

## **Merger Agreement**

Agreement for the merger of CWA Local 14752 (Eugene Typographical Union No. 496) into CWA Local 7906, both of which are affiliated local Unions of the Communications Workers of America (CWA).

WHEREAS, the jurisdiction of the merged locals will be the jurisdiction of CWA Local 7906;

WHEREAS, the membership of Local 14752 seeks to merge into and become members of CWA Local 7906 in order to enhance the representation that can be provided and combine resources to be more efficient;

WHEREAS, the day to day administration of the unit currently represented by Local 14752 will not change after the merger;

WHEREAS, the merger would benefit Local 7906 by increasing its membership base, providing greater organizational opportunities, combining resources to be more efficient and ultimately enhancing the presence in the community;

WHEREAS, Local 14752 membership has authorized Local 14752 officers to enter into this agreement and has voted yes to merge into CWA Local 7906 on the terms hereinafter set forth;

WHEREAS, Communications Workers of America District 7 and Printing, Publishing and Media Workers Sector has reviewed the proposed merger and transfer of membership from Local 14752 to Local 7906 and has found it to be in the best interests of the members of Local 14752 and 7906, in accordance with the applicable Constitutional provisions;

NOW, THEREFORE, it is agreed that:




1. Upon ratification by both parties, Local 14752 will be merged into Local 7906.
2. The merged membership will operate under the Bylaws and operating practices of 7906.
3. The treasury, property and assets of Local 14752 as of the effective date of this agreement, shall, become the treasury, property and assets of Local 7906. The officers of 14752 shall make necessary steps to affect such transfer.
4. On the effective date of this merger, the members of 14752 shall have full rights, and be subject to all the responsibilities and obligations, as members of CWA Local 7906.
5. On and after the effective date of this merger, Local 7906 will provide the former 14752 members all the support and services generally provided to members.
6. This merger is subject to approval by a majority of those voting in a secret ballot vote, with the proper notice. The effective date of the merger shall be 30 days after ratification of both locals.
7. The parties shall, upon request, execute such further instruments as may; be appropriate to carry out the purposes and provisions of this merger.
8. The negotiation and enforcement of collective bargaining agreements covering the former 14752 members shall be conducted in substantially the same manner as before the Merger Agreement to the extent consistent with the bylaws of Local

7906, the CWA and the Sector, including the assessment of contract proposals, the negotiation of contract provisions, contract ratification, the conducting of strikes and the processing of grievances.

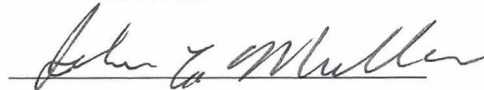

9. Upon and after this merger the members of the bargaining unit, will continue to select their own stewards (also known as chapel chairpersons), file and process their own grievances, elect their bargaining committee members, and only union members in good standing from the unit will vote to ratify collective bargaining agreements. The day to day operations will not change.
10. Local 7906 shall be the successor to Local 14752 for the purposes of all collective bargaining relationships, collective bargaining agreements, recognition agreements, federal, state, county or city certifications of representative status, dues deductions (collections) authorizations. Local 7906 shall be the successor to Local 14752 for purposes of all rights enjoyed by Local 14752 in relation to third parties and tangible and intangible property.
11. Local 7906 will not be responsible for any unknown debts of Local 14752 as of the effective date of this merger.
12. Nothing contained herein shall be construed to modify, or amend any provisions of Local 7906 bylaws.
13. If it shall be held by any authoritative tribunal that this agreement or any provision hereof impairs any rights to represent the employees under any collective bargaining agreement to which Local 14752 is now a party, then this merger shall be inoperative to the extent necessary to avoid such impairment.

Signed this 29<sup>th</sup> day of: March 2010

For Local 7906

  
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For Local 14752

  
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