

Proposal by Steve Vairma, Ron Herrera and the Vairma-Herrera Teamsters Power Slate

ARTICLE XII, Section 14

Out-of-Work Benefits

Section 14(a). There shall be established a dedicated Strike and Defense Fund, assets of which shall be utilized to support members engaged in collective action to obtain recognition, obtain and/or protect wages and benefits through the negotiation of collective agreements, enforce collective bargaining agreements, and/or members who have been locked out by their employers. Fifteen percent (15%) of the annual per capita tax paid in accordance with Article X, Section 3(b), excluding the amount of per capita tax paid on members in Teamsters Canada and members employed in the public sector who do not have the legal right to strike, shall be transferred to the Strike and Defense Fund. The General Secretary-Treasurer shall adopt procedures for maintaining and administering the separate Strike and Defense Fund, subject to the approval of the General Executive Board.

Out-of-work benefits in strikes recognized as properly subject to the payment of out-of-work benefits or relief in cases of lockouts, etc., shall be paid to all members not in arrears for dues in excess of one (1) month and otherwise in good standing, who are members of a Local Union not more than one (1) month in arrears in per capita tax, at the rate of five (5) times the dues rate upon which per capita tax is calculated, with a minimum benefit of ~~two~~one hundred ~~fifty~~dollars (\$~~200~~150.00) per week. Such out-of-work benefits will be payable at the end of the eighth (8th) day of a strike or lockout on a daily pro-rated basis until the fourth (4th) day of the second (2nd) week of the strike or lockout, after which, in the case of a strike or lockout that continues longer than eleven (11) days, a full week's benefit shall be paid, except that in the last week of a strike or lockout ending before the fourth (4th) day of the week, benefits shall be paid on a daily pro-rated basis; provided that out-of-work benefits shall be paid from day one of any authorized organizing strike, any authorized first contract strike, any authorized defensive strike and where members observe a properly authorized extension of a lawful primary strike. A dues arrearage of not more than one (1) month, and current dues shall be deducted from the first (1st) payment of benefits and fully credited to the member or members so in arrears so as to maintain such member or members in good standing and preserve his or their rights, if any, to financial benefits. All eligible members shall be entitled to the out-of-work benefits provided for herein for such a period of time as the General Executive Board shall determine.

The Vairma-Herrera Proposal would have left out most strikes!