

Union dues are deducted by the employer from each member's pay. The minimum dues for CWA members is approximately 1.15% of the member's base salary, or the equivalent of two hours' pay each month for employees who work a 40-hour week. Those who work fewer hours pay proportionately less. However, as a result of the affiliation agreement between Local 1014 and the CWA National, Local 1014's dues are being phased in over eight years starting in 2014. In 2014, Local 1014 dues were \$30 per month for those receiving an annual rate of \$15,000 or more per year and \$15 per month for those making less than \$15,00 per year.

Most of members' dues go to Local 1014 for direct services. The remainder go the CWA National.

If you do not choose to join the union, you will have a representation fee deducted from your pay instead of membership dues. This arrangement, known as an "agency shop," is authorized by law to insure that employees who benefit from union representation pay their fair share of the cost. Representation fees are used by the union for expenses related to its collective bargaining responsibilities. These expenses include the administrative costs of running the union, negotiating with management, handling grievances and appeals, etc. In order to insure that representation fees are only used for collective bargaining expenses, Local 1014 has set the fees at 85% of regular membership dues.

If you are covered by a Local 1014 contract but are not already a member, you can join by filling out a Membership Application and returning it to Local 1014. Applications are available through any union representative or by contacting Local 1014's office.

CWA LOCAL 1014 MEMBERS WORK FOR

City of Camden

City of Camden Parking Authority

Camden County

Camden County Library System

Camden County Mosquito Commission

Camden County Prosecutor

Gloucester Township

Pine Hill Borough

Winslow Township



CWA Local 1014



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CWA Local 1014

Communications Workers of America

This Is Your Union: CWA Local 1014



Representing County and Municipal
Workers in Camden County

ABOUT CWA LOCAL 1014

Almost all of us have worked in a job where we were on our own in dealing with management. We had little control over our pay and working conditions.

Because your job is in a bargaining unit represented by CWA Local 1014, you are covered by a contract with your employer that establishes your rights, wages and benefits which cannot be changed by management without negotiating with us and our elected union representatives.

Your contract guarantees pay levels and increases, benefits, fair treatment on the job, due process during disciplinary actions, retirement benefits, paid time off for vacations and holidays, medical coverage and sick pay and protection against health and safety hazards

Membership in CWA provides you with the ability — through collective action — to address issues where you work and to make a difference in the workplace.

The contracts spell out grievance procedures that protect you from unfair firings, arbitrary treatment, and favoritism in the handling of scheduling, work assignments, and other issues. It entitles you to a hearing with representation from CWA if you are unfairly treated. If we are unable to reach a resolution, your case may be decided by a neutral, third-party arbitrator. Arbitration provisions help guarantee due process and fair treatment — and it prevents employers from having the final say.

CWA Local 1014 is part of the Communications Workers of America. The CWA represents 700,000 workers in private and public sector employment in the United States, Canada and Puerto Rico in 1,200 chartered CWA local unions. In 10,000 communities across the United States, CWA members work in telecommunications and information technology, the airline industry, news media, broadcast and cable television, education, health care and public service, law enforcement, manufacturing and other fields.

Founded in 1938, CWA got its start representing telephone workers as the National Federation of Telephone Workers. It was renamed the Communications Workers of America in 1947. Today CWA represents workers in all areas of communications, customer contact, high technology, and manufacturing professions in both the private and public sectors, including health care, public service, education, customer service, airlines, and many other fields.

Local 1014 is in CWA District I which includes more than 175,000 members in 328 CWA local unions in New York, New Jersey, New England, and eastern Canada. The Communications Workers of America (AFL-CIO) represents more than 70,000 working families in New Jersey, including more than 40,000 state workers, 15,000 county and municipal workers, and thousands of workers in the telecommunications and direct care industries. The New Jersey Area Director is Hetty Rosenstein.



**CWA Local 1014 Office
330 Market St.,
2nd floor
Camden, NJ 08102
(at the corner of Market
and Fourth Streets)**

Local 1014 is governed by its members through regular membership meetings, pursuant to the Local's Constitution and Bylaws. The President oversees the day-to-day affairs of the Local. He is elected by vote of all Local members, along with the Vice President, Financial Secretary-Treasurer, Recording Secretary, Corresponding Secretary and Sergeant-at-Arms. In addition, Local 1014's leadership includes Trustees and Shop Stewards who represent their respective bargaining units. The Board of Trustees meets monthly to conduct Local business.

The elected officers of CWA Local 1014 are Karl Walko, President, Leah Hicks, Vice President, Tytanya Ray, Financial Secretary/Treasurer, Valerie Castagna, Recording Secretary, Eunice Robinson, Corresponding Secretary, and Orlando Munoz, Sergeant-at-Arms. Officers are elected to 3-year terms.

Members of the Board of Trustees are elected to two year terms. The Board of Trustees meets monthly to determine CWA Local 1014 policies. They have general supervision over the finances. They also approve expenditures for litigation related to disciplinary appeals, arbitration, etc.

Although the union is legally required to represent all workers in its units, whether they join the union or not, most employees understand the value of being a union member. As a member of Local 1014, you have the opportunity to participate in meetings and other union functions, serve on committees, or even hold office in the union. You also have the right to elect your union officers and negotiators, as well as the right to vote on your contract. Equally important, your membership helps to make the union stronger and more effective in representing you.