

# *Y*OUR EDUCATION BENEFITS FUND

Dear Member:

The Education Benefits described in this section are provided through the CWA Local 1180 Education Fund. This Fund is maintained through a trust, separate and distinct from the trust maintained for the Security Benefits Fund, the Legal Benefits Fund, and the Members' Annuity Fund.

The information contained in this section provides a description of the benefits provided by the Education Fund.

Sincerely,

Board of Trustees  
CWA Local 1180 Education Fund

**CWA Local 1180 Education Benefits Fund**

6 Harrison Street, 3<sup>rd</sup> Floor  
New York, NY 10013  
(212) 966-5353, Out-of-area (888) 966-5353  
[www.cwa1180.org](http://www.cwa1180.org)

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Gould, Kobrick & Schlapp, PC

## YOUR EDUCATION BENEFITS FUND

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### What Are The Benefits Provided By This Fund?

The benefits from this Fund cover the wide range of educational programs described below.

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### College Tuition Reimbursement

The College Tuition Reimbursement Program provides reimbursement of up to \$300 per semester beginning Fall Semester 2021, for tuition and/or registration fees if you successfully complete courses for which you earn college credit at any accredited college or for remediation courses given at a college or university. If you complete your course(s) with a passing mark and submit the required claim form, you will be reimbursed at the end of the term. The program will pay benefits for a maximum of three terms per year: Spring, Summer and Fall.

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### Book Reimbursement

If you are enrolled in a course covered by the College Tuition Reimbursement Program or CUNY School of Labor and Urban Studies, you can be reimbursed up to \$25 each of the three semesters (Spring, Summer, and Fall) for books related to the courses you are taking.

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**The CUNY School of Labor and Urban Studies (SLU)** serves working adults who seek to improve their professional skills, upgrade their qualifications, advance their careers, and deepen their understanding of the world. Established as a partnership between The City University of New York and New York City labor unions, SLU provides working adults increased opportunities to earn a college degree or certificate.

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### The School of Labor and Urban Studies Offers:

- Application assistance.
- Free tutoring and college preparation classes.
- Assistance with transfer credits and Life Experience credits.
- Convenient locations and Evening and weekend classes.
- Counseling services and Assistance with union tuition support and financial aid.
- Academic support and advisement.

**The Urban Leadership Program** is a special series of college courses subsidized by CWA Local 1180 Fund participants who are interested in advancing their careers and taking on

leadership roles in their union, workplace and/or community. The program offers courses in Urban Studies, Public Administration and Policy, Community Leadership, Healthcare Administration, Labor Relations, and Labor Studies. All courses in the series are offered for college credit and lead to either a certificate or college degree from the CUNY School of Labor and Urban Studies or Queens College.

**Benefits for 1180 Fund Participants:**

- 30 credits and most student fees towards undergraduate study and 24 credits and most student fees for graduate study in Urban Studies, Labor Studies, Public Administration and Health Care Administration.
- \$300 tuition reimbursement per semester that can be applied to cover the additional credits needed to complete your degree. However, you cannot receive the tuition reimbursement for a course which is being paid for under the CUNY SLU program.
- SLU Offers: MA in Labor Studies Scholarship at the CUNY School of Labor and Urban Studies.
- Diversity Scholarships in Labor Studies are available, and you must apply through CUNY SLU.
- Need and merit-based scholarships and Financial aid application assistance.

**Local 1180 Fund Participants will:**

- Earn higher education credits and credentials.
- Deepen their understanding of urban problems and issues.
- Improve their analytical skills.
- Expand their knowledge of government agencies, labor relations, urban planning, and the legislative and budgetary processes.

**Courses are designed to:**

- Engage Fund participants in generating new ideas for solving the City's most pressing challenges.
- Offer Fund participants the unique opportunity to participate in task forces on a wide range of public policy topics including social welfare, housing, health care, criminal justice, economic development, and education.
- Apply their experience as a public service professional to examining and challenging government policy and procedures and developing alternative policy recommendations.
- Prepare Fund participants for a leadership role in their workplace, union, and community.

**For More Information:**

- School of Labor and Urban Studies Manhattan Campus: 212.827.0200, [slu.cuny.edu/1180](http://slu.cuny.edu/1180)
- Queens College Campus: 718.997.3060, <https://slu.cuny.edu/worker-education/murphy-queens/>

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**Adult Education Program Tuition Reimbursement**

If you successfully complete courses in a job-related or job-advancement area in an Adult Education Program, you can receive reimbursement of the course fees up to a maximum of \$200 per year. The reimbursement will be made at the conclusion of the term .

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**Career Development Conferences**

If you attend a conference in a job-related or job-advancement area for Career Development, you can receive reimbursement up to a maximum of \$200 per year. The reimbursement will be made at the conclusion of the conference.

***NOTE: Combined reimbursement for Adult Education Courses and Career Development Conferences cannot exceed \$200 for all such benefits in a calendar year.***

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**Workplace Literacy Program**

The Fund develops and administers courses for Local 1180 members to upgrade and expand their skills in order to function more effectively on their jobs.

These courses are designed to assist the member in improving workplace skills in such areas as management, supervision, communications, computers, and personal development.

Program offerings are announced through the *Communiqué* and registration is done online at [www.cwa1180.org](http://www.cwa1180.org).

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**Exam Prep Courses**

The Fund develops and administers courses for Local 1180 bargaining unit members to assist them in preparing for civil service promotional examinations for titles in the bargaining unit.

Program offerings are announced through the *Communiqué* and registration is done online at [www.cwa1180.org](http://www.cwa1180.org).

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### **Who Is Eligible For Benefits?**

Education Fund Benefits are available to you if you meet the following requirements:

- You are employed in a covered title on the first day of class.
- You are an active, full-time, per annum employee. Part-time employees and employees on leaves of absence are not eligible.
- You work for an employer whose contract with CWA Local 1180 provides for contributions to the Local 1180 Education Fund.

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### **How Do You Apply For Benefits?**

If you want to take advantage of any of the benefits provided by the CWA Local 1180 Education Fund, contact our office for a claim form:

CWA Local 1180 Education Fund  
6 Harrison Street, 3<sup>rd</sup> Floor  
New York, NY 10013-2893  
1-212-966-5353  
[benefits@cwa1180.org](mailto:benefits@cwa1180.org)

You must submit:

- A separate claim form for each semester.
- Your bursar's receipt and/or financial statement showing tuition and registration fees paid.
- For reimbursement claims for Adult Education Courses and Adult Education Conferences, you must submit a paid receipt, a course or conference completion statement and complete the registration form following instructions on the form no later than 90 days after the completion of the Course or Conference.
- For Book Reimbursement Program, you must submit a paid receipt and complete the book reimbursement form no later than 90 days after the last day of class.
- The Fund shall determine, based on the certification and any other information provided, whether a course or conference qualifies for coverage on the basis that it is job related or will improve your opportunity for job advancement by enhancing your skills.

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### **No Duplication of Benefits**

You cannot receive duplicate benefits from the Education Fund. For example, you cannot receive tuition reimbursement from the College Tuition Reimbursement Program and the Adult Education Program for the same expense.

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## **Amendment or Termination of Benefits**

The benefits provided by this Fund may, from time to time, be changed, modified, augmented or discontinued by the Board of Trustees. The Board of Trustees adopts rules and regulations for the payment of benefits and all provisions of this Supplemental Plan Description are subject to such rules and regulations and to the Trust Agreement that established the Fund and governs its operations.

Your coverage will stop on the earliest of the following dates:

- When the Fund is terminated.
- When you are no longer eligible.
- When the Employer ceases to make contributions on your behalf to the Fund.

Benefits under this plan have been made available by the Trustees and are always subject to modification or termination in the exercise of the prudent discretion of the Trustees. No person acquires a vested right to such benefits either before or after his or her retirement. The Trustees may expand, modify or cancel the benefits for active members; change eligibility requirements; and otherwise exercise their prudent discretion at any time without legal right or recourse by an active member or any other person.

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## **Right to Appeal**

The Board of Trustees may change the benefits provided by this Fund. The Board of Trustees adopts rules and regulations for the payment of benefits and all provisions of this Supplemental Plan Description are subject to such rules and regulations and to the Trust Agreement that established and governs the Fund operations.

The Fund Office uniformly applies all rules. The action of the Fund Office is subject only to review by the Board of Trustees.

A member may request a review of action by submitting notice in writing to the Board of Trustees, CWA Local 1180 Education Fund, 6 Harrison Street, New York, New York, 10013.

The Trustees shall act on the appeal within a reasonable period of time and render their decision in writing, which shall be final and conclusive and binding on all persons.

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## **Other Educational Opportunities through DCAS**

In addition to the Education Fund benefits described above, the Trustees wish to inform you about other educational opportunities that are available through DCAS. For further information see <https://slu.cuny.edu/about/labor-community-employer-partners/dcas/>.