



By-Laws

Adopted 06/09/2025

GENERAL POLICIES

1. Local 8 will reimburse Union members for expenses incurred in the course of conducting official Union business in accordance with policies and procedures set forth herein.
2. In order to qualify for reimbursement of expenses, the expenses must have been incurred as a result of participation in a meeting or other official Union business in which the member has been instructed and authorized to attend. This shall include attendance as a Representative, Delegate, or Committee member and authorized by Local 8 Executive Board and/or Membership. Alternates to Council 5, AFL-CIO, or other conventions are NOT eligible for reimbursement unless authorized by the Executive Board and/or General Membership.
3. Expense forms must be completed and signed by the Union member claiming reimbursement and approved by the Local President or Local Treasurer before payment is made. An advance on expenses may be granted upon the approval of the Executive Board and placed on the next membership meeting agenda. Requests for reimbursement of expenses shall be reported on Local 8 expense forms which may be obtained from our website www.afscmelocal8.org or Local Treasurer. Reimbursement requests must be dated within 60 days of when the expense was incurred or shall be considered taxable income according to IRS Rules.

By-Laws, AFSCME Local 8

4. In no instance will expense reimbursement or lost-time allowances be paid to any member of Local 8 under this policy when the member is being reimbursed from any other source (such as: by another Local Union, Policy Committee, National Union, or central Labor Body or the Employer, or Council 5). At no time shall lost time wage reimbursement exceed regularly scheduled work hours.
5. Receipts for lodging and other approved expenses must accompany any request for reimbursement. Incomplete or inaccurate forms may delay reimbursement. Reimbursement requests may be submitted electronically to the Local Treasurer or other designated Executive Board member followed with originals to the Local Treasurer.
6. Upon the request of the General Membership and/or Executive Board, the by-laws may be reviewed. If revisions to the by-laws are recommended by the Executive Board they shall then be approved by the General Membership.

ATTENDANCE POLICY

1. GENERAL

Elected delegates and representatives are expected to be present at all sessions of the event they are attending. Lost time may not be paid to those who do not attend all sessions of the entire event.

2. TRAININGS

Union members in good standing shall be allowed to attend trainings and workshops, etc. as approved by the General Membership or Executive Board.

3. CONVENTIONS

Delegates for the AFSCME International and/or Council 5 conventions shall be elected at a regular membership meeting according to the International Constitution.

4. MISCELLANEOUS

By-Laws, AFSCME Local 8

Members acting in an official union capacity and attending any of the above must be approved by the Local.

MEALS

1. Local 8 will advance a per diem up to the IRS rate for the city in which the event is being held to Union members per day for meals and incidentals while away from home on official Union business. With pre-approval of the Local Executive Board, members may be reimbursed for expenses related to providing food or buying meals for organizing activities, provided receipts are submitted. Liquor purchases, even as part of a meal, will NOT be reimbursed.

**The standard IRS rate will be used for meals and incidentals within the continental United States if city is not listed on the IRS rate.

LODGING

1. All reimbursement requests for lodging must be accompanied by an itemized receipt.
2. Lodging will be authorized if the member would not be able to return home until after 10:00p.m.
3. Lodging the night before the start of a meeting will be provided if the attendee would have to leave home prior to 6:00a.m. to attend.
4. Members will stay at union-organized hotels whenever practicable. Receipts shall be provided for all lodging.
5. Exceptions to lodging reimbursement will be voted on at a membership meeting.

OFFICE SUPPLIES

1. An annual \$100.00 allowance shall be authorized for office supplies, postage, and other

By-Laws, AFSCME Local 8

business-related expenses incurred by a Local officer. A receipt must be submitted for reimbursement.

OFFICER ALLOWANCES

A. President:	\$150.00 per month
B. Vice President:	\$150.00 per month
C. Secretary:	\$150.00 per month
D. Treasurer:	\$150.00 per month

**The above allowances cannot be combined with any other monthly allowance or stipend. For example, if the President receives the above allowance they cannot also receive the Executive Board and/or Steward stipend.

CHIEF STEWARD ALLOWANCE

E. Chief Steward:	\$150.00 per month
F. Co-Chief Stewards	\$75.00 per month

**The above \$150.00 allowance cannot be combined with any other monthly allowance or stipend.

EXECUTIVE BOARD AND STEWARD STIPENDS

G. Executive Board Member:	\$60.00 per month
H. Steward:	\$60.00 per month

**The above two stipends may be combined if an individual fills both roles.

***To maintain their status in the above role(s), members are expected to attend monthly meetings and perform their duties as assigned. If they are unable to attend a meeting, they are expected to give notice to an officer.

COMMITTEE APPOINTMENT STIPENDS

Local 8 will pay members a monthly stipend of half the membership dues for participation on departmental, county-wide, safety or labor/management committees, and as L8 delegates to external non-AFSCME labor organizations. Effective 2025, this stipend is \$36/month for full-time members and \$27 for part-time members. This stipend will adjust annually contingent upon the monthly dues amount.

By-Laws, AFSCME Local 8

The committee stipend would be paid only for service on committees *requiring* union representation. Members with multiple obligations (e.g. serving as stewards, on the Local 8 Executive Board and/or on other committees) would be limited to 3 monthly stipend payments.

Appointed committee representatives are required to submit updates for each month's General Membership meeting to qualify for stipends.

TRUSTEES AND ANNUAL AUDIT

1. Audits shall be done annually with up to three trustees.
2. Each participating trustee will be paid \$50.00 per audit.
3. Lost time for up to three trustees shall also be paid for audits.