

MUNICIPAL EMPLOYEES ASSOCIATION

Established in 1975

"The primary purpose of the Municipal Employees Association (MEA) is the representation and advancement of public employees in their employment relations. The MEA also enforces and improves the rights and privileges of the employees under both the Iowa Civil Service Code and the Public Employment Relations Act."

IMPORTANCE of BEING a MEMBER

Every employee's voice matters. Show your support by coming to meetings and voting in elections to elect Officers and Board Members that you believe will best represent you and the best interest of the entire membership. In order to vote in elections you must be a dues paying member so becoming a member is important to enforcing and improving your rights and privileges as an employee of the City of Des Moines or The Airport Authority.

MEMBERSHIP

To be a member, contact a member of the Recruitment/Communication Committee or any MEA representative in your department for an application. Then complete the application and return it to your representative.

ASSOCIATE MEMBERSHIP

Any employee of the City of Des Moines who is not in the MEA but pays dues to the MEA. Associate member will receive all of the MEA benefits and can participate in the affairs of the association except for collective bargaining and holding officer positions.

ASSOCIATION DUES

There is no initiation fee for new members. The dues are \$10.00 per pay period (bi-weekly) and are deducted from the financial institution of your choice after membership is approved.

MEMBERSHIP BENEFITS

Banquet

The MEA Banquet is held in the late summer or Fall of each year. Members, guests and prospective members are invited. The prices are subsidized by the MEA. As a special incentive, the MEA offers a free ticket to new dues paying

members once. Also any current dues paying members that act as a sponsor will receive a free ticket as well, with the limit of two per year.

Death Benefit

A \$1000 benefit is given to the beneficiary upon death of an MEA member.

Weingarten Rights

In the event you are in any meeting or hearing that could result in disciplinary action, you have a right to representation. You must say you are invoking your Weingarten rights by saying I have reason to believe that I may need representation at this meeting, and request the presence of a union representative. Without such representation I respectfully decline to participate further in this interview, claiming rights afforded to me under the IOWA PUBLIC EMPLOYMENT RELATIONS ACT, Chapter 20.8 and 20.10