



Communications Worker of America, Local 1102  
3950 Amboy Road  
Staten Island, NY, 10308

President - Steve Lawton  
Vice President- Sam Cocozza  
Secretary Treasurer-Damian D'Albero

MEMORANDUM

3/16/20

**TO: All CWA Members at Conduent, 1150 South Ave**

**FROM: Rosa Flores & Carmen Arroyo, Chief Stewards, CWA LOCAL 1102**

**RE: PANDEMIC PROTOCOLS FOR CWA REPRESENTED EMPLOYEES**

Attention members are all CWA 1102 members.

We have been in constant communications with management about the current crisis. The union continues to raise concerns about high risk individuals and people in need of child care relief.

The company will be sending out a survey to all employees to gauge the needs of the workers. After the survey is complete the Company has stated that they are open to flexible scheduling for people who have hardships.

We have indicated to management that we would consider a letter of agreement that would release them from the 14 day requirement on schedule changes in the current contract.

We also spoke about those with extreme hardships both for illness or child care. These folks can take off without fear of points. However, we must stress, members may be required to prove their issues.

We will continue to raise concerns about the cleaning of the workplace and other protocols as the crisis escalates. We will hold a regular video call to discuss our response to the Coronavirus crisis at 8pm tonight.

Video call info: [meet.google.com/yfr-uehw-yzj](https://meet.google.com/yfr-uehw-yzj)