

**NEW JERSEY STATE
EXECUTIVE BRANCH**

NEW MEMBER BENEFITS PACKET

CWA

LOCAL 1036

MEMBERSHIP MAKES A DIFFERENCE

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LOCAL 1036

BENEFITS	MEMBERS	NON-MEMBERS
Representation for grievances, disciplines, mediation, & arbitration	YES	Yes, but may charge for rep & arbitration costs
Participate in membership meetings	YES	NO
Stay informed through regular updates & access to stewards & local reps	YES	NO
Participate in contract bargaining surveys	YES	NO
Vote in local officer elections	YES	NO
Run for union office or be a steward	YES	NO
Vote on contract ratification & local budget	YES	NO
Vote for or against dues increases	YES	NO
Assistance with desk audits, appeals, & discrimination complaints	YES	On contract issues only
Support better future contracts & build a stronger union	YES	NO
Educational scholarships & college tuition assistance programs	YES	NO
Legal services plan	YES	NO
Many discounts through benefits on UnionPlus and Buyer's Edge	YES	NO



2025 MEETING SCHEDULE



Worksite meetings will operate on a primarily virtual schedule with quarterly in-person meetings scheduled. All members will be notified of when and where in-person worksite meetings are set to occur.

ENVIRONMENTAL PROTECTION, AGRICULTURE, & I-BANK			
<ul style="list-style-type: none">All locations	2nd Thursday of every month	12:00PM – 1:00PM	Microsoft Teams
HEALTH			
<ul style="list-style-type: none">All locationsPHEAL	2nd Wednesday of every month	12:30PM – 1:30PM	Microsoft Teams
HUMAN SERVICES			
<ul style="list-style-type: none">5 Commerce WayMetro BlvdQuakerbridge Plaza	1st Wednesday of every month	12:30PM – 1:30PM	Microsoft Teams

2025 GENERAL MEMBERSHIP MEETINGS

February 19th	Wednesday	6:30PM	Zoom
April 16th	Wednesday	6:30PM	Zoom
June 18th	Wednesday	6:30PM	Zoom
September 24th	Wednesday	6:30PM	Zoom

If you want to keep up with the union outside of worksite and general membership meetings, catch up with us on our website at cwa1036.org, on social media @cwa1036 on Instagram and CWA Local 1036 on Facebook, or read our biweekly newsletters.

MEMBER COMMITTEES



BUDGET COMMITTEE

Reviews and approves an annual budget for the Local which is submitted to the Executive Board and general membership for approval

CIVIL RIGHTS AND EQUITY COMMITTEE

Works to enhance diversity and social justice awareness initiatives within the Local, supports educational programs, fights bias, and promotes mutual acceptance

COMMUNITY SERVICES COMMITTEE

Directs charitable and community service causes, projects, and opportunities for the Local and its members to make a positive difference where our members live and work

EDUCATION COMMITTEE

Administers and promotes the educational programs and scholarship opportunities within the Local, and supports training for shop stewards

ELECTION COMMITTEE

Conducts and supervises nominations, elections, and referenda of the Local in accordance with federal law, CWA Constitution and Local 1036 Bylaws

LEGISLATIVE-POLITICAL ACTION COMMITTEE

Recommends endorsement of candidates, political contributions, drives Get Out the Vote efforts, and works in every aspect of the Local's political and legislative program

MEMBERSHIP COMMITTEE

Supports internal organizing by garnering new members in every workplace and enabling our existing members to be more active in the Local and in the workplace

NEXT GENERATION

Focuses on issues of concern to newer members and young workers, developing future union leaders and building power

WOMEN'S COMMITTEE

Advances women's issues within the Local and the labor movement, including support for International Women's Day and other programs

VETERAN'S COMMITTEE

Supports veterans inside and outside the workplace.

If you are interested in joining a committee, please contact the Local at information@cwa1036.org

LEARN YOUR CONTRACT



Learning your contract is one of the simplest ways to better understand your workplace rights and the importance of being a union member.

Our contract sets the rules, compensation schedules, and benefits of our workplace. It is a legally binding document between the State of NJ and CWA that was agreed to by our membership. Our Local is our responsible for enforcing the terms of our contract.

Our July 1st, 2023 to June 30th, 2027 contract includes:

THE LARGEST ACROSS THE BOARD INCREASES IN OVER A DECADE

HIGH QUALITY HEALTHCARE & MINIMIZED WORKER CONTRIBUTIONS

AN 11TH STEP THAT RAISES ALL MAX SALARIES

ANNUAL STEP INCREASES AVERAGING 3.8%

A NEW CWA MINIMUM WAGE

Access your contract,
salary schedules, & MOA:



BE AN ORGANIZER

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We encourage you to be an active member of our union and learn to be an organizer in your workplace. **Remember, the union is you.**

BECOME A STEWARD

Stewards are union members who voluntarily assume a union role in the workplace and participate in union organizing by:

- Talking to non-members about joining the union
- Helping enforce the contract in the workplace
- Being someone members can come to with questions or issues
- Acting as a conduit between members and union staff
- Supporting the rank-and-file membership in investigatory meetings
- Being released to conduct official union business

If you're interested in becoming a steward, talk to your staff representative to have them guide you through the process.

Want to help organize but don't feel ready to become a steward? Start by being an active member.

- Come to worksite and general membership meetings
- Talk to your coworkers about joining the union
- Participate in member mobilizations
- Take bargaining surveys and vote on the tentative agreement
- Volunteer to help us get out the vote during election season

**CHECK OUT OUR
ORGANIZING
TOOLKIT!**



Want to learn more
about getting involved
with our union? Come
to our Next Generation
Committee meetings!

**NEXT
GEN**

KNOW YOUR RIGHTS

YOUR CONTRACT'S GRIEVANCE PROCEDURE

If you believe your workplace rights have been violated, you should talk to your Shop Steward or Staff Representative about possibly filing a grievance. Before having that conversation, bear in mind the following:

1. KNOW YOUR FILING DEADLINE. The first thing you should do is check your Contract for the Filing Deadline. This information is in the Article of your Contract labeled "Grievance" or "Grievance Procedure." The filing deadline usually starts when the contract violation occurred or when you should have reasonably become aware of it. If the grievance is filed late, the grievance will be out of time, and may not be processed. **Do not wait until just before the deadline to reach out to a Union representative for assistance!**

2. WHAT TYPE OF GRIEVANCE IS IT?

- **Contractual:** A violation of something in the contract
- **Non-Contractual:** A violation of policy, past practices, rules, procedures
- **"Internal Complaints":** These types of complaints are filed with the Employer or sometimes an outside agency. These types of complaints are management's responsibility to investigate and resolve. "Internal Complaints" include issues like bullying, workplace violence, harassment, and discrimination. *Note: the Union can assist members with these complaints in addition to grievances.*

3. DESCRIBE THE PROBLEM/COMPLAINT IN WRITING. The most important step is to express what happened concisely. Before you reach out to a steward or staff rep, make sure that you can answer the following. *Answering these questions in writing is strongly recommended:*

- **WHO is involved?** You will have to provide the names, titles, and departments of everyone who you believe is involved, including witnesses
- **WHAT happened?** Describe what occurred, and be as specific as possible about details, timing, and locations where you were aggrieved.
- **WHY is this a grievance?** Has the contract been violated? What about violations of past practice, the law, or health and safety rules?
- **HOW can the grievance be resolved?** Before a grievance can be filed on your behalf, you need to be able to express the outcome you are looking for. If you aren't sure, you can discuss and get suggestions from your steward or union representative, but without possible remedies, a grievance cannot proceed.

WEINGARTEN RIGHTS

WHAT IS AN INVESTIGATORY INTERVIEW?

An investigatory interview is a meeting in which a supervisor questions an employee on the basis of gathering information for discipline or asks an employee to defend their conduct. If an employee has a

reasonable belief that discipline may result from the meeting, the employee can assert their Weingarten rights to request union representation.

EXAMPLES OF MEETINGS WHERE WEINGARTEN RIGHTS SHOULD BE ASSERTED

- The purpose of the interview is to elicit facts from the employee to support disciplinary action, or to obtain admissions of misconduct or other evidence to support a disciplinary decision already made.
- The employee is required to explain his/her conduct, or defend it during the interview, or is compelled to answer questions or give evidence.
- The purpose of the interview is to investigate an employee's performance where discipline, demotion or other adverse consequences to the employee's job status or working conditions are a possible result.

HOW TO ASSERT YOUR WEINGARTEN RIGHTS

Tell management "If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, be present at this meeting. **Without representation present, I choose not to participate in this discussion.**"

FAMILY AND MEDICAL LEAVE ACT (FMLA)

FAMILY LEAVE ACT (FLA)

WHAT'S THE DIFFERENCE?

- FMLA is federal Family Medical Leave Act. It covers absences or leaves for your own medical condition.
- FLA is the Family Leave Act. It covers absences or leaves for your own condition OR if you need to care for a family member.

AM I ELIGIBLE FOR FMLA (FAMILY MEDICAL LEAVE ACT)?

To be eligible you must have worked with the employer for at least 12 months and at least 1,250 hours during the previous 12 months.

WHAT BENEFITS ARE PROVIDED BY FMLA?

- Up to 12 weeks of unpaid, job-protected leave per year. Requires that health benefits be maintained during the leave, but employee cost-sharing and contributions still apply.
- May be taken in a consecutive, intermittent, or reduced schedule basis.
- Protection may run simultaneous to your paid leave or eligible reasons as well. For example, use your own paid sick leave and FMLA at the same time for job protection. This is governed by employer policy.
- You cannot be disciplined for using approved FMLA, even if you have no paid leave left.
- Upon return from FMLA, an employee must be restored to their original job or to an equivalent job with equivalent pay, benefits, and other terms and conditions of employment. Employers are also required to continue group health insurance coverage for an employee on FMLA under the same terms and conditions.

WHAT SITUATIONS ARE COVERED BY FMLA?

- Birth of a child, adoption or foster care
- Care of a spouse, child or parent with serious health condition
- Employee's own serious health condition involving any of the following:

- Inpatient care in a medical facility or subsequent treatment for such inpatient care
- Inpatient care in a medical facility or subsequent treatment for such inpatient care
- Incapacity requiring more than 3 days of absence from work
- Incapacity or treatment due to a chronic health condition (e.g. asthma, epilepsy)
- Any period of incapacity which is permanent or long-term due to a condition which may not be effectively treated (e.g. Alzheimer's Disease)
- Any period of absence to receive multiple treatments either for reconstructive surgery or which would result in at least 3 consecutive days of absence without such medical intervention

CAN I TAKE INTERMITTENT LEAVE INSTEAD OF CONSECUTIVE FMLA?

You can take FMLA as intermittent leave or as consecutive leave. Make sure your medical provider is clear in your paperwork on this point. FMLA can be taken in separate blocks of time. It may be scheduled in periods as brief as one hour to blocks of several weeks consecutively. The employee may also use FMLA to reduce their hours per day or week.

HOW DO I APPLY FOR FMLA? WHO DECIDES IF FMLA IS APPROVED?

Your Human Resources department should provide all the forms required to bring to your medical professional. Your doctor should complete the forms and state clearly whether you are seeking intermittent or consecutive FMLA leave. Your doctor should clearly state how long the condition is expected to continue. If you are seeking FMLA to care for a family member, your family member's doctor can complete the form for you and list you as a caregiver.

NJ FAMILY LEAVE INSURANCE AKA "PAID FAMILY LEAVE"

Family Leave Insurance provides New Jersey workers cash benefits to bond with a newborn, newly adopted, newly placed foster child, or to provide care for a seriously ill or injured loved one. While most New Jersey workers who take family leave are covered under the State's family leave program, some employers provide Family Leave Insurance through a plan with a private insurance carrier instead. If you are not sure about your coverage, ask your employer.

- The program extends NJ's existing Temporary Disability Insurance (TDI) program to include periods of absence due to temporary family disability.
- FLI is 100% employee funded through payroll deductions from employees.
- Employees who utilize the program are paid 85% of their average weekly wage, up to the maximum benefit rate set for that calendar year, for up to 12 weeks.
- Employees apply online, by mail or by fax directly to the NJ Department of Labor.

Employees can receive up to \$1081 per week as of 2025. The maximum weekly benefit is determined by your salary and earnings. Maximum weekly benefits are set annually.

[More information about the Family Leave Insurance program is at the NJDOL website.](#)

PEOSH - PUBLIC EMPLOYEES

OCCUPATIONAL HEALTH AND SAFETY

The NJ state PEOSH act protects public employees so they can work in an environment free from safety and health hazards. Under the 1984 New Jersey Occupational Safety and Health Act, the NJ Department of Health and Senior Services investigates complaints related to health hazards in the workplace while the NJ Department of Labor investigates complaints related to safety hazards.

[NJ Dept. of Labor PEOSH](#)

The NJ Dept. of Labor PEOSH program handles workplace safety complaints.

[NJ Dept. of Health PEOSH](#)

The NJ Dept. of Health handles workplace health complaints.

Please contact a Local 1036 steward or staff member immediately if you have a health or safety concern.

AMERICANS WITH DISABILITIES ACT (ADA)

According to the ADA, any individual with a recognized disability is entitled to certain protections and accommodations in the workplace. Once an individual discloses a disability, employers must provide "reasonable accommodations" that can include changes to the job application process, modifications to the worksite or performance of a job, and adjustments that allow an employee with a disability to enjoy the benefits and privileges of employment akin to their non-disabled coworkers.

To exercise ADA rights, an employee must file a medical certification to the Employer (HR or other confidential office, not your supervisor) explaining the disability and recommending specific accommodations. Talking to your supervisor or coworkers about your medical condition does not automatically trigger ADA rights.

Please contact a Local 1036 staff member to discuss your ADA rights.

[Read more about the ADA.](#)

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NJ STATE HEALTH BENEFITS PROGRAM OMBUDSPERSON

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The NJ State Health Benefits Ombudsperson is a joint venture between CWA and the NJ Department of Labor to provide direct assistance and education to CWA members with healthcare issues. The program resolves disputes and problems with health insurance, helps reduce costs for the member and the State, and creates better healthcare outcomes.

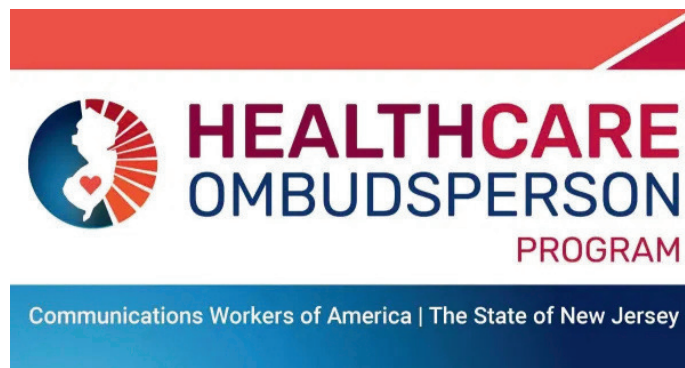
You can contact our ombudsperson, Douglas Martucci, about any questions or issues you may have relating to healthcare by email at douglas.martucci@dol.nj.gov or by calling the Local at (609) 530-0060.

NJ State Workers in CWA have access to several medical plans under Horizon and Aetna. The default plan is the "CWA Unity Direct/Freedom PPO" plan. Others include:

- Horizon OMNIA/Aetna Liberty Plus
- HMO
- High Deductible 1650
- High Deductible 4150

There are additional healthcare benefits like the NJSHBP Direct Primary Care program which offers primary care at certain providers at no additional cost, the NJ Wellness Incentive Program designed to help actively employed members of the State Health Benefits Program (SHBP) live a healthy lifestyle, and dental health plans.

For additional information and access to the Horizon Health Benefits Calculator to understand your employee contribution, visit cwa1036.org/cwa-nj-shbp-ombudsperson



LEGAL SERVICES PLAN

For members, spouses of members, and minor children of members

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FREE SERVICES

- Consultation and document review (2 hours per year)
- Simple wills and living wills
- Power of attorney
- Domestic violence issues and related court proceedings (1 per year)
- Real estate contract review for sale and purchase of private residences

OTHER SERVICES AT REDUCED RATES

Worker's Compensation & Personal Injury

- No attorney fee unless there is recovery
- Attorney fee to members: PI 25% of net recovery
- WC 10% of recovery, except section 20 as set by Court

Matrimonial Cases

- One free consultation per year
- Attorney fee of \$140 per hour
- All cases require a retainer; the amount of the retainer will depend on the complexity of the case

Bankruptcy

- Chapter 7 - \$1,000 plus filing fees
- Chapter 13 - \$1,500 plus filing fees

Disability Pension Hearings

- 20% discount

Personal Injury

- Reduced rates that are 8% - 10% less than standard

Child Support

- Flat fee for appeals and motions to establish or modify support

Municipal Court

- 20% discount

Criminal Court

- 20% discount

Social Security Disability

- 20% discount

Real Estate Closings

- 20% discount

HOW TO USE THE CWA 1036 LEGAL PLAN

You may call the Plan Providers, Pellettieri, Rabstein, & Altman at (800) 432-5297 or visit their website at www.pralaw.com. Please ask for Andrew Watson, Esq., and make an appointment.

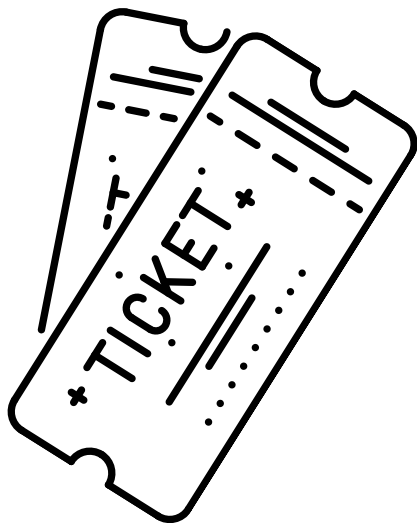
You must indicate you are a CWA Local 1036 member.

Membership will be verified with the Local 1036 office

DISCOUNT MOVIE TICKETS

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Tickets are available for purchase through the Local Office for AMC, Cinemark, and Regal Theaters.



Complete the bottom portion of this flyer and either stop by or mail it to the Local Office with a check or money order.

CWA Local 1036

1 Lower Ferry Road
West Trenton NJ
08628

Name					
Mailing Address					
City		State		Zip	
# of AMC		x \$10.50 ea.	=	\$	
# of Cinemark		x \$8.00 ea.	=	\$	
# of Regal		x \$9.00 ea.	=	\$	
				\$	TOTAL

Please make check or money order out to: "CWA Local 1036"
For mail orders, we can only accept check or money order – no cash please.