

International Longshore and Warehouse Union
Thirty-fifth International Convention
San Diego, California
June 4 – 8, 2012

M/S/C/U
6/5/12 am

Resolution # C-3

TITLED OFFICERS' SALARIES

The International Executive Board recommends that the Titled Officers continue to be compensated on the same basis as is presently provided for in the International Constitution, Article VI, Section 13. That section should be updated to reflect the May 1, 2012 salary levels as follows: (The proposed additions are underlined and the proposed deletions are lined out):

SECTION 13. The titled officers shall receive such salaries as may be provided for by action of the Convention.

The salary of the International President shall be One Hundred Sixteen Thousand Three Hundred Fifty-One Dollars and Sixteen Cents (\$116,351.16) per annum, and the salary of the other titled officers shall be. One Hundred Twelve Thousand Nine Hundred Ninety Dollars and Three Cents (\$112,990.03)per annum. Commencing May 1, 2012 and effective each May 1 thereafter, the annual wages of the titled officers shall be adjusted by a percentage equal to the average of the increase in percentage terms in the base rate of pay in the ILWU's three major industries—Longshore, Northern California Warehouse, and Local 142's major hotel agreements (Tourism) - during the previous calendar year. The titled officers shall have the authority to suspend or postpone any salary increase to which they are entitled pursuant to Article VI, Section 13 based on the financial situation of the International Union. Further, they shall have the authority to reinstate any or all suspended or postponed increases without retroactivity at any time between Conventions.

This recommendation updates the titled officers' salaries to their current rates.