



MEMBER-2-MEMBER FUNDS

Organizing Incentive Program

(Revised May 22, 2023)



**Operative Plasterers' & Cement Masons'
International Association, AFL-CIO**

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Organizing Incentive Program

Overview

Every officer, agent, and representative of the OPCMIA has a duty to organize the unorganized in the Plastering, Cement Masonry and Shop Hand trades. This responsibility effectively turns each elected and appointed officer, as well as every full-time and part-time agent and representative, into a union organizer. Together, they work every day with the shared objective to grow our Union's membership.

Yet, the officers, agents and representatives constitute a small fraction of the OPCMIA's overall membership. There are tens of thousands of members across the United States and Canada. Many of those members know family, friends and colleagues who work in our trades, but without the benefits of OPCMIA representation. If our members could bring these employees into the International Association, our Union could grow its ranks rapidly.

Therefore, the OPCMIA proudly announces a new organizing incentive for eligible rank-and-file members who are in good standing. A rank-and-file member may receive an incentive for each unrepresented Cement Mason, Plasterer or Shop Hand that becomes an OPCMIA member and works at least six (6) months for signatory employers. The incentive amounts, as well as the rules and regulations governing the payment of these incentives, are set forth in this document.

This Organizing Incentive Program represents the latest benefit to be provided by the OPCMIA's Member-2-Member Funds ("M2M Funds"). The M2M Funds offer opportunities for our International Association to pursue creative ways to use International Working Dues to provide new benefits for our members and to grow our organization. This program represents a great start toward that goal.

Eligibility

Who is Eligible

Section 1. The Organizing Incentive Program is open to any rank-and-file member of the Operative Plasterers' & Cement Masons' International Association who is and remains in continuous good standing while participating in the program, except for those individuals identified as ineligible in Section 2 below.

Who is Ineligible

Section 2. The following individuals are ineligible to participate in the Organizing Incentive Program:

- A. All members who serve as full-time paid officers and employees of the OPCMIA, as well as any of its affiliated State or Provincial Conferences, District Councils and Local Unions;
- B. All members who serve as full-time paid administrators, employees, instructors, directors, and/or trustees of any organizations related to the OPCMIA or any of its affiliates, including trust funds;
- C. Any member who enters business legitimately for themselves or holds a financial interest in any business directly connected with the plastering, cement masonry, and/or shop hand industries as set forth in Article 25, Section 1 of the International Constitution; and
- D. Any member who is not a member in good standing.

The Definition of Good Standing

Section 3. Good standing shall be defined in the same manner as set forth in Article 34, Section 1(A) of the International Constitution. The International Association retains the right to determine the good standing of a rank-and-file member at any time. If a rank-and-file member loses their good standing at any point prior to the payment of the incentive, then they will lose their right to that incentive, as well as the ability to participate in this program until they re-establish their membership in good standing.

The Benefit

Section 4. A rank-and-file member may receive the New Member Incentive for each new “Unrepresented Employee” brought into the OPCMIA. For purposes of this program, the term “Unrepresented Employee” shall mean anyone working in the Plastering, Cement Masonry, or Shop Hand trades who is not represented by the OPCMIA or any of its affiliates.

Section 5. For purposes of this program, bringing an Unrepresented Employee into the OPCMIA shall be defined as follows:

- A. The Unrepresented Employee is over eighteen (18) years in age, a legal resident of the United States or Canada, and is lawfully able to work in the plastering, cement masonry, and/or shop hand trades;
- B. The Unrepresented Employee becomes a new member in good standing of the OPCMIA;
- C. The new member stays in good standing, as defined in Article 34, Section 1(A) of the International Constitution, for at least six (6) months; and
- D. The new member works at least six (6) months for employers who are signatory to collective bargaining agreements with International Association or any of its affiliates.

Section 6. The New Member Incentive shall be paid in the following amounts to eligible rank-and-file members:

\$100 for bringing in the first Unrepresented Employee into the OPCMIA;

\$200 for bringing in the second Unrepresented Employee into the OPCMIA;

and

\$300 for bringing in the third Unrepresented Employee into the OPCMIA.

A rank-and-file member may receive a maximum of \$600.00 in New Member Incentives in a calendar year.

Section 7. The New Member Incentive shall be paid to eligible rank-and-file members only for Unrepresented Employees who are brought into the

OPCMIA on or after the effective date of this Organizing Incentive Program, which is June 1, 2023.

The Process

Section 8. The International Association shall make available a “New Member Referral Form” for use as a part of this Organizing Incentive Program. The New Member Referral Form may be obtained by sending a written request to the M2M Administrator by e-mail or mail to the following:

M2M Administrator
Operative Plasterers’ & Cement Masons’ International Association
9700 Patuxent Woods Drive, Suite 200
Columbia, MD 21046
Email: M2MAdministrator@opcmia.org

Section 9. A rank-and-file member may send a completed New Member Referral Form to the M2M Administrator by e-mail or mail to the above addresses.

Section 10. If two or more rank-and file members submit a completed New Member Referral Form for the same Unrepresented Employee, the OPCMIA shall accept the first form received, as determined in the International Association’s sole discretion.

Section 11. Once the OPCMIA receives a New Member Referral Form, the International Association will decide whether the rank-and-file member is eligible to participate in the program. Once the International Association finds that the member is eligible, then the OPCMIA will track the Unrepresented Employee the requirements for the payment of the organizing incentive (see Sections 4 through 7 above).

Section 12. Once all the requirements for the payment of the organizing incentive have been completed, the International Association shall make the payment to the eligible rank-and-file member within a reasonable period of time.

Section 13. If, for any reason, the requirements for the payment of the organizing incentive are not completed, the International Association shall advise the rank-and-file member of the reasons why the organizing incentive will not be paid (for example, that the rank-and-file member fell out of good standing

or the Unrepresented Employee failed to become a member or work for signatory employers for six months).

Administration

Section 14. The General President and General Secretary-Treasurer, or their designees, shall administer the Organizing Incentive Program. The General President and the General Secretary-Treasurer shall have the right to interpret all terms of this program. The General President and the General Secretary-Treasurer shall also have the right to change, modify or end the Organizing Incentive Program at any time.

Section 15. The General Executive Board shall authorize a set amount of general funds to be used as part of the Organizing Incentive Program. Once these funds are exhausted, no further organizing incentives shall be paid and the program shall cease unless the General Executive Board authorizes additional funds to continue the program.

Section 16. The incentives paid under this Organizing Incentive Program are not vested benefits. The incentives are paid from the OPCMIA's general assets; and, as such, the funds used for this program are neither insured nor held in trust.

Other Rules and Restrictions

Section 17. **Only One Incentive Payment Per Unrepresented Employee.** Only one incentive payment will be paid for a specific Unrepresented Employee. For example, if a New Member Incentive is paid on an Unrepresented Employee who joins the OPCMIA and that employee leaves membership a year later, that individual will not be considered an Unrepresented Employee for future New Member Incentives.

Section 18. **No Sharing of Incentive Payments.** The eligible rank-and-file members are prohibited from sharing organizing incentives with other rank-and-file members, ineligible individuals, or Unrepresented Employees. Any violation of this section by any member will bar those member(s) from all future participation in the program.

Section 19. **Taxability of Incentive Payments.** All incentive payments will be deemed income to the rank-and-file member and will be subject to federal,

state, and local taxes. The incentive payments may not be increased by the amount of taxes normally deducted from those payments. The rank-and-file member will be responsible for the payment of any such taxes.

Section 20. **Resolution of Disputes.** Any dispute over the administration or operation of this Organizing Incentive Program shall be submitted to the General President for their review. Any decision by the General President to resolve the dispute shall be final and binding.