



SEIU LOCAL 1021 EXECUTIVE BOARD AND ADVISORY COMMITTEE STIPEND POLICY

A stipend is a small financial payment to Executive Board members and Advisory Committee members for their time and commitment to the union and its members, which often requires time away from their families and impacted workloads. This time and commitment is above and beyond what is customarily expected by the general membership such as, but not limited to, attendance at rallies, phone banking, precinct walking, caucus meetings, and chapter meetings.

Each Executive Board member will act ethically and responsibly in accounting for their time and use of member dues.

- Each Executive Board member who wishes to receive a stipend will sign a certification for one of two commitment levels. The commitment level will be on a quarterly basis (every three months), January-March, April-June, July-September, October-November.
- \$250.00 commitment level: In order to receive the lower stipend of \$250.00, an Executive Board member must submit proof of a minimum of 25 hours per month (12.5 hours per pay period). Executive Board members with validated hours above 25 hours but below 50 hours will receive this stipend.
- \$450.00 commitment level: Executive Board members with validated hours above 50 hours (25 hours per pay period) will receive a stipend of \$450.00.
- Local 1021 officers with stated goals/objectives for a project and who provide reports to the Executive Board regarding their progress on the project on a monthly basis will receive an additional stipend of \$150.00. In order to receive the additional stipend, the Executive Board officer must have certified him/herself for the 50 hours per month (25 hours per pay period) commitment level and have reached that commitment for that month.

In the alternative and in lieu of a stipend, an Executive Board member may receive full mileage reimbursement for attendance at Executive Board and Member Advisory Committee meetings and travel in the course of his/her union work.

NOTE: An Executive Board member chiefly employed by SEIU Local 1021 will not be eligible for a stipend.

Executive Board members must file activity reports for purposes of LM-2 reporting and in the comments section they are to annotate the name of the meeting/function attended, the chair of the meeting or person in charge of the event, and at least one other attendee. Executive Board members are to file activity reports bi-weekly in accordance with the Local 1021 staff payroll schedule. Activity reports are to be submitted no later than one pay period behind. Failure to submit properly validated and completed activity reports within the time frames may result in forfeiture of the stipend in portion or in entirety.

Attendance at Advisory Committee meetings frequently requires time away from family members. The Executive Board values the time and commitment of the Advisory Committee members in assisting the Executive Board in ensuring the best representation of its members. As such, Advisory Committee members will receive a stipend of \$50.00 for full meeting attendance, in addition to food and accommodations as necessary.

