



## **LifePath Bargaining Report #10**

**April 28, 2022**

Bargaining resumed this morning on the slow march to a new three (3) year agreement.

Today's discussion centered on employee's job security while on Short Term Disability (STD). The Union has been seeking protections regarding employee's active employment status during any STD authorized absence beyond the protections afforded under the Federal Family Medical Leave Act (FMLA).

We have tentatively reached agreement in principle as we work through the actual language.

Meetings are set for late next week as the issues separating us continue to narrow.

The work you do is most important and impacts some of the most vulnerable of our fellow citizens. We are working towards an agreement that recognizes your contributions on the job, during periods of sickness and ultimately in retirement.

In Unity,

Your CWA Bargaining Team,

John Petrini—CWA District 2-13 Staff Representative

Julie Daloisio—Local President

Mike Ahern—Eastern Division Executive Vice President

Tim Andreas—Chief Steward



## LifePath Bargaining Report #9

March 10, 2022

As a recap, bargaining was suspended in October 2020, pending firm financial funding from the State of PA. On January 7, 2022, after receipt of new State funding, we entered into an agreement to immediately provide a minimum \$2.00/hour increase to every bargaining unit employee. We also agreed to resume negotiations to complete our new contract.

CWA and LifePath resumed negotiations on our new Collective Bargaining Agreement on February 18, 2022. We have had additional sessions on February 22<sup>nd</sup> and 24<sup>th</sup> and March 3<sup>rd</sup> and today March 10<sup>th</sup>.

Although we have reached Tentative Agreement on several very important issues, other important issues remain unresolved, including LifePath's demand to *cut back* on Short Term Disability and *force* employees to use their PTO days prior to receiving any benefit at all.

We are committed in presenting a contract that meets your needs and with your continued support we will do so. As bargaining progresses, we will provide additional updates as the situation warrants.

Your CWA Bargaining Team,

John Petrini—CWA District 2-13 Staff Representative  
Julie Daloisio—Local President  
Mike Ahern—Eastern Division Executive Vice President  
Tim Andreas—Chief Steward



**LifePath Bargaining Report # 8**  
**May 26, 2021**

Your bargaining team had been preparing to engage in intense negotiations with LifePath on May 27 and May 28, 2021.

We received a call from LifePath today (May 26th) that the expected revenue reimbursements due, which was the purpose behind restarting bargaining, came in woefully short. As a result, both parties mutually agreed to continue under the extension agreement until ample funding has been secured to properly reward the workforce at LifePath.

Be assured that our current Collective Bargaining Agreement remains in full force and effect.

Your CWA Bargaining Team,

John Petrini—CWA District 2-13 Staff Representative

Julie Daloisio—Local President

Mike Ahern—Eastern Division Executive Vice President

Tim Andreas—Chief Steward



**LifePath Bargaining Report # 7**  
**May 14, 2021**

As previously reported, CWA and LifePath have extended the current contract until 60 days after the PA DHS updates the reimbursement schedule for facilities that provide services to the Intellectually Disabled. That agreement remains in full force and effect.

LifePath reached out to CWA with a growing concern that the State will not update the current schedule until mid-2022. LifePath and CWA have agreed to restart negotiations to see if we can reach an agreement while the State continues to work on upgrading the reimbursement that LifePath financially depends on.

Today we held our first meeting in an attempt to reach an agreement that meets all our needs. Some initial positive movement was made by both parties.

These talks are exploratory. Should we be unable to reach an agreement the terms of our current contract will remain.

Our next meetings are scheduled for May 27<sup>th</sup> and 28<sup>th</sup>. We will update you as progress warrants.

Your CWA Bargaining Team,

John Petrini—CWA District 2-13 Staff Representative  
Julie Daloisio—Local President  
Mike Ahern—Eastern Division Executive Vice President  
Tim Andreas—Chief Steward



**CWA LOCAL 13500  
LIFEPATH BARGAINING REPORT # 6  
October 13, 2020**

As we last reported, LifePath's bargaining team was struggling with agreeing to a contract extension. We are pleased to announce that the issue has been resolved. As a result, the contract is extended in **full force and effect**, until sixty (60) days after the PA DHS provides its new funding structure for the next three (3) year cycle.

As LifePath is critically dependent on PA State funding before wage increases can be considered, this extension agreement is in the interest of all. All benefits, wages, and working conditions, including arbitration rights continue during the term of the extension.

We realize this comes with some sacrifice on your part, as no wage increases are immediately available. We simply cannot get blood from a stone.

As bargaining is now on pause, our focus must now turn to the political arena where not just the Presidential election, but the election of PA State Legislators is critically important. The lawmakers we send to Harrisburg must be supporters of working men and women. Make a plan to vote and vote for the local representatives endorsed by Labor. It is those very people that will impact us directly at our kitchen table.

Your CWA Bargaining Team,

John Petrini—CWA District 2-13 Staff Representative  
Julie Daloisio—Local President  
Mike Ahern---Central Division Executive Vice President  
Tim Andreas—Chief Steward

**Memorandum of Agreement**

This **AGREEMENT** is entered into this 7<sup>th</sup> day of October, 2020, by and between LifePath, Inc. (“LifePath”) and Communications Workers of America, Local 13500 (the “Union”) (collectively, the “Parties”).

**WHEREAS**, LifePath and the Union have negotiated a collective bargaining agreement (“CBA”) that expired on September 30, 2020; and

**WHEREAS**, LifePath and the Union have been conducting negotiations on a successor agreement to the CBA (the “Successor Agreement”); and

**WHEREAS**, LifePath’s economic condition is greatly influenced by the annual budget set by the Commonwealth of Pennsylvania and, in particular, the fee-for-service rate levels set by the Commonwealth’s Department of Human Services (“DHS”) in its three-year cycles; and

**WHEREAS**, it is the Parties’ understanding that DHS has yet to set its fee-for-service rates for the 2021–24 cycle and will be unable to do so until the Commonwealth sets its 2021–22 budget; and

**WHEREAS**, the uncertainty regarding the fee-for-service rates for 2021–24 cycle has made negotiations for the Successor Agreement difficult.

**THEREFORE**, it is agreed by LifePath and the Union that:

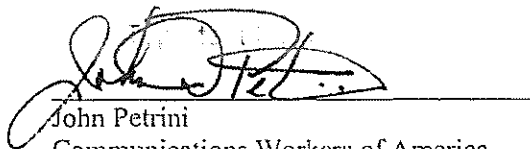
1. LifePath and the Union agree to pause negotiations on all outstanding proposals and resume negotiations on these proposals no later than thirty (30) days after DHS has set its fee-for-service rates for the 2021–24 cycle.
2. The terms of the current CBA will remain in full force and effect during the pause and until sixty (60) days after DHS has set its fee-for-service rates for the 2021–24 cycle.

For the Employer



Paul Coleman  
LifePath, Inc.

For the Union



John Petrini  
Communications Workers of America,  
Local 13500



**CWA LOCAL 13500  
LIFEPATH BARGAINING REPORT # 5  
SEPTEMBER 30, 2020**

Bargaining resumed today and ended in a colossal disappointment as LifePath proceeded to insist that any extension must include LifePath having the right to implement their proposals, if we fail to agree (like their PTO reduction proposal or their reduction of Short Term Disability proposal) before a new contract has been agreed and voted on by **YOU** and while we all wait for the State to determine funding.

So they want **YOU** to wait for the wage increases that **YOU** deserve, while they attempt to reduce **YOUR** working conditions before a new agreement has been reached.

LifePath's proposal is both irresponsible and insulting. We could not and would never agree to allow LifePath (or any employer) to reduce or eliminate provisions in the contract while we are negotiating.

This brazen position by LifePath is damaging to our longstanding relationship. CWA is constantly addressing LifePath's needs with our State Legislators and PA Governor Wolf in particular to improve funding and the wage of Direct Care workers everywhere. CWA is apparently more concerned for the Direct Care Workers and LifePath consumers than LifePath itself.

The contract expires tonight. We are tentatively scheduled to meet the first week of October.

**Tell LifePath as Essential Workers**

**You Demand the Respect You Deserve**

Your CWA Bargaining Team,

John Petrini—CWA District 2-13 Staff Representative  
Julie Daloisio—Local President  
Mike Ahern—Central Division Executive Vice President  
Tim Andreas—Chief Steward



**CWA LOCAL 13500  
LIFEPATH BARGAINING REPORT # 4  
SEPTEMBER 29, 2020**

The parties met today in two brief sessions discussing possible terms of an extension of the current contract as we are mutually dependent on State funding to address economic issues.

Without certainty of funding, it's impossible to address the most basic issue in any bargaining; wage improvement.

We will resume bargaining tomorrow. We are committed to see that your rights continue during any extension that may be agreed upon.

Your CWA Bargaining Team,

John Petrini—CWA District 2-13 Staff Representative  
Julie Daloisio—Local President  
Mike Ahern---Central Division Executive Vice President  
Tim Andreas—Chief Steward

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**CWA LOCAL 13500  
LIFEPATH BARGAINING REPORT # 3  
SEPTEMBER 28, 2020**

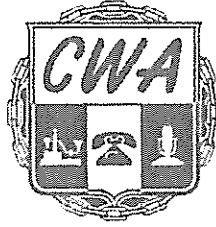
Bargaining resumed today with the Union proposing language for Expedited Arbitration for cases where an employee has been suspended (most often Administrative Leave). Our concern here is to establish a method for more expedient resolution of these disciplinary disputes. Cases involving discharge and Contract interpretation would remain unaffected.

LifePath proposed continuing bargaining on non-economic issues while suspending economic issues until the PA Commonwealth sets its fee for service rates which will not take place until after the State sets its 2021-22 budget. We responded that any such agreement must contain continuation of the Contract in full force and effect.

Negotiations recessed for the day, resuming Tuesday, September 24<sup>th</sup>

Your CWA Bargaining Team,

John Petrini—CWA District 2-13 Staff Representative  
Julie Daloisio—Local President  
Mike Ahern—Central Division Executive Vice President  
Tim Andreas—Chief Steward



**CWA LOCAL 13500  
LIFEPATH BARGAINING REPORT # 2  
SEPTEMBER 24, 2020**

Bargaining resumed today with LifePath rejecting all of your Union proposals and submitting a series of their own demands.

The majority of LifePath's demands were so outrageous that it would be irresponsible to repeat them all in this report. But as a sampling of the tenor of LifePath's demands, they include **Reducing PTO Accruals** for every member of the Bargaining Unit. We advised LifePath that we would respond appropriately to all their retrogressive proposals.

At our second session of the day, the Union advised LifePath that we are rejecting all their proposals as they attack the benefits and security of the entire Bargaining Unit. We made some amendments to two of our earlier proposals as a result of discussion between us, but LifePath rejected those as well.

We re-iterated that despite their rejections, every Union proposal on behalf of our members remains on the table.

Bargaining is scheduled resume Monday September 27, 2020.

Sadly, today demonstrates that LifePath clearly does not appreciate the value that **YOU** bring to work every day.

Your CWA Bargaining Team,

John Petrini—CWA District 2-13 Staff Representative  
Julie Daloisio—Local President  
Mike Ahern—Central Division Executive Vice President  
Tim Andreas—Chief Steward



**CWA LOCAL 13500  
LIFEPATH BARGAINING REPORT # 1  
SEPTEMBER 22, 2020**

Bargaining opened today with your CWA Bargaining Team presenting a number of proposals including:

- Base Wage increases during the life of the contract
- Additional Holidays-Base Wage
- Improvements to the 401K plan
- Bereavement
- Improve and include Med-fill Stipend
- Include Fill-in employees in the contract
- Improve PTO accrual and payout
- Protect workers' pay when quarantined
- Establish a voluntary CWA political action fund
- Protect employee status and benefits when on Short Term Disability
- Improve Holiday Incentive pay and hours
- Provide Differential payment for Night and weekend work
- Improve Temporary Upgrades