

THE ELEVENEIGHTEEN EDGE



April 1, 2023

By Theresa Devine

The Edge is back!

Hard to believe our last issue was January 2019 and at that time, we had NO open contracts.

Since our last issue we have been hard at work securing new contracts for American Red Cross, AT&T and Thryv, extensions for the Albany Parking Authority and Verizon and currently in negotiations for Activision Blizzards' first contract.

Current contract expiration dates:

12/31/24	American Red Cross
12/31/25	Albany Parking Authority
2/13/26	AT&T
3/30/26	Thryv
8/1/26	Verizon

Revolving Membership

Over the past three years, over one hundred members have retired and we have welcomed over one hundred and sixty new members.



We anticipate more members joining us this year in each of our sectors.

Get Involved in YOUR Union!

CWA has multiple committees for members to get involved in. For more information on joining a committee please reach out to committee chair, Tony Bottisti on 518-862-0095.

Committees include:

By-Law	Legislative
Community Service	Membership
Education	Organizing
Finance	Social
Human Rights	Work and Family

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Welcome to CWA 1118

With the influx of members to our local over the past two years in American Red Cross, AT&T and Verizon, we wanted to take this opportunity to share a bit about unions and why they are so important.

Union or Non-Union

The main difference between union and non-union employers is how employees are treated. In a non-union environment employees have no voice and must take what they get or seek employment elsewhere. In a union job, the company is held accountable for their actions and must follow the contract as bargained for. Union members have rights and their representatives are there to help enforce them as needed.

Union members benefit from the union's collective bargaining power to negotiate with employers on their behalf. By bargaining collectively, union members are able to make more money and obtain better health coverage at a more reasonable cost than non-union employees.

Weingarten Rights

First and foremost **you have the right to union representation when meeting with management.** It is beneficial to you to have your union representative present when meeting with management as **what you say may hurt not only yourself but your peers as well.**

WEINGARTEN RIGHTS

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working condition, I respectfully request that my union representative or steward be present at the meeting. Without representation, I choose not to answer any questions."

Union representatives sit with you, note what is happening and guide you and/or management to keep the meeting on track and specific not open ended.

Example: Management may ask about your day yesterday: your representative would ask what specific part of the day are they referring to. By narrowing the question down you are not overthinking the entire day.

Union representatives are there to serve you, please don't go it alone.

Why We Wear Red on Thursday

It has been a custom since 1989 for the members of the CWA to show their solidarity by wearing **red on Thursdays**, but why and where did this day of red begin?

Red represents the color of blood that was lost in the strike to gain fair and equal rights for workers throughout the years. The day of red is also in remembrance of Gerry Horgan, CWA 1103 chief steward for Westchester County who died as a result of being struck by a car driven by the daughter of a second line manager as he worked a picket line in August 1989.

The red shirt brings together all of the CWA members on one day a week. It gives a visual statement to

management of the workers' solidarity. The red shirt gives everyone a sense of unity and fellowship. The red shirt is also a visual reminder that checks and balances in the work place have to be maintained daily. So next Thursday and every Thursday thereafter, if you are angered at the loss of jobs going off shore, **WEAR RED.**

Please contact everyone you know and ask them to **WEAR RED.** Talk to your friends, neighbors, colleagues, and members in your department. On Thursday, let's have a sea of **RED** in the work place. Just wearing a **RED** shirt, a **RED** dress, a **RED** hat, **RED** socks, a **RED** tie, or **RED**

pants, you may be surprised with the results.

SO IF IT'S THURSDAY, WEAR RED!



Activision Blizzard

CWA 1118 is excited to welcome our newest bargaining group. Activision Blizzard quality assurance workers voted unanimously to unionize at the company's office in Albany. These members are currently in bargaining for their 1st contract and we look forward to working with them.

The road to unionize

July 19, 2022

Albany, New York — A supermajority of quality assurance testers at Blizzard Albany (formerly Vicarious Visions) have announced the formation of the **Albany Game Workers Alliance/CWA** and filed for a union representation election with the National Labor Relations Board. Last week the workers asked that Activision Blizzard management voluntarily recognize their union and respect their right to organize without retaliation or interference. The company acknowledged the request but has not said whether or not they will recognize the union.

*“There are issues in the video game industry that often go unnoticed because our work is seen as more of a passion instead of a job. Quality assurance workers deserve fair treatment and proper compensation for the work we do which is why we chose to form a union. Building the Albany Game Workers Alliance/CWA with my fellow co-workers will create a mechanism that allows us to make our voices heard. We know that by having a seat at the table our union will not only give us structure and power, but also give us a path forward to improve our workplace because management won't be able to ignore us all anymore,” said **Amanda Laven, Associate Test Analyst at Blizzard Albany.***

Microsoft is in the process of acquiring Activision Blizzard, and has entered into a

legally binding agreement with CWA to remain neutral when workers want to organize a union which includes a streamlined process for choosing union representation. In a vision statement, the members of the Albany Game Workers Alliance/CWA asked that Activision Blizzard management take the high road and follow Microsoft's decision and commit to a similar labor neutrality agreement so that Activision Blizzard throughout the company may join a union without fear of retaliation.

"All Activision Blizzard workers deserve a union and a say in how their workplace is run, no matter where they're located. Game workers are often marginalized, and don't have basic protections on the job such as benefits or job security. We are inspired by our colleagues at Raven Software for winning union representation with the Game Workers Alliance/CWA and for paving the way for Albany GWA-CWA members to have bargaining rights and a seat at the table. We hope to accomplish the same," said Brock Davis, Associate Test Analyst at Blizzard Albany.

*"We formed this union because we demand better treatment, compensation, and benefits for our crucial role in game development. All game developers deserve this, not just those of us in Quality Assurance. With our union, we will be able to negotiate for ourselves to get the treatment we deserve," said **Ryan Claudy, Associate Test Analyst at Blizzard Albany.***

from cwa-union.org



The Albany Game Workers Alliance/CWA will empower Blizzard QA workers and secure a legally binding contract that ensures competitive and fair compensation, better benefits, preserves QA testers' current status as full time employees, and establishes transparency without fear of retaliation. Moving forward the union members hope management will come to the table to hold transparent contract negotiations that will ensure workers are protected and receive fair returns for their work.

*"A collective bargaining agreement will not only give Albany QA workers a voice on the job, but also improve the games they produce and the company's day to day operation," said **John Van Denburgh, President of CWA Local 1118 in Albany.***

"Activision-Blizzard should follow Microsoft's commitment to a Labor Neutrality Agreement. Respecting the supermajority of Blizzard Albany QA workers' decision to form a union without hesitation is the only answer."

Follow Albany Game Workers Alliance/
CWA at @WeAreGWAAlbany



Before CWA The Word was NO

Over the years, CWA has collectively bargained for the rights of working men and women. Although the list below began with our New York Telephone (now Verizon) members, the bargaining team continues to work towards a better work life for all.

Items in RED are specific to our Verizon members.

NO **Double Time for Sundays**

NO Seniority Rights

NO Representation

NO Promotion Opportunities

NO Health and Safety Program

NO Shift Preference

NO Work Standards

NO Guaranteed Wage Increases

NO **Overtime Pay after 8 Hours**

NO Shift Premiums

NO Paid Vacations

NO **Moving Allowance**

NO Bereavement Pay

NO Paid-Up Life Insurance

NO Long-Term Disability

Benefits

NO Severance Pay

NO Dental Program

NO Equal Opportunity Program

NO Health and Safety

Committee

NO Savings Plan

NO Medical-Plan Protection

NO Job Security

NO Grievance Procedure

NO Rest Periods (**this was big for our ARC members**)

NO Cost-of-Living Raises

NO Uniform Pay Scales

NO **Double-Time after 49 Hours**

NO Paid Holidays

NO Paid Absence Days

NO Jury Duty Pay

NO Military Duty Pay

NO Sickness & Accident Benefits

NO Short Workweek Benefits

NO Early Retirement

LABOR UNIONS:

**THE FOLKS WHO BROUGHT YOU THE WEEKEND.
CHILD LABOR LAWS, OVERTIME,
MINIMUM WAGE, INJURY PROTECTION,
WORKMENS COMPENSATION INSURANCE,
PENSION SECURITY, RIGHT TO ORGANIZE . ETC.**

CWA made all of these items a reality.



NYS Paid Family Leave 2023 Update

What is NYS Paid Family Leave?

New York State Paid Family Leave provides eligible employees with up to 12 weeks of job protected, paid time off to bond with a new child, care for a family member with a serious health condition, or to assist loved ones when a family member is deployed abroad on active military service. This time can be taken all at once, or in increments of full days.

Employees may be eligible to take up to 12 weeks of leave at 67 percent of their average weekly wage, the maximum weekly benefit is \$1,131.08.

What changed in 2023?

In 2023, the list of family members for whom eligible workers can take Paid Family Leave to care for will include

siblings with a serious health condition. This includes biological siblings, adopted siblings, step siblings and half-siblings. These family members can live outside of New York State, and even outside of the country. Workers should check with their employer's Paid Family Leave insurer to learn when sibling care goes into effect for their policy.

Same strong protections

Employees can take leave to care for their family members knowing New York has their backs. With some of the nation's strongest worker protections, New York State Paid Family Leave guarantees that:

- Employees have job protection, ensuring they can return to the same



job (or a comparable one) when they return from Paid Family Leave.

- Employees can keep their health insurance while on leave on the same terms they had while working.
- Employers are prohibited from discriminating or retaliating against employees for requesting or taking Paid Family Leave.

Covid 19

Paid Family Leave may also be available in some situations when an employee or their minor, dependent child is under an order of quarantine or isolation due to COVID-19.

Albany Parking Authority (APA)

By John Van Denburgh



Since our last issue, the APA has bargained for and ratified a contract extension of their own. Their new contract is set to expire 12/31/25.

of work before the holiday or first scheduled day of work after the holiday.

Extension highlights:

- Removal of Agency Shop language.
- Additional language for holiday pay in the event that the employee calls out sick on either their last scheduled day

- Appendix A modifications:
 - The 2021 and 2022 negotiated wage adjustments remain unchanged from the Agreement. (that is: 2021: 2.0% and 2022: 1.5%)
 - Effective 1/1/23: 2.0%

- Effective 1/1/24: 2.0%
- Effective 1/1/25: 2.0%

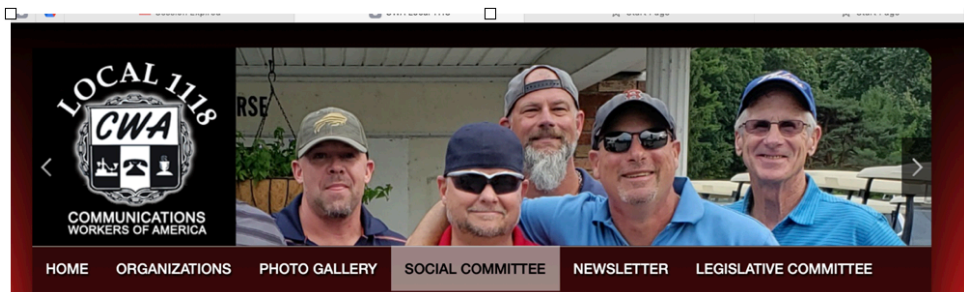
A complete copy of the APA tentative agreement is available on our website: www.cwa1118.org

Salary Schedule for PSO/TSA 2020-2025

Annually	*01/01/2020	01/01/2021	01/01/2022	01/01/2023	01/01/2024	01/01/2025
Hire Rate	\$31,724	\$32,358	\$32,844	\$33,501	\$34,171	\$34,854
After 1 Year of Service	\$32,785	\$33,441	\$33,942	\$34,621	\$35,313	\$36,020
After 2 Years of Service	\$34,502	\$35,192	\$35,719	\$36,434	\$37,162	\$37,906
After 3 Years of Service	\$36,241	\$36,965	\$37,520	\$38,270	\$39,036	\$39,816
After 4 Years of Service	\$37,956	\$38,715	\$39,295	\$40,084	\$40,884	\$41,702
PSO/TSA Supervisor	\$45,829	\$46,745	\$47,446	\$48,395	\$49,363	\$50,350
Hourly Rate	*01/01/2020	01/01/2021	01/01/2022	01/01/2023	01/01/2024	01/01/2025
Hire Rate	\$15.25	\$15.56	\$15.79	\$16.11	\$16.43	\$16.76
After 1 Year of Service	\$15.76	\$16.08	\$16.32	\$16.64	\$16.98	\$17.32
After 2 Years of Service	\$16.59	\$16.92	\$17.17	\$17.52	\$17.87	\$18.22
After 3 Years of Service	\$17.42	\$17.77	\$18.04	\$18.40	\$18.77	\$19.14
After 4 Years of Service	\$18.25	\$18.61	\$18.89	\$19.27	\$19.66	\$20.05
PSO/TSA Supervisor	\$22.03	\$22.47	\$22.81	\$23.27	\$23.73	\$24.21
Increase	*01/01/2020	01/01/2021	01/01/2022	01/01/2023	01/01/2024	01/01/2025
Hire Rate	4.3%	2%	1.5%	2%	2%	2%
After 1 Year of Service	2%	2%	1.5%	2%	2%	2%
After 2 Years of Service	2%	2%	1.5%	2%	2%	2%
After 3 Years of Service	2%	2%	1.5%	2%	2%	2%
After 4 Years of Service	2%	2%	1.5%	2%	2%	2%
PSO/TSA Supervisor	2%	2%	1.5%	2%	2%	2%

www.CWA1118.org

Register Today! For the most up to date local information!



AT&T - Unity @ Mobility

Unity @ Mobility training has begun and as a result of short staffing in many of our locations only approximately a third of our members have been able to join us. Rest assured we will keep the program going until all members who want to participate have the opportunity to do so.

Who should attend? All members are encouraged to attend. The class provides a great opportunity for our RSC's to mingle with coordinators and technicians throughout the state.

Why take the class?

Everyone knows that succeeding in today's economy is tough. As CWA

members at Mobility, we are part of a community, and when things get tough, we *stand up and fight for each other*. That's what being part of a union is all about. More than anything else, unions are about workers coming together to support and protect one another. That's why we refer to ourselves as Unity@Mobility.

CWA is our union and our opportunity to build better careers and better lives.

Because we have a union contract and the legal right to act in unity, we can join together and have more leverage with the company than any of us would have individually.



At training we'll talk about some of the ways we can protect our rights, support each other, and improve our jobs. We won't win on every issue every time, but every time we fight together, for each other, we grow stronger.

Ready to sign up for the class?

Please text or call Chief Steward, Dillon Wilcox on 607-427-7789 or Theresa Devine on 518-782-9977 to reserve your seat.

Reaching out to other Wireless Workers

Where does union power come from?

Workers at T-Mobile and Verizon Wireless have been fighting to organize for years.

They face incredible levels of stress and harassment, are told to work impossible schedules, and feel like they might be walked out the door at any minute, with no recourse.

T-Mobile and Verizon Wireless management are viciously anti-union and have threatened and fired workers for as little as talking about a union while on break.

It takes real courage to stand up to these corporations and the workers who do deserve our help.

Gathering contacts at other wireless companies from Mobility members is our best source of organizing leads.

Help Us Help Them

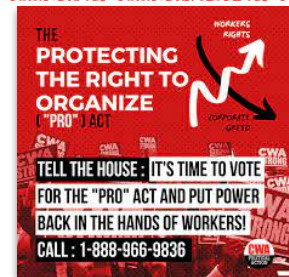
Our best leads for organizing other wireless companies have come from AT&T Mobility workers who know someone at Verizon Wireless or T-Mobile. We've seen that about one-third of CWA members at Mobility know someone at another wireless company.

That means we have thousands of potential leads from Mobility members. Be a part of this phenomenal movement and provide us contact info for any friends or family members who work for another carrier.

Support the PRO Act for Worker Power

The PRO Act Means More Power For Union Members

When workers organize, mobilize, and strike together we can build power and win the wages, benefits, and working conditions we need and deserve. But that can be extremely difficult when our



current laws keep the balance of power tilted in favor of CEOs and the super-rich.

The problem is, when CEOs and the 1% hold so much power, our economy and laws stay rigged in favor of the wealthy. They get richer while our wages stay stagnant and our working conditions get worse. We need big change.

The Protecting the Right to Organize (PRO) Act is historic legislation that will put power in the hands of workers and reverse decades of legislation meant to crush unions. The bill will completely change labor law as we know it and shift power away from CEOs to workers.

Sign the petition today on our website: www.cwa1118.org

AT&T *By Theresa Devine*

AT&T orange bargaining began in January 2022. Our bargaining committee went in looking for improvements throughout the contract including wages, benefits, health and safety, overall compensation and much more.

Chief stewards Dillon Wilcox and Viola Dame were out in the stores sharing information as we got it and amping up the members with mobilization activities as directed by our bargaining team.

New Contract Highlights

While the bargaining team was unable to get AT&T to budge on the commission look back period, they were able to accomplish great things.

Wages: combined 4-year base wage increase will result in a minimum compounded 14.7% wage increase by the end of the contract which expires 2/13/26. (Plus a possible 3% COLA annually.)

- 2/12/23 raise was 4.63%: which includes our guaranteed 3% plus a 1.63% COLA increase.
- RSC step 13 wage increased from \$833 to \$898 (with no money taken from the minimum commission guarantee Letter of Agreement)
- Coordinator 2 Title wage table upgraded to a new max of \$1,161.50 for 2022.
- On Call Duty – The daily rate for on-call pay will be increased \$5 per day from \$37 to \$42 per day.
- Call out payment increased from one hour to two hours of the technicians basic wage rate.
- EWPs now also count toward hours worked to get time-and-a-half at 40 hours
- Cap on mandatory over-time of eight (8) hours weekly



- Time and one half will be paid for hours worked in excess or eight (8) in a day (an improvement from 11 hours).
- New Hires will be eligible for two of the four EWP days upon hiring, one additional at three months, and the fourth EWP at six months. This is an improvement over having to wait until the year an employee has 12 months.
- Monthly sales quota will be adjusted in 8 hour increments for Vacation, EWP, Company mandated training and union absence.

Healthcare: All employees hired before January 1, 2023 will move to “current employees” for healthcare costs ~ a 5% cost reduction for members hired 1/1/17 - 12/31/23.

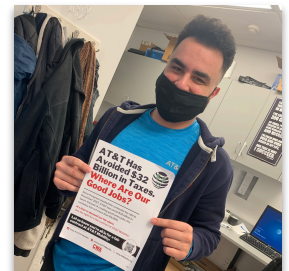
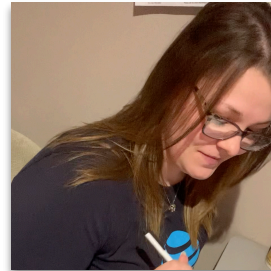
Paid parental leave: two weeks paid leave added.

Misc: We maintained pensions for new hires. Note: this is the only company in our local that still provides pensions for new hires.

- Raised tuition reimbursement caps
- Maintained the Short Term Disability plan
- Recognition of Death: “Funeral” changed to “Recognition of Death” in the immediate family to care for employees not being paid if no funeral or memorial service was held.

Commission Issue

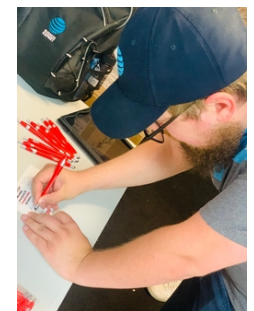
The message from 1118 was loud and clear - six month look back is unfair and is hurting our members and their families.



CWA will continue to work on the commission issue in future contract bargaining sessions and hopes to one day lessen the burden on you, our members.

Thank you!

Thank you all for stepping up to the plate with our bargaining asks. The photos our members took, combined with the rest of the district's were impactful during bargaining.



American Red Cross

By Theresa Devine

2021 Bargaining Issues:

Both the local and national contracts expired 9/30/21: typically bargaining begins approximately a year ahead of expiration but due to covid restrictions that did not happen. A second delay occurred when the Teamsters left the National Coalition unexpectedly in December of 2021 taking Team Care with them. In the end, a fair contract was reached and member concerns were addressed.

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

National Addendum - 12/31/24

Lump Sum and Wage Increase

- \$1350 full time / \$500 part time was paid out in November 2022
- \$365 full time / \$200 part time after 9/30/24
- 9% over course of contract
- OJI increased from \$1.25 to \$2 per hour
- Uniform allowance increased to \$125

Short-term disability

- Short-term disability will be provided at no cost to employees working a minimum of 35 (thirty-five) hours per week. For an approved disability, the plan pays 60% of base wages for up to 26 weeks including a one-week



elimination period where no benefit is paid. The current maximum weekly benefit is \$1,730.

- Employees will also be able to purchase Aflac Group Accident Insurance and Critical Illness Insurance policies through the Red Cross Voluntary Benefits program. Employees pay the full cost for any optional insurance they select.
- No change to Life, AD&D, Supp Life, LTD benefits

USW Health & Welfare: 1/1/23 - 12/31/24

- plan increases capped @ 6% in 2023
- Both full-time and part-time employees may opt out of health care coverage (at time of hire, annual enrollment or due to a qualifying event), providing they show proof of alternate coverage.
- Any employee healthcare deductions in arrears are recouped via one (1) current plus one (1) missed deduction per paycheck, until caught up, subject to applicable law.

Breaks / Lunch

- Staff will get breaks and lunch as per contract / this includes charge staff
- Charge will not have the 30-minute meal period deducted from their time card unless there is a 2nd charge or supervisor present
 - charge must remain onsite & be available for Ops issues during meal.

Turn Around

- Turnaround time remains 10 hours and employee may request a full 10-hour break in lieu of turnaround pay, when the time between shifts is less



than 9 hours. (previously 8)

Apheresis Win

- Employees permanently assigned 4 ten hour day schedules will receive 10 hour holiday pay on the 6 six core holidays.



Floating Holidays

- Three (3) between 1/1 - 6/30: and 2 between 7/1 - 12/31
 - Please use your floating holidays first as they do not carry over.

Appendix B Premium Pay Rates

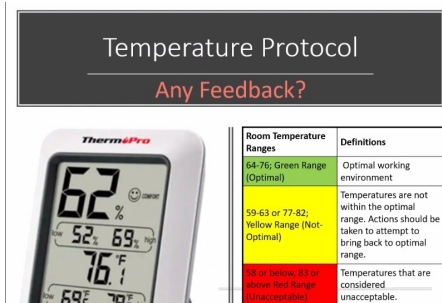
- Monday - Friday 6pm
 - 6am - 6pm - Base Pay
 - 6pm - Midnight - \$1.75 per hour
 - Midnight - 6am - \$2.25 per hour
- Weekend premiums start Friday @ 6pm
 - 1st shift - 6am - 6pm - \$1.25 per hour
 - 2nd shift - 6pm - midnight - \$2.00 per hour
 - 3rd shift - midnight - 6am - \$2.50 per hour
- **PRINT your pay-stub and watch your premiums**

American Red Cross

By Theresa Devine

Site Suitability

- Prompt access to hand washing and rest room should be no more than 500 feet from the mobile blood drive.
- Staff are not required to remove or reset furniture, other than that used for blood drive
- Mobile Collections should work with local safety committees towards eliminating steps at any drives by evaluating stairs and reported hazards due to stairs
- There should be at least two (2) or more fans on a truck. Identify and evaluate drives where ambient room temperature creates a potential hazard.



Local Bargaining

In between National bargaining sessions in Washington DC your bargaining team headed to Syracuse for local bargaining. We were pleased to welcome Poughkeepsie, Binghamton and Buffalo into our local contract which expires 12/31/24.

Article 3: Union Cooperation & Management Rights

CWA meets monthly with management to stay on top of issues in the region. Please make sure you get your issues to Tracy Straight Freed, Kristy Kruger or myself so that they can be handled at the next committee meeting.

Recent issues discussed:

- Whole blood: vehicle maintenance and need to complete DVIRs accurately, including odometer, and report any problems the vehicle may have. Gas card issues including paying for parking and breakdowns. In equity of the driver/driver support roles: the union has requested that the roles be shared among more staff as burnout has potential to cause safety issues as well as call outs. Impact of call outs on staff, donors and the overall blood drives.
- Apheresis: short staffing C + 2 or 3 and the negative impact on donors and staff when the schedule isn't reduced to accommodate this.

Article 8: Seniority & Layoff

- Employees shall be given 30 calendar days' notice of layoff.
- In the event of a layoff, the employee(s) shall receive severance per the ARC Severance Pay Plan

Article 12: Hours of Work

- Full-time employee shall not be scheduled less than 37½ hours in a payroll week.
- In the event a drive is cancelled or staff is rescheduled with less than 24 hours' notice, the employee shall have the option to use PTO or a floating holiday (if they have not already scheduled that PTO or FH), unless the employee can be rescheduled to another drive where their individual shift begins no more than one and a half hour earlier and ends no more than one hour later than the original scheduled return time, unless the affected employee volunteers otherwise.
- APS will work with individual staff reassigned with less than 24 hours notice to accommodate personal schedules if possible.

Article 14: PTO Scheduling

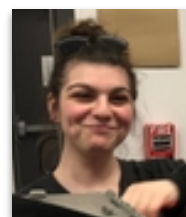
For purposes of the annual calendar selection, the employer shall allocate a minimum of three

(3) PTO slots per day for Whole Blood Collection staff. The employer shall allocate a minimum of 2 PTO slots per day for for Apheresis Collection staff. Note: After the annual calendar is distributed, Apheresis slots on Saturday/ Sunday shall drop to 1 slot per day. (For example, if two Apheresis employees were approved for Saturday PTO and one leaves the company, their PTO slot will not be reopened.)

Article 22: Wages

While we were happy to negotiate higher starting wages, the union was only able to obtain \$0.80 per hour increase for our senior staff. This issue was raised at National Bargaining too when a longevity bonus was requested and declined by the company due to cost.

- CS I = \$19.00 (1st contract \$14.50, 2nd contract 2018 \$14.79)
- CT II = \$17.75 (1st contract \$12.75, 2nd contract 2018 \$13.01)
- CT II Poughkeepsie \$18.50
- CMC = \$15.00 (1st contract \$12.12, 2nd contract 2018 \$12.36)



American Red Cross

By Theresa Devine

Proudly serving ARC in 2023:

Chief Steward

- Kristy Kruger 518-506-2650
- kkruger@cwa1118.org

Stewards:

Apheresis

- Felicia Kuhn 518-956-0297
- fefepst2006@gmail.com

Whole Blood

- Joe Lewis 518-953-7797
- jlewis60910@gmail.com
- Bailey Spagnola 518-538-3235
- spagbailey@yahoo.com
- Tracy Straight Freed 518-929-1400
- tracysfreed@gmail.com

Breaks and Lunch

Rest is vital for better mental health, concentration and memory, a healthier immune system, reduced stress, improved mood and even a better metabolism.

With many of you scheduled 10 - 14 hours a day it is extremely important that you take your breaks and lunch. While I understand the desire to just pack up and get home the safety factor in driving home exhausted can eventually catch up to you. Please stay safe out there.

Drive Management:

First and foremost we want to do everything we can to make sure our blood drives run smoothly for all parties. That being said, let's talk about drive management.

This term has been thrown around a lot lately and everyone you ask has a different definition.

To me, it is simple, if you have multiple call offs, scheduling should be reducing the amount of appointments per hour proactively to ensure good donor flow, positive morale, adequate breaks, etc. To the company however it means "wait and see" - typically if everyone shows up in the first hour you are buried for the rest of the shift constantly trying to play catch up which is not good for staff or donors.

When this happens, you should notify management immediately and advise that you are not accepting walk ins until the back up clears up.

I would also recommend you ask account manager to work with the volunteer to call scheduled donors and reschedule

Book now ~ if a cancelled donor shows up anyway you can ask them to reschedule using book now.

Remember that the last appointment should be 15 minutes prior to drive close. If all those appointments are booked you do not have to take any further walk ins.

Managing donor flow is crucial to the success of the blood drive don't be afraid to advocate for yourself, your peers and your donors.

You may need to "pause the blood drive" due to temperature, staffing, rodents, no running water, power outage - this is not a bad thing: use the time to finalize donors in the belt line and give out some breaks, catch up on your edge and work emails.

Gentle Reminders:



- Edge training should be completed as soon as possible. DO NOT wait for the last minute as it could lead to discipline. If you do have IT issues when doing your Edge, let your manager know and document date/time you tried.
- Cell phones - personal calls and listening to ear buds during work is prohibited unless you are on break or lunch.
- Crocks and slippers are NOT acceptable footwear.
- Phone list: please make sure your correct phone number is listed.
- Driver Support: you must return to the center at end of shift. NO ONE should empty truck alone.
- Drive set up and break down is the responsibility of ALL. Many hands make light work so let's work together please.
- Site Clean Up: Do I have to clean/sweep at end of my drive? You should be cleaning up any debris you bring into a site; but you are NOT responsible for sweeping/mopping floors or trash beyond what you bring in.

Remember: Driver & support should drop carts/beds from truck to ground and ALL STAFF should assist in bringing items in, setting up the drive AND breaking down the drive and bringing carts back out to the truck.

Thryv



The CWA District 1 and 2-13 Bargaining Teams reached a tentative agreement with Thryv on February 28, 2023. Negotiations have been ongoing for almost a year. This agreement was presented to the membership ratification.

Highlights from this contract include:

- ✓ Monthly Commission payments with a one-time payment to eligible premise business advisors of 150% of one week's average commissions earned over the prior 12-month period (2022) as a non-recoverable draw.
- ✓ Juneteenth as an additional Thryv Holiday
- ✓ Thryv Stock Purchase Plan
- ✓ For purposes of administering Article 19 (Reduction in Force) the Company will

evaluate employees in the BA I and BA II job titles together in making any force reduction decisions.

✓ Recognition Payment

- Successor CBA is ratified by the membership. The payment will be paid within 30 days of receipt of notification from the Union that a successor CBA has been ratified.
- Eligible business advisors must have been on Thryv payroll as of 12/31/22 and active on payroll at the time of payment to receive a payment.
- The amount of the payment to individual employees will be determined by their ranking on the full-year 2022 Performance Ranking Report (PRR) measuring all members of the respective Unions (a CWA D1 PRR and a CWA D 2-13 PRR)

✓ Base Wage protection

- Should the company engage a newly hired employee at a higher annual base rate for a specific job title in a specific sales location, any incumbent employees with 2+ years in that same job title and sales location, and who are ranked in the 1st or 2nd Quintile on the PRR for the preceding 12 months, will have their base wage raised to match the new employee's annual base rate.

✓ Duration – The contract terms will be in effect through 3/30/2026.

A complete copy of the Thryv tentative agreement is available on our website: www.cwa1118.org

CLUW ~ Coalition of Labor Union Women

In honor of women history month, on March 17, 2023, members of CLUW joined Congressman Paul Tonko at the Kate Mullany House where he spoke on H.Res.218, a resolution commemorating the life and legacy of Kate Mullany. Ms. Mullany organized the first all women labor union in the United States.

“On behalf of the working union women at the Kate Mullany chapter of the Coalition of Labor Union Women, I would like to sincerely thank Congressman Paul Tonko for introducing a resolution in the U.S. House of Representatives to honor the life and legacy of a legendary inspiration to women in labor — Kate Mullany,” said **Felicia Kuhn, President of the Kate Mullany chapter of the Coalition of Labor Union Women**

(CLUW). “Being the namesake chapter, we continue to carry the torch of Kate Mullany’s efforts by fighting for a more fair, just, and equitable world for all working women. Especially during this Women’s History Month, we renew our commitment to recognize that we stand on the shoulders of trailblazers like Kate Mullany. And we’re proud to have a representative in Washington D.C. like Congressman Tonko who has always stood in solidarity with us.”

The Kate Mullany House was declared a National Historic Landmark by the Secretary of the Interior in 1998 and designated an affiliated unit within the National Historic Site Congress in 2005. It is located at 350 8th St. in Troy, NY. It is the home of the American Labor Studies



Center. The site is undergoing restoration and does not have regular visiting hours. For information on visiting the site, call the American Labor Studies Center at (518) 331-4474.

Plans are in place to create a National Trade Union Women's Memorial at the Kate Mullany National Historic Site, a unit within the National Park System, in Troy, New York. It will honor women who have made significant contributions to support the labor movement and rights of workers nationwide.

Verizon Extension

In the spring of 2022, Verizon approached the union about a possible extension of our contract. With a three week time limit and a gag order in place on both sides, the company and the union met to bargain over wages, work from home, job security language (from hiring perspective) and medical.

The union proposed pensions and higher 401k match for new hires, however Verizon would not agree unless the union opened the whole contract for bargaining. This would have been a risky move due to the drastic reduction of our short term disability coverage that the company proposed.

Extension highlights

Expiration 8/1/26

Wages and Other Compensation

- The wage increases listed below will be applied to all steps of the basic wage schedules on the date indicated:
 - 4% increase effective June 2022
 - 4% effective June 18, 2023
 - 3% effective August 4, 2024
 - 3% effective August 3, 2025
 - 3% effective July 26, 2026
 - This is an 18.23% compounded wage increase between 2022-2026.
- Cost of Living Adjustment
- Corporate Profit Sharing
- Ratification Bonus

Pensions and Retirement Security

- Bands under the traditional pension plan will be increased on the dates indicated:
 - 1.5% effective June 29, 2023
 - 1.5% effective June 29, 2024
 - 1.5% effective June 29, 2025
- The "Additional Temporary Pension Lump Sum Basis" Letter of Agreement, which provides an alternative method to calculate the PBGC lump sum value,

dated November 16, 2020, will be in effect during the term of the extension.

- The Lump Sum Cash Out provisions will be continued.
- The Stock Together program will remain in effect during the term of the Extension Agreement.



Retirees with a Net Credited Service

Date on or after August 3, 2008

- Effective January 1, 2024, the annual benefit for retirees with a NCS Date on or after August 3, 2008, is increased from \$480 for each year of completed NCS (max. 30 years) to \$576 for each year of completed NCS (max. 25 years).
- For 2024 and each subsequent plan year, an eligible pre-Medicare Retiree with a NCS Date on or after August 3, 2008, who opts out of Company sponsored medical plan options and obtains non-Company sponsored medical coverage, will have a Health Reimbursement Account (HRA) established by the Company credited in an annual amount of \$576 for each year of completed NCS (max. 25 years). The HRA is subject to the rules and guidance of IRS Notice 2002-45 and agreement between the Company and Union on other terms.



Jobs

- A minimum of 500 technicians will be hired in New York.

- 225 Call center employees will be hired into Sales & Service and Tech support positions in the NY/NE footprint.
- Temporary employees (excluding escorts) will be offered permanent status within 30 days of ratification.
- 5G work
 - A majority of installation and maintenance dispatch work on 5G Home will be assigned to NY/NE technicians.
 - The Company will assign certain Sales & Service and Tech support work on 5G Home and consumer-like version of 5G Home for business customers in the NY / NE and MidAtlantic footprint. A 5G Sales and Service and Tech support union / management committee will be formed to review the level of work being done and to explore ways to increase the amount of work performed by bargaining unit employees.



Work at Home

- In connection with the Work-At-Home agreement a joint OCC (Operation Control Center) Committee will be formed to explore mutually agreeable options regarding the Company's stated business need to assign work between and among associates assigned to the New York and New England OCCs. If the committee makes recommendations that are agreeable to the Company and the Unions, they will be incorporated into the collective bargaining agreements.

A complete copy of the Verizon tentative agreement is available on our website: www.cwa1118.org

Verizon Steward Training

Over the past year, CWA 1118 has been investing in you, our members. Many have stepped up into the role of steward, while others just wanted to learn more about the union and how we got to where we are today.

The training takes a member through the rights of stewards, learning the contract and who owns a grievance at each step of the procedure.

Overtime issues

- List isn't equalized
 - this is a quarterly requirement
- Forced Overtime??
 - Holiday: work inside tour doesn't count for force: anything outside tour does
 - 10 hours outside summer corridor
- 15 hours inside summer corridor
- If you don't have these hours in, management can force you provided they notify you 2 hours before end of your tour
- Charging
- Averaging into list:
 - when returning from disability
 - when joining a new work group

Out of Town

- Board & lodging vs. Daily Travel Allowance
- Rotation of assignments
- Temporary Transfers

Vacation

- Selection by seniority
 - Carryover vs reserved
- Summer corridor 35%

Sickness and Disability

- Exempt days (can be unpaid)
- Difference between: FMLA, FCL, NYS PSL, NYS SSL
- Disability starts on 8th calendar day
- if you relapse:
 - in less than two (2) weeks after returning to work your sickness disability begins on the first scheduled work day of your absence.
- more than two (2) weeks but less than thirteen (13) weeks: the 1st seven (7) calendar days are incidental absence - disability starts on the eighth (8th) calendar day of absence
- more than thirteen (13) weeks: disability starts on the eighth (8th) calendar day of your absence AND you are now eligible for a full 52 weeks of benefits.



Service	Weeks Full Pay	Weeks Half Pay
6 months to fewer than 2 years	0	52
2 to fewer than 5 years	4	48
5 to fewer than 15 years	13	39
15 to fewer than 20 years	26	26
20 to fewer than 25 years	39	13
25 years and more	52	0

In Times of Sorrow

CWA 1118 would like to express our deepest sympathy to our members and their families who have lost loved ones since our last issue.

We would also like to acknowledge union brothers we have lost since our last issue.

- James Daily
- Tony Malo
- Tim Maloney
- Philip Piecuch
- Paul Shuhart
- Avi Wolfson



CWA News . . . from National & District sites

Broadband Build

As part of the Federal American Rescue Plan and Infrastructure, Investment and Jobs Act, New York State has **\$1.6 Billion** in Federal and State Funding for building out broadband.

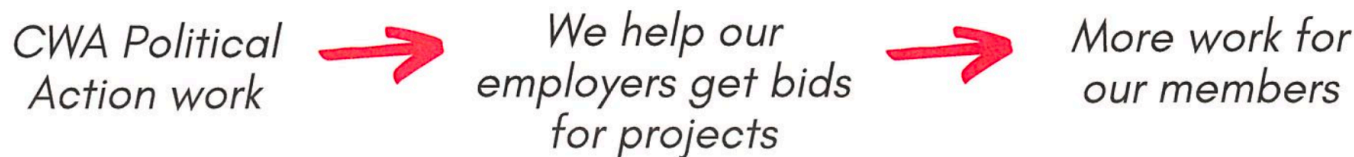
CWA is deeply committed to high-speed, high-quality universal access to broadband across New York State - and knows that a highly-skilled workforce is the key to making it happen.

In 2022, our Legislative and Political Action Team members helped win prevailing wage and strong labor standards for broadband work in the New York State Budget, to make sure that as broadband is expanded in NYS, the work is done by skilled union labor - **us!**

We won language to protect workers and expand broadband, and now we're turning it into work for our members on the ground.

Just recently we helped Verizon win a bid in Onondaga County to deploy fiber to 1,500 households - an \$18 million project.

This is just the beginning. With millions of dollars in broadband funding in the pipeline, we need to fight to ensure that this money goes to work for our members!



Member meeting updates:

Broadband Build

Build back better initiative providing true job security and a ton of work. Ongoing political initiatives to bring even more union work. Waiting on prints from engineers.

5G

Will provide work not only for our field techs but for representatives and FCSEA's doing trouble shooting bridging wireless world into our systems.

New Hires

While we are seeing new hires coming into area garages but have no information yet on the call center jobs coming as a result of the extension.

OSMOS poles

CWA and Corporate Safety are discussing this at Tier 1 Safety meetings.

Attenuator Training

Initially training done by Jim Seymour and Mark Whitney: members had to scan a QR code saying completed the training.

Confident with what to do for stationary work however need clarification on mobile operations.

Off Shore Wind Turbine Plant

CWA President, Chris Shelton mentioned at the District One meeting the possibility of a turbine plant coming to Coeymans, which could lead to approximately 20,000 union jobs in the area.

Out of Town

Many techs are sick of being sent out of town. Recommend techs submit plant pride tickets - if there is work in your back yard it should limit out of town.

Double Wood

Half climbers, some on the road and there are no cones. Advise your foreman "not next to go" and "safety issue".

Covid Pay

Members mentioned not being paid for covid absences. Officers were not aware

this. Members advised to provide name / dates out / proof of positive test or exposure to someone who tested positive. Unfortunately due to delay in reporting it will be difficult to fix now.

Ordering Safety Items -

Store keeper orders are being denied for safety items. John spoke with Rick who advised that **field technicians should be ordering their own safety equipment** and their orders will not be denied.

Safety

Members mentioned not getting feedback from safety meetings. The local has added a safety tab to our home page - minutes from safety meetings will be displayed there as they are received.

Locates

NYS law if competent person and using hand tools you do not need a locate: per Paul Sullivan, if doing something and you don't feel safe, get a locate.

CWA PAF = BIG WINS FOR WORKERS!

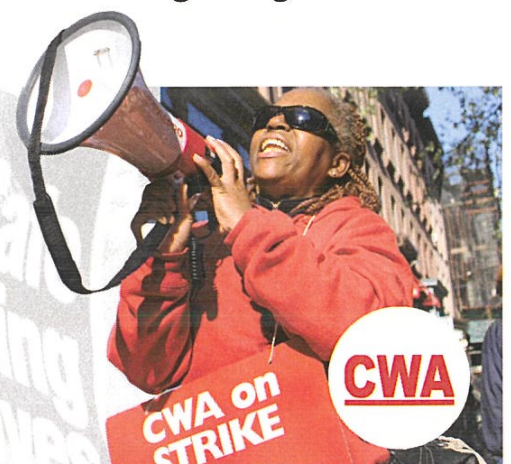
When it comes to New York State politics, we can't compete dollar for dollar with big corporate donors - **but we have strength in numbers**. Every dollar contributed to the CWA Political Action Fund is put to work building political power for our members, our families, and our future.

We've passed more than **ten** pieces of legislation in the past few years that protect our jobs and improve our lives. Here's just a few of our recent victories thanks to our PAF:

- ✓ **2021 Passed our Fiber Acceleration Bill** granting us access to deliver fiber in more than 160,000 new homes.
- ✓ **2021 Secured \$1 million for our Broadband Data Mapping Bill** to study broadband access throughout NYS so we can better deliver broadband to all.
- ✓ **2021 Successfully took on the powerful Hospitals lobby** to pass two major bills in our fight for **Safe Staffing**, creating labor/management staffing committees that ensure real consequences for understaffing.
- ✓ **2021 Secured \$4.3 billion in new revenue** by taxing only the ultra-wealthy to fund our vital public services.
- ✓ **2019 Passed legislation to decrease the wait time for workers on strike to apply for Unemployment Insurance** from 7 weeks to just 2, strengthening our bargaining and striking power.
- ✓ **2019 Passed the NY Call Center Jobs Act** to prevent companies from shipping call center jobs out of the state.
- ✓ **2018 Successfully lobbied for provisions in the NY State budget to protect unions** following the Janus decision and against national anti-union "Right to Work" laws.
- ✓ **2018 Helped elect We elected champions who support us in bargaining, walk our picket lines and help us pass our bills.**

We can't use union dues for political purposes, but **with your contribution to PAF we can build real political power.**

Learn more at
cwad1.org/political-action-fund



Verizon Work & Family Committee News



www.regionalwfrc.com

Watch your email for the latest updates from your work and family committee!

CWA 1118 committee member:
Theresa Devine
518-782-9977

Dependent Care Reimbursement

- \$150 per week per family

Summer Camp

- \$1500 per family - **increased to age 18**

Health and Wellness

- \$300 per session
- Session 1: 1/1 - 6/30: Session 2: 7/1 - 12/31

Defensive Driving Reimbursement

- \$100 per family every 3 years
- (must be dependent to qualify)

Pendant Program - up to 2 per member

- Increased to \$60 per month

College books for members children

- \$600 per calendar year



Joe Beirne Scholarship Program

2023 - 2024

Application deadline 4/30/23

About the scholarship? Sixteen partial college scholarships of \$4,000 each are being offered for the 2023-2024 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.

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 field 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 during the months of November through April. Final deadline

for the 2023-2024 school year is April 30, 2023 at 11:59 p.m. EDT.

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

Study Requirements No specific studies are required. Scholarship winners may pursue whatever courses they wish.

Funding: The CWA Joe Beirne Foundation has been built up by voluntary contributions and is self-perpetuating. Contributions and pledges are received from CWA Locals, members and officers.

For more information go to: https://cwa-union.org/pages/beirne_scholarship_application

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“Did you Know?”

There are Deadlines in Workers’ Compensation”

The Workers’ Compensation Law is designed to protect an injured worker by providing them with lost wages and medical coverage for treatment of their work-related injuries. If an injured worker sustains a permanent injury, the law may also provide for cash payments. In order to claim workers’ compensation, there are certain deadlines you should be aware of.

Initially, when a worker is injured at work, they have a duty to report the injury to the employer. The law allows you up to 30 days from the accident to notify the employer of the injury. However, it is a good idea to notify the company as soon as possible after the accident. This allows the employer a chance to conduct an investigation of the accident, if they wish, and to speak to any witnesses. Employers also usually have written policies in place requiring the injured worker to immediately notify their supervisor or other designated representative in case of an accident. While failure to give notice per the employer’s policy will not necessarily prevent you from filing a workers’ compensation claim, it may leave you subject to discipline by the employer for not adhering to their written policy. Workers who contract an occupational disease over time like carpal tunnel syndrome, have two years to notify the employer from the date they learn they have a work-related illness.

After you give notice, you need to file a claim with the workers’ compensation board. This is done by completing and filing a C-3 claim form. These forms can

be obtained from Fine, Olin & Anderman. We will help you complete the forms and then file them with the workers’ compensation board on your behalf. Under the law, you have two years from the accident date or the date you learned you have an occupational disease, to file the C-3 claim form with the Board.

If you attended a hearing without a lawyer and received an unfavorable decision from the Judge, you have the right to appeal. The law provides you with 30 days from the filing date of the decision to request administrative review. Appeals must be filed in writing with the board. The appeal must set forth the arguments supporting why your claim was improperly denied.

If you have received workers’ compensation claim in the past and now have a flare up in your medical condition, you may reopen your claim. Under the law, you have lifetime medical coverage for an established workers’ compensation claim. This means your coverage applies, even after you retire from work or relocate to a different place to live! If your condition becomes worse, you may also be entitled to new payments of cash workers compensation benefits. You have the later of 18 years from the accident date or 8 years from the last payment of workers’ compensation benefits to reopen a claim for further cash awards.

If you have been seriously injured at work, you may have been classified with a permanent partial disability and awarded weekly cash payments for a

period of years. Once that award period expires, you may be able to get further benefits. The law allows injured workers classified with greater than a 75% loss of wage-earning capacity to apply for continuing benefits where an extreme hardship would arise with the loss of workers’ compensation payments. To qualify, the injured worker has to provide the board within one year prior to their benefits running out, a list of household income and expenses. The Judge will then determine if the worker qualifies for an extreme hardship redetermination.

Many claims may be denied by the workers’ compensation insurance carrier for various reasons. In order to force the carrier to pay the claim, a hearing before a Judge may be required. If you think you have been denied benefits you are entitled to or simply have a question, speaking to an experienced workers’ compensation attorney can help. Fine, Olin & Anderman has represented injured workers since 1963. We can be reached at 800-522-9001 or check out our website at foalaw.com for more information.

****Please note that the language and thinking contained in this piece is intended to be for attorney advertising and should not be considered recommended legal direction or counsel.**

Prepared By:
David Stauber, Esq. Partner –
dstauber@foalaw.com
Fine, Olin & Anderman, LLP

Fine, Olin & Anderman^{LLP}
Attorneys for WorkersTM

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Retirees Corner

By Victoria Dichian, President



YES, the CWA Local 1118 Retirees Club is BACK.

Meetings are held the First (1st) Thursday of the months September through December and March through May. A survey taken just prior to Covid showed that members preferred not hold meetings the months of January and February because of weather concerns.

Meetings will be held at the Union Hall located at 4 Wembley Ct. Albany, NY at 1:00 pm.

Dues for the local club are \$10.00 a year. Some of you may have sent \$25 to National making you a "CWA Member for Life". None of that money is sent to the local clubs so it is necessary for us to collect dues.

The September meeting is usually a picnic while the December and May

meetings are Luncheons. Various venues will be utilized so watch for mailings with details for the particular event.

It is also our hope to have speakers at our meetings, so please let us know if there is a particular subject that you think would be of interest to us all.

If attending a meeting, please bring a non-perishable food item to be donated to the Regional Food Bank of Northeastern New York.

We are currently looking for a Secretary (to take minutes and attendance at the meetings) and people willing to chair committees determined by those attending meetings.

The Spring Luncheon this year will be held in late May/early June because we are still in the process of reorganizing.

I can be contacted using my email address victoria.dichian@gmail.com with **subject line CWA 1118 Retirees** or my home number 518 235-6464 (you can leave a message).

Thank You for your interest and I hope to see you at our meetings.

Retiree Club is now on Local Website

Please check out our link on the local website www.cwa1118.org for the latest happenings.

Please register as a new user so that you will receive emails and updates.

Please direct website issues to Theresa Devine on 518-782-9977 or email TheresaDevine@me.com.



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CWA is not an affiliate of Rosemont Financial Group and does not recommend or sponsor any outside organization.

CWA members assume responsibility for their financial decisions.

Congratulations on your retirement!

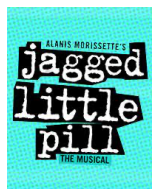
Abrahamsen, Kenneth	Garrity, Daniel	Marco, Michael	Sabo, Jennifer
Anderson, Christopher	Gillespie, Patrick	McCullough, Steven	Schewe, Matthew
Archer-Dimura, Carolyn	Harding, Thomas	McMahon Jr, William	Schmidt, Alisondra
Arnold, Mary	Harris, Patrick	Meinecke, Walter	Scott, Donald
Auclair, Anne	Hegney, Kelly	Miller, Gerald	Scott, Theresa
Bauer, James	Huyben, William	Millington Jr, Joseph	Shadick, Gary
Begor, Marilyn	Iten, Heidi	Mullen, William	Sheridan, Anne
Bohm, Robert	Jurusik, Janice	Nealon, John	Slaton, Anne
Bojanowski, Bruno	Keasbey, Timothy	Neary, Patrick	Soltys, Steve
Brady, Frances	Kelly, William	Nolan, Donna	Stachelski, Michael
Brennan, Edward	Kernozek, Andrew	O'Hare, James	Tas-Harris, Rebel
Brown, Melissa	Killane, Christopher	O'Sullivan, Daniel	Tedford, Kevin
Bulmer, William	Kittell, Martin	Palmateer, Robert	Theakos, Jeannine
Cardinal, Randy	Korkemaz, Peter	Panzarino, Leslie	Tracy, Dennis
Casey, David	Kosinski, Kirk	Panzarino, Michael	Urbaetis, Neil
Charette, Donna	Krause, Colleen	Paretta, Dina	Urquhart, Ruth
Colone, Pamela	LaBelle, Richard	Perry, Mark	Vanwormer, Laurie
Connolly, Stephen	LaPointe, Victor	Pudney, Daniel	Veit, Jeffrey
Coon, John	Lackie, Tara	Purificato, Anthony	Waddell, Daryl
Courter, Jason	Latourelle, Alan	Purner, Sharon	Whited, Mary
Cymerman, Barbara	Lee, Diane	Ray, Daniel	Williams, Matthew
Demars, Joseph	Lefevre, Allan	Rebel, Michelle	Wilson, Michael
Depaolo, Michael	Liggett, Maureen	Reese, Robert	Wong, George
Face, Norma	Littler, Brian	Reeve, Cristian	Yakush, John
Fairbairn, Gary	MacEsler, Dianne	Robertson, David	Zeh, Adam
Fields, Lauren	Macri, Tracey	Rock, Thomas	Zellweger, Timothy
Fornal, Martin	Magee, Kristine	Rogers, John	
Fortuin, David	Manilenko, Kathryn	Rusnica, Joanne	
Gallo, Kenneth	Manupella, Gregory	Russo, Patricia	

CWA 1118 Social Committee Activities are back



Discount Seats Available

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



Friday, 5/5/23 - 8pm
\$64 and \$71



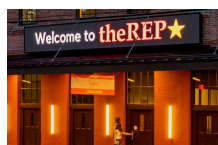
Friday, 5/26/23 - 8pm - \$73 and \$81



Saturday, 8/5/23 - 8pm - \$145
Saturday, 8/12/23 - 2pm - \$145
Sunday, 8/13/23 - 1pm - \$145



Friday, 8/4/23 - 8pm - \$44
Capital Repertory Theatre



Friday, 5/5/23 - 8pm - \$44
Capital Repertory Theatre



SAVE THE DATE

Watch your email and/or check our website www.cwa1118.org for the latest updates on these events.



Saturday, 6/3/23 - Bronx Zoo
\$65 Adults / \$60 Children under 13yrs
• includes bus, admission and snacks



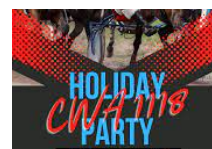
Saturday, 8/19/23 - Yankees vs Red Sox
\$85 for ticket + \$40 for bus
Mike will share the link for direct pay when the Yankees provide it.



Sunday - 9/24/23 - CWA 1118 Golf Tournament
More info to come in early June!



Join us @ the Saratoga Casino Hotel for this years Adult and children's holiday parties. Mike is working on a discount for those who want to spend the night.



Saturday, 12/2/23 - 5:30pm
CWA 1118 Adults Holiday Gathering



Sunday, 12/3/23 - Noon

CWA 1118 Executive Board Nomination Meetings

Nominations for Local Officers and Executive Board members will be accepted at our next general membership meetings. Please save the dates:

Potsdam/Malone Area

Wednesday, September 20, 2023 5:30 PM
Massena Elks Lodge - 20 Bowers St, Massena

Plattsburgh/Saranac Lake Area

Wednesday, September 27, 2023 5:30 PM
Butcher Block, 15 Booth Street, Plattsburgh

Capital District Area

Wednesday, October 4, 2023 5:30PM
Crowne Plaza Albany, the Desmond 660 Albany Shaker Rd

Glens Falls/Saratoga Area

Wednesday, October 25, 2023 6PM
VFW Post, 30 Cooper Street - Glens Falls



EXECUTIVE BOARD ELECTIONS



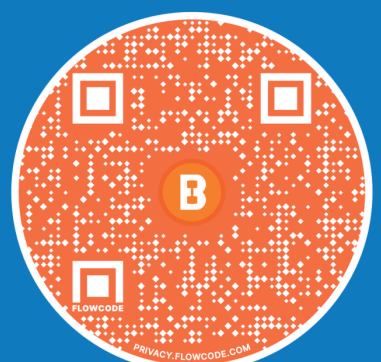
EXCLUSIVE DEAL!



CWA members are eligible for exclusive membership deals and our lowest rates!

- 5 Boutique Fitness Studios
- Tons of Cardio & Weight Equipment
- Personal Training
- Kids Club & More!

**SCAN
HERE**



or Visit:
BestFitnessGyms.com/CWA1118



CWA LOCAL 1118
4 Wembley Court
Albany, NY 12205
518-862-0095

**Non-Profit
Organization U.S.
Postage PAID
Albany, N.Y.
Permit No. 606**

Current Resident or:

CWA Local 1118 Executive Board

President - John Van Denburgh III

Executive Vice President - Tony Bottisti

Secretary - Theresa M. Devine

Treasurer - Michael Panzarino

Local Vice President - Jim Bauer

Business Agents:

Carl Kakule - Capital District Outside

Deb LaMountain - Capital District Inside

Brian Morris - Cambridge / Glens Falls / Saratoga & Ticonderoga

Chris Hooper - Plattsburgh / Saranac / Potsdam, Malone

**CWA Local 1118
(518-862-0095)**

NEW PRICE LIST

T-shirts (red)	S,M,L,XL	15.00
	XXL	17.00
	XXXL	18.00
	XXXXL	19.00
Red Sweatshirts (crew neck)	M, L, XL	42.00
	XXL	44.00
	XXXL	46.00
	XXXXL	48.00
Red Sweatshirts (hooded pull-over w/pouch)	M, L, XL	52.00
	XXL	54.00
	XXXL	56.00
	XXXXL	58.00
Red Sweatshirts (hooded w/zipper)	M, L, XL	56.00
	XXL	58.00
	XXXL	60.00
	XXXXL	62.00

Special shirts, jackets, etc. are available by order. We have a catalog available in the office.

NOTE: Please contact your Chief Steward or the Union Hall to place an order. We try to keep the red T-shirts and sweatshirts in stock here at the hall. Navy blue and black also available.

(Effective 3/1/23)