

Communications
Workers of America
AFL-CIO, CLC

501 Third Street, N.W.
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Ken Saether
Assistant to Vice President
Telecommunications & Technologies



VIA E-MAIL

L – 010A

April 3, 2020

To: All CWA T&T Local Presidents

Re: FFCRA Information

Attached is a document that explains employee rights under the Families First Coronavirus Response Act (FFCRA).

Please let us know if you have any questions.

/attachment

KS:wrc
opeiu-2, afl-cio

EMPLOYEE RIGHTS

PAID SICK LEAVE AND EXPANDED FAMILY AND MEDICAL LEAVE UNDER THE FAMILIES FIRST CORONAVIRUS RESPONSE ACT

The **Families First Coronavirus Response Act (FFCRA or Act)** requires certain employers to provide their employees with paid sick leave and expanded family and medical leave for specified reasons related to COVID-19. These provisions will apply from April 1, 2020 through December 31, 2020.

▶ PAID LEAVE ENTITLEMENTS

Generally, employers covered under the Act must provide employees:

Up to two weeks (80 hours, or a part-time employee's two-week equivalent) of paid sick leave based on the higher of their regular rate of pay, or the applicable state or Federal minimum wage, paid at:

- 100% for qualifying reasons #1-3 below, up to \$511 daily and \$5,110 total;
- ⅔ for qualifying reasons #4 and 6 below, up to \$200 daily and \$2,000 total; and
- Up to 12 weeks of paid sick leave and expanded family and medical leave paid at ⅔ for qualifying reason #5 below for up to \$200 daily and \$12,000 total.

A part-time employee is eligible for leave for the number of hours that the employee is normally scheduled to work over that period.

▶ ELIGIBLE EMPLOYEES

In general, employees of private sector employers with fewer than 500 employees, and certain public sector employers, are eligible for up to two weeks of fully or partially paid sick leave for COVID-19 related reasons (see below). *Employees who have been employed for at least 30 days* prior to their leave request may be eligible for up to an additional 10 weeks of partially paid expanded family and medical leave for reason #5 below.

▶ QUALIFYING REASONS FOR LEAVE RELATED TO COVID-19

An employee is entitled to take leave related to COVID-19 if the employee is unable to work, including unable to **telework**, because the employee:

- | | |
|---|---|
| <ol style="list-style-type: none">1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;2. has been advised by a health care provider to self-quarantine related to COVID-19;3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;4. is caring for an individual subject to an order described in (1) or self-quarantine as described in (2); | <ol style="list-style-type: none">5. is caring for his or her child whose school or place of care is closed (or child care provider is unavailable) due to COVID-19 related reasons; or6. is experiencing any other substantially-similar condition specified by the U.S. Department of Health and Human Services. |
|---|---|

▶ ENFORCEMENT

The U.S. Department of Labor's Wage and Hour Division (WHD) has the authority to investigate and enforce compliance with the FFCRA. Employers may not discharge, discipline, or otherwise discriminate against any employee who lawfully takes paid sick leave or expanded family and medical leave under the FFCRA, files a complaint, or institutes a proceeding under or related to this Act. Employers in violation of the provisions of the FFCRA will be subject to penalties and enforcement by WHD.



WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

For additional information
or to file a complaint:
1-866-487-9243
TTY: 1-877-889-5627
dol.gov/agencies/whd





April 2, 2020

TO: AT&T Legacy T Local Presidents
FROM: Sylvia J. Ramos, Assistant to the Vice President
SUBJECT: Update from the CWA T&T Office

Please see the [attached letter](#) from Vice President Bolton containing the T&T office latest update.

SJR/sv

opeiu#13

[Attachment](#)

c: Claude Cummings, Jr.

District 6 Administrative Staff

District 6 CWA Representatives

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Ken Saether
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VIA E-MAIL

L – 009

April 1, 2020

To: All CWA T&T Local Presidents

Re: Update from the T&T Office

As we go through week three of the CWA Headquarters building closure and the T&T Office working remotely, we want to update you.

We know it hasn't been easy for you; it hasn't been easy for any of us either. However, we have been able to continue to represent the membership. We have made some amazing agreements with companies that will benefit our members during this time of the COVID-19 pandemic and continue to work with the other companies.

All of the agreements are not perfect. But we do what we can and we get what we can get. Our goal is to do what's best for the most. We strive to have protections in place for members' jobs and try to limit the financial impact to the extent that we can.

We can always look back and say we could have or should have; the fact is we are making decisions quickly based on the information available at the time. Our sole agenda is protection of the membership.

Most of the medical professionals expect this to get worse before it gets better. I say this only because it's important that we stay the course! We're doing well today but tomorrow might be tougher. We have to be even tougher to maintain status quo.

I could go on about how hard we are working and how many hours we are putting in but that doesn't matter. We, as you, do what it takes. As leaders, your members and officers are depending on you now more than ever. This is a time of uncertainty and we all need to rise up, support and comfort those in our organizations.

We ask for your help by limiting unnecessary e-mails and texts. If you have an issue that is causing someone harm, by all means reach out for assistance, advice, etc. The questions on "what if" distract us from the more important issues at hand.

Thank you for your continued support. We will get through this together. Stay safe!

KS:wrc
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Lisa Bolton, Vice President
Telecommunications & Technologies



VIA E-MAIL

L – 008

March 25, 2020

To: All CWA T&T Local Presidents

Re: COVID-19 Resources

Dear Brothers and Sisters,

I wanted to take a moment to thank all of our Local Officers, Chief Stewards and Stewards for the leadership you have shown in these tumultuous times. I would also like to thank our members for time and again showing up, working hard and, in some cases, literally putting your lives on the line. I don't think I could be prouder than I am today to work with, and for, this extraordinary group of people.

CWA's Health and Safety Department has put together a number of invaluable resources on COVID-19. I encourage you to check out the website at www.cwa-union.org/covid-19. It is also important to remember that people deal differently with stress. Encourage our members to seek help through their employer's Employee Assistance Program (EAP) if necessary.

I also wanted to give you a quick update on what the T&T Office has been working on. We have been working with the Companies we represent ensuring that our members' health and safety are first and foremost in their minds. We have created Remote/Work From Home Memorandum(s) of Understanding with most of our employers (where the work can be performed remotely), additional paid leave time for employees who are impacted by COVID-19 and, in some cases, bonus payments for those employees who remain working. Staff has been working with Labor Relations from our various employers, monitoring and discussing every aspect of COVID-19 including potential exposures, policies and health and safety, as well as the dispatching of our technicians to the customers.

The T&T Office will continue to work hard on behalf of our members. It is an honor and a privilege to do so. Please stay safe and be well.

LB:wrc
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Ken Saether
Assistant to Vice President
Telecommunications & Technologies



VIA E-MAIL

L – 005

March 18, 2020

To: All CWA T&T Local Presidents

Re: CWA Headquarters Closure / COVID-19 Updates

Brother and Sisters:

We want to give you an update from the T&T Office regarding what is happening and what steps are being taken.

Early on, CWA leadership took a very aggressive role regarding COVID-19, limiting our impact in spreading the virus and “flattening the curve”. We remain working but have closed the CWA Headquarters building and all of the T&T Staff are working remotely.

The T&T Office has been in close contact with all employers where we have CWA members. Every day we get new information and we have to take new steps. Because we are learning of new issues and scenarios - sometimes hourly - it makes it very hard to distribute details; not because we don't want to but because, once we get the letters prepared to send, the elements have changed in some regard.

We are working diligently to make sure the companies have protocols in place and that our members' health and safety are paramount, whether it is developing work from home trials, social distancing at work, special cleaning protocols, quarantine guidelines or dealing with other issues created by the COVID-19 pandemic.

We have requested from the employers the protocol on how they are prepared to handle the issues that we are faced with by this virus. We have come to agreements regarding working from home with several of our employers. We will continue to work with the others until we have this ironed out.

If you have a specific case that needs attention, please contact our office via e-mail; however, please refrain from sending e-mails to cure curiosity. We could all “what if?” something to no end but it may not be the best use of time. We have and will continue to prioritize our work, as quick action is imperative in protecting our members.

Please stay safe - remember social distancing and good hygiene are two things that we can usually participate in individually, with no cost, to limit the spread of the virus.

Thanks to all of you for all that you do and are doing. Your dedication to your members is assisting us in ensuring we have the best information possible to continue advocating for the membership proactively.

KS:wrc
opeiu-2, afl-cio