

THE ELEVENEIGHTEEN EDGE

Volume 13, Issue 1 - January 2019



2018 Oh What a Year!

By Theresa Devine

NO OPEN CONTRACTS

After a lot of hard work and dedication by the bargaining committee including Executive Board members and in some organizations stewards and chiefs CWA 1118 is proud to say that members have ratified their contracts and for the first time ever CWA 1118 has **NO Open Contracts**.

New contract expiration dates:

- Dex Media - 10/25/20
- AT&T - 2/12/21
- American Red Cross, both local and National contracts expire 9/30/21
- Albany Parking Authority - 12/31/22
- Verizon - 8/5/23

Tailgate Meetings

Over the past month, the Executive Board has visited various Verizon work locations to discuss the twenty-five (25) share payout (for those on payroll as of 2/1/18), plant pride, gap training, corporate profit sharing, perfect attendance bonus, dependent care reimbursement and the new health and

wellness program. If you missed one and have questions please see your steward or check our website www.cwa1118.org for information.

Save the dates:

Please mark your calendars and join us at our local general membership meeting in your area:

- **Glens Falls / Saratoga Area**
 - Wednesday, 4/3 and 10/9
- **Potsdam / Malone Area**
 - Wednesday, 4/17 and 9/25
- **Plattsburgh / Saranac Lake Area**
 - Thursday, 4/18 and 9/26
- **Capital District Area**
 - Wednesday, 5/15 and 9/11

Other events:

- Golf Tournament, Saturday, 6/8
- Labor Parade, Friday, 9/6
- Children's Christmas Party, Sunday, 12/1

For more information on these and other events please visit our website www.cwa1118.org

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Albany Parking Authority (APA)

By John Van Denburgh



Albany Parking Authority members stood in solidarity during the year and a half of negotiations between the APA and CWA - members voted down the proposed contract twice in 2017 finally ratifying a contract in the fall of 2018. This new agreement is set to expire December 31, 2022.

Contract Highlights

Article 3, Holidays, shall be amended by adding a new Section, 3.1.3 as follows:

In order to be eligible for holiday pay, an employee must have worked their last scheduled work day before the holiday **and** their next scheduled work day following the holiday; **or** have received prior approval for absence on either or both of these scheduled work days. In the event that the employee calls out sick on either day, a doctor's note must be provided in order to be paid for the holiday.

Article 10 and Appendix A shall be amended with respect to Wages as follows:

Section 10.4 Longevity shall be amended to in Article 10 and Appendix A shall be amended with respect to Wages as follows:

Section 10.4 Longevity shall be amended to increase each longevity step by \$300.00 effective 1/1/18.

Section 10.4.1 to be clarified so that longevity payments will be paid with the first pay of January each year.

Article 10.5.1 shall be amended, effective 1/1/18 so that clothing cleaning allowance will be \$800.00.

Section 10.5.1 will be clarified so that uniform cleaning allowance will be paid with the first pay of April each year.

Article 10 shall be amended to add a new Section 10.7, Shift Differential: There will be a shift differential for working between the hours of midnight to 8 am; provided the preponderance of the hours worked are within the hours of midnight and 8:00 am. In that event the employee will receive a differential of 50¢/hour for all hours worked within the midnight to 8:00 am.

Article 10 will be further amended to add a section: Compensatory Time

Overtime worked may be taken as compensatory time off, at the overtime rate of time and one-half for

actual hours worked.

Compensatory time off must be requested in advance and scheduled with authorization from the Supervisor. Compensatory time off will be denied if it will cause overtime. Requests for comp time as opposed to pay must be made on the Election Form two weeks prior to January 1st and two weeks prior to July 1st. Comp time will be zeroed out each six (6) month period in a calendar year and may accumulate to a maximum of up to 55 hours during each six (6) month period.

Article 10.6 Court Call Back

Any employee called back to work after their shift has ended and in order to appear for a directed work related court proceeding shall receive three (3) hours of call-back pay at time and one-half the employee's regular rate pay.

Complete contract available online at

www.cwa1118.org

Highest % raises of any bargaining unit in the City of Albany

Hourly Rate	1/1/18	1/1/19	1/1/20	1/1/21	1/1/22
Hire Rate \$13.69	3%	2%	4.3%	2%	1.5%
After 1yr	3%	2%	2%	2%	1.5%
After 2 yrs	3%	2%	2%	2%	1.5%
After 3 yrs	3%	2%	2%	2%	1.5%
After 4 yrs	3%	2%	2%	2%	1.5%
PSO / TSA Supervisor	3%	2%	2%	2%	1.5%

AT&T Mobility Conference *By Theresa Devine*



In early January 2019, CWA hosted its annual AT&T Mobility Conference focused on working together to secure call center jobs in the US and our future in the wireless industry.

Scholarship Winner

Congratulations to CWA 1118 AT&T Mobility Chief Steward, Sarah Kuklis, who was awarded a scholarship for this year's conference in recognition of her hard work on the brigade.

2019 Challenges for District 3 Negotiations

CWA District One Vice President Dennis Trainer set the tone for the conference declaring "we will not tolerate union busting tactics any more". CWA brigade is ready to take it to a new level this year sending a clear message early that this contract negotiation is not just for Puerto Rico it is for ALL OF CWA!

It is critical that we stop AT&T from sending our jobs to others; we have to fight to keep our work. It is up to all of us to educate our membership and let them know what the union is all about. We must talk to our members one on one

Corporations are weakening workers rights but attacking Human Rights and we must band together to stop this. It is imperative that we fight for laws to stop off shoring jobs and demand our tax dollars be used to create good union jobs. **Everyone should request to be transferred to US based call center workers.**

Now is not the time for shrinking from the task ahead. It is time to build our offense. If we can combine money between the growth fund and strategic industry fund we can grow our union. Our future is tied to one

other not to corporations - we must build worker power and advocate for civil rights. It is time to organize thousands more workers and bring them into our union family.

Organizing for the future:

- name/number for non-union wireless worker
- set up "meet and greet" bar, church, fire station
- pro union ads in local papers / commercials / bill boards - real union members sharing story of how union helped them

State of Tech Jobs

- Wireless companies employ approximately 8,000 technicians, AT&T employs approximately 1,600.
- Wireless techs are needed to maintain critical network infrastructure
 - (macro towers, small cells, other sites)
- The wireless technician workforce is also vulnerable to business practices that affect retail and call center workers
 - outsourcing / subcontracting
 - automation / technological innovation
 - some contractors actually work for multiple wireless companies at same time (Crown Castle)

How do we fight for good jobs in wireless?

- Organize
- Bargain strategically
- Enforce public accountability for job destruction
- Marshaling political allies holding them accountable to policies they made
- Advocate for government policy that support universal broadband with a requirement for good jobs
 - advocating for "Connect America" fund

- Encourage cities to fight back with reasonable licensing fees for equipment on their towers, hold public hearings, hire from the local area

Wireless Workers Unite

Wireless workers are joining together to improve their industry - if you are a wireless worker please go online to wirelessworkersunited.org and sign up today!

Retail Group Report Out

- Job security - looking for evidence that AT&T and authorized retailers are "joint employer"
 - Managers managing both retail & corporate stores
- Mixed training classes with core and authorized retail employees
- Retailers have special promotions that our RSC's can't use
- Pop-up stores should be staffed by our RSC's
- Evaluations must be done on the floor and can't be more than six a month.
- Staff can make more money if listed as part time
- Commissions - constantly changing

Unity at Mobility Panel

- Members talk to members in other locations and establish relationships with Mobility workers
- Educate members on what the union is about and let everyone know we are united in our fight. We must show workers we are stronger together. Landline workers supported us and we must support them.
- Store visits - listen to members - encourage to become stewards - they are hungry for knowledge of what union does
- Sign up new members

American Red Cross

By Theresa Devine

National Bargaining Team



American Red Cross workers across the nation joined together to create a union coalition - reminding all that "UNITED we bargain - divided we beg!"

National Addendum Expires 9/31/21

After a long and grueling few months, the National Coalition including nine unions country wide finally came to an agreement with the American Red Cross which members have ratified however there are some discrepancies in the draft copy of the addendum and the coalition lawyers and the company are working to clarify everything so that we can distribute copies of the new addendum.

Highlights from this time around include but are not limited to:

• Wage Increases

- \$400 lump sum
- 8.25% over course of contract
- Uniform allowance increase

• Payroll Errors and Overpayments

- Bargaining unit employees who have incorrect paychecks by the lesser of 10% of gross wages earned or \$135 will have their paychecks corrected immediately upon validation and submitting the request to payroll provider. Additionally, if an

employee is overpaid, he or she will have the option of reimbursing the Red Cross on a repayment schedule or making a lump sum payment.

• Flex Spending Account

- Bargaining unit employees may enroll in Flexible Spending Accounts (FSA) for qualified medical expenses for the duration of the National Addendum. This will include being issued a debit card for expenses.

• Team Care

- Members now have option to "opt out"

• Short-term disability

- **Full time** - Improved from \$300 per week for 10 weeks and \$350 per week for weeks 11-26 to \$450 for all 26 weeks
- **Part time** stays at \$300 per week for 10 weeks and \$350 per week for weeks 11-26.

• Life Insurance

- Member death and accidental death benefit doubled from \$20,000 to \$40,000
- Spouse death doubled from \$2,000 to \$4,000
- Child death improved from \$750 to \$2,000.

• Breaks / Lunch

- Staff will get breaks and lunch as per contract / this includes charge staff
- Reminder that if you are the "charge" on a drive you must call ops manager to advise you can't take break/lunch due to donor flow and you will be paid for this time.
 - if you do not call then you will not be paid and will be working 30 min for FREE.
- Some locations are even CLOSING drives so that

"charge" staff get their 30 minute lunch periods.

• Safety and Health Protections

• PTO

- Accrual based on 40 hour week not 37.5 hour week.

• Floating Holiday's

- Use first because they expire
- Can be taken in 1 hour increments.

• CT driver

- Any CT who drives a non-DOT or DOT vehicle, whether required or voluntary, will receive a \$0.75/hour driver premium when he or she drives to or from a blood drive – the premium will apply to all hours the employee works on that day.

• NO walk-in donors in last 15 minutes of drive if all appointment slots are filled.

- A five minute grace period will be provided to donors (with last appointment slot) who arrive late at a fixed site.

As soon as the National Addendum is complete with coalition and company signatures it will be distributed to all staff. In the meantime if you have questions, please reach out to your bargaining team:

- Kristy Kruger 518-506-2650
• kkruiger@cwa1118.org

- Chuck Varin 518-221-0407
• chuckvarin@yahoo.com

- Theresa Devine 518-782-9977
• theresadevine@me.com



American Red Cross

By Theresa Devine



Local Bargaining

As soon as your bargaining team wrapped up national bargaining in Washington DC your bargaining team was sent to Syracuse for local bargaining. Right from the beginning the company made it clear "there is NO MORE MONEY"

Local Agreement Expires 9/31/21

Switches will be limited to five (5) per person each calendar month, although additional switches may be approved in emergency situations. All switches must comply with ARC guidelines.

Employees who remain on site and available for assignment shall be paid any time in between meetings and their scheduled drive/shift.

If you have a long break between meeting and your drive, you can not be forced to sign out until your drive - but if you stay signed in you must be willing to work.

Article 10, Discipline and Discharge

When scheduling a disciplinary meeting, the employees shall be advised to bring a union representative to the meeting if he/she chooses.

Article 11, Grievance and Arbitration Procedure

A grievance involving discharge or improper layoff may be submitted directly at Step 2 within fifteen (15) business days of written notice to the Union of the occurrence.

Article 14, PTO Scheduling

Prior to January 1, 2019, the parties will meet and work collaboratively to build staffing templates for Apheresis fixed staff which will meet the requirements of the business and may provide for two (2) PTO slots being available for both weekend and weekday days. If the parties are successful a bidding process shall take place.

PTO requests shall be granted when requested four (4) weeks prior to the

beginning of the pay week in which the PTO is requested.

Article 23, Scheduling and Assignments

The standard shall be that no more than two (2) trainees shall be scheduled with an OJI. In instances when there is a shortage of OJI's due to resignation, call offs, or other reasons, more than two trainees may be assigned.

A list of volunteers shall be created to staff overnight shifts. If an employee no longer wants to be on the volunteer list, they must communicate this to APS. If there are not a sufficient number of volunteers then employees shall be assigned by the normal scheduling process.

If you have questions, please reach out to your bargaining team:

- Kristy Kruger 518-506-2650
- Chuck Varin 518-221-0407
- Theresa Devine 518-782-9977

Three (3) Man Drives / Short Staffed

Several of our members have expressed frustration at the growing number of three (3) man drives being scheduled lately.

A few things to consider:

- The majority of the drives ARE staffed per the staffing matrix. If you feel your drive isn't please reach out to Chuck, Kristy or Theresa and we will review the formula.

Staff is NOT taking their breaks or lunch due to donor flow. PLEASE acknowledge the donors but also, take your break and lunch.

- It is up to the charge/supervisor to advise the OPS manager if unable to give breaks/lunch so that staff is paid correctly.



PLEASE TAKE YOUR BREAKS & LUNCH as directed!

The union understands and appreciates the members dedication to donors and peers however, if you do not take your lunch or breaks it sends the message that the matrix works.

If you do not take a lunch when directed to do so, you are working thirty minutes for FREE as your lunch is automatically removed from your hours worked.

Verizon

By CWA Communications

Contract Extended to 8/5/23

Verizon workers have received a four year contract extension which strengthens our 2016 gains and provides a wage increase of 11.2% over the life of the extension.

"This agreement ensures a better future and good, family-supporting jobs for thousands of Verizon workers," said District 1 Vice President Dennis Trainor. "Since the end of the 2016 strike, we have seen a marked improvement in the relationship between CWA and Verizon, and this agreement reflects the more constructive relationship that has developed since then."

General Wage Increases

- 2.50% effective June 21, 2020
- 2.50% effective June 20, 2021
- 2.75% effective June 19, 2022
- 3.00% effective June 18, 2023

Pension Band Increases

- 1% effective September 15, 2019
- 1% effective September 15, 2020
- 1% effective September 15, 2021

Health Care Changes

The terms of the health care plan for 2019 were bargained and ratified in 2016. This contract extension

establishes plan changes for years 2020 - 2023 as shown.

Monthly Contributions toward Health Care Coverage

The following monthly rates apply for Employee Only/ Employee+ Family Coverage

	MEP & HCN	EPO, HMOs and Other Plans
2020	\$118 / \$236	\$177 / \$354
2021	126 / 252	189 / 378
2022	134 / 268	201 / 402
2023	142 / 284	213 / 426

MEP and HCN Plan Design Change Plan Design Elements (Employee Only Coverage):

	MEP		HCN	
	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible				
2020	\$710	\$1,015	\$370	\$1,015
2021	750	1,070	395	1,070
2022	790	1,115	420	1,115
2023	825	1,165	445	1,165
Annual Out-of-Pocket Maximum				
2020	\$1,910	\$3,100	\$1,910	\$3,100
2021	2,000	3,200	2,000	3,200
2022	2,090	3,300	2,090	3,300
2023	2,180	3,400	2,180	3,400

- Deductibles and out-of-pocket maximums for Family coverage will continue to be 2.5x of the employee-only amount.
- Copays for physician office visits, x-rays and lab tests and other services will increase by \$5 in 2023.
- Emergency Room copays will increase by \$10 in 2021 and again by \$10 in 2023.

- Copayments for the following services will remain unchanged: HCN specialist office visits and covered services, Radiation Therapy, Chemotherapy, Electroshock Therapy, Hemodialysis, Physical Therapy, Occupational Therapy, Speech Therapy, and Covered Mental Health/Substance Abuse Services and Supplies.

- The Maximum Allowed Amount (MAA) that the plan will cover for out-of-network services will be set at 200% of national prices paid by Medicare in 2020 and 190% in 2022. Out-of-network MAA for mental health and substance abuse supplies and services will remain unchanged at 240%.

EPO and HMO Plan Design Changes

- Copayments for primary care office visits (including OB-GYN) will increase by \$5 in 2023.
- Emergency Room copays will increase by \$10 in 2021 and again by \$10 in 2023



Independent Medical Exams (IME)

Verizon is now recording independent medical exams.

Members have the right to record the exam as well.

Whether you chose to record your exams or not **PLEASE document**

the time you entered and exited the doctor office (not the time waiting in office - **actual time with doctor**) This will be helpful at workers compensation hearing.

If the company sends you for an IME, please contact Executive Vice President Tony Bottisti for assistance.

Verizon Work and Family Committee News

By Theresa Devine

Dependent Care - \$50 weekly

With the large number of new hires I thought it was worth revisiting this program.

The Dependent Care Reimbursement Fund was established in 1994 as part of the collective bargaining agreement and was created to help employees pay a portion of their child or elder care expenses

Reimbursement

Once approved for Fund participation you must submit a monthly request for reimbursement. You must do so by completing a "DCRF Reimbursement Form". The request form must be forwarded monthly and your provider must sign the monthly form each month. However, if original receipts are provided you may attach your receipts to a completed monthly reimbursement form and mail it to the fund administrator. Reimbursement

generally will appear in your paycheck on the last Thursday of each month for the previous month's expenses.

- In order to be reimbursed a new monthly reimbursement form must be submitted each month.
- The DCRF Monthly Reimbursement Form must be mailed and post marked no later than the Second Friday of each month for the previous month's services.
- **Any request for reimbursement mailed after the post mark dead line date will be considered late and will not be paid.**
- Employees are responsible for the submission of complete and valid information on all enrollment and monthly forms. Omission of any requested data can lead to non payment.

2019 DCRF Postmarked Dates

Monthly Form	Deadline Date
December 2018	January 11, 2019
January 2019	February 8, 2019
February 2019	March 8, 2019
March 2019	April 12, 2019
April 2019	May 10, 2019
May 2019	June 14, 2019
June 2019	July 12, 2019
July 2019	August 9, 2019
August 2019	September 13, 2019
September 2019	October 11, 2019
October 2019	November 8, 2019
November 2019	December 13, 2019
December 2019	January 10, 2020

For complete Fund rules and eligibility requirements - please visit our website www.regionalwfrc.com or contact CWA 1118 Work and Family Representative, Theresa Devine, on 518-782-9977 or by email TheresaDevine@me.com.

Pendant Program

The Pendant program is designed to provide financial assistance for the cost of home monitoring medical alert system for eligible family members.

Eligible: Employees must submit proof that the contract and proof of payment is in the employees name.

Enrollment: Employees may download an application from our website at www.regionalwfrc.com.
Reimbursement: Up to \$40.00 per month.

Employees can claim up to two dependents.

Submit your quarterly form along with proof of payment for reimbursement.

Payouts and Postmark Deadline: Reimbursements are made quarterly.

- **1st qtr: Jan - March**
 - postmarked by 4/12/19
- **2nd qtr: April - June**
 - postmarked by 7/12/19
- **3rd qtr: July - September**
 - postmarked by 10/11/19
- **4th qtr: Oct. - December**
 - postmarked by 1/10/20



Health & Wellness Program

After a successful launch in 2018 with approximately two-hundred fifty (250) people participating the work and family committee is pleased to advise that the health & wellness program has been approved to continue in 2019.

Up to \$120 reimbursed per year.

The 2019 program will have two payouts \$60 covering January - June and \$60 covering July - December.

As soon as more information is available it will be emailed to you.

Summer Camp 2019 Details Coming Soon ~ Watch your email for updates!

Verizon News

By Theresa Devine

Work Safe & do a Quality Job

in our network. The PSC has given Verizon ninety (90) days to address 75% of the tickets that are submitted.

Once technicians submit a plant pride ticket they will receive an email confirming submission and a follow up email with photo once the repair has been made.

Gap Training - Syracuse

The last group of new hires are scheduled for training by the end of the month. If you missed the opportunity, please contact local Vice President Jim Bauer on 518-813-0686.

Members in the field are encouraged to participate in the program which acts as electronic T-Zone to address defective plant conditions.

Typical plant pride issues including, but are not limited too, damaged cabinets, pedestals, poles, terminals, bad cable, etc.

Plant Pride Program

The plant pride program began as a joint agreement between CWA, Verizon and the PSC that was created to identify and repair defects

All technicians should access the OSP tab on your tablet dashboard and create plant pride tickets.

If you have any questions regarding plant pride, please contact your union representative.

Critical to the success of this program is the taking and posting of pre and post photos of the defective condition and its resolution.

Workers Memorial Day



4/27/18 - Pamela Tucker, widow of Eric Tucker, joined with union members from the greater Albany area to observe Workers Memorial Day.

A moment of silence was held after the speakers each talked about an increase in workplace fatalities. A bell was rung for each of the 13 workers who died in the Capital Region, and a red carnation was placed in their memory as participants held up signs with the names of our lost brothers and sisters.

Everyone who attended came to honor fellow workers who were injured or died on the job last year.

In Times of Sorrow

CWA 1118 would like to express our deepest sympathy to our members during this difficult time.

- Begor, Marilyn Brother
- Casale, Jeannie Mother
- Coletta, Ray Father
- Collier, James Father
- Collier, Sharon Father-in-law
- Collins, Wally Mother
- Crosier, Jeff Grandmother
- Flinton, Tom Mother
- Gallo, Ken Father
- Garrity, Dan Mother
- Gregware, Jon Brother-in-law
- Hogan, Mike Father

- Hogan, Carrie Father-in-law
- LaBelle, Rich Mother
- Latourelle, Alan Mother
- Liggett, Maureen Mother
- Macri, Frank Father
- Macri, Tracey Father-in-law
- McMahon, Bill Mother-in-law
- Meinecke, Walt Mother
- Orr, Michele Father
- Panzarino, Leslie Father
- Panzarino, Mike Father-in-law
- Salaway, Pete Brother
- Schepisi, Erin Father
- Scott, Theresa Husband
- Trombley, Jeannine Grandmother
- Welcome, Len Mother
- Urbaetis, Neil Step-father

Members lost in 2018:

- Ketzer, Rob
- Leduc, Lionel
- Scott, Dave

Retirees lost in 2018:

- Breton, Jack
- Filyaw, Dallen (Flip)
- Vincent, Dolores





GENERAL LEGAL SERVICES PROVIDED BY FINE, OLIN & ANDERMAN, LLP (FOA)

There are often sensitive issues where you or a family member need trusted legal representation. We understand that if you are facing any of the matters listed below, you want a highly experienced attorney to protect your interests.

***FOA offers a free phone consultation
on most types of legal matters***

Call 1-800-522-9001

WILLS, TRUSTS, AND ESTATES

Through proper estate planning we can draft documents which will determine the disposition of your assets and address your future medical needs and desires. This will greatly reduce the stress and confusion to your surviving loved ones. FOA can also assist in the probate of an estate by representing the Executor or Administrator.

- *Wills* • *Trusts* • *Health Care Proxies* • *Durable Powers of Attorney* • *Living Wills*

MATRIMONIAL AND FAMILY LAW

There are many complicated issues that must be carefully addressed when a marriage is dissolved. These issues may involve custody, child support, spousal support and equitable distribution of marital property including retirement benefits and occupancy of the marital home. Our matrimonial law practice includes:

- *Divorce* • *Separation* • *Support* • *Property Settlement* • *Pre-marital Agreements*

We are available for a free phone consultation on all these issues and can negotiate and prepare most types of Agreements and **uncontested** divorces.

REAL ESTATE

Purchasing or selling a home can be both happy and stressful. Whether you are

- *Purchasing a home* • *Selling a home* • *Refinancing an existing mortgage*

you will need an experienced attorney who can represent you in all real estate matters and guide you through the necessary steps for a successful real estate transaction.

CRIMINAL

Fine, Olin, & Anderman handles all types of criminal cases, from minor infractions such as traffic tickets, DWI/DUI to more serious crimes. Our team of attorneys have many years of knowledge and experience in criminal law and are dedicated to defending you and protecting your rights. We will handle your case with sensitivity and make sure you are informed at every step in the process. We will strongly advocate on your behalf to obtain the best result possible.

Note: General Legal Services are offered in most geographic areas of New York State.

Fine, Olin & Anderman Conference

By Theresa Devine

Automotive Policy Reminder



Reminder to look at your declaration page of your automobile insurance and make sure your under "supplemental uninsured / underinsured motorist coverage (SUMUIM) matches your liability insurance.

Why? If a person who hits you only has \$25,000 in insurance and you have SUMUIM of \$500,000 you can get the difference between the \$25,000 and your SUMUIM.

Also, if you are a pedestrian and struck by car with no insurance you are still covered by your SUMUIM.

What is NYS Workers' Compensation?

Workers' Compensation is a benefit provided under NYS law. It is not a lawsuit and fault is not an issue. You cannot sue your employer for a work-related injury.

Defining a Work Related Injury

- Accident - event arising in the course of employment
 - very general and very broad
- Occupational Disease
 - Disabilities of a chronic nature that arise over time; no specific date of accident - use 1st missed date of work or date doctor 1st saw you

- You have 2 years to file from date diagnosed
- be specific with your doctor about job duties
 - Example: tick bite, computer 8 hrs day, lifting, pushing/pulling carts, climbing poles, etc

Example:

Tick Bite - note the bite - but it isn't a comp case until you get diagnosed with Lyme disease

Needle Stick - would say yes if put on medication protocol to avoid HIV complications

Why should I file for Workers' Compensation?

- There is no attorney's fee payable by you unless an award is made by the Workers' Compensation Board. The judge sets the attorney's fee - usually 12%-20% of the award.
- Your health insurance will not pay medical costs for workplace injuries
- Workers' Compensation is the only remedy of action against employer!

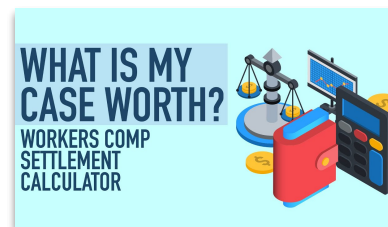
Can I be fired if I'm out of work for a comp claim?

- Yes, **If you have no contract language about job protection** you can be fired while you are out on Workers Compensation **but your case will continue.**
 - If your employer has less than fifty (50) employees you can be fired immediately.
 - If you employer has fifty-one (51) employees or more you are protected for 12 weeks if you have 1250 hours worked you are covered for the duration of the FMLA protection.

Although New York requires workers to report injuries to their employers within thirty (30) days of accident or injury it is important that you follow your company procedures for notification to management about accident or injury.

- Note the date/time and who you spoke with about your accident or injury.
 - Workers have up to two (2) years to file a workers compensation claim.

Note: Verizon members have job protection language in contract that in extreme circumstances will cover members until they retire or become service pension eligible.



Should I get an attorney?

Injured workers are urged to contact a workers compensation attorney sooner rather than later as some employers can create delays in treatment. (ie: MRI's, surgery, etc.) Having an attorney on retainer can assist in pushing through the treatments deemed necessary by your doctor.

CWA has trusted Fine, Olin & Anderman, LLP (FOA) for decades now and keeps them on retainer to assist our members in not only workers compensation matter, but in their personal legal matters as well.

For Immediate help, call FOA:
800-522-9001

Check them out online @
www.FOALAW.COM

Fine, Olin & Anderman Conference . . . continued

By Theresa Devine



Social Security Disability (SSD)

ONE in FOUR workers is likely to become disabled before reaching normal retirement age.

Social Security Disability is the same benefit level you would have had if you retired at 62 or 65 and is funded by the Federal Insurance Contributions Act (FICA)

WARNING - if you are turned down and wish to appeal, the **appeal must be filed within 60 days**.

You can get SSD in addition to any passive income you may be receiving such as disability payments, stock dividends, lottery winnings as long as you money not made by actively working.

Things to consider:

- Waiting Period - social security says you can't receive benefits until you have been out of work for a full five (5) months.

- Recommend DO NOT apply until the start of your sixth (6th) month of disability or later.
- You must be disabled or have an impairment or combination of impairments that result in a severe disability.
 - Going to look at everything you are seeing a doctor for. (not just one thing - it is a combination of what you are being treated for)
- Have you worked at least five (5) of the last ten (10) years on the books?
- Have you been out of work or do you have a reasonable expectation of being out of work for at least a year?
- Can you work? Are you physically able to do your past job? (the one you last did before you went out of work)
 - le: are you "retrainable"?
 - Could you work at another job with your impairment or disability?

How do you apply?

- Visit your local Social Security Office (call first and make an appointment)
- Call 1-800-772-1213 from 7am to 7pm Monday through Friday.
- Apply online at <https://www.ny.gov/services/apply-federal-disability-benefits>
- Once you apply you will be will be examined by a physician paid by Social Security.
- Do not be alarmed if you are denied at first as this happens to most people.
- If you receive a denial letter please contact FOA at 1-800-522-9001 within 60 days of your denial. Upon review of the merits of your case, FOA will appeal the decision, request a hearing and go before judge to argue on your behalf.
- If you do not request a hearing in 60 days you will have to reapply for benefits.

NYS Paid Family Leave 2019 Update



What changed in 2019?

As of January 1, 2019, the number of weeks eligible employees can take to bond with a new child, care for a family member with a serious health condition, or assist loved ones when a family member is deployed abroad on active military service increased to ten (10) weeks.

Additionally, Governor Cuomo recently signed legislation to expand the Paid Family Leave Law's definition of "serious health condition" to explicitly include preparation for and recovery from surgery related to organ or tissue donation, ensuring those who donate can be cared for by their eligible family members under New York Paid Family Leave. That law takes effect on February 3, 2019.

More financial security:

The Paid Family Leave wage replacement benefit has also increased. In 2019, employees taking Paid Family Leave will receive 55% of their average weekly wage, up to a cap of 55% of the current Statewide Average Weekly Wage of \$1,357.11. The maximum weekly benefit for 2019 is \$746.41.

2018 CWA Human Rights Conference

By Theresa Devine

Workers Rights are Human Rights!



CWA leaders around the country came together to send a clear message “workers rights are human rights - an injustice to one is an injustice to all”. The time has come to learn, grow and strategize for the battles ahead of us. Politicians must share our views; unions matter and we won’t be silenced ~ we will hold them accountable for their action or inaction.

Members remembered President Kennedy’s 1960 comments on unions bringing justice and democracy to work floor. Civil rights movements and Labor movement are all ONE. “Our unions have fought for aid to education, for better housing, for development of our national resources and for saving the family sized farms. They have spoken, not for narrow self-interest, but for the public interest and for the people.” -- John F. Kennedy, Aug. 30, 1960

Melissa Matos, JD, MPH
Director - Human Rights, Education, Health & Safety expressed optimism for the future as the National Executive Board committed funds to making human rights an “integral part of union work”. Human rights will no longer be a side issue; CWA will be educating members in class conflict and class warfare in this country. We will build up stewards training, capitalizing on impact in this moment to build a united vision for our country. We are not the first to confront the

struggle between the workers and those that profit from it; not the first to confront those that want to make America great again. Through it all we must remember the history and the struggle of those who came before us; organized workers didn’t let them win - we come to build our future - TAKE OUR RIGHTS - stop talking about it. Real work begins when we head back to our locals and begin educating and mobilizing for the future.

Struggles

In this day it is not acceptable that people working forty (40) hours a week struggle to put food on the table, forced to choose between their health or their children; relying on food stamps. Diversity is what makes CWA great! No matter our race, creed or gender identity - in CWA we recognize that our diversity is our strength - we are one union - we are CWA - we are CWA strong. When we fight we win.

Senator Troy Carter - author of Call Center legislation in Louisiana spoke about the fight for living wages, equal pay for women and good working conditions for men and women. Even after he educated other legislators on importance of what this meant to workers there were still some who were not supportive. We must continue the fight for the working class people. We need to remind the country that because of the labor movement - America is already great and we won’t allow people to be disrespected, underpaid or left out. Dignity and respect for all workers.

Carlos Garcia, Executive Director, Puente Arizona - Puente



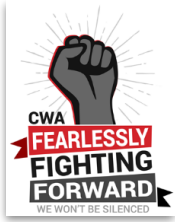
Mr. Garcia reminded attendees to fight to make the change we want to see stating the country was built on the back of black, brown and indigenous workers. Figuring out our connections and sharing our stories is what is going to keep us united. It is inspiring to watch the youth in the country stand up and fight what is happening. Thoughts and prayers are not enough - corporations continue to make money off our backs while taking away our jobs, sending them overseas and aiming to make us hate each other and those in other locations who took our jobs rather than the corporations who moved the jobs. It is time we held corporations and politicians accountable.



Cecil Roberts, United Mine Workers President

Mr. Roberts message was clear and to the point. You must FIGHT! America is supposed to be a government of the people and for the people - WE ARE THE PEOPLE - we believe in civil rights, women rights, human rights, health care for all - where workers are free to join a union of their choice. Now is the time to organize every non union worker in America - if you want higher wages, you should a join a union. Expand the middle class - JOIN THE UNION.

CWA Fearlessly Fighting Forward



THE FIGHT FORWARD

CWA takes seriously its responsibility as stewards of justice for the American working family. In order to accomplish this goal we must fully embrace the truth: that human rights

and the human condition are inextricably linked to the rights of all workers. We have witnessed concerted fear tactics designed to divide workers throughout our nation's history. These divisions immeasurably dilute our power as a union: at the bargaining table, in our organizing efforts, and within our communities.

Shared prosperity depends upon embracing our shared humanity and

mutual respect for one another and arm our members with the information, structure, tools, and messaging to fight back on the local level. With an emphasis on local movement building and activism rooted in issues of civil and human rights, the Fight Forward program will demonstrate that CWA and its members have the power to effect positive change for all workers.

Join the CWA 1118 Human Rights Committee

CWA National Headquarters in Washington DC has requested all locals establish a "Human Rights" committee.

If you are interested in joining this committee please contact:

John Van Denburgh on 518-469-5533, Theresa Devine on 518-782-9977 or the office 518-862-0095.

Coalition of Labor Union Women - CLUW

The Coalition of Labor Union Women is America's only national organization for union women. Formed in 1974, CLUW is a nonpartisan organization within the union movement.

The primary mission of CLUW is to unify all union women in a viable organization to determine our common problems and concerns and to develop action programs within the framework of our unions to deal effectively with our objectives.

At its founding convention in Chicago, Illinois, CLUW adopted four basic goals of action:

- to promote affirmative action in the workplace
- to strengthen the role of women in unions
- to organize the unorganized women

- to increase the involvement of women in the political and legislative process.

These goals continue to be the cornerstone of CLUW's activities as members speak out for equal pay, child and elder care benefits, job security, safe workplaces, affordable health care, contraceptive equity and protection from sexual harassment and violence at work.

With members from 54 international and national unions across the US and Canada, CLUW has a strong network of more than 40 chapters. CLUW is endorsed by the AFL-CIO and its international and national unions. CLUW local chapters educate members, keep them up-to-date on a variety of issues of concern to working families and provide a support network for women in unions.



CWA 1118 joins CLUW

In an effort to begin the work of our new Human Rights committee, CWA 1118 members Rachel Bailey, Kristy Kruger and Theresa Devine recently joined the Kate Mullany chapter of CLUW, which is designed to provide development and support for members of the Kate Mullany CLUW Chapter in Upstate NY. CLUW goals are to provide guidance, coaching, development and support for union women. Meetings are the first Monday of every month via conference call to share issues and plan outreach around the area. If you are interested in working with labor women around the area, please email TheresaDevine@me.com and your message will be sent to the local chapter.

Retirees Corner By Joan Hopkins

Christmas for Families in Need Project

November and December were busy months for the CWA Local 1118 Retirees Club and it's Christmas for Families in Need Project. Once again our members were very generous in giving gifts to children who might not get them otherwise.

We started out with a family of six, referred to us by the St. Paul's Center in Rensselaer. We bought clothes, toys, blankets and other goodies for Mom, Dad, and their four boys ranging in age from 3 months to 6 years old. The St. Paul's representative met us at the Union Hall and said he would try to "keep the different families' gifts separate". He was astounded when we told him they were all for one family! The children had modest wish lists...they got everything they asked for and more.

As the donations continued to come in, we took on other projects as well. We donated 36 toys to the City Mission Christmas Store in Schenectady. The store helps families pick out 3 toys for each of their children, and wraps them as well. We also donated 12 kids' coats, hats and gloves to the City Mission's Operation Warm and Safe, which provides winter clothing for both their resident

families, and children in need attending local Schenectady schools.

Twelve food boxes were purchased at Hannaford to be sent to the local food pantry in Schoharie County. A donation was made to retired member Dennis Ippoliti's daughter Nicole, a single mother of two who is currently battling stage 4 neuroendocrine cancer. She travels to Buffalo for treatment and our hope is that our donation will help with some of her expenses.

We also received a last minute request from a retiree grandmother of another family in Saratoga County, in need due to medical issues. Six children ranging in age from newborn to 18 years old each received a gift card; mom and dad got a gift card as well.



The last few dollars were given to Stewart's Matching Funds for children's charities.

We received a total of \$1917, plus many gift donations. Thanks to all

who either shopped, wrapped or donated money or gifts; you have helped to make the season a little bit brighter!

The Santa Committee:
Peggy Farrell, Bette Ticen, Vickie Dichian, Kathy Burzynski, Joan Hopkins, Kay Fortin, Nancy Hotaling, Patte Livingston, Bernie Ruddy and Linda Milos



Thank you notes:

Dear Friends,
Thank you so much for this generous gift and for helping make it a better Christmas for the children we serve. You are helping make this a season of thanksgiving for our neighbors in need. Happy holidays to all!" - Michael Saccocio, Executive Director, City Mission of Schenectady

Dear Peggy, Joan and CWA Retirees,
Thank you for the generous gift; it is a huge blessing during a time when life has turned upside down. Then God sends someone like you to remind us that we are not alone and that we are blessed." - Family W

Verizon Sickness Death Benefit, aka: "Frozen Death Benefit"

- To qualify you must have been hired by Verizon/Bell Atlantic; NYNEX/New York Tel on or before December 31, 1986.
- The benefit is equal to one year of your basic rate of pay that was in effect on December 31, 1986
- The benefit is payable to your spouse living with you when you die,

- or dependent children under 23 living with you, or dependent parents, or some exception for disabled dependents. You do not get to name a dependent.
- The Sickness Death Benefit is "inside" the pension plan.
- If you took the lump sum buyout instead of the pension plan you (your surviving spouse, etc) might not qualify for this benefit, as you opted out of the pension plan.

- Your surviving spouse (or other qualifying dependent) has one year from your death to apply for the benefit.
- Call the Verizon Benefits Center at 1-855-489-2367 and ask if you qualify for the Sickness Death Benefit. They should send you a letter with the amount your spouse will receive if qualified.

Legislative Political Action Team LPAT

2018 PAF Award Winners

The CWA 1118 Executive Board would like to congratulate our LPAT team on achieving the highest percentage (48%) in the 2018 PAF drive. GREAT work everyone!

If you are interested in joining our team, please email them at LPAT@CWA1118.org and someone will get back to you.

LPAT Team

- **Verizon**
 - Mike Giovino
 - Joseph Lee
 - Jeff Lynch
 - Josh Pelton-Stroud
 - Charlie Speller III
 - Kenneth Wang
- **AT&T**
 - Rachel Bailey



Mike Panzarino, Brittini Everett, Deb Kellogg, Keith Smith, Kenneth Wang, Rachel Bailey, Josh Pelton-Stroud, Charlie Speller, John Van Denburgh

Meet the 2019 Local LPAT Team!

2018 saw a groundswell of grass-roots political activity throughout the nation, the state, and through our communities, including Local 1118! Starting the year with just three members, the Legislative and Political Action Team welcomed FCSAs Kenneth Wang, Charlie Speller, and Brittini Everett, and FNT Keith Smith to the fold; from lobbying, to fund raising, to helping get Antonio

Delgado get elected to the US House of Representatives (NY-19) these talented activists, with the support of Local Members and Leadership alike, helped push 1118 to the forefront of the working class political struggle in New York State.

2019 is shaping up to be an historic year for Union politics in New York; with a state legislature dominated by

union and working class-friendly members in both branches, CWA priority legislation like the Call Center Jobs and Safe Staffing Acts are sitting center stage, and we're looking forward to helping them become a reality. If you're interested in getting in on the action, drop us a line at lpat@cwa1118.org!



Rachel Bailey, Deb Kellogg and Josh Pelton-Stroud Outside Representative Elise Stefanik's office.



Josh Pelton-Stroud meets with Congressman Paul Tonko

Joe Beirne Scholarship Program

Application deadline 4/30/19

CWA has welcomed many new members over the course of the last two years and would like to take this opportunity to advise new members and remind incumbent members of this opportunity for not only our members but for their family as well.

Origin The CWA Joe Beirne Foundation was established in October 1974 by the Communications Workers of America Executive Board to honor the name and memory of the founding President of CWA, who served for more than 30 years. In his capacity as the first CWA President, Joe Beirne took great pride in the roles he played in the fields of education and learning and other areas of social concern. On April 26, 1999, the CWA Executive Board voted to combine the Joseph Anthony

Beirne Memorial Foundation and the Ray Hackney Scholarship Fund, thereby creating the CWA Joe Beirne Foundation.

Who is eligible?

CWA members, their spouses, children and grandchildren (including dependents of laid-off, retired or deceased CWA members) may apply. Applicants must be high school graduates or at least high school students who will graduate during the year in which they apply. Undergraduate and graduate students returning to schooling may also apply. Prior winners may not reapply.

When can I apply? Applications are accepted starting Mid-November through April. Final deadline for the 2019-2020 school year is April 30, 2019, at 11:59 p.m. EDT.

How much is the scholarship?

Sixteen partial college scholarships of \$4,000 each are being offered for the 2019-2020 school year. Winners, selected in a lottery drawing, also will receive second-year scholarships of the same amount contingent upon satisfactory academic accomplishment. Part-time students, less than 12 credits, will receive half of the scholarship monies.

Did I win? Winners are chosen by lottery drawing and only winners will be notified.

For more information go to:
<https://cwa-union.org/pages/beirne>



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Social Committee Events



Discount Seats Available



For ticket information contact Theresa Devine on 518-782-9977 or by email TheresaDevine@me.com



Saturday, May 4th @ 2pm \$78 per person

Cameron Mackintosh's spectacular new production of Andrew Lloyd Webber's THE PHANTOM OF THE OPERA will make a triumphant return to Schenectady as part of its North American Tour. Critics are raving that this breathtaking production is "bigger and better than ever before" and features a brilliant new scenic design by Paul Brown, Tony Award®-winning original costume design by Maria Björnson, lighting design by Tony Award®-winner Paule Constable, new choreography by Scott Ambler, and new staging by director Laurence Connor. The production, overseen by Matthew Bourne and Cameron Mackintosh, boasts many exciting special effects including the show's legendary chandelier. The beloved story and thrilling score – with songs like "Music of the Night," "All I Ask Of You," and "Masquerade" – will be performed by a cast and orchestra of 52, making this PHANTOM one of the largest productions now on tour.

Deposit due: \$10 per ticket due within 2 weeks of order
Balance due 60 days before the show

Mail Deposit to: CWA 1118, 4 Wembley Court, Albany NY 12205

Checks Payable to CWA 1118 - Event Name in Memo Field



Michael L. Burns Capital District Labor Parade

9/7/18 - CWA members, friends and families joined union brothers and sisters from other trades around the district to celebrate organized labor. The united group marched from Academy Park down to Corning Preserve where they gathered in solidarity to enjoy music, food, kid friendly activities and fireworks.

Save the date: Friday, 9/6/19

Mark your calendar and join us for this years parade.



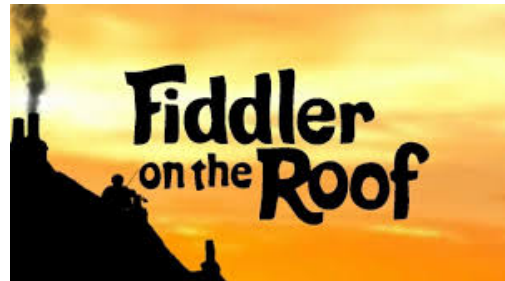
Discount Seats Available



For ticket information contact Theresa Devine on 518-782-9977 or by email TheresaDevine@me.com



Saturday, 11/16/19 2pm
\$105



Sunday, 2/23/20 2pm
\$68



Friday, 3/27/20 8pm
\$70



Saturday, 5/2/20 2pm
\$75



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Anderson, Jennifer	Desantis, Jeanne	Kellogg, Debra	Purificato, Anthony
Betz, Barry	Dudziak, Cynthia	Leyden, James	Rodd, Matthew
Casavant, Michele	Hall, Richard	Mastin, Jeanne	Towbridge, David
Collier, James	Hendron, Essie	Medina, Francisco	Villegas, Freddie
Collier, Sharon	Henry, Serena	Mitchell, Mark	Whipple, Brenda
Cowles, Cheryl	Ivery, Carol	Penders, Thomas	
Denocourt, Joseph	Jock, Christopher	Posporelis, Harry	

29th Annual CWA 1118 Golf Tournament - Sunday, September 15, 2019



4 Person Scramble

\$125 per golfer

- Greens Fees
- Carts
- Refreshments
 - 11am before shotgun start
- Hot & Cold Buffet after golf
- Prizes



Minimum of 10 foursomes needed by 6/28/19 for tournament to go on!

Payment due August 16, 2019

Call CWA 1118 (518) 862-0095 with your foursome today!
 or if you prefer email your foursome information to cwa1118@aol.com



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Local Vice President - Jim Bauer

Business Agents:

Rachel Bailey - AT&T Mobility
 Carl Kakule - Capital District Outside
 Deb LaMountain - Capital District Inside
 Brian Morris - Cambridge / Glens Falls / Saratoga & Ticonderoga
 Chris Hooper - Plattsburgh / Saranac / Potsdam, Malone

Item	Size	Price
T-Shirt (red)	S, M, L, XL	\$15.00
	XXL	\$17.00
	XXXL	\$18.00
	XXXXL	\$19.00
Red Sweatshirts (crew neck)	M, L, XL	\$25.00
	XXL	\$27.00
	XXXL	\$28.00
	XXXXL	\$30.00
Red Sweatshirts (hooded pull-over w/ pouch)	M, L, XL	\$37.00
	XXL	\$39.00
	XXXL	\$40.00
	XXXXL	\$42.00
Red Sweatshirts (hooded with zipper)	M, L, XL	\$39.00
	XXL	\$41.00
	XXXL	\$42.00
	XXXXL	\$44.00