



LOCAL 3181

Know Your Union

Why Should I Join The Union?

**The answer to your questions
are within these pages.**

Communications

PALM BEACH COUNTY PUBLIC WORKERS
VILLAGE OF TEQUESTA PUBLIC WORKERS
ST. LUCIE COUNTY SCHOOL DISTRICT PUBLIC WORKERS
LOCAL 3181 • AFL-CIO-CLC



Workers of America



594 1st STREET
WEST PALM BEACH, FLORIDA 33413
W.P.B. PHONE: (561) 640-5559 • S.L.C. PHONE: (877) 475-5559
W.P.B. FAX: (561) 640-9099 • S.L.C. FAX: (877) 852-7577



To: All CWA Bargaining Unit Workers

In this booklet is information about your National Union and your Local Union 3181. I ask that you take the time to read this booklet in its entirety. You will get a better understanding of your Union and how it works.

Many people do not realize what the Union is all about. This booklet will help you to understand your Union better and help answer questions like, **Why should I join the Union? What do I get for my Union dues? If I am not a union member, do I get the same benefits as members?**

Also, in the back of this booklet is an **Application for Membership**. If you are not a member of your Union, you should fill out the Application and give it to your Union Representative in your Department, or you can mail it to the Union Hall, 594 1st Street, West Palm Beach FL 33413, right away. If you are a member of your Union, give the application to a non-member and have them fill it out and get it back to the union. If you get a non-member to join the Union and you sign the attest part of the application, we will give you \$25.00 for signing them up.

If you send in your Application for Membership and you have never been a member of CWA Local 3181, **you will get two (2) months, dues FREE!** So, we are looking forward to having you as a member of CWA Local 3181. By doing so, you will be making your Union stronger at the bargaining table, the workplace and your community. If you have any questions, you can visit us on the web at cwa3181.com or you can ask your Union Representative in your Department, or you can call the Union Hall at 561-640-5559, or in St. Lucie, 877-475-5559, and you can talk with me.

In unity,

Richard R. Poulette, President



Who Is CWA

- The Communications Workers of America was founded in New Orleans in **1938**.
- CWA represents over **700,000 members** who are employed in telecommunications, printing & news media, **public service**, health care, cable television, general manufacturing, electronics, & gas & electric utilities.
- CWA holds over **1,000 contracts**
- CWA holds regular conventions every other year. Elected rank-and-file delegates attending CWA Conventions are the **union's highest policy-making body**.

Who is CWA Local 3181

- You are CWA Local 3181
This Local represents **2400** workers in:
 - Palm Beach County
 - St. Lucie County School District
 - The Village of Tequesta
- We are governed by the CWA Constitution and Local By-Laws
- Membership Meetings are held Monthly
- The CWA Local is involved in Community Services such as the United Way, Toys for Tots, PBC Food Banks and much more.



Right To Join The Union

1. You can join the Union from the first day you are hired in a permanent full-time or part-time position with your employer (**excluding the Village of Tequesta part-time workers**)
2. **You can** have co-workers sign a membership application before work, during your breaks or lunch or after work only.

Your Union negotiates your rights & benefits outlined in the CWA contracts

- Grievance Procedure with Binding Arbitration
- Filling of Vacancies
- Overtime
- Sick Leave
- Leave With Pay
- Compassionate Leave
- Seniority
- Layoff
- Wages
- Holidays
- Vacation Leave

And much more.



"Language varies from contract to contract."



Listed below are 34 reasons to join your union and answers the questions everyone asks, “What Does The Union Do For Me and What do I get for my dues?”

- All breaks at work, including your lunch breaks
- Paid vacation
- Family & Medical Leave Act (FMLA)
- Sick leave
- Social Security
- Minimum wage
- Civil Rights Act/Title VII prohibits employer discrimination
- 8-hour work day
- Overtime pay
- Child labor laws
- Occupational Safety & Health Act (OSHA)
- 40-hour work week
- Workers compensation (workers comp)
- Unemployment insurance
- Pensions
- Workplace safety standards and regulations
- Employer health care insurance
- Collective bargaining rights for employees
- Wrongful termination laws
- Age Discrimination in Employment Act of 1967 (ADEA)
- Whistleblower protection laws
- Employee Polygraph Protection Act (EPPA) prohibits employers from using a lie detector test on an employee
- Veteran's Employment and Training Services (VETS)
- Compensation increases and evaluations (i.e. raises)
- Sexual harassment laws



- Americans With Disabilities Act (ADA)
- Holiday pay
- Employer dental, life, and vision insurance
- Privacy rights
- Pregnancy and parental leave
- Military leave
- The right to strike (Private Sector)
- Public education for children
- Equal Pay Acts of 1963 & 2011 requires employers pay men and women equally for the same amount of work
- Laws ending sweatshops in the United States



**Communications Workers
of America Local 3181**





Do Members get the Same Benefits as Non-Members? NO!

Member

1. Input into Contract Negotiations
2. Union Representation for on the job problems
3. Union pays for & Handles Members grievances
4. The more members we have, the better the Contract
5. Get an array of Member only benefits

Non-Member

1. No input into Contract Negotiations
2. Must handle their own problems
3. Must handle & pay for their own grievances
4. If we have a 50% membership, we get a 50% Contract.
5. Do not get these benefits



Union Representation

- The Union represents you if you have a grievance.
- If you are not a Union Member, you **DO NOT** have a right to Union Representation.



How Much are Union Dues?

- Union Dues are 2 hours of your pay per month, if you are scheduled to work 40 hours per week.
- If you are scheduled to work part-time, or less than 40 hours per week, your dues are pro-rated. **Example: if you are scheduled to work, part-time, 20 hours per week, your dues are 1 hour of your pay per month.**



What Are Union Dues Used For?

- Negotiations of Contracts
- Mobilization of Members & the Public
- Enforcement of Contracts & handling of grievances
- Educational Programs & Publications
- Research on employer's benefit plans & Finances
- Lobbying for legislation that affect Labor Issues
- Organizing
- Public relations
- Union Labor Attorneys

These are just a few things your Union Dues pays for.



CWA Local 3181

Communications Info

Web Site: cwa3181.com

CWA Local 3181

594 1st Street, West Palm Beach, FL. 33413

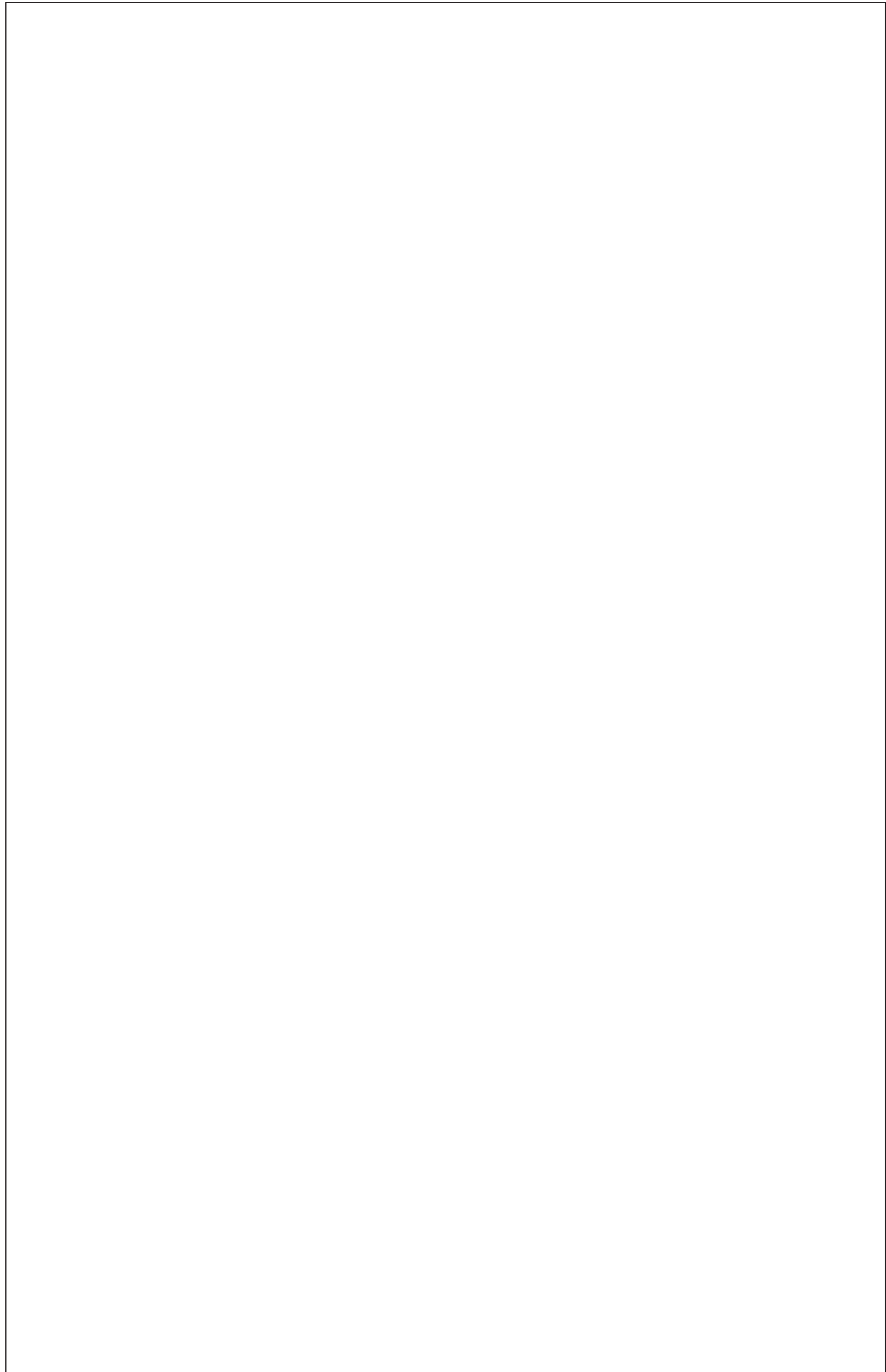
Office Phone: 561-640-5559

Fax: 561-640-9099

St. Lucie County, Toll Free: 877-475-5559

Fax: 877-852-7577

Email: rickpoulette@aol.com



APPLICATION FOR UNION MEMBERSHIP

NOTE: If you choose to join the Union, you must complete and return this application card to: CWA #3181, 594 1st Street, West Palm Beach, FL 33413

SECTION FOR EMPLOYER

(PRINT) Last Name

First Name

M.I.

Department

S.S.#

Local 3181

Work Location (City or Town)

Zip Code

PAYROLL DEDUCTION AUTHORIZATION FOR UNION DUES

I hereby authorize my employer to deduct from my wages an amount equal to the regular monthly dues or prorated portion thereof as certified to the employer by the Secretary-Treasurer of the Communications Workers of America and remit the same to the Secretary-Treasurer of the Communications Workers of America or his/her duly authorized agent. This authorization may be revoked by me upon thirty (30) days written notice to the Employer and the Union, or by written request by the Secretary-Treasurer of the Union to the Employer.

Date

x

Employee (Applicant) Signature

SECTION FOR UNION

APPLICATION FOR UNION MEMBERSHIP Communications Workers of America, Local 3181

(PRINT) Last Name

First Name

M.I.

Home Phone #

S.S.#

Home Address

City or Town

Zip Code

Name of Employer

Birth Date (*For our info ONLY*)

Department

Job Title

Are you a registered voter? ___ Yes ___ No

I hereby request and accept membership in the Communications Workers of America when accepted by the Local and accept all rights, privileges, benefits and responsibilities of membership outlined in the constitution and by-laws of the union.

Signed up by

x

Employee (Applicant) Signature

