

A Merger Agreement
Between
Local 2100 and Local 2101
Of
the
Communications Workers of America

Terms and Conditions

Article One

Local name, dates of vote and merger information

1.1 On this date, , the membership of Local 2101, using a properly notified meeting process, voted in the affirmative to dissolve and voluntarily forfeit its CWA Charter.

1.2 On this date, , the membership of Local 2100, using a properly notified meeting process, voted in the affirmative to expand its Charter to include the membership of the former CWA Local 2101.

1.3 Pursuant to the terms of this agreement and upon its execution by the signatures of the responsible parties in both Local Unions, the combined entity shall be known as CWA Local 2100.

Article Two

Disclosure of assets and liabilities

2.1 The officers of Local 2101 present to the officers of Local 2100 the following list of assets and liabilities as truthful and accurate accounting of the assets and liabilities of Local 2101. Signatures affixed to this document shall indicate acknowledgement that both parties reviewed the data listed below. Signers for Local 2100 acknowledge their due diligence in the receipt of this data.

2.2 Assets

2.3 Liabilities

\$4000.00 to be paid to Certified Public Accountant to finalize 2101's books

Any unpaid bills associated with the previous office of 2101, i.e. Rent, utilities

Article Three

Transfer Obligations, Conditions and Temporary Modifications to the Bylaws of Local 2100

- 3.1 The conditions set forth below shall terminate No Later Than December 31, 2020. On January 1, 2021 the local shall abide by the then current bylaws of Local 2100.
- 3.2 The current President of Local 2101, Bill Dulaney, shall attain the office of Second Executive Vice President of Local 2100 with all rights and responsibilities and conditions identified in the Local 2100 Bylaws Article XI A (2) (a) (c) (e). This office shall be full time and carry to the end of this agreement or the resignation of Bill Dulaney. This position shall be a primary officer of Local 2100 and retain a board seat. A separate salary agreement for former Local 2101 President, Bill Dulaney, shall be appended to these Bylaws.
- 3.3 The current Vice President of Local 2101, Mike Constantine, shall attain the office of Vice President of Local 2100 with all rights and responsibilities and conditions identified in the Local 2100 Bylaws Article XI (2) (a) (c). This office shall carry to the end of this agreement or the resignation of Mike Constantine. This position shall be a primary officer of Local 2100 and retain a board seat. A stipend shall be paid for this office of \$400.00 per month and will increase by \$50.00 on January 1, 2019 and \$50.00 on January 1, 2020.
- 3.4 The current Secretary/Treasurer of Local 2101, Mary Jenkins, shall attain the office of Assistant to the Secretary/Treasurer of Local 2100 with the responsibility to assist the Secretary/Treasurer of Local 2100 in carrying out the rights and responsibilities and conditions identified in the Local 2100 Bylaws Article XI (3). This office shall carry to the end of this agreement or the resignation of Mary Jenkins. This position shall be a primary officer of Local 2100 and retain a board seat. A stipend shall be paid for this office as per the current bylaws of local 2100 equal to the Secretary/Treasurer position. In the event that the current Secretary/Treasurer of Local 2100, Chuck Dobry, resigns or otherwise leaves office; Mary Jenkins will become the Secretary/Treasurer of Local 2100 until the end of the current term.
- 3.5 The current District Vice-President of Local 2101, Jason Chesney, shall attain the office of District Vice-President of Local 2100 under the rights and responsibilities and conditions identified in the Local 2100 Bylaws Article XI (4). This position shall be a primary officer of Local 2100 and retain a board seat.
- 3.6 The current stewards of Local 2101 shall be retained and become subject to the rights and responsibilities of the bylaws of local 2100.
- 3.7 All records of Local 2101 shall be transferred and become property of Local 2100.
- 3.8 All physical property of Local 2101 shall be transferred and become property of Local 2100.
- 3.9 All financial accounts of Local 2101 shall be transferred and become property of Local 2100.

3.10 Upon effect of this merger the stipends shall adjust to the new head count for the Local and shall remain in effect until January 1st, 2019, at which time the current method per the existing bylaws shall be followed.