

COUNCIL #10 CONSTITUTION

PREAMBLE

Camden County Council #10 exists for the purpose of advancing the interests of its members in the workplace, particularly as these interests relate to the employees' wages, hours, and other conditions of employment.

COUNCIL #10 HISTORY

Council #10 was organized as part of the New Jersey Civil Service Association. In the 1980's it withdrew from the NJSCA to become a completely independent union, unaffiliated with any other labor organization. The #10 in Council #10 comes from its designation while part of the NJSCA.

DUES SCHEDULE

- | | |
|------------------------|---------|
| A.) Initiation Fee | \$15.00 |
| B.) Regular Dues | \$12.00 |
| C.) County Supervisory | \$20.00 |

Agency Shop

All employees in Council #10 bargaining units that do not join must pay Council #10 an "agency shop representation fee" of 85% of regular dues per month as provided by law.

EMPLOYERS OF

COUNCIL #10 MEMBERS

Camden County	Gloucester Township
Camden City	Winslow Township
Borough of Pine Hill	

COUNCIL #10 OFFICERS

Karl Walko	President
Leah Hicks	Vice President
Tammy Goree	Financial Secretary /Treasurer
Eunice Robinson	Corresponding Secretary
Donna Davis	Recording Secretary
David Ewing	Sergeant-At-Arms

Your Bargaining Unit:

Your Trustee:



WELCOME
TO



CAMDEN COUNTY
COUNCIL # 10

519 Federal Street
Suite 201
Camden, NJ 08103

Phone 856-541-4191
Fax 856-541-9390
Email office@council10.org

Organized: August 23, 1935

To: New Members

From: Karl Walko, Council #10 President

Thank you for joining Council #10. On behalf of all Council #10 officials, I welcome you to a great organization. I'd like to introduce myself and tell you a little about your union. I was elected in 2001 after serving 8 years as a Council #10 Trustee. I have been a member of Council #10 since 1981, working for 20 years as a health inspector for Camden County. I became president to maintain Council #10's tradition of delivering the highest possible level of representation to members.

Council #10 is an independent union representing both public employees and utility employees in Camden County. We currently have over 2,200 members. We provide a high level of service with comparably low dues. As an independent union, we answer only to our members. We are unaffiliated. We do not pass on a portion of your dues to a state or national organization. As a result, every dollar that you pay in dues works directly for you.

Council #10's goal is to make sure that every member is respected for the work that they perform. We work to obtain fair wages and benefits for every member and to make sure that they receive equal treatment on the job. We work with management to improve the workplace for both management and labor, maintain our member's jobs, and increase respect for the ability of our members.

The Council # 10 office is located in the Parkade Building, next to the Camden City Hall/Courthouse and is open to you during business hours. You can also contact the office by telephone, fax machine, and email. I encourage you to discuss any labor-related problems with your shop steward or trustee. If you do not know your shop steward or trustee, contact the union office. If your shop steward and trustee are unable to resolve your problem, contact me at the union office.

Council #10 works to keep all members informed. We publish a quarterly newsletter, the "Workforce" and regularly post announcements on work site bulletin boards. The newsletters and postings are distributed through your trustees and shop stewards. If your work site is not receiving them, please let me know. I will make sure that you get them.

General Membership Meetings

I encourage you to attend General Membership meetings. There all of the officers and the union's legal counsel are accessible to the members. Council #10 is an open union. Financial reports, audit reports, etc., are available at General Membership meetings. At every meeting, the President reports on the contract negotiations, activities, and other important issues to the members. Council #10's budget is brought before members at the March meeting for approval. Questions from members, regarding any matter, are welcome. Only members can attend membership meetings.

General Membership meetings are held on the fourth Tuesday of January, February, March, September, October, and November. Meetings start at 7 PM. They generally last less than an hour. They are held at the Health Services Center and the Brooklawn American Legion (by announcement). If you need directions, contact the union office.

Council #10 PAC

I strongly suggest that you join the Council #10 Political Action Committee. Most Council #10 members work directly or indirectly under elected officials. The Council #10 PAC is instrumental in making sure our members' voices are heard. None of your union dues are spent on political action. The union's political effort relies entirely on donations. Donate a dollar per paycheck by submitting a completed PAC application to a union representative. (Applications are available from union reps or from the union office.) This small amount will help your union remain strong.

Know Your Contract

Remember to read your labor contract. Make sure that you know what it requires of your employer. Do not depend on your employer for an interpretation of your entitlements. If you have a question, contact your shop steward or trustee. If you do not have a contract, ask your shop steward of trustee, or contact the union office for one.

Workplace Rules

Workplace rules are defined by the New Jersey Civil Service law, your labor contract, your employer's policies and procedures, and your boss, in that order of authority.

Thanks again for joining Council #10.

Council #10 Benefits

Death Benefit: After three years of membership, your beneficiary is entitled to a \$500 death benefit if you pass away while an active member. New members should complete a beneficiary designation form so that they automatically become eligible upon their third anniversary.

Scholarship Fund: Children of Council #10 members can apply for scholarships during their senior year of high school. The number and amount of scholarships may vary each year, but the chances of an applicant receiving a scholarship are great. Children must meet the requirements of the program to be eligible. Scholarships are awarded in March. Applications are available through high school guidance offices or from the union office during January and February.

Legal Services: Members are eligible for a one hour free consultation on non-job related matters, discounted will preparation and other legal services through the union's legal representative, Jennings Sigmond. Ask for an information pamphlet from your union representative or from the union office, or call Jennings and Sigmond at (856) 667-6950.

Dental Care: Eligible Council #10 members and their dependents are provided with dental services through Dr. John Kernan, D.M.D., P.A. Dr. Kernan is located in the Westmont Plaza, Cuthbert Road and MacArthur Boulevard in Westmont (856) 869-8660. A freedom of choice plan is also available to eligible members. Check with your shop steward or trustee to determine your eligibility.

Discount Parking in Downtown Camden: Discounted parking is available in downtown Camden to Council #10 members. Contact your shop steward or trustee, or the union office for more information.

Note: Health/Prescription and other negotiated benefits are available to eligible members through their employer. Review your labor contract and contact your shop steward or trustee for more information.