operate further with this type of deficit spending
4. Dues are now calculated to the cent (see presentation on dues)

Other bylaw change proposals

Proposed change #2

Article II : Section 6:

Current:

Emeritus Officers: Any past officer who is nominated by a majority of the Executive Board shall be eligible for recognition as an Emeritus Officer. Such person shall have demonstrated significant and exceptional dedication to the local for a duration of more than ten years of continual service in the capacity of one or more of the following offices; President, Vice-President, Secretary, Treasurer, Director, Labor Team Member.

Proposed change:

Add to the list of emeritus officers: PAC director and public relations director

Reason for this change

These positions are as important as the others currently listed and should be recognized for Emeritus status do to the lasting impacts they create.

Proposed change # 3

Article II : Section 2:

Current:

...Dues shall be payable via payroll deduction twice monthly...

Proposed change:

...Dues shall be payable via payroll deduction bi-weekly...

Reason for this change

Addresses payroll change that the city has already made

Proposed change # 4

Article IV : Section 4:

Current:

...All nominees are to be listed on their respective ballots. Any members name may be listed on any or all ballots.

Proposed change:

...All nominees are to be listed on the ballot. Any members name may be listed for any or all positions up for election...

Reason for this change

This is a language change to reflect our current practice. We only have one ballot with each position listed and all nominees that decided to run are under that position up for election.

Proposed change # 5

Article IV : Section 5:

Current:

...The ballot master and one assistant ballot master ...

Proposed change:

... The ballot master and two assistants...

Reason for this change

This is a language change to reflect our current practice. Two members volunteer and count the ballots while the ballot master oversees the count.

Proposed Change #6

Article IV : Section 6

Current:

An election by secret ballot shall be held at the general meeting that is three months prior to the convention.

Proposed change:

An election by secret ballot shall be held at a general meeting prior to the convention.

Reason for this change

Provides more flexibility in the case that this three month constraint is not possible.

Proposed change # 7

Article VI : Section 4:

Current:

Only add this proposed change at the end of this section, see below

Proposed change:

The secretary shall maintain the website of the Union

Reason for this change

This is an added responsibility of the secretary and should be captured in the bylaws.

Proposed change # 8

Article VI : Section 5:

Current:

Only add this proposed change at the end of this section, see below

Proposed change:

A professional bookkeeper may be hired to assist the treasurer with their listed duties to maintain accountability and accuracy.

Reason for this change

We have already voted to approve a bookkeeper, this allows it in the bylaws.

Proposed Change #9

Article X : Section 3

Current:

Absentee ballots shall be accepted for votes regarding MOU ratification or change, by-law changes...

Proposed change:

Absentee ballots shall be accepted for votes regarding MOU ratification or changes that include removal of any positions, salaries, or benefits, by-law changes...

Reason for this change

To not have to vote on simple or positive changes every time a side letter is created that accomplishes something simple or positive.

To better identify major changes that should be voted on by the entire membership.