

AGREEMENT

by and between

AVIS RENT A CAR SYSTEM, INC.

and

COMMUNICATION WORKERS OF  
AMERICA

October 5, 2015 to October 4, 2018

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## PREAMBLE

This agreement is entered into this 5th day of October by and between AVIS RENT A CAR SYSTEM, LLC (hereinafter referred to as the "Company" or the "Employer") and the Communications Workers of America, Local 7750 (hereinafter referred to as the "Union"), to establish rates of pay, hours of work and other conditions of employment.

For good and valuable consideration, the parties agree as follows:

## ARTICLE 1

### Recognition

Section 1 The Employer agrees to recognize and does hereby recognize the Union as the exclusive representative and collective bargaining agent for all full-time and regular part-time Service Agents employed at the Company's facility located at the Denver International Airport, excluding all other employees, including all office clerical employees, confidential and professional employees, guards, managers and supervisors as defined in the National Labor Relations Act.

Section 2 The Company agrees not to enter into any other agreement with employees in the bargaining unit, either individually or collectively, verbally or in writing, which in any way conflicts with any of the terms and provisions of this Agreement. Any such extra contractual agreement shall be null and void.

## ARTICLE 2

### Check-Off

Section 1 The Employer agrees to deduct from the pay of all employees covered by the Agreement the dues and/or initiation fees of the Union having jurisdiction over such employees and agrees to remit to the Union all such deductions upon receipt of a written dues authorization form, as shown in Appendix B of this Agreement.

Check off shall be on a monthly basis. The Employer shall deduct such amount and remit to the Union in one lump sum no later than thirty (30) days from the date such deduction was made.

The Union shall defend, indemnify and save the Company harmless against any claim or liability arising out of the administration of the check off provisions of this Agreement.

Section 2 COPE: The Company agrees to deduct each pay period a specific amount of money from the wages of employees as they voluntarily authorize on forms provided by CWA and transmitted to CWA COPE. These deductions shall be accumulated monthly and transmitted by the last pay period of each month, along with a list of names, Social Security numbers and the amount deducted for each employee.

### ARTICLE 3

#### Anti-Discrimination

There shall be no discrimination against any employee by reason of race, creed, color, national origin, age, gender, disability, marital status, sexual orientation, veteran status, affiliation with the local Union or on any other basis protected by local, state or federal law.

### ARTICLE 4

#### Management Rights

The management of the business and the direction of the working force are the exclusive rights of the Employer and shall include the right to hire, promote, demote, discipline, suspend and discharge for just cause, the right to assign work, schedule, determine the starting and quitting times and the size and composition of the work force, including the layoff and recall of employees to work, the right to maintain the efficiency of employees, establish quality standards and levels of performance, including new, improved or modified service methods, and the right to make, change and enforce reasonable rules, policies and practices concerning the conduct of the business and the employees provided the same are not in conflict with the provisions of this Agreement. The above-mentioned management rights are not to be interpreted as being all-inclusive but merely indicate the type of rights which belong to and are reserved for management.

It is understood that any of the rights, power or authority the Employer had prior to the signing of this agreement are retained by the Employer, except those specifically abridged or modified by this agreement. The failure of the Employer to exercise its rights under this Article in any respect shall not be taken as a waiver of its rights.

## ARTICLE 5

### Union Rights

Section 1 The Employer will permit Union officials reasonable access to the Employer's premises at reasonable times for the purpose of administering the terms of this Agreement. The Union official may be permitted access to the Employer's premises during normal business hours and secure management approval to remain on the premises. Union access to the Employer's premises shall not be unreasonably withheld. In no event shall the Employer's operation be disrupted.

Section 2 The Employer, at its designation, will furnish a locked Bulletin Board (which the Employer shall not be required to maintain), which may be used by authorized Union officials or union stewards for posting notices that deal with legitimate Union business such as meeting notices, member news, etc. A key shall be furnished to an authorized / designated union representative. Material that is inflammatory, illegal, or detrimental to the Employer may not be posted.

Section 3 The Company agrees to grant necessary time off, without pay or loss of seniority, to one (1) employee designated by the Union to attend to official Union business. The Company shall be notified, in writing, as soon as the Union is aware but not less than fourteen (14) calendar days in advance of the Union's intention. The notice will specify the length of time off, which shall not exceed ten (10) work days per calendar year. It is understood that the request may be denied if adequate staffing levels are not in place. The Company agrees that requests under this section will not be unreasonably denied.

## ARTICLE 6

### Union Representatives

Section 1 The Employer recognizes the right of the Union to appoint or elect an Area Representative and two (2) Shop Stewards (alternates) for the bargaining unit. The Union must notify the Employer in writing of the name of the Area Representative and, if applicable, the Shop Stewards.

Section 2 The Employer recognizes that the Area Representative and the Local Representative have the responsibility to administer the Agreement and to investigate grievances. The authority of the Area Representative and Shop Stewards so designated by the Union shall be limited to, and shall not exceed, the following duties and activities:

- (A) the investigation and presentation of grievances to his/her Employer or the designated Company representative in accordance with the provisions of the collective bargaining agreement;

- (B) the collection of dues when authorized by appropriate local Union action;
- (C) the transmission of such messages and information which shall originate with and are authorized by the local Union or its offices, provided such messages and information:
  - 1. have been reduced to writing; or
  - 2. if not reduced to writing, are of a routine nature and do not involve work stoppages, slowdowns, refusals to handle goods or any other interferences with the Company's business.

Section 3 The Area Representative (and Shop Stewards) shall have no authority to take strike action or any other action that interferes with the Employer's business or operation. The Company, in so recognizing such limitations, shall have the authority to impose discipline, including discharge, in the event that the Area Representative has taken unauthorized strike action, slowdown, work stoppage or any other action interrupting the Company's business in violation of this Agreement.

Section 4 In all events, it is understood and agreed that in performing said duties, Area Representatives shall not disrupt the operations of the business and shall receive management approval prior to leaving his/her workstation in order to conduct an investigation .

## ARTICLE 7

### No Strike - No Lockout

During the life of this Agreement, or any extension thereof, the Employer agrees there shall be no lockouts and the Union agrees it will not cause or permit its members to cause or take part in any picketing, strike, slowdown, boycott, stoppage, curtailment or termination of work or any manner of interference with the Employer's business or operations. Any employee who so violates this Agreement or participates in its violation shall be subject to discipline, up to and including immediate discharge.

## ARTICLE 8

### Grievance and Arbitration Procedure

#### Section 1

A grievance is hereby defined as a claim against, or a dispute with, the Company by an employee, or the Union, involving the interpretation or application of the terms of this Agreement.

#### Section 2 Grievances shall be handled in the following manner:

Step 1: An employee having a grievance may meet to discuss the issue with his or her Manager or appropriate supervisor within ten (10) calendar days (excluding weekends & holidays) of the incident. The Area Representative (or Shop Stewards) may be present if the employee so requests. Any grievance not resolved to the satisfaction of the grievant shall be reduced to writing and set forth the specific facts on which the grievance is based, the specific Article of the Agreement alleged to have been violated and the relief sought.

Step 2: The grievance shall be presented to the Airport Manager within ten (10) calendar days (excluding weekends & holidays) of the initial meeting. The Airport Manager will render his/her decision in writing within fifteen (15) calendar days (excluding weekends & holidays) after presentation to him/her.

Step 3: If the Airport Manager's answer is not satisfactory to the grievant, the grievance may be taken to Step 3. The written grievance, together with the Airport Manager's answer thereto, may be presented by the aggrieved employee and/or a Union Representative to the City Manager within fifteen (15) calendar days (excluding weekends & holidays) following the date on which the Airport Manager rendered his/her decision. The City Manager will render his decision in writing, with a copy to the Union, within fifteen (15) calendar days (excluding weekends & holidays) after presentation to him/her. The Union may, upon written notice to the Company within fifteen (15) calendar days (excluding weekends & holidays) following the rendition of the Company's final answer to the grievance at Step 3, submit the grievance to arbitration by notifying the Company in writing of its desire to arbitrate said grievance and the Arbitrator shall be selected as provided in section 4. Grievances for the discharge of employees will begin at Step 3 within fifteen (15) calendar days (excluding weekends & holidays) from the date of the termination or receipt of the termination letter by the Union.

Section 3 Any grievance not presented to the Company in writing as provided in Section 2 above, within fifteen (15) calendar days (excluding weekends & holidays) of the happening of the event which gives rise to the grievance, shall be waived for all purposes.

In addition, if any other steps or actions provided for in Section 2 above are not taken or notice not given within the time limits therein specified, then the grievance shall be deemed finally closed and settled on the basis of the Company's last decision. The limits herein specified may be extended or steps in the grievance procedure may be by-passed upon mutual agreement of the parties in writing.

Section 4 Within fifteen (15) calendar days (excluding weekends & holidays) after the Union has filed with the Company a timely request to arbitrate a grievance, the Union shall request a panel from the Federal Mediation and Conciliation Service of seven (7) arbitrators from the National Academy of Arbitrators. Each party shall alternately strike arbitrators until a single arbitrator remains.

Section 5 Only grievances involving an alleged violation by the Company of a specific section or provision of this Agreement and which are processed within the time limits herein provided shall be subject to arbitration.

Section 6 Jurisdiction of the Arbitrator is limited to the rendition of a decision or award in writing which in no way modifies, adds to, subtracts from, alters, changes, removes or amends any term or condition of this Agreement or which is in conflict with the provision of this Agreement.

Section 7 The Arbitrator shall have no jurisdiction or right to determine any question of arbitrability which may arise hereunder unless the parties specifically agree to submit such question to the Arbitrator and such written agreement is incorporated in the Submission Agreement.

If a question of arbitrability is raised, and such question must be raised prior to the time the parties have selected the Arbitrator as provided in Section 4, such question may be determined only by a court of competent jurisdiction.

Section 8 The decision of the Arbitrator shall be based solely on the evidence presented to him by the respective parties in the presence of each other, and any argument in exchanged written briefs, if any. The fees and expenses of the Arbitrator, and all mutually agreed upon facilities and services, shall be borne equally by both parties.

Section 9 Time spent in grievance meetings by the Area Representative or Shop Stewards during such employee's regularly scheduled hours will be paid.

## ARTICLE 9

### Discipline

Employees who have completed their probationary period will not be disciplined or discharged without just cause. Copies of all discharge letters and policy changes will be sent to the Union by certified mail.

## ARTICLE 10

### Drug and Alcohol Testing

The Company has the right to have employees tested for drug and/or alcohol usage. If an employee is found to be under the influence of drugs and/or alcohol, the employee will be terminated. Employees who refuse to be tested are considered terminated.

## ARTICLE 11

### Seniority

Section 1 Seniority is defined as an employee's uninterrupted service with the Employer from the last date of hire within his job classification. Job classification seniority shall prevail for layoff from and recall to the classification, vacation, holiday, shift bidding and overtime.

Section 2 All new employees shall be considered probationary employees until he/she has completed ninety (90) days of active service. This time period may be extended by mutual agreement of the parties. The Company shall have the right to dismiss, furlough or discipline any employee on probation. Neither the probationary employee nor the Union will be entitled to challenge the employee's discipline, furlough or dismissal under the Agreement's Grievance and Arbitration provisions during the probationary period. Upon completion of the probationary period, said employee(s) shall obtain seniority retroactive to their most recent hire date. A probationary employee shall not be eligible for any benefits under this Agreement until after the completion of the probationary period.

Section 3 The selection of an employee for layoff and recall shall be based upon seniority in the applicable job classification. The last employee hired within the classification shall be the first employee laid off within the classification and the last employee laid off within the classification shall be the first employee rehired within the classification. The Company will not hire into the classification while employees are laid off. Before any layoff occurs to a bargaining unit employee, the Company agrees to discontinue the use of a 3<sup>rd</sup> party employment provider, prior to laying off any bargaining unit employees in the same classification. Each employee shall be required to keep the Employer informed of his/her current home address.

Section 4 An employee shall cease to have seniority rights and shall be removed from the seniority list if the employee:

- (A) quits the Employer or retires;
- (B) is discharged for just cause;
- (C) is absent for three (3) consecutive working days without notifying the employer;
- (D) does not return to work within seven (7) calendar days after receipt of a recall notice by the Employer sent by Certified Mail, Return Receipt Requested to the last address on file with the Employer, with a copy sent to the Union by Regular Mail and by electronic notification;
- (E) is laid off for a continuous period of nine (9) months or length of employment, whichever is less; or
- (F) fails to perform services for the Company for a period equal to the employee's seniority or six (6) months, whichever is lesser.

In any of the foregoing cases, the employee's service with the Employer shall be considered terminated.

Section 5 A list of employees in the order of their seniority shall be posted in a conspicuous place at the place of employment. The Company will provide the Union, upon written request, the seniority list.

Section 6 Part-time employees shall not accrue seniority. The days and hours to be worked by part-time employees shall be designated by the Company.

Section 7 Casual employees may be hired as the need arises in peak seasons. Casual employees shall not accrue seniority and shall not be covered by any of the terms and conditions of the Agreement otherwise applicable to regular seniority employees. Should a Casual employee be continued in his employment beyond one hundred twenty (120) days, he/she shall thereupon be placed on the seniority list as of his original date of hire.

Section 8 The Employer retains the right to select, appoint, retain and schedule lead employees without regard to seniority and to rescind or eliminate such appointments.

## ARTICLE 12

### Working Hours

Section 1 It is understood and agreed that because of the nature of the Employer's business, the operation shall be on a twenty-four (24) hour, seven (7) day a week basis. It is further understood that the Employer shall have the right to establish various shifts whether they be day, night or Sunday in order to cover all phases of its business.

Section 2 Full-time employees shall work a schedule totaling forty (40) hours per week with a one-half (1/2) hour paid rest period, to be scheduled by management toward the middle of the employee's shift (in lieu of two fifteen minute paid breaks).

Section 3 Shift schedules for full-time employees, including days off, shall be bid on the basis of seniority within each job classification. There shall be a minimum of two (2) shift bids per calendar year. The Employer may schedule more than the minimum number of shift bids as business needs arise.

Section 4 The Employer shall post a copy of each shift bid in writing at least ten (10) days in advance. Should any shifts be vacant at the end of the process, the Employer may assign such shifts at its discretion. The employees will begin working the new schedule on the Saturday of the next pay period.

## ARTICLE 13

### Overtime

Section 1 The Company shall have the right to determine when overtime shall be worked and shall have the right to require performance of such work. All overtime must be authorized and approved by the manager or his designee.

Section 2 Employees desiring overtime shall, at the beginning of the month, sign the overtime call sheet indicating their willingness to accept overtime opportunities. When overtime is needed, the Company will offer such overtime to those employees on a rotating basis who voluntarily sign up for in advance in order of their seniority. It is understood that such overtime can vary in duration and does not preclude the Company from seeking volunteers who may or may not be listed but are working to fulfill last minute shift coverage needs. Where a listed volunteer is missed, the Company will afford said volunteer a second pick opportunity and advance the employee to the top of the voluntary rotation list in lieu of seniority. If there are insufficient volunteers, the overtime shall be worked by rotation in inverse order of seniority.

Section 3 Time and one-half (1 1/2) shall be paid, of an employee's base rate of pay, for all work performed in excess of forty (40) actual hours worked during the employee's workweek. There shall be no duplicating or pyramiding of overtime.

## ARTICLE 14

### Leave of Absence

Appropriate leaves of absence will be in accordance with the Family Medical Leave Act, as amended. A leave of absence as provided in this Article shall not result in the loss of seniority rights. It is recognized that no employee will engage in any outside employment during a medical or injury leave of absence. It is further recognized that no employee shall engage in outside employment during a leave of absence, unless the prior approval of the Company has been obtained.

## ARTICLE 15

### Vacation

Section 1 Eligible full-time employees shall be entitled to vacation, with pay at their straight time hourly rate, according the following schedule:

After one year: one (1) week  
After two years: two (2) weeks  
After five years: three (3) weeks  
After ten years: four (4) weeks

Section 2 Vacation pay shall be at the employee's regular straight time hourly rate of pay in effect at the time vacation is taken and the number of hours of vacation shall be based upon the employee's regular schedule of hours of work per week, but not to exceed forty (40) hours in any one week.

Section 3 Vacation entitlement is the employee's anniversary date and is earned based on hours worked (including paid time off) in the prior anniversary year.

Section 4 Vacation schedules shall be determined and posted for bid from December 1st to December 31st of each year by the Employer. The vacation period shall be from January 1 through December 31 of the following year. Vacations shall be selected by seniority. All vacation weeks should be bid during the vacation period. In the event an employee fails to bid all of his/her weeks during the bid period, the employee may select available weeks on a first come, first served basis. All vacation weeks must be taken prior to the employee's next anniversary date. The Employer reserves the right to determine the number of employees entitled to vacation in a given week and to black out certain periods for business needs.

Section 5 Accrued unused vacation will be paid at the time of termination.

## ARTICLE 16

### Holidays

Full-time employees who have completed their probationary period are entitled to the following paid holidays:

#### First Year of Employment

New Year's Day	Labor Day
President's Day	Thanksgiving
Memorial Day	Day After Thanksgiving
July 4th	Christmas
Two (2) Personal Holidays	

#### After One (1) Year of Employment

Two (2) Personal Holidays

Section 2 Employees who have not completed their probationary period shall not receive holiday pay for holidays falling within that period.

Section 3 Holiday pay will be eight (8) hours of pay at the employee's regular straight time rate, however, if an employee works on any of the above-mentioned holidays (not personal days), he/she shall receive the holiday pay plus time and one half (1 ½) for all hours worked for that day. An employee shall not be entitled to receive holiday pay if he failed to work his assigned shift immediately preceding or following the holiday. An employee shall also not be entitled to receive holiday pay if he was scheduled to work on a holiday and failed to report for work.

Section 4 If a holiday falls during an employee's scheduled vacation period, the employer may, at its discretion, pay such employee the holiday pay or allow the employee to receive an additional day off with pay.

Section 5 Employees must submit a written request for a Personal Holiday at least two (2) weeks in advance of the day. The Company reserves the right to determine the number of employees, if any, who will be allowed off on any given day.

## ARTICLE 17

### Sick Days

Section 1 Eligible full-time employees, after completion of the probationary period shall be entitled to the following sick days with pay:

First Year of Employment: One (1) sick day accrued every ten (10) completed weeks up to a maximum of five (5) days.

Second Year of Employment: One (1) sick day accrued every two (2) completed months up to a maximum of six (6) days

Third Year of Employment: One (1) sick day accrued every seven (7) completed weeks up to a maximum of seven (7) days

Section 2 Sick days shall be used in one (1) day increments.

Section 3 Unused sick days will be paid in December of each calendar year.

## ARTICLE 18

### Bereavement

#### A

In the event of the death of a regular full-time employee's mother, father, child or current spouse, sister, brother, legal domestic partner, mother-in-law or father-in-law, brother-in-law or sister-in-law, the employee will be entitled up to a maximum of three (3) consecutive scheduled work days, through and including the day of the burial, off with pay for the purpose of attending the funeral and for making the arrangements. One (1) work day off with pay will be granted in the event of the death of the employee's grandfather or grandmother for the purpose of attending the funeral and for making the arrangements. Employees may take an additional two (2) days without pay when the funeral occurs outside the state of Colorado.

## ARTICLE 19

### Jury Duty

The Company will pay an employee called for jury duty the difference between their scheduled rate of pay and the jury duty pay up to a maximum of one (1) month (part-time employees will be paid any difference if jury duty is during the employee's regular scheduled work hours. Jury duty make up shall not exceed the regular scheduled day's pay in any one (1) day. When an employee is released early from jury duty and four (4) or more hours remain in the employee's shift, the employee will be expected to return to work.

## ARTICLE 20

### Health and Welfare

Eligible full-time employees and their qualified dependents may participate in the Employer's Comprehensive Health, Dental, Vision, Short and Long Term Disability and Life Insurance Plans. Employees will be governed by the rules and regulations of said Plans and will make the necessary contributions as established by the Employer. The Plans are solely authored by the Employer, which is held free to modify the Plans at its discretion.

## ARTICLE 21

### Retirement

On a voluntary basis, employees are eligible to participate in the Avis Budget Voluntary Investment Savings Plan for Bargaining Unit Employees (401k). The Company will provide a matching contribution of \$1.00 up to 4.5% of eligible income. The Plan is solely authored by the Employer, which is held free to modify the Plan at its discretion.

## ARTICLE 22

### Uniforms

Employees shall maintain a neat and presentable appearance in accordance with Employer policy. The Employer will continue to provide the applicable uniforms to all employees.

## ARTICLE 23

### General

Section 1 The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

Therefore, the Employer and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waive the right and each with the respect to any subject matter referred to or covered in this Agreement, or with respect to any subject or matter nor referred to specifically or not covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement. Nothing in this Article is meant to prevent the parties' from entering into any memorandums of agreement or understandings throughout the duration of this Agreement.

Section 2 It is the intention of the parties hereto to comply with all applicable provisions of state and federal laws and they believe that each and every part of this Agreement is lawful.

However, if any provision of this Agreement or the application thereof, to persons or circumstances are found to be invalid by final judgment of a court of competent jurisdiction, such decision shall not invalidate the entire Agreement.

ARTICLE 24

Duration

This Agreement shall be effective as of October 4, 2015 and shall continue in full force and effect until October 5, 2018 and thereafter it shall be considered to be renewed for successive twelve (12) month periods, unless at least sixty (60) days prior to the expiration date of October 5, 2018 or at least sixty (60) days prior to the expiration date of any such successive twelve (12) month effective period thereafter, either party shall serve written notice upon the other that it desires cancellation, revision or modification of any provision or provisions of this Agreement.

IN WITNESS WHEREOF, the Union and the Employer have caused this Agreement to be executed in their names by their duly authorized representatives.

AVIS RENT A CAR SYSTEM, INC.

COMMUNICATIONS WORKERS OF AMERICA

By: \_\_\_\_\_

Eric Pollack  
Director, Labor Relations

By: \_\_\_\_\_

Chris Roth  
President, CWA Local 7750

Date: \_\_\_\_\_

Date: \_\_\_\_\_

By: \_\_\_\_\_

Katie Romich  
CWA District 7 Staff Representative

Date: \_\_\_\_\_

APPENDIX "A"

WAGES

Employees with less than one year of service as of October 5, 2015 and hired thereafter shall be paid the minimum hourly wage rates:

Start	\$10.25
6 Months	\$11.00
12 Months	\$11.75

Employees with more than one year of service or after completing the above progression on the next contract anniversary date will receive the following rates:

October 5, 2015:	\$0.45/hr wage increase
October 5, 2016:	\$0.45/hr wage increase
October 5, 2017:	\$0.40/hr wage increase

Lead Rate: Employees assigned as lead service agents shall receive \$1.00 per hour for all hours worked in such capacity. Leads are selected and assigned at the sole discretion of the Company.

Night Differential: Employees scheduled to work shifts starting on or after 10:00 PM and before 5:00 AM shall be eligible for a shift differential of fifty cents (\$0.50) per hour in addition to base rate of pay.

APPENDIX "B"

UNION MEMBERSHIP FORM

Employee Authorization For Payroll Deduction Of Union Dues And Initiation Fee For CWA

(Last Name) \_\_\_\_\_ (First Name) \_\_\_\_\_ (Dept.) \_\_\_\_\_ (Local No.) \_\_\_\_\_ (Social Security Number) \_\_\_\_\_

(Work Locality) \_\_\_\_\_ (City or Town) \_\_\_\_\_ (State) \_\_\_\_\_ (Zip Code) \_\_\_\_\_

Beginning in \_\_\_\_\_, I hereby authorize \_\_\_\_\_, to deduct from the compensation  
(Month) (Year) (Employer)

(including disability benefits or vacation payments) due me once an amount equal to the initiation fee certified in writing to the Company by the Secretary-Treasurer of the Communications Workers of America, or his/her duly constituted agent, and each month an amount equal to regular monthly Union dues, certified in writing to the Company by the Secretary-Treasurer of the Communications Workers of America, or his/her duly constituted agent. Each amount so deducted shall be remitted to the Secretary-Treasurer of the Communications Workers of America, or his/her duly constituted agent. If for any reason the Company fails to make a deduction, I authorize the Company to make such deduction in a subsequent payroll period.

This authorization is voluntarily made and is neither conditioned on my present or future membership in the Union, nor is it to be considered as a quid pro quo for membership. This authorization shall continue in effect until canceled by written notice signed by me and individually sent to the Company and to the Union. This cancellation of authorization must be postmarked during the fourteen (14) day period prior to each anniversary date of the current or any subsequent Collective Bargaining Agreement, or during the fourteen (14) day period prior to the termination of the current or any subsequent Collective Bargaining Agreement.

\_\_\_\_\_  
(Date) (Signature of Employee Authorizing Deduction)

Union membership dues and agency fees are not deductible as charitable contributions for Federal income tax purposes. Dues and agency fees, however, may be deductible in limited circumstances subject to various restrictions imposed by the Internal Revenue Code.

COMPANY COPY

(tear at perf)

MEMBERSHIP APPLICATION

NAME \_\_\_\_\_ SOCIAL SECURITY NO. \_\_\_\_\_  
(Please Print)

ADDRESS \_\_\_\_\_  
(Street) (City and State) (Zip Code)

I hereby request and accept membership in the COMMUNICATIONS WORKERS OF AMERICA and when accepted by the Local, agree to be bound by the Constitution of the Union and Amendments thereto and Rules and Regulations now in effect or subsequently enacted by the Union and/or the Local to which I am assigned.

Date \_\_\_\_\_  
Local \_\_\_\_\_  
Benefit Date \_\_\_\_\_  
Voting Section \_\_\_\_\_  
Initiation Fee \$ \_\_\_\_\_  
 Accepted  Rejected  Registered Voter

Signature \_\_\_\_\_  
Company Name \_\_\_\_\_  
Work Location \_\_\_\_\_  
Department \_\_\_\_\_  
Representative \_\_\_\_\_  
Personal Email Address \_\_\_\_\_

AUTHORIZING SIGNATURE \_\_\_\_\_

Union membership dues and agency fees are not deductible as charitable contributions for Federal income tax purposes. Dues and agency fees, however, may be deductible in limited circumstances subject to various restrictions imposed by the Internal Revenue Code.

LOCAL COPY

(tear at perf)

## Letter of Understanding

The Company agrees to meet with service agents to review, evaluate and collaborate on occupational safety & health opportunities in the service area.