

TENTATIVE PROPOSAL FOR AFFILIATION
OF THE ILLINOIS UNION OF TELEPHONE
WORKERS WITH THE INTERNATIONAL BRO-
THERHOOD OF ELECTRICAL WORKERS (AFL)

APRIL 22, 1947

The following tentative proposal is made in behalf of the International Brotherhood of Electrical Workers (AFL):

CHARTERS: An IBEW charter would be issued to each of the six Locals of the IUTW. There is no charter fee. There would be no initiation fees for present members of the IUTW. Each Local would provide in its by-laws the amount of its own initiation fee for new members.

INDUSTRIAL LOCALS: Each of the six IUTW Locals would remain as now—Industrial Locals covering the same employees as they now cover.

LOCAL AUTONOMY: Each Local would have its autonomy the same as all other IBEW Locals. Each would elect its own officers, handle its own funds, and run its own affairs. All IBEW Locals operate under a general Constitution and each Local adopts its own by-laws. The Local by-laws, to avoid conflict with the general Constitution, are subject to approval of the office of the International President.

LOCAL DUES: Each Local would decide its own monthly dues. Dues remain absolutely in the control of the members of each Local. Dues could be increased only by amending the Local by-laws.

ASSESSMENTS: In all the years there has never been any International assessment on members who do not carry the IBEW insurance and pension, referred to later. Local assessments, like dues, remain in the absolute control of members of each Local.

TYPES OF MEMBERSHIP AND PER CAPITA TAX: The IBEW (since Jan. 1, 1947 has three types of membership— "A" and "BA" and "B". The "A" membership carries the IBEW insurance and pension. The others do not. The "A" and "BA" are the same, except for insurance and pension. Each pays a monthly per capita tax of 70¢ to the International Office. The monthly per capita tax for the "B" membership is 50¢. But this membership does not have equal vote on referenda and on a roll call vote at IBEW conventions. With this exception, the "B" membership has the same rights as other members.

The monthly percapita tax is paid out of the Local Treasury and is divided as follows:

"A" and "BA" MEMBERSHIP

7¢	TO THE CONVENTION FUND
3¢	" " DEFENSE "
10¢	" " JOURNAL "
50¢	" " GENERAL "
<u>70¢</u>	

"B" MEMBERSHIP

2¢	TO THE CONVENTION FUND
3¢	" " DEFENSE "
10¢	" " JOURNAL "
35¢	" " GENERAL "
<u>50¢</u>	

The amount of monthly per capita tax is not changed by any increase or decrease in the Local monthly dues.

Each Local would decide, by majority vote, which type of membership its members would carry. (However, any telephone employee who is now an IBEW insurance and pension member would have the right to continue such membership.)

JOINT BOARD OF IBEW TELEPHONE LOCALS: If affiliation occurs, it is proposed that a Joint Board of IBEW Telephone Locals be established— consisting of the six newly chartered Locals and Local B-134. Any other Illinois Bell Telephone group that may later affiliate with the IBEW could be admitted to this Joint Board.

This type of IBEW Joint Board has repeatedly brought unity of action and has proved very successful on various properties of Light and Power companies. Such a Board irons out many problems and misunderstandings and enables the locals to act as one in dealing with Management.

1. One delegate would represent each Local on the Joint Board. All delegates would have equal vote--or each delegate would vote the membership of his Local, as may be decided by the Joint Board. Each Local would elect its delegate in such manner as it decided. But only IBEW members employed by the IBT Company, or on furlough or leave of absence from this Company, would be eligible as delegates or to vote on their selection. However, any International Representative or International Officer of the IBEW has the right to participate in the discussions and activities of the Joint Board and in negotiations.
2. Each Local would pay any legitimate expenses, or for working time lost, of its own delegates.
3. The Joint Board would elect its own Chairman and Secretary-Treasurer and adopt its own rules.
4. Regular and Special Joint Board meetings would be held at such times as the Board decided.
5. The Joint Board would be maintained by a monthly or quarterly per capita tax paid by each Local. The amount of per capita tax deemed necessary would be determined later, dependent on the functions and duties of the Board. But any amount deemed necessary would be subject to a vote of the Locals involved.
6. The Joint Board would properly bond its Secretary-Treasurer and Chairman, and have a quarterly audit made of its accounts, and send a quarterly financial report to each Local involved.
7. The Joint Board would be empowered to provide for its office and to employ, and pay, such office and other employees as it deemed necessary and as its finances justified.
8. The Joint Board would draft all wage and working agreement proposals and would negotiate, or a committee selected by the Board would negotiate, such proposals subject to approval or ratification of the Locals involved, together with approval of the office of the International President of the IBEW. Approval or ratification of the membership would be determined by a secret ballot conducted by the Joint Board.

PAGE AND WORKING AGREEMENTS: If affiliation occurs, it is proposed that one agreement covering all Illinois Bell Telephone Plant Employees be negotiated. (This would cover the six Locals and the membership of Local B-134 working for the IBT Company.)

IUTW TREASURY AND ASSETS: If affiliation occurs, it is recommended that the treasury and assets of the IUTW be divided among its six Locals on a per capita basis.

RESEARCH: If affiliation occurs, the services of the Research Department of the IBEW would be available to the six newly chartered Locals and the Joint Board.

IBEW ASSISTANCE: The IBEW is a part of the American Federation of Labor, which has approximately 8,000,000 members. The IBEW itself has well over 300,000 members and has over 50 years' experience behind it. Should the IUTW affiliate with the IBEW, the membership would thus become a part of the labor movement represented by the A.F. of L. The IBEW would, in accord with its laws and policies, extend its facilities and assistance and its experience to those now represented by the IUTW.

When the IBEW telephone membership has been increased by 30,000 from this date, one or more Assistants to the President of the IBEW would be named to devote full time to the affairs and problems of the telephone members. Such Assistant or Assistants would be selected by the Telephone membership in such manner as they may decide.

In the meantime, the IBEW would assign and pay additional full time organizers and representatives to work exclusively in the telephone communication field, in such number as the circumstances and the finances justified. All salaries and expense allowances would be governed by the IBEW Constitution.

April 22, 1947