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**Communications Workers of America**  
**Local 13500 AFL-CIO**



February 5, 2019

TO: CWA Local 13500 Members Employed by LifePath

RE: Employee Handbook

Dear CWA Members,

Recently, CWA was provided with an updated copy of LifePath's Employee Handbook. Upon review, we noticed there were a number of topics noted in the handbook that contained incorrect information.

CWA believes the correct information is important for you to know so we shared these errors with Karen Werkheiser, Director of Human Resources, but she declined to make the necessary corrections. We are very disappointed in LifePath's response.

Some of the areas of concern that were identified by CWA include;

- As a CWA represented employee, you are **NOT** an "at-will employee." Your employment is governed under the "just cause" provisions of your contract. Any inappropriate condition of employment or discipline may be challenged under the Grievance and Arbitration Procedure, if warranted.
- Our Short Term Disability (STD) benefits provide payment for thirteen (13) weeks, not twelve (12) weeks as noted in error in LifePath's Handbook. There is no requirement to use any of your Paid Time Off/PTO during or beyond the initial seven (7) day waiting period negotiated under the provisions of the (STD) Plan.

CWA has negotiated language in the Collective Bargaining Agreement (CBA) for all represented members of Local 13500. We find this handbook misrepresents some of the essential benefits and rights that you enjoy as a member of CWA Local 13500 that have been agreed upon.

If you ever believe that LifePath has not lived up to its obligations under the CBA, it is important to file a grievance immediately to preserve your rights.

If you have any questions about the content of your Employee Handbook, feel free to contact me at the number listed above or your Division office.

In Unity,

A handwritten signature in black ink, appearing to read "Julie Daloisio". The signature is written in a cursive style with a large initial "J".

Julie Daloisio