



PROPOSED BYLAW CHANGE FROM DISTRICT 142 EXECUTIVE BOARD

District: District 142

Bylaw Article & Section: Article 10, Section 11

Proposed Effective Date: May 1, 2025

Rationale for Change: Remove and place in District 142 operational policy.

CURRENT LANGUAGE:

Section 11. Sick-Leave Full-Time Staff

- a. When a full-time District Lodge 142 Officer becomes sick or disabled and unable to perform her/his duties, the following schedule shall govern the maximum salary that can be allowed, without President/Directing General Chair written authorization.

1. <u>After 1 year, but less than 5 years' service</u>	<u>4 months' full salary</u>
2. <u>After 5 years, but less than 10 years' service</u>	<u>6 months' full salary</u>
3. <u>After 10 years, but less than 15 years' service</u>	<u>8 months' full salary</u>
4. <u>After 15 years, but less than 20 years' service</u>	<u>10 months' full salary</u>
5. <u>After 20 years' continuance service</u>	<u>12 months' full salary</u>
- b. In the event sickness or disability continues beyond the periods indicated, the officer or staff member affected, will be notified to apply for long-term disability as provided by the District Lodge 142 long-term provider.
- c. Sickness or Disability being received and noted by the President/Directing General Chair, is then sent to the District Lodge 142 Secretary-Treasurer for posting on the individual's sick leave record.
- d. A full-time representative(s) covered by this policy, who may become critically ill or suffer an injury while on assignment, away from her/his assigned station and is unable to return home, shall receive salary a per diem until able to return to her/his home or assigned station; thereafter payment of per diem stops. This exception will not exceed the amount of sick-time allowance.
- e. A full-time representative(s) covered by this policy, upon becoming ill, disabled or incapacitated to the extent that they are unable to perform their regular duties, shall report the fact or facts in writing to the President/Directing General Chair and furnish a copy to the District Lodge 142 Secretary-Treasurer, with a copy of a physician's statement attesting to the same. This will also be noted on the weekly activity report, the days they are unable to perform their regular duties.

(continued)

PROPOSED CHANGE:

Delete this section

SPECIAL MEETING DATE: December 19, 2024

NUMBER OF E-BOARD MEMBERS PRESENT AT SPECIAL MEETING: 25 **QUORUM MET?** YES

Posted no less than seven (7) days in advance of the Special Meeting at which the question was considered, in accordance with Official Circular No. 783 (Required for proposed dues increases only) _____

Voted by secret ballot in accordance with the IAM Constitution (Required for proposed dues increases only) _____

*****MUST HAVE FIVE (5) SIGNATURES****

<u>John M. Coveny, Jr.</u>	_____	<u>December 19, 2024</u>	<u>BR034840</u>
Print Name	Signature	Date	Book Number

<u>Joseph H. Shultz, Jr.</u>	_____	<u>December 19, 2024</u>	<u>BX025654</u>
Print Name	Signature	Date	Book Number

_____	_____	<u>December 19, 2024</u>	_____
Print Name	Signature	Date	Book Number

_____	_____	<u>December 19, 2024</u>	_____
Print Name	Signature	Date	Book Number

_____	_____	<u>December 19, 2024</u>	_____
Print Name	Signature	Date	Book Number