

## 32BJ By-laws changes

# Equal and Fair

By standing together, Local 32BJ members from Philadelphia to Hartford are winning:

- Strong contracts with wage increases and better health care.
- Greater political power.

To keep building our strength, we need a dues system that's **fair** and **simple**. The Local 32BJ Joint Executive Board is proposing a new system beginning January 1, 2006:

- **Equal dues for equal pay.** All 32BJ members with the same hourly pay rate pay the same dues.
- **Part-timers** without health insurance pay less.
- **Fairness.** All members must pay their fair share.
- **No more** automatic yearly dues increase. Dues can only go up if pay goes up.



**VOTE  
YES**