



DISCLOSURE MATERIALS

Certified B Corporations must complete a Disclosure Questionnaire to identify potentially sensitive issues related to the company (e.g. historical fines, sanctions, material litigation, or sensitive industry practices).

This component does not affect the company's score on the B Impact Assessment. If the company answers affirmatively to any items in the Disclosure Questionnaire and B Lab deems them to be material, the company must:

- 1) Be transparent about the disclosure issues identified on the company's public B Impact Report
- 2) Describe how the company has addressed this issue.
- 3) Demonstrate that management systems are in place to avoid similar issues from arising in the future.

In all cases, the Standards Advisory council reserves the right to refuse certification if the company is ultimately deemed not to uphold the spirit of the community.

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to background checks by B Lab staff. Background checks include a review of public records, news sources, and search engines for company names, brands, executives/founders, and other relevant topics.

Sensitive issues identified through background checks may or may not be within the scope of questions in the Disclosure Questionnaire, but undergo the same review process and are subject to the same possible review by the Standards Advisory Council, including ineligibility for B Corp Certification, required remediation, or disclosure.

This document contains a copy of the company's completed Disclosure Questionnaire and related disclosure documentation provided by the company.



DISCLOSURE QUESTIONNAIRE

Company Name: Cooperative Home Care Associates
Date Submitted: 04/21/2023

Industries & Products	Yes	No
Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.		
Animal Products or Services		✓
Biodiversity Impacts		✓
Chemicals		✓
Company Explanation Of Disclosure Item Flags		✓
Disclosure Alcohol		✓
Disclosure Firearms Weapons		✓
Disclosure Mining		✓
Disclosure Pornography		✓
Disclosure Tobacco		✓
Energy and Emissions Intensive Industries		✓
Fossil fuels		✓
Gambling		✓
Genetically Modified Organisms		✓
Illegal Products or Subject to Phase Out		✓
Industries at Risk of Human Rights Violations		✓
Monoculture Agriculture		✓
Nuclear Power or Hazardous Materials		✓
Payday, Short Term, or High Interest Lending		✓
Water Intensive Industries		✓
Tax Advisory Services		✓

Supply Chain Disclosures	Yes	No
Please indicate if any of the following statements are true regarding your company's significant suppliers.		
Business in Conflict Zones		✓
Child or Forced Labor		✓
Negative Environmental Impact		✓
Negative Social Impact		✓
Other		✓

Outcomes & Penalties	True	False
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.		
Anti-Competitive Behavior		✓
Breaches of Confidential Information		✓
Bribery, Fraud, or Corruption		✓
Company Explanation Of Disclosure Item Flags		✓
Company has filed for bankruptcy		✓
Consumer Protection		✓
Financial Reporting, Taxes, Investments, or Loans		✓
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)		✓
Labor Issues		✓
Large Scale Land Conversion, Acquisition, or Relocation		✓
Litigation or Arbitration	✓	
On-Site Fatality		✓
Penalties Assessed For Environmental Issues		✓
Political Contributions or International Affairs		✓
Recalls		✓
Significant Layoffs		✓
Violation of Indigenous Peoples Rights		✓
Other		✓

Practices	True	False
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."		
Animal Testing		✓
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)		✓
Company Explanation Of Disclosure Item Flags		✓
Company prohibits freedom of association/collective bargaining		✓
Company workers are prisoners		✓
Conduct Business in Conflict Zones		✓
Confirmation of Right to Work		✓
Does not transparently report corporate financials to government		✓
Employs Individuals on Zero-Hour Contracts		✓
Facilities located in sensitive ecosystems		✓
ID Cards Withheld or Penalties for Resignation		✓
No formal Registration Under Domestic Regulations		✓
No signed employment contracts for all workers		✓
Overtime For Hourly Workers Is Compulsory		✓
Payslips not provided to show wage calculation and deductions		✓
Sale of Data		✓
Tax Reduction Through Corporate Shells		✓
Workers cannot leave site during non-working hours		✓
Workers not Provided Clean Drinking Water or Toilets		✓
Workers paid below minimum wage		✓
Workers Under Bond		✓
Other		✓



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY: Cooperative Home Care Associates UPDATED AS OF: 04/21/2023

DISCLOSURE QUESTIONNAIRE CATEGORY	Litigation, Arbitration, and/or Penalties
ISSUE DATE	January 2019
TOPIC	Litigation, Arbitration, and/or Penalties related to Workers Union Litigation
SUMMARY OF ISSUE	<p>On January 2, 2019, 1199 SEIU United Healthcare Workers East filed an industry-wide grievance (the "Grievance") on behalf of current and former 1199 Union Bargaining Unit Members against forty-two (42) home health care agencies ("Employers") with Collective Bargaining Agreements with the 1199 Union.</p> <p>1199's Grievance covered claims that Employers did not pay employees certain required wages including interruptions to rest and meal breaks on 24-hour (live-in) cases, overtime pay from January 1, 2015-October 12, 2015, spread of hours pay, and travel time pay, and a claim that the Employers did not provide employees with proper pay notices and paystubs ("Covered Claims").</p> <p>The Grievance was heard by the Arbitrator pursuant to the CBAs. On February 25, 2022, the Arbitrator issued an Award. The Arbitrator found that the 1199 Union had established claims for wages and damages on behalf of Bargaining Unit Members. The Arbitrator's Award directed the forty-two (42) Employers to make payments in the total amount of approximately \$32,500,000 to a special wage fund, from which payments will be made to eligible home health aides who timely submit a claim.</p>
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	Cooperative Home Care Associates had to pay a sum of \$1,307,250 (2.2% of revenue) as a settlement
IMPACT ON STAKEHOLDERS	<p>CHCA staff were affected by not receiving rightful wages in the time period specified.</p> <p>Home Care Workers in New York City were affected by not receiving rightful wages for a coverage period from January 2, 2023 - October 31, 2021.</p> <p>It is estimated that 56,000 home care workers in NYC were impacted. CHCA has always and continues to pay workers their rightful wages.</p>
RESOLUTION	<p>The case was settled with payment in 2022.</p> <p>The Grievance was heard by the Arbitrator pursuant to the CBAs. On February 25, 2022, the Arbitrator issued an Award. The Arbitrator found that the 1199 Union had established claims for wages and damages on behalf of Bargaining Unit Members. The Arbitrator's Award directed the forty-two (42) Employers to make payments in the total amount of approximately \$32,500,000 to a special wage fund, from which payments will be made to eligible home health aides who timely submit a claim.</p>
MANAGEMENT PRACTICES	<p>CHCA has policies and procedures established in order to record and pay when employees working on 24-hour (live-in) cases have interrupted sleep and meal times.</p> <p>CHCA keeps a log of sleep in cases and HCWs report when they are unable to get uninterrupted rest and meals. If a HCW reports that their rest and/or meals were interrupted, they received full payment for those 8 hours</p>
RELATED INCIDENTS (YES/NO)	No