

APPENDIX “D” HONORARIA

The honorarium is meant as a recognition of the inordinate amount of uncompensated hours for union work (attending meetings, conventions, training, etc.), and to help cover minor expenses which are not covered for under the local’s expense policy.

Local 3912 Officers **who are actively fulfilling the duties of their position** shall be provided an honorarium as a function of the amount equivalent to the average of the minimum rates of a full-year course at Dalhousie University, Saint Mary’s University, Mount Saint Vincent University, and Nova Scotia College of Art and Design (NSCAD) (vacation included):

President	2.0 full-year courses
Vice Presidents	0.50 full-year course
Recording Secretary	0.50 full-year course
Secretary-Treasurer	0.75 full-year course
Communications Officer	0.50 full-year course
Stewards	0.25 full-year course
Membership Officer	0.125 full-year course
Trustees	\$500– per audit
Negotiating Committee Members	up to 0.125 full-year course, per position to all non-officers members, payable upon completion of their role. They are expected to work an average of 60 hours per year.
Other Committee Members	up to \$500 per year, per position to non-executive members, payable upon completion of their role. They are expected to work an average of 18 hours per year.

The allowances listed above for Executive Officers are yearly amounts to be paid in instalments every ~~four (4)~~ **three (3)** months ~~(April, August, by the end of March, June, September, and December)~~ except for the amount paid to the President, which is to be paid biweekly.

~~Instalments to new elected Officers and Stewards shall start to be paid four months after they take office. Where an officer or member of the Executive Board a committee including the Executive committee does not, for any reason, serve their entire term of office they shall only receive honorarium proportional to the actual time spent in that position. office.~~