



CWA Local 7270 Work Rules

Amended 3/7/2017

Officers Monthly Salaries-

President **15** Regular Hours at Highest Wage Rate
Vice President **15** Regular Hours at Highest Wage Rate
Secr/Treasurer **15** Regular Hours at Highest Wage Rate

Lost Time Reimbursement-

Local officers and/or authorized local members shall be reimbursed for lost time from their regular company employment when on union business.

The union will only reimburse members wages for lost time only.

Standard Meal and Incidental Expense Allowance-

A standard meal and incidental expense allowance will be provided not to exceed the maximum amount designated to a location based on the IRS guidelines. Refer to current IRS publications. (See the treasurer for the IRS document)

Lodging-

The union shall provide lodging at union designated hotel or motels or other reasonable accommodations when traveling on union business overnight. (Receipts required)

Travel-

Mileage will be paid to members attending meetings outside their normal work area at the current IRS mileage reimbursement rate. In order to minimize mileage expenses, members are expected to ride-share whenever possible. Mileage payments for other authorized union business will be paid at the same rate.

Airfare will be either purchased or reimbursed by the local. (Receipts required)

Coach class only

Union carriers preferred

The local will reimburse for actual reasonable expenses for transportation and associated costs. (Receipts required)
(Cab fares, shuttles, rental cars, parking, etc.)

Mileage will be paid in lieu of airfare equal to the cost of a reasonable airline ticket when the cost of driving exceeds the airfare.

The local will provide \$50,000.00 of travel life insurance for each officer, Executive board member, and Bargaining committee member.

Expense Approvals-

All union purchases under \$100.00 will require approval of 2 local officers. Purchases in excess of \$100.00 will require approval of the E-Board. (Not to include office supplies).

Gifts-

Flowers/ Memorials- Flowers or memorials, with a cost not to exceed \$60.00, will be sent for the death of a member, a retired member, or an immediate family member (spouse, children, parents).

CWA Jackets- Members will pay \$20.00 towards the cost of a CWA jacket with the local paying the remainder.

Retirement Gift- The Local Will provide a CWA watch or a gift (up to \$200.00) to retiring members. **Any member who goes out on A&S and subsequently retires will still be eligible to receive retirement gift of CWA watch or a gift (up to \$200).**

Yearly Obligations- The Local Will pay yearly local obligation to Union to Union and to Pediatric Aids Foundation.

All stewards will be recognized annually.

Social Events-

For the purpose of an annual social event, LeCenter, Fairmont, and Worthington will each receive \$500.00, Canby and Slayton each will receive \$300.00, and the metro area will receive \$2000.00 **per year or \$3000.00 biannually. Money not used annually will be not be carried over, it will be forfeited.**

Working Rule Changes-

Work rules may be amended by the following methods:

By a majority of the members present in a local meeting if the proposed amendment has been introduced at a previous membership meeting or has been advertised to the membership by use of bulletin boards or U.S. mail postage prepaid at least seven (7) days in advance of the meeting.

By a referendum of the membership.

Local Meeting Attendance Incentives-

Two dollars (\$2.00) per member will be paid to each area for each member present at area meetings.

Letters of Agreement Bargaining Process-

Any or all changes to our existing contract (Ex: M.O.A.-Memorandum of Agreement) relative to a specific job title, work group or area shall be governed by the following: The local president or union representative appointed by the local president shall meet with the union's bargaining committee. This meeting with the committee, which can be done via conference call, shall take place prior to entering into and/or announcing any tentative agreement. All said changes will only become valid with the "approval" of the CWA bargaining Agent.

Any or all changes to our existing contract (EX;M.O.A.-Memorandum of Agreement) relative to all job titles, work groups, or areas shall be governed by the following. The local president during initial meetings with the company will determine if the proposed changes (M.O.A.) will affect members in all job titles, work groups, or areas. If proposed changes be found to affect the membership as a whole, the local president or union representative shall notify the company of the need for the bargaining committee to be present at said meeting. All changes (Ex:M.O.A.) will only become valid with the "approval" of the above said bargaining committee of the CWA bargaining Agent.

Member's Duties and Obligations-

- It is now and always has been the local policy that no member shall report to management on other member's activities.
- With the signing of the Application for Membership in the local, the following duties and obligations have been accepted:
 - Abide by the CWA Constitution and Local By-Laws and Work Rules
 - Attend Union Meetings
 - Accept majority decisions
 - Vote on all matters when physically able to do so
 - Cooperate with other organized workers
 - Respect bona fide picket lines
 - Carry out Union assignments
 - Participate actively in all CWA programs
 - Inform your Steward or Local Secretary/Treasurer of address changes
 - No member shall: rate, evaluate, grade, or inform on another member or fee payer to management in any capacity.