



# LOCAL 1170

COMMUNICATIONS WORKERS OF AMERICA  
AFL-CIO

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unionhall@cwalocal1170.com  
JOHN P. PUSLOSKIE  
*President*

Dear 1170 Member,

Bargaining is resuming this week in a more critical fashion than ever before. We have been working under an expired contract since December 18, 2021. Every member's input and participation will play a major roll in the bargaining committee's ability to achieve success at the bargaining table. For the first time in CWA's history with Frontier, we are aligned from California to Connecticut.

As mobilization ramps up from coast to coast, it is our duty to inform every member of a potential work stoppage. We have done our duty to help Frontier through bankruptcy. We have not received a raise in 2 years. We have worked through a historic pandemic with no hazard pay. We have continued to service our customers under challenging conditions. As members of Local 1170 we have kept our integrity and professionalism. It is time the Company recognizes our efforts.

Still on the table are: fair wages along with retro pay, quality and affordable health care, new jobs.

As such, it is our responsibility to inform our members of each member's strike responsibility. The National Union's strike fund requires every worker to perform strike duty at a minimum of 20 hours per week to be eligible for strike pay. Specific assignments and duties will be provided through your mobilizer. In addition to strike pay, New York State is the only state in the Union which provides unemployment benefits while on strike.

The Mobilization Committee has been working diligently to ready our members for strike action. We know there will be many questions amongst our membership regarding pay, health care, other benefits, etc. This information will be explained in detail at upcoming Unit meetings. You will be informed as quickly as possible regarding your Unit meeting with all safety considerations taking place. There are specific forms that need to be filled out in the event a strike is called which address health care and strike pay. Every member needs this information and needs to understand how to fill it out. It is your responsibility as a member to make every effort to attend not only for your Union brothers and sisters but for yourself.

Make no mistake, a strike can only be called by the National President, Chris Shelton. If a strike is enacted, the only way to win is to have Every Single Member engaged. We, will be prepared. We, will fight with California and Connecticut. You, are fighting for your job that provides for you and your family. Your Union, will fight as long as it takes to get a fair contract for all of our members.

One Union, One Fight!

Your Bargaining and Mobilization Committee

# PART XVIII: STRIKE MANUAL

## 1. History and Purpose

The CWA Defense Fund was established by the 1952 CWA Convention. Its funding was maintained by a fifty-cent per capita per month allocation from member and agency fee payer dues. At the 2013 CWA Convention, delegates adopted the merging of the Defense Fund into the Members' Relief Fund. As a result, rules applicable for use of Defense Fund money were incorporated into the Members' Relief Fund Rules and Guidelines. The fifty-cents per capita per month also ceased to be required from those bargaining units paying into the Members' Relief Fund.

The CWA Members' Relief Fund was established by the 1990 CWA Convention. Its funding is maintained by an allocation of  $\frac{1}{4}$  hour of basic wages (.15%) per month from members and agency fee payers who are eligible to strike.

CWA Members' Relief Fund money is used for maintaining picket lines, direct assistance to strikers and victims of collective bargaining strategies and other approved mobilization actions (as outlined in the Fund rules) .

The structure of our Members' Relief Fund is as follows:

- CWA Executive Board
- Defense Fund Oversight Committee
- CWA Fund Director
- Agents and Field Representatives (District Fund Directors)

Generally, the Local's primary contact for assistance from the Fund is the District Fund Director. Appeals to the decisions made by District Fund Directors shall be directed to the attention of:

Office of the Secretary-Treasurer  
Communications Workers of America  
501 Third Street, NW Washington, DC 20001-2797

- Select a Members' Relief Fund Option as stated in the Rules. MRF Funds may be distributed to strikers as:
  1. Flat payout each week regardless of need;
  2. On an "as needed" basis;
  3. A combination of need basis and flat payout.
- Notify every member and agency fee payer of the strike benefits that will be provided by the Union. Members and agency fee payers must also be advised as to their obligation to perform strike duty in order to qualify for these benefits. (See sample letter to members following the frequently asked questions).

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### **3. Application and Fund Rules**

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#### **A. STRIKE RELATED**

- Assistance from MRF does not begin prior to the strike; therefore, the Local Unions are responsible for all expenses related to strike preparation.
- The Fund can only reimburse the Local for "authorized expenditures" once a strike has started, provided such expenditures receive prior approval and are directly related to strike activity and picket line maintenance.
- The Fund will not reimburse for expenses related to the normal operation of the Local, including strike preparation expenses, as well as any costs incurred in connection with the administration of the Members' Relief Fund (i.e., cost of printing checks, postage, supplies, and banking fees).
- The Fund will not reimburse a striker for expenses related to traveling to their primary picket line assignment. When travel expenses are authorized and necessary for picket line maintenance or strike activity, the Fund will reimburse the Local for the actual cost of gas and/or public transportation. The Fund does not pay a mileage allowance.

- In addition to the items listed in the “CWA Members’ Relief Fund Rules and Ground Rules”, the Fund may also be used to:
  1. Support the Union’s bargaining strategies where a strike is not in progress (i.e., public relations campaigns). A request for such assistance requires the support of two-thirds of the CWA Executive Board and the Defense Fund Oversight Committee.
  2. Pay for necessary medical/hospital expenses. In some extreme cases the Fund Director may authorize payment of healthcare premiums (COBRA) on behalf of strikers/victims, or their dependents, where chronic medical conditions have been identified and documented by the Local’s Community Services Committee.
- Locals must obtain permission from the District Fund Director prior to spending any money that they will want reimbursed by the Members’ Relief Fund. It is always a good idea to provide the District with a projected budget of Fund expenditures. The District will then advise the Local as to which items on the projected budget qualify for reimbursement to the Local. Failure to obtain prior approval will likely result in the Local being liable for the expense.

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## B. MEMBERS’ RELIEF

- The CWA Members’ Relief Fund (MRF) provides direct assistance to members, agency fee payers, Local Union Officers who are on the Local’s payroll and lose wages, and victims of collective bargaining strategies during sanctioned strikes and other approved mobilization actions. Currently, the weekly benefit to strikers and victims is \$300 beginning with the fifteenth day of the strike, \$400 per week beginning with the twenty-ninth day of the strike. The fourteen-day waiting period does not apply to victims of collective bargaining strategies. MRF payments end on the seventh day following the conclusion of the strike. MRF benefits are subject to availability of funds.
- Strikers are required to perform strike duty. It is the Local’s responsibility to advise every member/agency fee payer that strike duty is required in order to receive MRF benefits. The Local determines the amount of strike duty. As a result, a striker’s obligation may vary from Local to Local. Keep in mind that the

rules require some level of involvement by each and every striker who applies for MRF benefits.

- A uniform method for payout to strikers must be selected prior to the commencement of a strike. The payout options and selection procedure is outlined in Section III (B) of the Members' Relief Fund Rules and Ground Rules. Locals are responsible for notifying all members/agency fee payers of the benefits available under the selected payout option.
- Locals shall be held accountable for any money disbursed in violation of Fund Rules.
- In "right to work" states, non-members are not eligible for assistance from the Fund.
- If a strike ends mid-week, MRF payments shall be one-fifth of the weekly payout for each day on strike. MRF payments cannot be made for Saturday and/or Sunday unless these days were part of the normal five-day workweek.
- "Victims of Collective Bargaining Strategies" are:
  1. Members/Agency Fee payers who lose wages as a result of honoring a sanctioned CWA picket line.
  2. Strikers who are disciplined as a result of strike related activities.
  3. Members/Agency Fee payers who are disciplined as a result of their mobilization activities during "approved mobilization actions."
  4. Members/Agency Fee payers who lose wages as a result of a lockout.

**NOTE: Personal loans cannot be made from the Fund!**

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## 4. Healthcare Benefits During Strikes

- In strike situations where an employer cuts off healthcare benefits, CWA will pay for necessary medical/hospital expenses. In some extreme cases the Fund Director may authorize payment of healthcare premiums (COBRA) on behalf of strikers and their dependents. The CWA Members' Relief Fund will only pay COBRA premiums for healthcare. CWA self insures for other medical needs such as "necessary" dental and vision care. The Members' Relief Fund does not pay life insurance premiums.
- The term "necessary" does not include any treatment not normally covered under the employer's health plan, nor does it include any care such as elective procedures or dental visits that can be postponed until the end of the strike.
- Whenever an employer stops healthcare coverage during a strike and the Local's Community Services Committee decides that it is prudent to pay COBRA on behalf of the striker, then the COBRA form and necessary justification (doctor's prognosis, medical bills etc...) must be attached to the disbursement voucher and available for inspection.
- Strikers must still pay healthcare premium contributions as well as any deductibles and co-pays that existed before the strike. The concept being that no one should have a better benefit during a strike than that which was in effect before the strike.
- It is the responsibility of the Local's Community Services Committee to attempt to get the healthcare provider (doctor, dentist, hospital, etc.) to accept as full payment an amount less than that which was billed. A notation of this attempt must be made in the striker's record.
- All bills submitted for payment must contain all the necessary information (name of patient, date of treatment and service rendered).
- Strikers who can obtain healthcare coverage through other sources, such as a spouse's health plan, should rely on those sources during the strike.
- Canadian Locals should refer to the letter below with the subject "CWA Defense Fund and Supplemental Health Benefits (Canada)".

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## 6. Frequently Asked Questions

- Q. Are CWA members who honor sanctioned CWA picket lines eligible for assistance from the MRF?**
- A. CWA members and agency fee payers who lose wages because they honor one of our picket lines are considered “victims of collective bargaining strategies.” As victims, they would be entitled to a prorated benefit from the MRF on the same basis as strikers for each day of wages lost.
- Q. Does the fourteen-day waiting period under MRF rules apply to “victims of Collective Bargaining Strategies” before they are eligible for MRF payments?**
- A. No - Victims become eligible on the first day they lose wages.
- Q. If a member or agency fee payer is disciplined upon returning to work after a strike and the discipline is related to his/her activity on the picket line, does the MRF help?**
- A. Yes - Such member/agency fee payer is considered a “victim” and MRF payments will resume and continue for the length of the discipline or in case of a dismissal until his/her case receives a final determination. In cases of dismissals for strike related activities, the Fund will pick up the cost of necessary medical care or, if appropriate, health insurance premiums (COBRA) as well as any legal costs associated with strike related legal proceedings.
- Q. Does a member or agency fee payer who is disciplined for strike related activities have to wait the 14 days before receiving MRF benefits?**
- A. No – He/she will resume MRF payments at the same level they were receiving at the conclusion of the strike. In addition, strike time is counted towards qualifying for the \$300 or \$400 MRF benefit (e.g. if the strike lasted twenty days, his first day of discipline would be the 21st day for purposes of meeting the 28 day period before benefits are increased to \$300).
- Q. During an “approved mobilization,” one of my members was disciplined for engaging in a sanctioned mobilization action. Is this member entitled to any help from the Defense Fund or Members’ Relief Fund?**
- A. Yes - These “victims” are treated the same as those victims disciplined for strike related activities.

- Q. Does the Local need to have victims of collective bargaining strategies fill out "Striker Certification Forms" (DFR-1)?**
- A. No - However, all Fund benefits given to victims must be documented in the other (DFR) forms that can be found by visiting the CWA website at [www.cwa-union.org](http://www.cwa-union.org) under "For Locals" and click on "Forms".**
- Q. Do strikers get prorated MRF payments if a strike ends mid-week?**
- A. Yes - The MRF will prorate the benefit amount that was being paid at the time the strike ended (\$300/\$400).**
- Q. We returned to work from a lengthy strike on a Thursday; however, some of our strikers, due to their schedule, lost out on four days pay that week (Sunday–Wednesday). Are they entitled to prorated MRF benefits of three or four days?**
- A. These strikers should have received MRF benefits for four days. Remember, this only applies when a weekend day is part of the normal workweek (one of the five days scheduled).**
- Q. Are Local Officers who lose their wages from the Local as a result of a strike, eligible for benefits at the same level as strikers?**
- A. Yes - The CWA 62nd Annual Convention authorized this benefit for Local Officers who are on a Local's payroll and lose their wages during a strike.**
- Q. Are strikers who are allowed by their employer to take vacation time with pay during any week of the strike entitled to MRF benefits?**
- A. No - Since a striker who receives vacation pay during any week of the strike is not suffering any loss of wages that week.**
- Q. Will the CWA MRF Fund pay the cost of hiring clerical help to assist with the administration of the Members' Relief Fund during a strike?**
- A. No - The costs of administration of the Fund is the responsibility of the Local.**
- Q. Does the MRF Fund reimburse strikers for travel expenses in order for them to get to rallies or their picket line?**
- A. No - We do not reimburse for travel to the initial picket line assignments, strike rallies or ratification meetings. However, with prior approval from the District Fund Director, we do reimburse for actual gas expenses for picket captains, officers, stewards, and representatives where such travel is necessary for maintaining the picket lines. We also (with prior approval) reimburse actual gas costs incurred by members assigned to roving picket lines ("flying squadrons").**



- Q. Does the MRF Fund reimburse the Local for cell phones that are needed for communication and coordination with the picket lines?**
- A.** Depending on the circumstances, we can reimburse for necessary communication costs such as cell phones; however, as with any other Members' Relief Fund request, prior approval from the District Fund Agent is a must.
- Q. Does a Local's MRF account remain open past the 90-day deadline if a Local still has "victims" entitled to benefits?**
- A.** Yes – The Fund account can remain open only if the Local still has a victim(s) of collective bargaining. However, the account must be closed within the 90-day deadline once these benefits cease.

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## **7. Frequently Asked Questions - Healthcare**

- Q. I am on strike. What protections do I have that I will not go without needed healthcare?**
- A.** A law called COBRA (USA Bargaining units only) requires group health plans to offer striking workers and their covered dependents the opportunity to continue health coverage for up to 18 months when they go on strike by paying for it out of their own pockets. This applies to medical, dental and vision benefits. Strikers do not have to continue any coverage, they can choose to pay for only the core medical benefits, or they can choose to pay for only themselves or only their dependents.

CWA has made a commitment to assist striking workers in paying for their healthcare needs out of the Members' Relief Fund during their participation in the strike. Working with Local Union's Community Services Committee, members can make decisions about the best way to cover their needs, and the Union will determine whether to pay for monthly premiums or to assist in paying for healthcare services on an "as needed" basis.

**Q. How much will I have to pay if I elect to continue coverage?**

**A.** Employers are allowed to charge striking workers up to 102% of the current health plan premium. For example, if the current premium is \$200, then the striking worker cannot be charged more than \$204.

Striking workers should check with the Local Union's Community Services Committee before electing to continue coverage. In those cases where there is an immediate, ongoing and serious health condition, CWA will provide immediate financial assistance toward paying the COBRA health plan premium. In other cases, CWA may ask strikers to delay the election and will assist in defraying any unforeseen or minor healthcare expenses as they arise. The goal is always to assure strikers' access to needed healthcare during the strike.

**Q. How much time do I have to make a decision?**

**A.** Strikers have 60 days to elect COBRA coverage. The 60-day period begins either on the day the strike begins or the date on the notice sent by the employer describing COBRA rights, whichever is later. However, coverage does not begin until the premium is paid. If necessary, your premium can be paid retroactively. Working with the Local Union's Community Services Committee, you can determine whether you should apply for continuation coverage immediately, or if you can delay electing coverage in order to delay making a premium payment.

**Q. When do I have to begin paying the premium if I elect to continue coverage?**

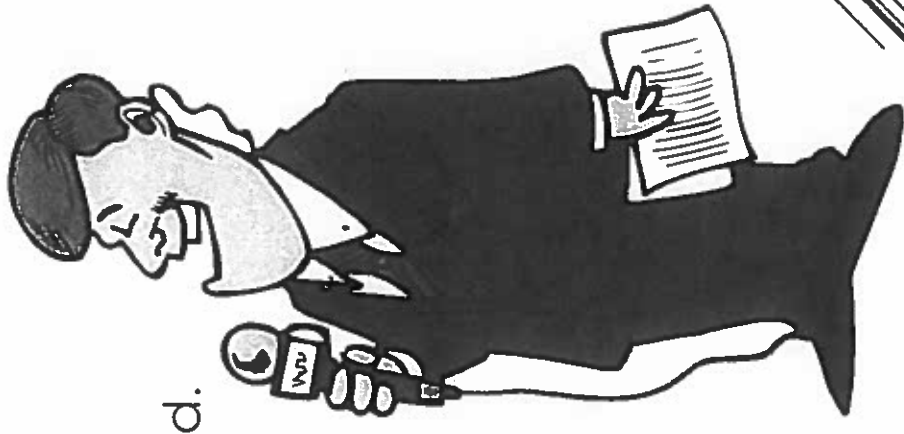
**A.** As mentioned above, COBRA allows you up to 60 days to decide whether you want to continue your coverage. If you make an election to continue, then you have another 45 days to pay the premium. However, before electing coverage or paying a premium, you should contact your Local Union's Community Services Committee. He or she will help you determine whether it might be a good idea to delay electing coverage in order to delay paying the premium, and to determine in what ways the CWA Members' Relief Fund can assist you in paying for your healthcare needs.

If you decide to apply for assistance from the Members' Relief Fund, the Local Union's Community Services Committee will ask you to complete a "Request for Members' Relief Fund Reimbursement" form. That form will be forwarded to the District Member's Relief Fund Coordinator who will determine whether to reimburse you for a premium payment or to reimburse your healthcare expenses on an "as needed" basis. If necessary, you can pay your premium retroactively and the Fund will reimburse the expense.

- Q. What happens if I haven't elected coverage, but a serious emergency arises?**
- A.** First of all, take care of your health needs. Here's an example: you are in a car accident and are taken to the hospital emergency room at 2:00 AM. If the hospital insists on proof of coverage or some form of payment, offer them a credit card. As soon as possible, contact your Local Union's Community Services Committee. The Committee will contact the necessary people to assure that your healthcare needs are met. The Members' Relief Fund Coordinator will authorize a check to assure coverage of any necessary medical expenses.
- Q. I belong to an HMO. What happens if I need medical attention during the 60-day election period?**
- A.** If you need medical attention before you have elected continuation coverage, but before the 60-day election period is over, the HMO may ask you to either elect continuation coverage at that time or to pay the reasonable and customary fee for the services required. If you can pay for the services at the time (by credit card if possible), do so. Then, immediately contact your Local Union's Community Services Committee to begin the process of applying for assistance from the Members' Relief Fund.
- Q. What if the Member's Relief Fund decides to pay for my care on an "as needed" basis, but I think my family would be better off with continuation coverage?**
- A.** You are always free to make your own decision about whether to continue coverage or not. The Members' Relief Fund Coordinator makes recommendations on the best way to use Fund monies so that CWA striking members' necessary healthcare needs are met. If you do not agree with his/her decision, you can still elect to continue coverage on your own.
- Q. What is the limit on how long a striking worker can continue coverage?**
- A.** COBRA limits continuation coverage during a strike situation to no longer than 18 months after the strike begins. Coverage is also discontinued if premiums are not paid during the time; if the employer discontinues the group health plan; if you qualify for Medicare benefits; or if you become covered under another plan. CWA has made a commitment to help striking workers with their healthcare needs as long as the strike continues.

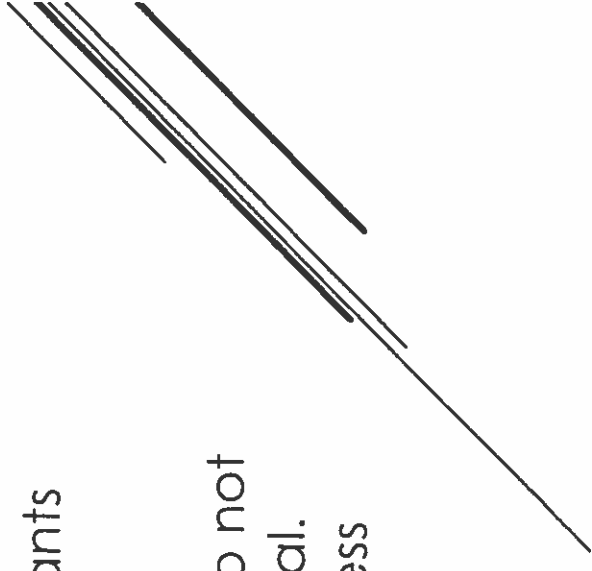
# MEDIA GUIDELINES

- Rely on our spokespeople whenever possible – let our local leaders state our case. Their faces will become familiar to the public the more they are seen and heard.
- Ask members to refer media at the picket line to the picket captain or Local headquarters.
- Introduce yourself to the media if they come to the picket line.
- If talking to a reporter, avoid using “jargon” and emphasize workers, not union. Be positive and proud about why we are fighting for a better life.
- Emphasize how our fight affects all workers.
- Keep “on message” – sticking to a few, easily understandable points and repeating them whenever the media speaks to us. If a reporter keeps asking questions, ALWAYS return to the same points. Reporters intentionally keep you talking to get you “off message”.
- Keep it short.
- Absolutely NO profanity with or NEAR reporters.
- Remember that there is no “off the record” with reporters, including after you think the interview is over. If you say it to a reporter, it can end up in the news



# MEDIA GUIDELINES CONT...

- Maintain orderly picket lines with picket captains in charge. Members who are impaired or otherwise out of control **MUST** be asked to leave. Reporters can arrive at any time.
- Especially if TV cameras show up, get the line chanting or singing. Which image looks better for us – members chanting a union message or yelling death threats to scabs?
- Don't forget to talk with your family, friends, neighbors, and other people you encounter. We can get our message out directly to the public.
- If a reporter asks to “talk with you later” and wants contact information, refer them to Local headquarters.
- If you do not know the answer to a question, do not guess or “wing it”. Refer the reporter to the Local.
- Find out who you are talking to – report any press contacts to the Local.



# PICKET LINE DO'S AND DON'TS “DO”



It is your constitutional right to picket your employer and pass out handbills during a strike. Your picketing is a form of free speech protected by the first amendment.

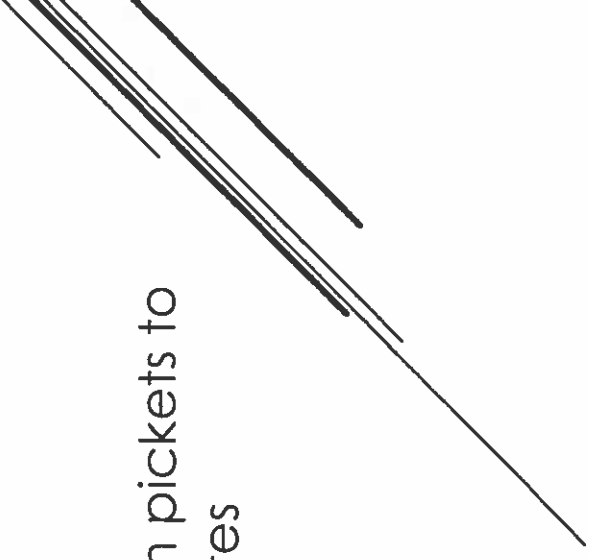
Your right to strike, to picket, to handbill and to engage in other forms of concerted activities as workers are also guaranteed by Section 7 of the National Labor Relations Act.

When you are picketing:

- Ask workers who have not yet honored the picket lines to do so, even if they are not members of the Union. Section 7 protects them from employer discipline when they refuse to cross a picket line.
- Ask persons making deliveries to the employer to honor your picket line. This does not apply if picketing is only “informational”.

# PICKET LINE DO'S & DON'T'S CONT... “DO”

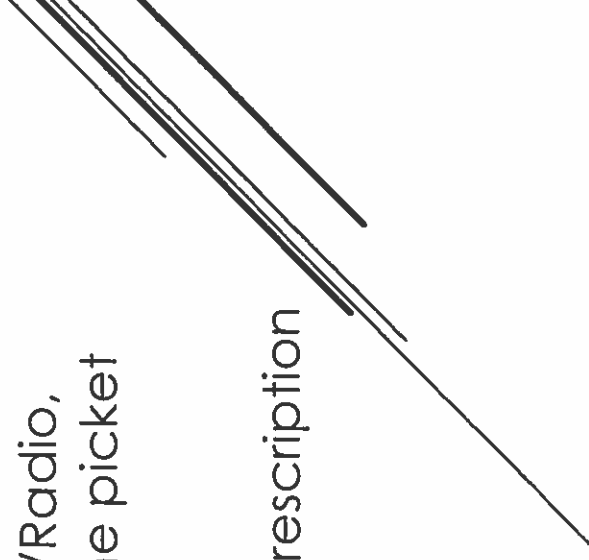
- Communicate with customers in a courteous manner and thank them for their support. Tell them why you are striking.
- Cooperate with police officers and obey their instructions. If there is a problem, obtain the Officer's name, department affiliation and badge number and report the information about the police actions to the Picket Captain and/or the Local.
- Picket only where assigned by your CWA Local and Picket Captain.
- Maintain peaceful and orderly picketing.
- Keep moving and maintain adequate space between pickets to allow for access through company entrances and gates



# PICKET LINE DO'S AND DON'T'S CONT...

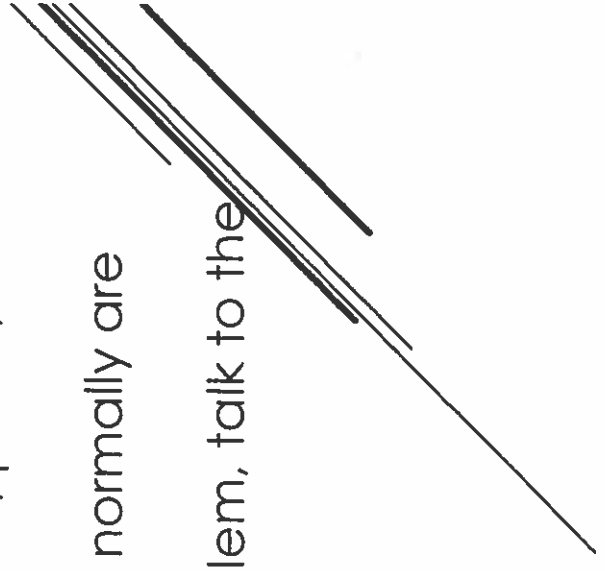
## “DON'T'S

- Do not use foul or abusive language in the vicinity of picket lines.
- You have the right to call strike breakers “scabs”. You may add descriptive adjectives such as “lousy scab”. You must not use any derogatory language regarding a person's race, ethnic origin, religion, gender, age or sexual preference.
- Do not threaten anyone.
- Do not physically touch any persons approaching or crossing picket lines.
- Do not make any statements to police, reporters, TV/Radio, managers or security agents. Refer all questions to the picket captain or local officers.
- Do not litter. Keep the area clean.
- Do not drink alcoholic beverages or bring any non-prescription drugs with you to picket duty.





# PICKET LINE DO'S AND DON'T'S CONT.... “DON'T'S

- Picket only the employer being struck and the workers performing the work of the employer being struck. Do not picket gates “RESERVED” for employees of so-called “neutral” employers. Ask your picket captain if you have questions about reserve gates.
  - Do not forget to thank the public for their support
  - Do not forget to report any incidents involving threatening or dangerous behavior by strike-breakers to the picket captain and/or the Local. Make note as to what happened (date, time, place, description of individuals, witnesses' names).
  - Do not interfere with traffic beyond what pedestrians normally are entitled to do.
  - Do not argue with other picketers. If you have a problem, talk to the picket captain.
- 

# THE LAW OF RESERVE GATES

Federal law protects the rights of CWA striking employees to picket Frontier facilities. However, the law allows Frontier to set up a separate entrance or "reserve gate" on its premises that is specifically designated for neutral contractors and/or delivery of supplies that are unrelated to Frontier normal operations. To establish a "reserve gate", Frontier MUST put up a sign at the designated entrance that clearly states that it is a reserve gate. The sign must clearly and unambiguously indicate the categories of people who may use the gate and who may not. If Frontier correctly establishes a "reserve gate", the law forbids us from picketing at this entrance.

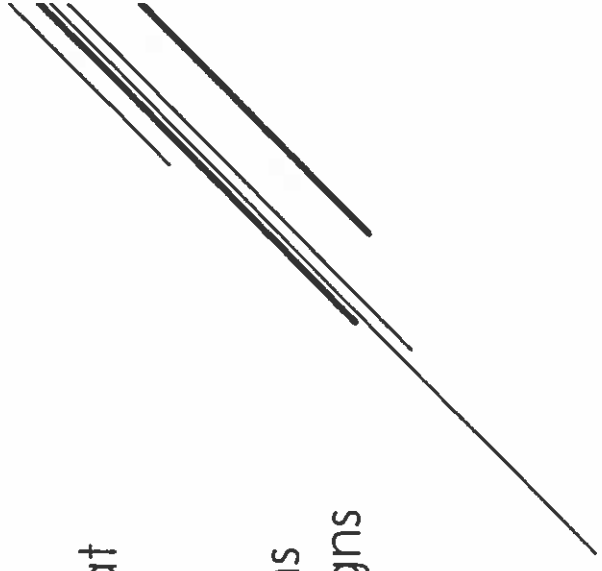


# HOWEVER...

- Frontier management and other non-union employees MAY NOT use the "reserve gate".
- Contracted employees who perform work related to Frontier's normal operations are also prohibited from using the "reserve gate".
- Customers and deliveries, including pizza, for Frontier (or related to Frontier's normal operations) may not enter through the "reserve gate".



If you observe any of the above people or suppliers wrongfully entering the "reserve gate", immediately inform your picket captain and make sure that all the details are written down. Include why you believe the gate was "tainted", who tainted the gate and at what date and time. If the gate was tainted multiple times, we may be permitted to picket. But do not picket the "reserve gate" unless you have been given instructions to do so. If Frontier "cures the taint" by posting new signs and enforcing the reserve gate system, we are no longer permitted to picket the "reserve gate".

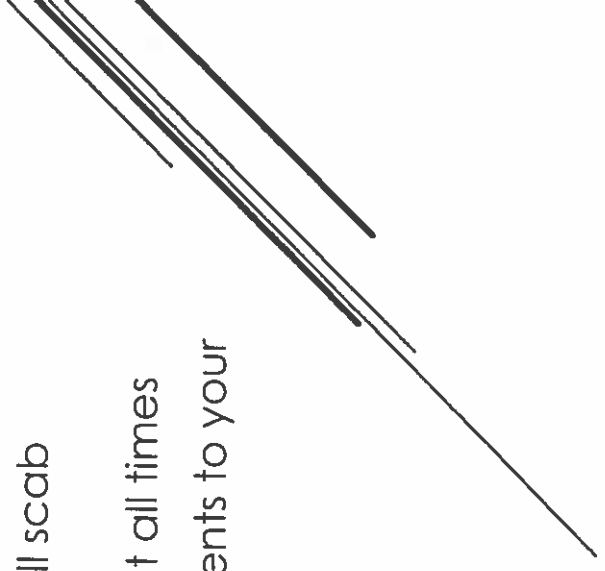


# MOBILE PICKETING DO'S AND DON'TS



## “Do”

- ▶ Have a drivers license and insurance
- ▶ Have mechanically sound and registered vehicle
- ▶ Have a charged cell phone
- ▶ Have a regular camera (not digital) and video if possible
- ▶ Have a licensed co-picketer
- ▶ Check-in with SC for instructions at the beginning of your shift
- ▶ Have handouts for the press and public
- ▶ Have picket signs / placards to use when scabs are working
- ▶ Have a copy of the attorney's letter
- ▶ Have a map of the area
- ▶ Know where you are in case of emergency
- ▶ Photo or video all scab activity
- ▶ Be professional at all times
- ▶ Report any incidents to your SC immediately
- ▶ Drive Safely
- ▶ HAVE FUN!!



# MOBILE PICKETING DO'S AND DON'TS CONT...

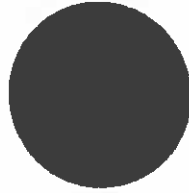
## “DO NOT”



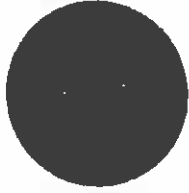
CURSE, SWEAR OR  
THREATEN ANY  
SCABS, YOU WILL  
LOSE PUBLIC  
SYMPATHY



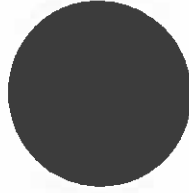
PUT YOURSELF AT  
RISK WHILE  
FOLLOWING SCABS



FORGET TO KEEP &  
SUBMIT YOUR GAS  
RECEIPTS



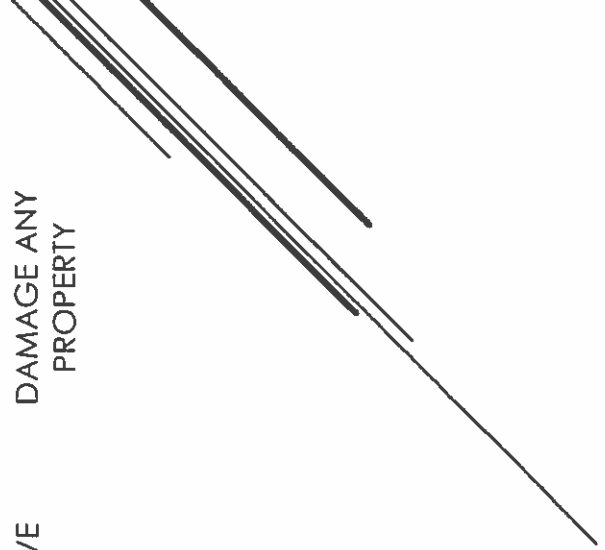
DRINK AND DRIVE



DAMAGE ANY  
PROPERTY



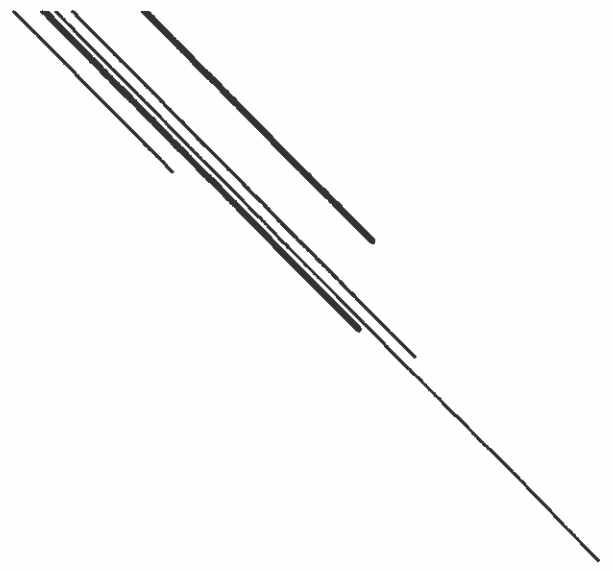
BREAK THE LAW



# Reminder!



Friendly Reminder!  
Members cannot picket in front of the lawns of managers who do not have bargaining responsibilities. That threat is only lawful when done to bargainers or the CEO who clearly plays a role in negotiations, even if not at the table. Picketing managers who do not play a role in bargaining could cause a charge to be brought against us.





**CWA MEMBERS' RELIEF FUND  
STRIKER CERTIFICATION FORM**

Local: \_\_\_\_\_

Bargaining Unit: \_\_\_\_\_

NAME: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

SOCIAL SECURITY #: \_\_\_\_\_

PHONE (Home): \_\_\_\_\_

(Cell): \_\_\_\_\_

E-Mail: \_\_\_\_\_

EMPLOYER: \_\_\_\_\_

WORKSITE: \_\_\_\_\_

STEWARD'S NAME: \_\_\_\_\_

I certify that I am eligible to receive strike benefits under the rules of the Members' Relief Fund. I understand that if I am found ineligible under the rules, I will return any payments I am not entitled to.

\_\_\_\_\_  
Eligibility Verified

\_\_\_\_\_  
Striker's Signature

\_\_\_\_\_  
Date

Original: CWA District Fund Agent  
Copy: Local Union

# Questions and Answers

## GENERAL:

Q: How will members know when a strike is called?

A: Mobilization, Union tape.

## HEALTHCARE:

Q: What happens to our healthcare in the event of a strike?

A: The expectation is that FTR will end our healthcare on the day of the strike.

Q: What if I incur medical/hospital expenses?

A: CWA will reimburse a member for necessary medical/hospital expenses. **PROOF OF PAYMENT MUST BE PROVIDED.** In some extreme cases the Community Services Committee will assess members' medical situations and determine if COBRA is a viable option.

Q: What if I am on disability or workers comp PRIOR to the start of the strike?

A: If you are on disability or workers comp PRIOR to the start of the strike, those benefits will continue.

## STRIKE PAY:

Q: Will I be paid weekly?

A: No, pay schedule will be bi-weekly.

Q: Can I sign up for direct deposit?

A: No.

Q: How will the checks be distributed?

A: By a Members' Relief Fund Committee member.

Q: Who should I contact if a member does not receive a check?

A: A contact will be provided.



Q: How many hours of strike duty is required in order to receive strike pay?

A: 20 hours.

Q: What is my weekly strike pay benefit, assuming my strike duty responsibilities have been met?

A.: Weekly benefit to strikers is \$300.00 beginning the 15<sup>th</sup> day of the strike and \$400.00 per week beginning the 29<sup>th</sup> day of the strike. This benefit ends on the 7<sup>th</sup> day following the conclusion of the strike.

### **UNEMPLOYMENT INSURANCE:**

Q: Is a worker on strike in New York State eligible for unemployment benefits?

A: Yes.

Q: How/when do I apply for NYS unemployment insurance?

A: Please read this link for detailed information.

<https://dol.ny.gov/system/files/documents/2021/01/p835.pdf>

Q: How do I file for unemployment insurance?

A: Go to [labor.ny.gov/signin](http://labor.ny.gov/signin). You must sign in with your NY.Gov ID. If you don't have a NY.Gov ID, it's easy to create one. You can also file by phone, Monday - Friday from 8:00 am - 5:00 pm, by calling our Telephone Claims Center (TCC) at 1-888-209-8124.

### **PICKET LINE:**

Q: How do I get notified of my strike assignment/picket location?

A: Your mobilizer or picket captain will notify you.

Q: How do we notify the members they have been moved to a different picket location?

A: Picket captains will notify the member of any changes in picket duty.

Q: What do I do if a member crosses the picket line?

A: Take pictures, if possible, also note the member's name, location, date and time. Forward the information to your site coordinator/picket captain immediately.

Q: What do I do if the police show up to the picket line?

A: Follow his/her instructions and contact your site coordinator/picket captain immediately.

Q: What should I do if someone checks in for strike duty and then leaves the line?

A: Keep track of the time they missed and let them know when they return that the time will not be counted toward the 20 hours.

Q: What if a member cannot picket due to a disability?

A: If there is a legitimate medical condition, alternate strike duties will be assigned.