

**CWA LOCAL 9509**

**CWA 9509**

**O.P.E.I.U. LOCAL 30**



**Business Agents**

**June 1, 2020 – May 31, 2024**

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THIS AGREEMENT MADE AND ENTERED INTO  
AT SAN DIEGO, CALIFORNIA, THIS 29<sup>th</sup> DAY OF May, 2020

BY AND BETWEEN

THE OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, AFL-CIO, CLC  
HEREINAFTER REFERRED TO AS THE EMPLOYER,  
AND THE COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO, CLC,  
HEREINAFTER REFERRED TO AS THE UNION.

WITNESSETH

WHEREAS, IT IS MUTUALLY AGREED BY AND BETWEEN THE PARTIES  
HERETO AS FOLLOWS:

#### **ARTICLE 1 - RECOGNITION**

SECTION 1. The Employer agrees to recognize the Union as described in the NLRB Petition dated August 2, 2019, as the sole collective bargaining agent with respect to hours, wages and working conditions of all employees in the listed job title coming under the jurisdiction of this Agreement.

SECTION 2. In the event the Employer transfers Union represented employees and the work which those employees are then performing to any other entity which is created after the date of this agreement, the succeeding Employer will recognize the Union as the representative of those employees and shall be bound by the conditions set forth in this agreement.

#### **ARTICLE 2 - UNION SHOP**

SECTION 1.

- A. It shall be a condition of employment that all employees of the Employer covered by this Agreement on the date of execution of this Agreement shall be members in good standing in CWA Local 9509. Each such employee shall receive a withdrawal card from OPEIU Local 30 effective the same day.

- B. It shall also be a condition of employment that all employees covered by this Agreement and hired on or after the execution shall on the thirty-first (31st) calendar day following the beginning of such employment, become and remain members in good standing in the Union. This shall not apply to duly elected officers, managers, exempt employees, or other positions not listed in the NLRB Petition who are not qualified to become members.
- C. Upon written notice from the Union that an employee is not in good standing, the Employer agrees to terminate the employment of said employee forthwith unless such action conflicts with state or federal laws.

SECTION 2. At the time a new employee starts to work, the Employer shall immediately notify the Union, by phone or mail, giving the name of the new employee, starting date and classification.

SECTION 3. The Employer or the Employer's representative shall make known to the employee what duties to perform and from whom to receive direction.

SECTION 4. No employee shall as a condition of employment be required or permitted to participate in any internal Union politics, nor shall the employee be required or permitted to campaign for or against any individuals who are candidates for a Union office.

SECTION 5. Upon receipt of a duly authorized card, the Employer agrees to deduct or collect initiation fees and monthly dues of each employee in the amounts specified by the Secretary-Treasurer of the Union.

SECTION 6. All money deducted or collected by the Employer shall be remitted to the Union on or before the 20th day of the month following that in which the deductions or collections are made. The Employer shall submit to the Secretary-Treasurer of the Union a monthly record of those employees from whom deductions or collections have been made.

SECTION 7. The Employer shall be held harmless by the Union for any disputes which may arise out of compliance with this Article.

### **ARTICLE 3 - PROBATIONARY EMPLOYEES**

SECTION 1.

- A. All employees will be regarded as probationary employees for the first six (6) months of employment. There shall be no responsibility for re-employment of probationary employees if they are laid off or discharged during the probationary period, except that the Union reserves the right to take up grievances resulting from activities in or actions arising from membership in the Union. Probation may be extended by mutual agreement.

- B. At the close of the probationary period, the employee shall be considered a regular employee, except as otherwise provided in this Agreement, and shall be entitled to all contract benefits from date of employment.

SECTION 2.

- A. A temporary employee must be informed at the start of employment that their employment is for a temporary period of time not to exceed six (6) months. However, if the employee is filling in for a regular employee who is on an authorized leave of absence, which extends beyond the six (6) months, the Employer may extend the temporary status. The Employer will notify the Union when this provision applies.
- B. A temporary employee will be paid at a rate set by the employer but not higher than the employee being temporarily replaced unless that person is covered by a collective bargaining agreement which pays them a higher rate of pay, or a current employee of the Employer who is paid a higher rate of pay.

SECTION 3.

- A. A part-time employee is one who is employed and scheduled to work less than forty (40) hours per week.
- B. Regular part-time employees shall be covered by all the conditions set forth in the Agreement for regular full-time employees, except that sick leave, weekly wage guarantee, and vacation shall be calculated on a pro-rata basis consistent with the time actually worked each week.

Regular part-time employees may work up to forty hours in a given week based upon the needs of the employer.

SECTION 4. Benefit Eligibility -- Employees are eligible to participate in employee benefit plans as follows:

Regular, full-time (including Probationary): Locals 30/537 Health and Welfare and Dental Fund  
OPEIU Staff Plan Pension Plan  
OPEIU Retirement Savings Plan

Part-Time Regular (less than 40 hours): None

Temporary: None

**ARTICLE 4 - UNION REPRESENTATION**

The representatives of the Union shall have the right to contact the employees at work with respect to this Agreement but shall not interrupt the operations of the Employer.

## **ARTICLE 5 – MANAGEMENT’S RIGHTS**

All matters concerning the management of Local 30, its business, administration, and politics and the direction of the workforce including, but not limited to, the right to suspend, discipline or discharge for just cause, layoff, hire, transfer, assign work, train, promote, demote, or recall, promulgate reasonable policies, rules, and regulations, determine the services, processes, and extent of services provided, the types and quantities of equipment and materials to be used, and the methods of operation are vested exclusively in the Employer subject only to the express terms of this agreement. The Employer further reserves the right to continue to perform direct servicing and representation of their members in all functions and for any issues, with no intention of eliminating Business Agent positions. All functions, powers, rights and authority which the Employer has not specifically delegated or modified subject to the terms of this agreement are recognized as retained by the Employer, and the enumeration of management rights in this paragraph shall not be construed to exclude other prerogatives not enumerated in this section.

## **ARTICLE 6 - SAFETY AND HEALTH**

SECTION 1. The Employer agrees to make all reasonable provisions for the safety and health of employees during the hours of their employment.

SECTION 2. The Employer agrees to abide by all laws of the State of California pertaining to health and sanitation.

## **ARTICLE 7 - HOURS OF EMPLOYMENT**

SECTION 1. The position of Business Agent is a salaried position and as such employees are expected to work the hours required to fulfill the mission of the Employer as assigned.

## **ARTICLE 8 – WAGES AND POSITIONS**

SECTION 1. The starting wage of newly hired Business Agents shall be determined by the employer based upon the training and experience of the candidate for the position.

SECTION 2. Employees will receive wage increases in accordance with Appendix A. attached.

SECTION 3. Management reserves the right not to backfill open positions.

SECTION 4. The employer may, after giving notice to the Union, enlist the help of Local 30 members on ‘lost time’ from their employers to assist with specific projects or for short-term employment in up to one (1) year terms. The work of these Local 30

members will be assigned by management and will include some of the work performed by Business Agents and often in conjunction with the Business Agents as directed. These members will be on Lost Time Agreements and their pay and benefits determined by their employers and in some cases reimbursed by this Employer. These members are not employees of the Employer and are therefore not a part of the bargaining unit covered under this Agreement.

SECTION 5. The Employer reserves the right to pay employees increases higher than those negotiated at their discretion.

SECTION 6. Job Description; Business Agent

Provides servicing to the members at all levels. Responsibilities include but are not limited to grievance handling, arbitration, contract negotiations, mediation, dispute resolution, training, organizing both internally and externally, and Local 30 and community activities. Maintains regular contact with stewards and members, provides accurate and timely information to members on matters of the Local as directed by the Employer.

Business Agents work independently and are responsible for their own schedules in addition to those assignments directed by the Employer. They are responsible for accurate and timely reporting of activities and for keeping up to date the shared central calendar of their activities at all times.

Business Agents are expected to present the best image of Local 30 and support the leadership's positions with respect to the membership. Professional behavior and proper attire are expected.

Business Agents perform other duties as assigned.

SECTION 7. Employees assigned to attend conferences and events may receive per diem per the Local 30 Per Diem Policy then in effect. For overnight travel for regular business as assigned, employees may submit appropriate expenses as directed for reimbursement. Employees required to work a Local 30 event will be reimbursed any legitimate expenses.

## **ARTICLE 9 - HOLIDAYS**

SECTION 1. All regular employees coming under the jurisdiction of this Agreement shall be allowed the following holidays with pay:

New Year's Day  
MLK Birthday  
President's Day

Labor Day  
Veteran's Day  
Thanksgiving Day

Employee's Birthday  
Good Friday-½ day  
Memorial Day  
Independence Day

Day after Thanksgiving  
Christmas Day

In addition to the above, the last working day preceding Christmas and the last working day preceding New Year's Day shall be holidays with pay under this Agreement.

In addition, three (3) Paid Personal Days shall be granted from year to year. The use of these days may be requested by the employee at their discretion and must be approved in advance by the Employer. Based on operational needs, such approval shall not be unreasonably denied.

SECTION 2. In the event an employee is required to work on a listed holiday, they shall receive an alternate day off at their discretion, and when approved by the Employer. Any decision by an employee to work on a holiday must first be approved by the Employer.

## **ARTICLE 10 - SICK LEAVE**

### SECTION 1.

- A. All regular full-time employees shall be granted, with pay, twelve (12) days' sick leave per year, accumulated at the rate of one (1) day per month from date of hire, except while on approved leaves of absence.
- B. Sick leave shall be granted only in case of sickness or injury or as provided in (F). Sick leave will be used to attend medical appointments of more than two (2) hours and will require the use of as many hours of sick leave as the appointment requires. (e.g. An appointment lasting less than two hours requires no use of sick leave, one that lasts three hours will require the use of three hours of sick leave, etc.) In the event an employee has multiple, regular, scheduled appointments under two hours, the employee must receive prior approval for the appointments. Documented abuse of this option may result in the revocation of this option by the Employer and may require the use of sick leave for such appointments for that employee.
- C. All unused sick leave shall be accumulated to the maximum of ninety (90) days.
- D. Unused sick days will be paid out at time of separation, other than termination for cause, at the employee's then regular rate of pay, for fifty percent (50%) of the time accrued up to forty-five (45) days total.
- E. If the employee is absent from work three (3) days or more, the Employer may request of the employee documentation from the employee's physician regarding the absence.



- F. An employee may use earned or accrued sick leave when required to attend to a sick or injured child and/or seriously ill or injured spouse or parent. Sick leave may also be used with twenty-four (24) hours' notice or in case of emergency for medical or dental appointments.

**SECTION 2.** The Employer will integrate an employee's sick leave when the employee becomes eligible for State Disability Insurance (SDI) or Workers' Compensation benefits. The Employer shall pay the employee the difference between the amount received by the employee from SDI or Workers' Compensation and the amount the employee would have received had the employee been fully employed. Such payments shall be continued by the Employer until all sick leave has been exhausted. Sick leave shall cease to accrue during such absences.

**ARTICLE 11 - VACATIONS**

**SECTION 1.** Vacations with pay are hereby established for all regular, full-time employees covered by this Agreement as follows:

NET CREDITED SERVICE	VACATION TIME
<i>6 months to 1 year</i>	<i>1 week</i>
<i>1 year</i>	<i>1 additional week</i>
<i>2 years to 4 years</i>	<i>3 weeks</i>
<i>5 years to 9 years</i>	<i>4 weeks</i>
<i>10 years to 20 years</i>	<i>5 weeks</i>
<i>20 years or more</i>	<i>6 weeks</i>

- A. Vacation will be accrued on a monthly basis and may be requested anytime per the Vacation Policy. Vacation requests will be approved by seniority. Six (6) full months of employment must be completed before any vacation is credited or granted.
- B. The employer shall determine based on operational needs, the number of employees who may be allowed out on vacation at one time. Requests for vacation shall not be unreasonably denied.
- C. Vacation may be carried over from one year to the next to a maximum of 2 year's accrual on hand.

- D. Employees who earn at least three (3) weeks of vacation may request pay in lieu of vacation for one (1) week of vacation, subject to management approval.

Employees who earn four (4) or more weeks of vacation may request pay in lieu of vacation for up to two (2) weeks of vacation, subject to management approval.

Vacation pay in lieu of time off may only be requested in weekly increments.

## **ARTICLE 12 – HEALTH AND WELFARE**

**SECTION 1.** The Employer shall pay into the Office and Professional Employees International Union, Locals 30/537 Health and Welfare and Dental Fund the amount necessary to maintain full coverage in the Locals 30/537 Health and Welfare and Dental Fund, at the appropriate rate, or any successor plan negotiated between the parties or eligible employees. The Employer also agrees to contribute on behalf of all eligible employees, the amount of the employee cost share for dependent care if any, per month, thereby eliminating the employee cost share.

If during the term of this agreement Local 30 members covered under the Kaiser National Agreement are caused to cost share any part of their Health Coverage, the parties to this agreement will, within (30) thirty calendar days meet and bargain over cost shares covered above.

**SECTION 2.** Eligibility and Plan benefits for employees shall be determined by said Fund's Board of Trustees acting in accordance with the terms and provisions of the instruments of trust in effect at any given time. The Employer and the Union by executing this Agreement agree to be bound by all of the provisions of the applicable documents and Agreements of Trust, including any modifications or amendments thereto and further agree that the members of the Fund's Trustees at any given time are authorized to represent the parties to these Agreements of Trust. The Employer further agrees that upon receipt of an authorization from an employee, the Employer will deduct such amount from the employee's wages so as to provide coverage for the dependents of such employee, where applicable. The amount of such deduction will be determined by action of the Fund's Trustees.

It is agreed that the above obligations exist without the necessity of executing any additional written instrument.

**SECTION 3.** Any person who is retirement eligible under the OPEIU Pension Plan, and retires from employment, and who has been covered by the Employer under the Locals 30/537 Health and Welfare Plan for ten (10) or more consecutive years, or its successor plan if applicable, shall continue to be covered by the plan or its successor upon retiring from covered employment with the Employer. Co-payment for spouse or eligible dependents not covered under another plan is the responsibility of the person retiring. Said payments shall be made directly to the plan, under Cobra or as otherwise provided or allowed by law until such time as Medicare age is attained.

SECTION 4. With a minimum of thirty days' notice, the Union may propose at its option an alternative health and welfare plan for the employees it represents. Upon mutual agreement with the Employer on the plan presented, the Employer will maintain the same level of contribution for the Union's alternate health and welfare plan, on a monthly basis.

### **ARTICLE 13 – PENSION-RETIREMENT BENEFITS**

SECTION 1. The employer shall make monthly contributions on behalf of each full-time employee covered under this agreement to the OPEIU Pension Plan at the rates set by the Plan Trustees.

SECTION 2. Such payments also shall be made for employees on paid vacations, holidays or sick leave.

SECTION 3. The Employer and the Union by executing this Agreement agree to be bound by all of the provisions of the applicable documents and the Agreement of Trust, including any modifications or amendments thereto, and further agree that the Fund's Board of Trustees is authorized to represent the parties to this Agreement and the employee beneficiaries thereto.

It is agreed that the above obligations exist without necessity of executing any additional written instrument.

SECTION 4. Employees shall be eligible to participate in the OPEIU National Retirement Savings Plan (NRSP) in addition to the OPEIU Pension Plan. The terms and conditions of the NRSP shall be set by the Plan's Trustees. Participation in the Plan is voluntary and any contributions or matches offered shall be determined by the employer.

### **ARTICLE 14 - LEAVE OF ABSENCE**

#### SECTION 1.

- A. Upon mutual agreement an unpaid leave of absence may be granted, and in the event such leave of absence is taken, the employee shall not forfeit seniority rights under this Agreement. Such requests for and approval of a leave of absence shall be in writing stating the term of the leave with beginning and end dates, with a copy to be retained by the employee, a copy to be submitted to the Union, and a copy to be retained by the Employer.
- B. An employee may be granted an extended leave of absence without pay not to exceed three (3) months beyond the exhaustion of paid sick leave during periods covered by State Disability or Workers' Compensation. Further, by mutual agreement, the leave of absence may be extended beyond the three-month period

for extreme circumstances. Employees granted such leave of absence will retain and accumulate seniority during such leave period. During such periods of leave, the Employer shall pay the amount necessary to maintain coverage to the Locals 30/537 Health and Welfare and Dental Funds at its appropriate rate or any successor plan negotiated between the parties for the first three (3) months.

- C. The Employer shall pay the amount necessary to maintain coverage to the Locals 30/537 Health and Welfare and Dental Fund at its appropriate rate or any successor plan negotiated between the parties for any employee qualifying for a maternity leave under the statutes of the State of California.
- D. Retention and accumulation of seniority for purposes of this Article shall mean that the employee's date of hire which determines their seniority with the Employer will not be adjusted by the time spent on leave of absence. However, employees will not continue to accrue time off benefits during such leaves of absence.

SECTION 2. In case of death in the immediate family (parents or former guardian in lieu of a parent, brother, sister, child, step-child, adopted child, mother-in-law, father-in-law, grandparents, grandchildren, spouse or domestic partner, son or daughter-in-law), an employee shall be granted a leave of absence with pay of three (3) days. An employee who must travel more than 150 miles because of a death in the immediate family shall be granted a leave with pay of five (5) days. The employer may request evidence of such travel prior to the start of the leave.

SECTION 3. By mutual agreement the Employer may grant an unpaid leave of absence for a period of time not to exceed two (2) weeks to employees selected by the Union to perform work for the Union, such as attendance at Union conventions and conferences, provided there is no conflict with the Employer and the work of the Union. Employees granted such leave of absence will retain and accumulate seniority during such leave period.

SECTION 4. An employee who has been granted a leave of absence in accordance with the provisions of this Article shall return to the employee's regular job at the rate then current for the classification.

SECTION 5. Employees will be paid at their regular rate of pay for up to a maximum of five (5) days in any one calendar year for service on any jury. The summons to appear shall serve as proof of the time needed.

## **ARTICLE 15 - DISCHARGE**

SECTION 1. The Employer shall not discharge any non-probationary employee except for just cause.

SECTION 2. The Employer shall advise the employee in writing of the discharge.

SECTION 3. The Union shall have the right to grieve the dismissal or discipline of any non-probationary employee as herein provided in the grievance procedure including arbitration.

## **ARTICLE 16 – LAYOFF, RECALL, TERMINATION**

SECTION 1. In the event of a reduction in force (layoff) the employer will notify the Union, and affected employee(s) shall be given three weeks (3) written notice immediately prior to the date of separation, or three weeks' pay in lieu of such notice, or a combination of the two totaling three weeks.

SECTION 2. If the need for a layoff exists, the employer will first ask for volunteers. If there are no volunteers then the layoff shall be done by inverse seniority, last in, first out.

SECTION 3. If within six (6) months of a layoff the Employer decides to recall any laid off employees, those employees shall be recalled by seniority, last out, first in. Recalled employees will have three (3) working days to report to work following notification to the employee and the Union of the recall. Failure to report timely will result in the employee waiving their recall rights.

SECTION 4. All unpaid vacation allowances shall be paid to the laid off employee upon the date of separation. Unused accrued sick time shall be paid out in accordance with Article 10 herein. Severance benefits shall be paid out in accordance with Article 17 herein.

SECTION 5. An employee intending to resign shall give the Employer two (2) weeks' written notice of such intention and will be paid out both sick leave and severance benefits per this agreement. Failure to provide the two (2) week written notice will disqualify the employee from receiving these payouts.

SECTION 6. Employees terminated for just cause shall forfeit the three weeks layoff allowance pay outlined in this Article of the Agreement.

SECTION 7. Regular, full-time employees who are laid off will be paid their severance benefits in accordance with Article 17 herein. In the event an employee is recalled following a layoff and their benefits for vacation, sick, and severance have been paid out, they must repay the benefits to the employer or their benefit accruals will begin again with no current accruals but based upon the returning employee's date of hire at the time of the layoff. In the case of severance pay the employee may repay the amount received at the time of layoff or begin again to accrue the benefit at one (1) week per year up to ten (10) weeks total.

## **ARTICLE 17 – SEVERANCE PAY**

Upon receipt by the Employer of two (2) weeks' written notice from an employee of their intention to terminate their employment, and other than termination for cause, the employee will be entitled to severance pay in the amount of one (1) weeks' pay for each year of continuous service up to ten (10) years, ten (10) weeks of pay at the employee's then current rate of pay.

## **ARTICLE 18 - SENIORITY**

### **SECTION 1.**

- A. In all cases involving promotions, transfers, layoffs, or demotions, due to layoff or rehiring following layoffs, seniority based on continuous service with the Employer shall govern.

**SECTION 2.** Continuous employment for the purpose of seniority shall be deemed broken for the following reasons:

- A. If the employee quits, or for any reason severs employment.
- B. If the employee is discharged and the discharge is not reversed through the grievance procedure.
- C. If an employee who has been laid off fails to report within three working days after being notified to report and does not give a satisfactory reason.

**SECTION 3.** When an employee has not performed any work for the Employer for six (6) consecutive months as a result of illness or injury and following any approved leave of absence under this Agreement, the employee will be deemed to be terminated with notification to the Union. The Employer may at its discretion extend this time period for extreme circumstances.

## **ARTICLE 19 - GRIEVANCES AND SETTLEMENT OF DISPUTES**

**SECTION 1.** Any dispute, controversy, or grievance arising between the parties as to the meaning, interpretation and application of the provisions of this Agreement shall be processed in the following manner:

- A. The grievance must be presented to the Employer within ten (10) working days after the grievance occurs, unless circumstances beyond the control of the aggrieved or the Union prevent such filing, and in no case more than twenty (20) working days from the date of the event giving rise to the grievance.
- B. If no agreement can be reached on the grievance within ten (10) working days from the date it was first presented to the Employer, either party may within thirty (30) calendar days submit the dispute to arbitration.

- C. The arbitrator shall be selected from an odd-numbered list on a panel to be submitted by the Federal Mediation and Conciliation Service, or the American Arbitration Association. Names shall be stricken from the list by each part in turn, with the first strike to be determined by lot. The last name remaining shall be the mutually accepted arbitrator. In the event one of the parties chooses not to participate under this Article, the arbitrator shall be designated from the list by the moving party and the arbitrator shall proceed ex parte. In either event, the arbitrator shall consider the issue at the earliest convenience and render a decision as soon as is practicable following the date of the hearing. The arbitrator's decision shall be final and binding on all parties. The cost of the arbitrator, and any attendant costs if any, shall be equally shared by the parties.

## **ARTICLE 20 - VALIDITY OF AGREEMENT**

Should any portion of this Agreement or any provision herein contained be rendered or declared invalid by reason of any existing or subsequently enacted legislation, or by any decree of a Court of competent jurisdiction, such invalidation of such portion of this Agreement shall not invalidate the remaining portions hereof, and they shall remain in full force and effect.

## **ARTICLE 21 – NONDISCRIMINATION**

Neither the Union nor the Employer, or member in carrying out their obligations under this Agreement, shall discriminate against any employee or member of Local 30, based on any legally protected classification under Federal, State, and/ or local law.

## **ARTICLE 22 – NO STRIKE/ NO LOCKOUT**

During the term of this Agreement there shall be no strike, work stoppage, slowdown, sick out, or other deliberate attempt to interfere with the Employer's operations. The Union shall provide assurance that its members will be in compliance with this Article at all times.

During the term of this Agreement the Employer shall not lock out employees from their jobs for any reason.

## **ARTICLE 23 - RULES AND REGULATIONS**

The Employer shall have the right to establish, maintain and enforce reasonable policies, rules and regulations to promote orderly and efficient operations, it being understood and agreed that

The Employer shall have the right to establish, maintain and enforce reasonable policies, rules and regulations to promote orderly and efficient operations, it being understood and agreed that such policies, rules and regulations shall not be inconsistent or in conflict with the provisions of this Agreement.

**ARTICLE 24 – LABOR RELATIONS COMMITTEE**

A Labor Relations Committee consisting of up to two (2) representatives of the Union, one of which an employee and the other from the Union, and up to two (2) representatives of the Employer. The Committee will meet at mutually agreed upon times as needed but at least quarterly. The Committee will discuss topics and items of concern to either party.

**ARTICLE 24 - CWA P. A. F.**

The Employer shall deduct from the wages of any employee who submits a voluntary authorization card, an amount designated by such employee for CWA Committee On Political Education (COPE) fund. Such voluntary contributions shall be forwarded to CWA Local 9509 monthly by check payable to CWA COPE-PCC, along with a listing of persons who donated such monies.

**ARTICLE 25 - DURATION**

This Agreement shall be in full force and effect on and after the June 1, 2020 to and including May 31, 2024; and shall be renewed from year to year unless the Union or Employer serves upon the other a sixty (60) day written notice of desire to modify, amend or terminate this Agreement.

IN WITNESS WHEREOF, THE PARTIES BEING DULY AUTHORIZED HAVE  
HEREUNTO SET THEIR OFFICIAL SEALS, DULY ATTESTED, THIS 1<sup>st</sup> DAY OF

June 2020.

For the Employer  
OPEIU Local 30, AFL-CIO

For the Union  
Communications Workers of America, AFL-CIO

Manarone Stordano

Greg R. Lee



## APPENDIX A

### 1. Wages

Bargaining Unit employees will receive across-the-board wage increases as follows:

Effective June 1, 2020, or the first pay period following,	+3%
Effective June 1, 2021, or the first pay period following,	+3%
Effective June 1, 2022, or the first pay period following,	+3%
Effective June 1, 2023, or the first pay period following,	+3%*

\*In the event the wage increase bargained for Local 30's Kaiser Permanente San Diego bargaining unit for 2023 is greater than 3%, the members of this bargaining unit will receive the higher increase as well.

### 2. Bonus

The Employer will pay a one-time bonus to each employee of \$2,000 in the next pay period following ratification of this Agreement.