

COMMUNIQUE



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Working to Elect More Women into Political Office

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Politics has never been overly welcoming to women. That is why, as the first black female Congresswoman Shirley Chisholm put it, "if they don't give you a seat at the table, bring a folding chair."

While much progress has been made in the name of gender equality, the battle continues. Despite being a majority of the voting population, women are grossly underrepresented at all levels of government. In fact, female representation has actually declined since 2009.

A New York City initiative called 21 in '21 wants to change all that.

21 in '21's goal is to have at least 21 women in the New York City Council's body of 51 members by 2021 to start leveling out the gender playing field within government. While this is definitely a good start, it still falls far short. The 21 in '21 effort prepares female candidates through supporting, training, and networking, as a means of increasing the gender diversity of that legislative body, which oversees a \$93 billion budget. Holding a City Council seat is considered by many as the first step in women running for higher offices like governor, the State Legislature, and Congress. Just look at former Council member Melinda Katz who went on to become a State Assembly member, Queens Borough President, and now has a great shot at becoming the next Queens District Attorney. Or Letitia James who served for a decade on the City Council before becoming the City's Public Advocate and then New York State's first female and first African American Attorney General.

Unfortunately, the number of women in the City Council has declined from a high of 18 in 2009 to its current number of 11. When almost 79% of the Council's members are men, male points of view dominate at City Hall. And in New York State government, the numbers aren't much better. Out of 63 Senators, only 17 are female, and out of 150 Assembly members, only 40 are female. If the majority of New Yorkers — 52% — are female, why are so many men still making decisions on behalf of women?

"21 in '21 is ready to help shape the future of our female leaders in New York City and help make the suffragettes movement from more than a century ago a reality now to create true, equal power," said Local 1180 President Gloria Middleton, the first African American and the first female to lead the 9,000 active member union. "There are so many issues pertinent to women that are being discussed and addressed predominantly by men. This is just wrong. The tide started turning after the election of the misogynistic #45 as president, and now more women across the nation are standing up and announcing their intent to run for office. In order for women to have equal rights, we need to have an equal say, and the only way for us to have equal say is for us to have equal representation."

She said women's life experiences are different than men's, and it is these unique experiences that make women great candidates. "We know what it's like to be discriminated against simply because we are women. We know how much harder we have to work than men to break the glass ceiling. We know what it's like to have to juggle families, children, and a career," Middleton said. It's the latter that's often the largest hindrance. "How many balls can women successfully juggle?" she asked.

Scott Levenson of The Advance Group, a political consultant for Local 1180, said entering a field predominantly and historically controlled by men is not so easy. "The problem is finding women who can win. That requires skills and determination. The male-dominated political world can be extremely tough to enter as a woman, not to mention navigate, and there are structural as well as societal obstacles in the way of women attaining equal power," he said.

According to 21 in '21, "in the face of societal hurdles" such as a slim pay check and family responsibilities, "many women haven't run for office despite studies showing that women win as often as men."



In order for women to have equal rights, we need to have an equal say, and the only way for us to have equal say is for us to have equal representation.

— Gloria Middleton, CWA Local 1180 President

Middleton reminds us that the time and cost it takes to run a successful campaign are often a hindrance to women who are not only working fulltime, but also raising families. This makes the battle even more important. No issue is gender-exclusive, and decisions made in the City Council affect us all. In order for all voices to be represented, we must seek equal representation and make the City Council reflective of the world we live in. It's time to "reinvent the boys club of politics", as Middleton put it, and make it the peoples' hub it is meant to be.

Women taking an interest in politics is not even limited to New York City or state. Emily's List, a national organization dedicated to helping women win elected office, said more than a year ago that 30,000 women had at that point contacted them about running for office after the 2016 elections. During the two years of the 2016 election cycle, the group was contacted by 920 women, which was a record at the time, according to an article in *The New York Times*. The movement has definitely been ignited by the Women's March, the #MeToo and Time's Up movements, and the allegations of sexual abuse against President Trump.

"That would be the silver lining in his presidency," Middleton said. "His attacks on women, his name calling, misogyny, sexual harassment allegations, and crude comments all brought about the resurgence of women into the political realm. In essence, his election served as a serious call to action. His outspoken misogyny can become nicely ironic for female empowerment, if used as a tool of encouragement for women to speak out and stand up for ourselves."

Indeed, the tides have begun to turn: women are running for office in record numbers. In order to reach the goal of having 21 female New York City Council members in 2021, 10 new women must be elected — a rather large number when only six have even tossed their names into the ring so far. It is time to make New York equal to all who call it home.

The New York City Council Women's Caucus recently issued a report that identified one of the main causes of the gap between genders on the City Council — the "political ambition gap." According to the report, women are often forced to choose between their careers and their families, which limits the pool of female applicants for political office. Women also tend to underestimate their qualifications as a candidate while overestimating the barriers to victory. Middleton said that while it's validating to have the report state what a majority of women already knew, the bigger question is what to do with that information.

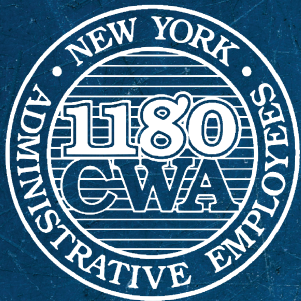
While there has definitely been progress in the past several years, men still dominate local, state, and national politics. Part of the problem, at least in New York State, could be attributed to the fact that a municipal employee, like those represented by Local 1180, who wish to run for office on a municipality's council, must take a leave of absence from their jobs prior to filing a nomination form. That leaves far too many highly-qualified women ruling out a run for political office if they are the sole or majority breadwinner of their family, as a leave of absence equates to a leave of income.

Levenson said that New York City's electoral system's financial assistance can at least assuage the financial burden of running a campaign, but does nothing to make sure a candidate still has a personal income. The Campaign Finance Board matches every dollar donated to a campaign up to \$175 at an eight-to-one ratio. That means every \$10 donation becomes \$80, making it somewhat easier for women from every neighborhood and every background to vie to represent their communities in the Council. As previously mentioned, the majority of the voting population is already female, so the path is set for women to once again make history in politics, and 21 in '21 wants to make sure this dream becomes a reality.

There is no better time than right now for women to run for City Council, as there will be three dozen term-limited Council members in 2021. "In order to be successful, though," Middleton says, "we not only need female candidates, we need women to support them and work on these campaigns. To paraphrase an age-old quote, 'Behind every great woman, there's a great woman.' Let's help our empowered female pioneers running for office, encourage even more women to run for City Council, and break ground for women in and out of politics, for today, tomorrow, and the future of equality yet to come."

In fact, this concept is in our New York roots, dating back to January 1, 1919, when New York's first female legislators arrived at the State Assembly. The first two female assembly members, Ida Sammis from Long Island and Mary Lilly from New York City, proudly took their seats among a sea of men. Without open arms to welcome them to the men's club, their folding chairs were provided to them by the Sergeant at Arms as they had not brought their own.

Let us maintain the tradition of pioneering gender equality and women's rights, as proud New Yorkers have done before us. More women in elected office can become a reality, and Local 1180 will do whatever it can to ensure the goal of 21 in '21 is met. ■



If YOU didn't sign the
EEO Settlement
Paperwork yet

DO IT NOW!

We need **90%** of the **2,031**
Administrative Managers
in the lawsuit to opt in. That's **1,828!**

Below is the link to the online registry

<https://rightsignature.com/forms/CWA-RELEASE-AND-W-f77580/token/5db0212dac1>

You can also sign today by going to the Union's website
homepage at www.cwa1180.org & clicking on the link

If you need ANY assistance filling out the forms, please call
the Local 1180 office at 212.226.6565, Monday-Friday from
9 a.m. - 4:30 p.m. and someone will walk you through the entire process.



GLORIA MIDDLETON

President

Don't Be Confused: Contract Negotiations & the EEO Settlement Are Not the Same Thing

There are two pressing items currently on the minds of our members — contract negotiations that will bring about pay raises, and the EEO Case settlement.

Based on comments on our social media sites in the past month or so, there seems to be tremendous confusion between the two, which are actually totally separate entities. The only thing they have in common is that they are at the top of the “hot topic” list at the same time.

Collective bargaining with the City of New York for a new contract began in October 2018 when we first elected our Local's Bargaining Committee. Once the Committee reviewed and organized the demands resulting from the surveys that were sent to the entire membership for their input, we then had to notify the Mayor's Office of Labor Relations (OLR) that we were ready to sit down and start negotiations.

Since many of our members are new, and even for those who aren't, I want to touch on the process. However, for a more detailed account of why the bargaining process

The most common question we get from members is “How come DC 37 members have their raises and we don't”? The answer is simple. DC 37 holds the bargaining certificate for **all** city workers and therefore is the first to negotiate with the City. What DC 37 agrees to regarding pay increase percentages sets the pattern for all other locals, including ours. Since we work under the auspices of the citywide agreement, we collaborate with other unions under the MLC to negotiate citywide issues.

Once DC 37 has finished negotiations and ratifies the terms, only then we can request a date to sit at the bargaining table, once our internal processed is finished, and negotiate on the 1180 unit agreement.

At our first meeting on March 18, 2019, we presented our bargaining demands. The second on April 4 was a technical meeting to discuss costs associated with our economic demands, and on April 15 we presented our Department of Education bargaining demands. We also met on June 24, 2019, to receive a response from the Technical Committee on the costs for our demands.

Once we reach an agreement, the ball is in your court. It will be up to every one of our members to vote on ratifying the contract. When we have reached that stage, you will be contacted with a mailing, an email blast, and our regular social media posts to let you know the terms and to get you to vote.

One important thing to remember as this process goes forward is that **your raises will be retroactive to the date the previous contract expired**. That means the money from the final economic agreement will begin from the first date of this new contract. You are not losing out on salary increases; you are not forfeiting anything while we work to get our unit contract finalized. Please keep in mind that while our contract expired in 2018, there are many city unions whose contracts expired as far back as 2015, 2016, and 2017.

Now on to the next major topic — **the EEO settlement**. After more than five years of trying to get the City to right its wrongs by paying most women and minority Administrative Managers less than their white, male counterparts, we finally came to terms on our lawsuit. We brought those terms to our Administrative Managers Bargaining Committee at a special meeting back in 2017 where the Committee agreed that rather than continue to fight in court for more — a process that could have gone on indefinitely — we should settle with the City.

As you know, we need 90 percent of the Admin Managers included in the lawsuit to sign the settlement paperwork and return it to the office. That paperwork has been mailed to everyone, it has been **emailed twice** to everyone with addresses on file in our office, a link to the online forms is on the homepage of our website, and our Staff Reps and Shop Stewards are making individual phone calls and reaching out at site meetings and at work. We are keeping everyone updated on our social media pages and **quickly answering** both private questions sent to us on Facebook as well as those posted publicly.

I understand everyone's concern that we are not yet at 90 percent. However, **we WILL get there**. Many of our Administrative Managers (and even some in other titles) have contacted the office to find out who works at their sites that they can approach to sign the paperwork. We also discovered that some of our members on the list have retired or moved on to other jobs outside of City service. **Please understand, if you were in the title between December 2013 and April 30, 2017 you ARE entitled to some portion of the settlement, whether or not you are in the title now**. We appreciate everyone's efforts as this shows, yet again, how well we do when we all work together.

Once you have signed the paperwork and returned it to the Local 1180 office, we then have to categorize and scan it all in. This is a process. In the meantime, you might receive a phone call asking you to fill out the paperwork when you already have. It just means that phone calls and our scanning have crossed paths. To paraphrase an old adage, better to be contacted twice than not at all. Please know that in order for there not to be any glitches at the end, we are triple checking all the paperwork to make sure it is all accurate and complete as we scan.

Finishing off negotiations for our contract and reaching 90 percent of our Admin Managers are our two main goals for the summer. As President, I have received many congratulations on our EEO settlement win from members, politicians, and the public at large. No one does this job alone. The members most of all must support their union and be the voice of the union in their workplaces, their communities, and their places of worship. The Executive Board and former President Arthur Cheliotos started this journey in 2013. We are nearing the end of the road and we just want to say thank you for all your support! ■

Your raises will be retroactive to the date the previous contract expired. That means the money from the final economic agreement will begin the first date of this new contract, which is May 6, 2018.

seems to take so long, I would refer you to our story on page 8 of this newsletter. Our first meeting involved presenting our demands to City representatives, who then had to review these demands, assign a cost to them, prepare their list of questions, and come back for a second meeting. This back and forth — the negotiation process — involves many meetings. While we would love if it only took a couple, it doesn't. After all, we are looking to get our members the best contract we can buy with the funds allocated to us.

It's important to remember that Local 1180 is not the only labor union negotiating with the City right now. There are hundreds of locals all at the bargaining table at the same time. To date, we have had four meetings (by the time of this publication), and are still negotiating how the funds will be allocated, specifically the Additional Compensation Fund, which supplies our additions to gross and assignment differentials.

UNION HOLDS ADMINISTRATIVE MANAGER MEETING **EEO** TO DISCUSS SETTLEMENT TERMS

The room was overflowing with hundreds of Administrative Managers who came out for a special April meeting to hear about the EEO settlement the union reached with the City. After a five-plus-year battle, Admin Managers were especially eager to hear what they would be receiving.

Local 1180 President Gloria Middleton, First Vice President Gina Strickland, and Secretary-Treasurer Robin Blair-Batte spent weeks preparing for the enormous turnout by making 900 copies of the settlement package, arranging for more than a dozen notaries, and securing a space large enough to accommodate the crowd.

Questions were abundant but officers and staff did their best to answer each one. "The meeting was overwhelming for so many members who often had individual questions about how the settlement would impact them personally," Middleton said. "Any questions that were too member-specific or that we didn't have time to answer in the three hours we allotted for the meeting were answered directly with a phone call later that week to members."

Local 1180 was able to notarize hundreds of completed sets of paperwork that evening. With multiple notaries on staff at the Union, members have been stopping by daily with their completed forms to have them notarized. "We appreciate all those members who stayed that night and waited to have their paperwork notarized," she said. Second Vice President Gerald Brown even solicited members from the audience who are notaries to help out.

In order for the settlement to be finalized, at least 90 percent of the 2,031 Admin Managers in the lawsuit must opt in. The union's officers, executive board, staff reps,





and shop stewards are all focusing on individual phone calls and site visits to make sure that 90 percent mark is met. As of the time this magazine went to press, more than 83 percent had signed onto the lawsuit.

“We have so many members who have contacted the union to offer their assistance in reaching out to our Admin Managers,” Middleton said. “Everyone working together is how we will reach our goal. And we will reach it.”

Middleton pointed out that prior to the *Janus v AFSCME* Supreme Court decision one year ago, Local 1180 had almost 3,500 members who had not signed dues cards. Today, there are only a handful remaining. “We were successful then in finding every member, no matter where they work, and we had to reach almost twice the number of members than we do now.”

Summary of EEO Lawsuit Settlement

Which Administrative Managers are included in the settlement? Administrative Managers Non Managerial are eligible if they were in title from December 1, 2013 through April 30, 2017, AND they were employed at any agency OTHER than Transit

There are three parts to the settlement:

Part I – Title VII Backpay

This is based on race and gender, and is available to everyone with time in title. The total amount is \$5.6 million and will be awarded based on various factors including time in title, race, gender, and how many people opt into the settlement.

Part II – Stepping Process

This is to bring those Administrative Managers at the low end of the minimum wage range up to a higher minimum based on years of service in the title. Those under the maximum will receive Step increases based on their years of service. Once the settlement has been approved by the magistrate, there will be three levels for Administrative Managers non managerial title based on job specifications that are detailed in the Notice of Release. Those above the maximum in each level will not be entitled to the Step process but will continue to receive contractual increases. The minimums are retroactive to October 2018 and the approximate payout for retro pay for those eligible is \$5 million.

Part III – Annuity Fund Payment

Annuity fund payments in the amount of \$5.3 million are for the full class of members.

In addition to the financial benefits outlined above, this settlement creates other equitable relief and opportunities for members, including but not limited to an educational fund payment of \$100 per member per year, a committee set up to review pay practices, and annual data disclosure to ensure non-discriminatory pay practices.

“Everyone in the class based on dates in title will get at least two parts of the settlement, the Title VII back pay and the annuity payment,” Middleton said. “Only those on the lower end of the minimum salary will get retro pay as part of the Stepping process. However, depending on your current salary and years of service, those at each level, if they fall under the maximum, will be entitled to the Step increases going forward.”

She said that for those members placed at the wrong level in their agencies, there will be a process going forward with a Labor-Management Committee that may lead to arbitration if not settled to ensure members are placed at the correct level.

For those members without a current annuity account, once final approval of the settlement happens, Annuity Fund administrators will send papers for enrollment and beneficiary assignment.



How to Fill Out the Settlement Paperwork

1. All Administrative Managers in title during the time period of the lawsuit received paperwork in the mail. It was also emailed to you from the Local 1180 email blast system as long as you have an accurate personal and/or work email on file. You can also go to the union’s website at www.cwa1180.org and right on the top of the homepage is a link to fill out the paperwork electronically.
2. If you fill out the paperwork mailed to you, you MUST have it notarized before sending it to the union office. If mailing it, we suggest you send it certified return receipt so you know we received it.
3. If you fill out the paperwork electronically via the link either in the email you received or by clicking on the link on the union’s website, you will not need to have it notarized.
4. Once you submit the paperwork online, you will receive a confirmation email that contains a copy of your completed paperwork. You MUST email that copy to the union at staffrepervices@cwa1180.org
5. We also need verification of your dates in titles. Please submit this information to the union via email at staffrepervices@cwa1180.org

If you need help filling out the paperwork or have any questions, please call the union office at 212.226.6565, Monday-Friday from 9 a.m.-4:30 p.m. and we will walk you through the entire process. ■



COLLECTIVE BARGAINING

IT'S NOT AS SIMPLE AS ONE & DONE

Collective bargaining is the process by which unions representing their members negotiate contracts with the City or other employer to determine terms of employment, including pay, benefits, hours, leave, job health and safety policies, and ways to balance work and family. While it sounds simple, it's anything but.

The reality of the process is that Local 1180 has one goal in mind and the City has another — the Union wants to get the most it can for its members, and the City wants to give the least.

There are so many moving parts to the negotiating process that coming to terms on an agreement takes at a minimum several months, and sometimes even years. Just ask those unions that have been out of contract since 2015 and earlier.

"The contract bargaining process can be long and frustrating for our members, who are rightfully anxious to receive their raises and back money," said President Gloria Middleton. "We are keeping everyone informed with whatever information we have, but there just isn't that much to report. We have had four meetings so far, and we are making progress with each one. However, we cannot possibly predict a date when we will be finished as there is so much back and forth in order for us to get the best agreement with the most benefits we can for our members."

As soon as an agreement with the City is reached, members will receive retroactive pay to the date that the previous contract ended on May 5, 2018. Middleton said members are not losing out on any money as negotiations continue. DC 37, which holds the citywide bargaining certificate, is always the first to negotiate. While it appears that they resolved their contract quickly, the fact is that there were years of behind-the-scenes negotiating that the public did not see. Since Local 1180 operates under the auspices of the citywide agreement, we collaborate with other unions under the MLC to negotiate citywide issues.

Middleton said it would not be in anyone's best interest for the union to sit at the bargaining table and accept what the city offers, because members would not be happy with the outcome.

The chart below is a small indication of what the process looks like and why it is so lengthy. "We all wish this could be a 'one-and-done,' but it's not. The city negotiates with hundreds of locals, all of which want their contract done first. Every local takes a number and has to wait their turn. So much goes into the process that members just don't see," she said. ■





GINA STRICKLAND

First Vice President

One Year Post Janus & Unions Are Stronger Than Ever

The naysayers said we wouldn't survive. They said the *Janus* case would be our demise. The nail in our coffin. The end of the labor movement as we knew it.

They were wrong.

One year after the United States Supreme Court ruled against organized labor in the case of *Janus v. AFSCME* — a landmark decision that came on June 27, 2018 — unions are stronger than ever. We have regrouped, revamped, recharged, and we are rejuvenated. The old adage of “we've always done it that way” had to remain an old adage if we were going to survive. Our new adage became #strongertogether — and stronger we are.

The high court thought they were shutting off a crucial source of revenue for unions representing government workers when they

Janus would prompt government workers to quit unions in throngs, driving down unions' revenues even further, but that's not what happened.

According to one published report, studies show that eight of the nine largest unions that already filed full-year 2018 data with the Labor Department reported financial gains in that year totaling a combined \$379,384,917.

Further, a POLITICO review of 10 large public employee unions indicates that while they lost a combined 309,612 *fee payers* in 2018, all but one reported more money at the end of 2018. And collectively, the 10 unions reported a **gain of 132,312 dues-paying members**.

So what happened that the naysayers are now shaking their heads one year later as public employee unions are weathering *Janus* just fine?

The answer is actually quite simple. The outcome of the *Janus* case was so predictable that unions were prepared for it. By changing the way we did business, by enhancing our communications and member outreach, by tightening our belts, and by arming ourselves with the information we needed to stand strong against right-to-work and other conservative groups, we have been able to succeed in the face of adversity.

For anyone who does not remember what the *Janus* case was all about, the supposed rationale was that fair-share fees were compelled political speech that violated non-union members' First Amendment rights. Public employee unions were already barred from using fair-share fees to pay for political activities; the fees could be used only to pay for collective bargaining. But the lawsuits argued that even collective bargaining constituted political speech when performed by a union that represented government employees. Bottom line though, is that the *Janus* case was really about destruction — it just didn't play out the way so many predicted.

In fact, the 1.3 million-member AFSCME, which was the defendant in *Janus*, actually gained nearly 28,000 members in 2018. Who would have thought?

The fight is far from over, however. There are at least a few dozen pending lawsuits in various states that seek to further refine the relationship between public sector employees, their unions, and governments. I actually came across an interesting term

for these lawsuits: “clawback” cases. These lawsuits are ones filed on behalf of those seeking a refund of past union dues, an end to time limits on when objecting employees can withdraw from unions, or to challenge unions' right to exclusively negotiate with employers on workers' behalf.

In the past year, we have seen more of our members get involved. I strongly believe this is in response to the *Janus* case and members' understanding that without unions, there is no future.

It's past time for groups like the National Right To Work Foundation to back down and stop grasping at alternative straws as a means of taking down our country's labor movement. Conservative groups are working to reverse the trend of rising membership rates. “I'm sticking with my union” has become the rally cry of hundreds of thousands countrywide.

As an aside, where is Mark Janus now? He is continuing to advocate for a group he refers to as “workers seeking freedom from public unions.” While he originally planned to return to his job in state government after the case, he is now working for the conservative advocacy group that helped bring his lawsuit. He claims his job is to “go out and let these people know that they do have a choice and they can make a decision on their own.”

Mark Janus, union members can make their own decisions. They can do their own research. They can withdraw from their union if they want. They aren't.

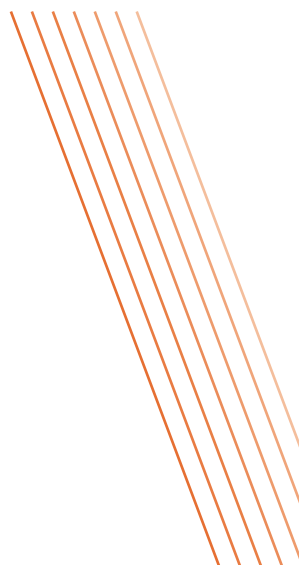
Mark Janus, you have had your 15 minutes of fame. Now it's time for you to step aside for good and let labor do what labor does best — continue to be a voice for the working middle class who struggle to make ends meet. ■

One year after the United States Supreme Court rules against organized labor in the case of *Janus v. AFSCME* — a landmark decision that came on June 27, 2018 — unions are stronger than ever.

deemed that mandatory fees collected from union nonmembers to cover their share of collective bargaining costs could no longer be collected. Despite this ruling, public sector unions like Local 1180 are far from on the brink of collapse as was predicted by right-wing groups whose sole intent was destruction.

Intense planning and preparation by our union and others alleviated the initial blow. Yet, predictions ran the gamut on the *Janus* spectrum including a mass exodus of members. Guess what? That just didn't happen. While at 1180 we went into the game with more than 3,500 members without signed dues cards, **we are now at more than 98 percent membership**. That's thanks to our due diligence and determination to reach out to every single one of those members and talk about organized labor, the benefits, and what it means to sign a card. We will increase our efforts, double down on outreach, and strive for the ultimate goal of 100 percent of those we represent signing dues cards.

We are far from alone. Unions throughout New York City and beyond have striking membership gains. As reported ad nauseum after the SCOTUS decision, many anticipated



MEMBERS IN ACTION

A Woman of Substance



At the March General Membership Meeting, the CWA Local 1180 Women's Committee honored President Gloria Middleton as a "Woman of Substance" as part of Women's History Month. The Committee put together a special presentation that included many photos of President Middleton in action throughout the years as both Secretary-Treasurer and as President. Committee Chair Denise Gilliam said, "President Middleton is a true example of what it means for a woman to take the reigns and run with them. She has proven herself time and again as our leader and has set an example in the labor movement for others to follow." ■

We The People

At a time when our nation's charter is under attack on multiple fronts, We the People must reclaim our Constitution and stand up for the rights and values it embodies. We must pledge to continue to make its promises a reality for all. From March 31-April 2, Local 1180 members marched in Washington D.C. with locals from across the country as part of the 2019 We The People rally. Staff Representative Venus Colon-Williams traveled with members Ingrid Brown Lewis and Alicia Smith to show the union's support for American workers. ■



Housing & Rent Regulation Hearing



On May 16, Local 1180 members attended the Senate Housing Hearing: Rent Regulation & Tenant Protection. From left: Deborah Valentin, CWA Organizing Coordinator; Betty McFadden, Shop Steward; Claudine Murphy, Membership Brigade; Helen S. Jarrett, CWA Mobilization Coordinator & Executive Board member; Dana Holland, Shop Steward; and Gladys Murria, Membership Brigade. On the panel were Senators Mike Gianaris, Julia Salazar, John Liu, Zellnor Myrie, Brian Kavanagh, Liz Krueger, Gustavo Rivera, Robert Jackson, and Brad Hoylman. Assemblymembers Walter Mosely and Diana Richardson were present but not on the panel. There were many heated and staunch protesters on the side of landlords and developers who claim they need to do a Major Capital Improvement (MCI), which is detrimental to the majority of all renters. MCIs either increase rents tremendously and price out renters in a city that already has overinflated housing costs. ■



Enhanced Shop Steward Training on Weingarten Rights

Local 1180 has started a new initiative to provide Shop Stewards with more regular updates and training throughout the year. We kicked off with a training in March on Weingarten Rights and how to accompany a member to a disciplinary hearing. The event was facilitated by Staff Representatives Kevin Hines and Lena Solow. These trainings are for members of both the public and private sectors so that we can all learn from each other. Stewards brainstormed good techniques and then participated in role plays where they practiced using their skills to defend members in disciplinary situations. ■

Disability Committee Chair Testifies at Hearing

Edward Yood, Chair of CWA Local 1180's Committee on People with Disabilities, testified recently at a hearing in support of building enough elevators and ramps to make the City's subway system accessible for those with mobility and other disabilities.



"Our mission is to promote the status and careers of disabled persons in the workplace, the union, the local, and society," Yood said. "We support the Center for Independence of the Disabled's court case to build enough elevators and ramps to make the subways accessible for all people with mobility and other disabilities and comply with the Americans with Disabilities Act. As public sector NYC administrative workers, we say that it is not acceptable in the great City of New York for less than 20% of New York subway system stations and lines to have elevators, the lowest of any major U.S. city.

"Elevators are needed by New Yorkers with disabilities, parents of small children who try to transport them in baby carriages, and seniors, including many of our own active and retired members. More than 90% of our union's members are women and people of color. Just as our union is fighting against violations of the 1963 Equal Pay Act and the 1964 Civil Rights Act in which our members who are women or people of color are paid much less than white males for doing the same work, we also oppose any discrimination against people with disabilities," he said. "Let's work together and try to find a way to build many more elevators and ramps and make all New York City subways and subway lines accessible. An injury to one is an injury to all." ■

Justice Ball for All

The Black Institute held its ninth annual Justice for All Ball, with this year's theme as "The Law & Order". The May 23rd event honored NYS Attorney General Tish James, Congressman Hakeem Jeffries, The Ken Thompson Social Justice Fund, and Sanford Rubenstein, Esq. The gala celebrated the work TBI accomplished throughout the year and honored those who have made a difference in our communities. Last year President Gloria Middleton was one of the honorees. Attending this year's event representing Local 1180 were (front row): Monise Etienne, Shop Steward-Comptroller's Office; Carmen Carter, Shop Steward-DCAS; George Johnson, Shop Steward-HRA; Sharon Hepburn, Activist-Comptroller's Office; and in back row: Verna Finley, Shop Steward-NYCHA; Carol Griffith, Shop Steward-NYPD; Debera Tyndall, Shop Steward-Kings County Hospital; Ava Harris-Green, Shop Steward-DEP; Floretha Bryant, Shop Steward-Correction; Ava George, Shop Steward-DEP; Verhay Gill-Lewis, Shop Steward-Brooklyn DA's Office; Norma Lynch, Shop Steward-HRA; and Jose Charles, Shop Steward-Kings County Hospital. ■



MEMBERS IN ACTION

Future in Focus



Civil Rights and Equity/Community Service Committee Chair Hazel O. Worley, and members Debera Tyndall and Carol Griffith, participated in the New York City Central Labor Council's recent Future in Focus fair. This incredible event gave high school students the opportunity to connect with representatives from a variety of city unions, and for union leaders to educate tomorrow's generation on the benefits of unionized career paths. The day was jam-packed with students from high school students from across the five boroughs who were filled with plenty of questions on everything from how to get a union job, to what unions do, to how younger members can get involved. Union leaders emphasized the importance of an education and how even working members go back to school to further enhance their careers. There was plenty of discussion on how union jobs are more secure jobs. Pictured above: union leaders attending the event, and Member-at-Large Hazel O. Worley. ■



Local 1180 Lupus Walkers



Thanks to Verna Finley, the CWA Local 1180 Civil Rights and Equity/Community Service Committee is now an official sponsor of the New York City Regional Area Lupus Foundation. As a member of the committee, Finley took the helm at getting the union involved in the Lupus walk by educating and informing members about this epidemic that impacts so many. On May 4, Committee members Marilyn Gipson, Stephanie Lindo-Avera, Verna Finley, Teesha Foreman, Debera Tyndall, Dhankumarie Singroy, Carmen Carter, Jacqueline Frazier, Valerie Francis, and Tidrea Ravenell, didn't allow a few rain drops to stop them from walking in their first Lupus Walk.

With funds for Lupus research desperately needed, the committee held its first fundraiser at the "Justice on Trial: Black Lives Matter, Too, The Play." Committee members, Executive Board members, 1180 members and retirees attended, where President Gloria Middleton was honored. The play producer said he was impressed when he learned about Local 1180 and the "history-making moment that we were embarking on. What better time than now to pay homage to a person as worthy of praise as CWA Local 1180 President Gloria Middleton," he said. Sadly, due to the untimely death of Middleton's nephew, she was unable to attend the event, so Worley accepted the award in her place.

At the April membership meeting, NYC LUPUS Regional Engagement & Development Director Monica Smith expressed her gratitude to Local 1180 for partnering with the Foundation. With proceeds from the sale of tickets to the play and donations from 1180 members, we have given \$1,000 to the Lupus foundation for 2019. Thank you all for supporting the Civil Rights and Equity Committee in its first fundraising event. We look forward to being a part of the Lupus walk in 2020 where we will once again help to make an impact on finding a cure for this disease. ■

Showing Puerto Rican Pride



Guinness World Records honored athlete icons during the 62nd National Puerto Rican Day Parade in New York City on June 8 — and Local 1180 members were there to partake in the day's activities. Guinness recognized Puerto Rican athlete Amanda Serrano, who received the title for most boxing world titles won in a different weight division-female, and former Major League Baseball (MLB) legend Edgar Martínez, for the most runs batted during a postseason MLB game. "Puerto Rico is filled with record title holders. We are proud to welcome Puerto Rican sports legends to the Guinness World Records family," said an official adjudicator for Guinness World Records. "We are honored to be part of this cultural celebration that honors the 3.5 million inhabitants of Puerto Rico and more than 5 million people residing in the United States." The annual National Puerto Rican Day Parade, with its route along Fifth Avenue, highlights the culture's history and contributions to the arts and sciences. Pictured above are Local 1180 members showing their pride.

At left, Local 1180 Staff Reps Teesha Foreman, Gregory Smith, and Desiree Waters. Pictured above is CWA 1180 HPD Administrative Manager Rosario "Rosie" Roman, Chair of the Staten Island BCCC, with her sister Maritza Roman. ■

NYCCLC Union Member Zoning Training

The New York City Central Labor Council held a Zoning Training to provide union members interested in being more active in their communities an overview of the logistics on how a decision is made to build certain types of buildings such as residential, commercial, or manufacturing. The training also included how tall a building can be built, how wide the building can be, how many feet it has to be from a sidewalk, and about how a block and lot is created on a parcel of land and how that land is zoned. Some of the CWA Local 1180 attendees were: Helen S. Jarrett, Union Mobilization Coordinator; Floretha Bryant; Shop Steward-Correction; Elaine Walker-Blair, Shop Steward-Correction; Retirees Carol Punter and Gladys Murria; Deborah Bussaco, Shop Steward-Housing Preservation & Development; and Retiree Teria McGhee. ■



MEMBERS IN ACTION

NAMI Walk New York City

On Saturday, May 11, Local 1180 members gathered to walk in this year's National Association of Mental Illness (NAMI) Walk NYC. Thousands of people came together to share support for families and individuals living with mental illness. And the weather was amazing. It was the perfect day and walkers made that possible with their enthusiasm and energy. Alex Boniello, star of Dear Evan Hansen, and Patti Murin, star of Frozen on Broadway, served as co-hosts of NAMIWalk NYC 2019! According to NAMI, "We are honored to have Broadway's leading stars shine a bright light on our advocacy efforts during Mental Health Month. Patti's deeply personal essay about her own anxiety struggles was not only brave, but she normalizes her lived experience, and connects her incredible voice to so many struggling to cope and seek out the support they need. And the transformative power of Dear Evan Hansen has propelled the mental health conversation into the national spotlight and lessened the negative stigma associated with the words 'mental illness' through its emotional story and healing music and lyrics." Pictured from left, representing Local 1180 and the Committee on People with Disabilities, are Juliette Richards, Audrey Henderson, Marcia Wren (Audrey's niece), Mike Pricoli, and Dana Holland. ■



Joining in Solidarity

When CWA Local 1180 member Richard Salame from Type Media Center heard that workers at BuzzFeed were staging a walk out a few blocks from his office to push for union recognition, he printed a quick sign and rushed over to join in solidarity, representing 1180 at the rally. ■



Prom Dress Drive 2019

Local 1180 members once again helped to make an impact on young ladies and gentlemen for their prom night with a donation to the Annual Cinderella Project Prom Dress Giveaway hosted by CEO and Founder Gwen Richardson. This year we donated 52 elegant dresses and gowns, 15 pairs of shoes, and an enormous amount of accessories for young ladies (special thanks to Shop Steward/Committee member Regina Kelly). Our young men were not left out either, with a collection of five suits, 27 ties, and 10 shirts. Committee members who made the extra effort to make sure this event was a success include Sylvia Gillespie-Ewart, Earlene Powell, Dana Holland, Marilyn Gipson, Otissa Dillard, Debera Tyndall, Carol Griffith, Stephanie Lindo-Avera, and Mason Logie, who all said how rewarding it was for them to be part of this special event for our future generations. Committee members agreed that volunteering for this annual event is something they look forward to, as they get a chance to meet the young ladies and men and help them prepare for their special day.

Richardson said she is "thankful for CWA's continuous support" because it allows so many teens attend a special event. Next year is the Cinderella Project's 10th Anniversary and Richardson said she is proud to say that CWA Local 1180 has been with her since the birth of this community project.

Special thanks to Alison Palmer, NYCHA Administrative Manager, for delivering donated dresses from her work site and to all other members who personally delivered their donations directly to the organization. ■

Change of Leadership Change in Outcome

By John T. O'Malley, Legislative Coordinator

2019 Albany Legislative Session Summary

If you think elections don't matter, think again. The 2018 elections brought about such significant change in Albany that legislation sitting stagnant for years finally saw the light of day. With new faces at the Capitol, and a switch in leadership, the Senate majority was able to pass an abundance of bills that have been squandering for years — and some for decades. Even the Assembly turned into the "house of reason" when scrutinizing bills that had been passed repeatedly just to make sure they were perfected.

With Democrats taking control of the Senate for the first time since 2010 after a dominating performance at the polls last year that knocked Republicans out of power and gave them full control of state government, bills were sure to move through their respective committees faster than ever — and they did.

The change was immediately evident, with the governor and lawmakers approving a series of progressive-minded measures right out of the gate, including gun-control bills, abortion protections, and voting reforms. That success continued through the end of the legislative term when lawmakers passed bills to decriminalize marijuana and allow undocumented immigrants to apply for driver's licenses.

If anyone questions why it's so important for labor to be involved in politics, why our political action fund is so vital, or why we need such a presence at the City Council, in Albany, and in Washington, this year's successful passage of so many bills is proof enough.

While there was definite tension during the budgetary process earlier this year because the Assembly wanted to exclude all non-budgetary items from the discussions and pass them as regular bills, the budget was still on time and included fewer policy issues than in the past. As the legislative session drew to a close on June 21, more was accomplished with less bickering than in recent history. Most legislation passed as stand-alone bills rather than unrelated bills being lumped together as the infamous

"omnibus bill" that typically closes out a legislative session. That meant every issue received a full hearing and an independent vote — atypical from legislative sessions of this decade. All of the equality bills that Local 1180 was supporting and advocating for passed in the final days, as did the hospital bill that was important legislation for the MLC. This bill is designed to protect union members and the public from surprise medical bills from emergency room visits when the hospital is out of an insurance company's network. If there is an exorbitant hospital bill, the consumer or the insurance company can submit a complaint to an independent dispute resolution process that will determine what charge is reasonable. This is an added protection for our members if the hospital happens to be out of network.

In the Senate, all but one of the newly elected senators — including those Local 1180 endorsed from Long Island and the Hudson Valley — voted for every Local 1180 bill. Additionally, almost every Senator in the union's traditional area of the five boroughs voted for all our bills.

In the Assembly, all representatives in Local 1180's traditional area voted favorably for the equality bills, and most from the five boroughs voted for the MLC-backed hospital bill.

This was a monumental year in which labor and Local 1180 demonstrated the success of getting progressive and pro-labor issues passed. Whether the governor signs all of them remains to be seen. Many issues Local 1180 worked on do not necessarily impact our members directly as workers, but will as citizens.

Going forward, Local 1180 will be looking for ways to more deeply engage the membership in the legislative process as it not only lends extra hands to an overwhelming and fast-moving process, but also helps the rank-and-file better understand the process, its importance, and value. In the end, it was a very successful year for New Yorkers, labor, and particularly Local 1180. ■

The BIG Issues

What Passed

- Farmworkers bill
- Rent regulations
- Election reform
- Congestion pricing
- Driver's licenses for undocumented immigrants
- Criminal justice reform
- Sexual harassment reform
- Statute of limitations for rape
- Climate protection
- Marijuana decriminalization
- E-scooters
- Abolish religious exemption for vaccinations
- Disclosure of Trump's taxes
- MWBE

What Didn't Pass

- Legalize recreational marijuana
- Decriminalize sex work
- Single payer health care
- Limit solitary confinement
- Era constitutional amendment
- Gestational surrogacy
- Mobile sports betting

UNION Issues

What Passed

- Call center bill
- Parity of unemployment benefits during a strike
- Protecting privacy of public workers
- Fair elections commission
- Extend design-build
- Farmworkers bill
- Unemployment parity for striking workers
- Wage theft enforcement
- Elevator safety and licensing
- Workplace violence at schools
- Carwash minimum wage
- Injunctive relief for public employees
- Labor and non-competitive parity
- Various disability and retirement enhancements
- Firefighter cancer lookback
- Cost analysis before contracting out
- Employee protection at Indian Point decommission
- MWBE

What Didn't Pass

- FIOS buildout
- Peace Officer status for 1182
- Grad student fee waiver
- Safe staffing
- Certain prevailing wages

Issues Important to Local 1180

What Passed

- Salary history ban
- Equal pay for substantially similar work – public sector
- Equal pay for substantially similar work – private sector
- Private right of action for wage discrimination – public sector
- Funding for SLU in the budget
- Independent dispute process for out-of-network hospital charges

What Didn't Pass

- Minimum wage for people with disabilities
- Hearing officer and paid suspension

To read about the bills that passed, log onto the Union's website at www.cwa1180.org and click on the News page.



PRIVATE SECTOR SHOPS

ASPCA STEWARDS: HOW WE WON OUR FIGHT FOR A NEW VACATION POLICY & FAIR CONTRACT

Shop Stewards Dr. Danielle Delfino and Dr. Melanie Glass led their unit of veterinarians to win a great contract, which was ratified unanimously. So how did they do it? "For this contract, we learned the importance of communication and coming together as a unit," Delfino said. "We had to ensure we got everyone's input so we felt empowered to voice our opinion and speak as one," added Glass.

For years, the vacation policy at ASPCA has caused headaches and difficulties for doctors as the system was outdated, complicated, and made it very hard for doctors to actually get approval for time off. To prepare for this contract fight, Delfino and Glass did one-on-ones and group meetings with the unit, and settled on some demands for a new policy. When management balked at these demands, they knew they had to take more action.

They wrote a letter explaining the importance of the new policy. Glass described it as an "empassioned plea for them to truly get a sense and understand from our perspective why our vacation system wasn't working and really implore them to put themselves in our shoes and take an empathetic approach."

She said it was also to "educate new management, who didn't know what the old system was and just went along with it. It was effective because it was brutally honest about how this doesn't work for us and wouldn't work for them either." Glass and Delfino were able to get the

letter signed by every single unit member, showing management they meant business. As Delfino said, "This had been building up for years and we finally came together to address it."

In the end, they won almost every one their vacation demands, including an increase in the number of doctors off per day, a rotation during peak vacation times, and an increase to vacation hours for senior employees.

After winning the vacation policy, the unit kept the pressure on to win a strong contract by having frequent pin days, and doing a t-shirt day with posts to social media. In the end, the group ratified a contract that includes:

- Increases to holiday pay
- Higher annual increases
- Replacing an ineffective performance evaluation system
- More advance notice on schedule changes
- An increase to professional development funding and hours

What are they most proud of about this contract? Glass and Delfino both said — our teamwork! As Glass said, the group was "able to come together and respect each others differences of opinion and get something that worked for everyone." ■



OSF GET TOGETHER

OSF members gathered to share information about their group grievance on job descriptions, make sure everyone had their Weingarten Rights card and knew how to use it, and to eat donuts! The Shop Stewards and Labor-Management Committee members organized this event at the OSF office on March 15. "Thank you to Local 1180 for supporting this event. It was a big hit!" said Reema Hijazi, Labor-Management Committee member.

Pictured below from left are members attending the event: Reema Hijazi, Jillian Grace Winkler, Yassir Khudayri (Yassir is not in the unit because he is a Fellow, but he's a big supporter!); Jillian Grace Winkler, Edit Bain, and Zsolt Bobis; and Karen Fisher. ■



BARGAINING UPDATES

BOOKS & RATTLES RATIFIES NEW CONTRACT

After two hard years of bargaining, the teachers and teachers assistants at the three Books and Rattles daycare centers in Queens ratified a new contract at the end of May. The contract guarantees pay raises, paid time off for part timers for the first time, and reimbursement for school supplies. The teachers stuck through a very difficult campaign to win these improvements for their workplace. ■

THE CENTURY FOUNDATION TACKLES OVERTIME

Due to new New York State overtime eligibility minimums, several staff at The Century Foundation are now over-time eligible. The staff is working hard to bargain an overtime policy that ensures pay for work travel and good tracking systems. ■

PLANNED PARENTHOOD GETS READY TO BARGAIN

After successfully defending against unilateral scheduling changes by using the Labor Management Committee, the Shop Stewards at Planned Parenthood are hard at work getting ready to start bargaining for a new contract. They are conducting a bargaining survey and meeting with members to find out their opinions on everything from scheduling to health care. ■

STORYCORP STAYS STRONG

Members at StoryCorps have continued their fight for a fair contract. Their fight is already having an impact on the workplace. Even without a contract in effect, the organization has implemented one of the bargaining committee's big wins, a stipend to cover mental health costs. Members gathered from around the country for StoryCorps' annual retreat in May. Make sure to follow them on Twitter at @StoryCorps_Union. ■

UNIT ROUNDUP

MAY DAY CELEBRATION IN NYC

Members from 1180's private sector shops for the first time joined public sector 1180 members and those from CWA Local 1101 at the city's annual May Day celebration. This annual event is a celebration of workers. When we remember that people were shot so we could have the eight-hour day, if we acknowledge that homes with families in them were burned to the ground so we could have Saturday as part of the weekend, when we recall eight-year old victims of industrial accidents who marched in the streets protesting working conditions and child labor only to be beat down by the police and company thugs, we understand that our current conditions cannot be taken for granted. People fought for the rights and dignities we enjoy today, but there is still a lot more to fight for. The sacrifices of so many people can not be forgotten or we'll end up fighting for those same gains all over again. This is why we celebrate May Day. ■



CWA 1180 MEMBER SPEAKS ON PANEL ABOUT UNIONIZING AND PODCASTS

In April, StoryCorps bargaining committee member Afi Yellow-Duke (second from left), and former StoryCorps worker and organizing committee member Gautam Srikishan (farthest right), spoke about their experiences on a panel along with an organizer from Writers Guild of America and a worker from Gimlet. Afi spoke about how strong the union made her feel at work, even when it was difficult. "I know other people in the unit have my back," she said. "Knowing my coworkers are around me makes it less stressful." She talked about how the culture has already changed at StoryCorps, with members more willing to speak up and ask hard questions of management. ■



OUR TEAM

NONPROFIT SHOP STEWARDS

Amnesty International

Daphne Eviatar
Kristen Velloza
Emily Walsh

ASPCA

Danielle Delfino
Melanie Glass

Human Rights First

Christopher Plummer
Patricia Stottleyer

Human Rights Watch

Jessica Chiang
Ariella Hohl
Racquel Legerwood
Rachel Weinberg

Javits Center

Jose Martinez
Philip Slattery

Open Society Foundations

Ramzi Babouder-Matta
Katy Caldwell
Zachary Gioia
Anuja Gopalan
Jessica Greenspan
Azmi Haroun
Renata Peralta

Planned Parenthood

Margaret Sanger Clinic

Davonte Elmore
Luar Wolf

The Century Foundation

Amanda Novello
Kimberly Quick

Type Media

Alissa Figueora
Yasmina Price

NONPROFIT STAFF REPRESENTATIVE

Lena Solow
lsolow@cwa1180.org

NONPROFIT ORGANIZER

Leslie Fine
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TWO WEEKS IN A

Right-To-Work State

By Deborah Valentin
Local 1180 Organizing Coordinator

“Workers have no rights or protections in Texas.”



It was an honor when I was asked to go to Texas for an organizing blitz with CWA Texas State Employees Union TSEU Local 6186. I would be heading off on April 28 to a state so unlike New York and not returning until May 10. I saw the trip as an opportunity to help my sisters and brothers of CWA, but I didn't know exactly what I was in for.

My trip to Texas was definitely an eye opener. Prior to going, I knew what right to work meant, but I had never really seen it in action. My work in the Lone Star state highlighted just how few rights and protections Texas workers have on the job.

“Are there really unions in Texas?” is a question often heard throughout the state. Yes, unions are legal there, and there are many in the private sector that bargain collectively for employment contracts. However, since Texas is a right-to-work state, it is illegal to make union membership compulsory for employment. There are several public sector unions that represent public employees, but collective bargaining is forbidden, as is the right to strike. A collective bargaining exception applies to many police officer and firefighter unions, and the municipal employees of Houston.

CWA TSEU Local 6186 represents more than 300,000 state employees in Texas, with membership including those at the entry level all the way through management. That “membership” however is at just 10 percent. That means a whopping 90 percent are not union members. There is no bargaining contract, which means that legislators hold the power when it comes to every aspect of their state workers. Salary rates, pay increases, benefits packages are all controlled by the state legislature.

Pay increases come up for discussion only once every two years, and not shockingly, it's been 10 years since their last pay increase. Since there is no contract, the 300,000 state workers are “at will” employees, meaning they can be dismissed by an employer for any reason without having to establish “just cause” for termination, and without warning, as long as the reason is not illegal, such as being fired because of race, gender, or religion. To make matters worse, there is no grievance process either so there is no one to complain to about being fired. If the boss arrives to work in a bad mood, and he doesn't like the shirt you are wearing, he can fire you.

While I was in Austin and San Antonio, we went out each day to different worksite locations, leafletting from 6 a.m. to 9 a.m. to catch workers before they started their shifts. Our goal was to let them know we would be setting up a table at their site from 11 a.m. to 2 p.m. to talk about unions, the benefits of organizing, getting workers to sign up to become dues-paying union members, and signing up members for their Political Action Fund.

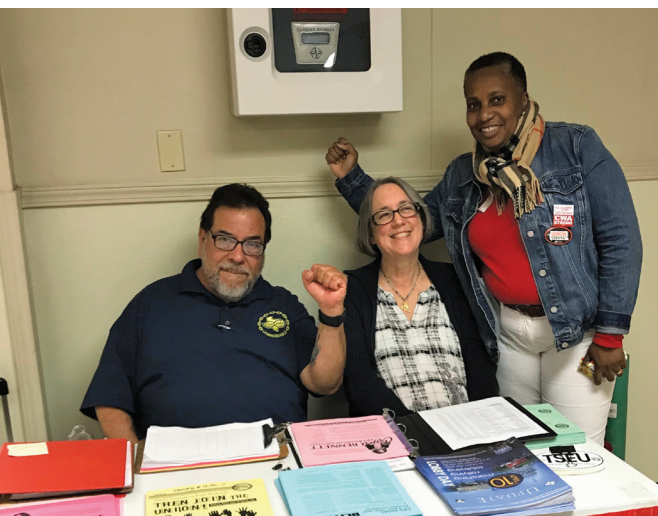
Some sites were so anti-labor and unfriendly that we had to set up tables outside the buildings.

As part of the organizing blitz, we ran a bumper sticker campaign. Members who signed up for membership received a bumper sticker that read “State Employees Need a Pay Raise”. The intent of this campaign was to have as many bumper stickers as possible on the backs of cars so they would become recognizable to state legislators and all Texans — and send a message that state workers want a union.

We also did a campaign where members would complete postcards requesting a pay increase that would be sent to their legislators. We were trying to show members how to get involved and in an organized manner, speak your mind.

In addition to our organizing endeavor, we also campaigned for Cora Bennett, a case manager for the Texas Juvenile Justice Department who has been an activist since 2005; she was running for a trustee position on the Employees Retirement System ERS Board. While the election ended on June 14, results will not be available until mid July. This position is very important to state employees because the ERS Board of Trustees makes decision on pension investments and which health care providers will be open to employees and their families.

CWA TSEU Local 6186 was lobbying for a \$6,000 across-the-board pay increase. The Texas House of Representatives offered a 2.8 percent increase for the first year but 0 percent for the second, and wanted to give pay increases only to Parole Officers and Direct Care employees who work directly with children and adults who are wards of the state. The Senate, however, offered 0 percent for each of the two years. The session vote took place at the end of May 2019, and we received notice that not one penny in raises was awarded as the state legislature pulled the money out of the proposed



“My experience in Texas showed me that it's a great to have a union and there's a lot that our members of CWA Local 1180 take for granted. I'm blessed to be a part of my union and to know we have each other's backs. There's power in numbers. All-in-all it was an experience I will not forget.”

budget at the last minute. CWA is now pushing for an emergency raise since again, there have been no raises for the last 10 years.

During my time in Austin, we visited the Health & Human Service Administration State Hospital, Austin Supported Living Centers, Public Assistance Service Centers, a WIC Center, and the Texas Department of Family Protection Services.

In San Antonio, we visited the Texas Department of Criminal Justice Parole Division, San Antonio State Hospital, the Department of Adult Protection, Children Protection, Child Care Services Licensing, and Child Care Home Care Licensing Centers.

Some employees I spoke with were upset and did not understand why they had not received any raises in the past 10 years. I explained that since members make the union, the more members you have, the stronger the union becomes. The stronger the union becomes, the louder the voice becomes. The ultimate power of any union is in its strength and there is strength in numbers.

Many of my conversations revolved around the Texas state legislature. I spoke with workers about how they vote for legislators on election day, but then, without a union, do nothing to hold them accountable. If politicians figure out that their constituents and workers are not interested in what is happening around them, they can easily dismiss workers' needs, wants, and entitlements, such as raises. I often had to remind workers we spoke with that many of the privileges they now enjoy are thanks to unions, such as weekends off, 40-hour work weeks, and legal holidays.

While TSEU represents 300,000 employees, when they go to their State Capital for Lobby Day, they have fewer than 500 members present. We spoke with workers about the message this sends and the fallout from having such a small presence. Unions members pay a \$20 fee to attend, which includes registration, lunch, and bus, plus \$15 for a t-shirt when they attend Lobby Day. By comparison, at 1180 we pay a \$5 fee (reimbursable if you attend Lobby Day), which includes breakfast, lunch, a snack, the bus, and a t-shirt if you need one.

My experience in Texas showed me the great value and importance of having a union and that there is a lot CWA Local 1180 members take for granted. I'm blessed to be a part of my union and to know we have each other's backs. There's power in numbers. All-in-all it was an experience I will not forget. ■



MEET OUR NEW STAFF REPRESENTATIVE

ROMANO JONES



Romano Jones

Staff Rep for:

- ACS
- Civil Service Commission
- Dept. of Aging
- DCAS
- Dept. of Cultural Affairs
- Dept. of Parks & Recreation
- OEM
- OMB
- H+H — Central Office, Cumberland, Correctional Health, Family Health Services, ENY Diagnostic, Woodhull
- HRA — C.A.S., HASA, Office of Crisis & Disaster Management

Romano Jones worked for 23 years at Health & Hospital East New York, Gotham Health Center. In 1997, he was elected as a Shop Steward with Local 1199, his union at the time, and participated in helping organize the 1199 workers there. In 2003, he decided to widen his knowledge and accepted a vacant position as health care program planner analyst in the HATS (HIV/AIDS Treatment Services) department, and became a member of CWA Local 1180. In 2004 he was called on by his CWA 1180 coworkers who knew of his past shop steward capabilities to become their shop steward.

While at East New York Gotham Health Center, Jones conducted workshops, provided individual and group counseling, nutrition services, and participated in outreach programs that were organized by the community, East New York clinic, schools, and churches. In addition, he was instrumental in expanding HIV testing at East New York Clinic, and organized and coordinated health initiative programs for staff and diabetics.

For many years, Jones attended various union rallies and parades with his family. He has been an active participant at shop steward trainings, and has attended workshops at the Murphy Institute that provided him with additional knowledge and understanding of labor issues. In order to continually expand his grasp of issues vital to organized labor, and to be on top of all the current and pertinent issues, he attended CWA 1180's leadership program. "I gained valuable insight in labor relations and everything that it takes to keep a union viable so that I could give something back to the union that has always stood by me and my coworkers," he said. "There are so many different ways for members to get involved; it's just a matter of finding the areas that interest you the most and learning everything there is to learn."

Jones' determination to assist his members with workplace-related labor issues earned him the trust of his members to remain their Shop Steward for 15 years. On February 4, 2019, he transitioned to CWA 1180 headquarters as a Staff Representative and is dedicated to serving the members. ■

Trying to Reach your Staff Representative ?

A Staff Rep typically should get back to you with in 24 hours.

However,

If for some reason you have not been contacted, you NOW have the option to email:

staffrepervices@cwa1180.org

Include your name, agency, and department/unit so a Staff Rep can assist you until your specific Staff Rep becomes available.

RETIREE REPORT

RETIRED...BUT DEFINITELY NOT BORED

The Retiree Division is a lot of things: It is a lounge and drop-in center that welcomes retirees to come relax and have a cup coffee and a snack; it's a health insurance help desk to get your benefit questions answered; it's a theater that has new feature films on Movie Mondays with free popcorn and soda; it's a computer training center that has classes on social media, tablet/cell phone training, and online safety; it's a travel service with day- and overnight trips; it's a gym that has group fitness and strength building classes; and it's an assembly hall with banquets, big parties, and informational speakers. Most importantly though, the Retiree Division of Local 1180 is a place to be with friends.

Local 1180 believes in 'Solidarity Forever,' and that of course starts in the working years and continues right into retirement. In fact, we say that there are no strangers in the Retiree Division, only friends we haven't met yet. It's easy to take friendships and social connections for granted when you are active and working, but when you retire, these contacts are less frequent and opportunities to engage are more rare. Local 1180 retirees are fortunate to enjoy the opportunity to find something meaningful to enjoy with others who like the same things. This is how friendships develop. Retirees get together and participate in shared activities that they enjoy with the support of a staff member who makes sure everything is A-OK!

Take for example the Retiree Division Photography-On-The-Go group that meets every other Thursday and visits sites and attractions in the tri-state area. This group finds a common interest in exploring together and taking pictures of what they find using cell phones and digital cameras, then uses the skills learned in the computer training center to develop, print, email, save, or post the photos. The staff member for this group, Victor Carr, teaches computer and photography skills to the group and escorts them on the events. It is an opportunity to learn a new skill, stay up to date on technology, and get together with friends. A real trifecta!

Photography-on-the-go members (not all members in every picture): Edris Parsons, Florence Anthony, Robert Rankins, Anita Gaines-Scott, Marie Richardson, Sylvia Way, Lisam Debesu, Marquita Allen-Howard, Sharon Allen, Elisa Papa, Nancy Chan, Andrea Lindo, Rose Chu, Doretha Foggie, Barbara Bailey, Ruth Baker, MaryEllen Liona, Olga Wong, Patricia Brown, Andrea Calder, Ira Xavier-Andrews, Shobha Bhide, Macristin Almonte, and Vilma Poyser. New members are accepted anytime! ■





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1. Members take a prayerful pose while visiting the Hindu Temple in New Jersey
2. Retirees take the new ferry from Manhattan to the South Bronx at Clason's Point and explore the Throgs Neck area
3. Downtown New Haven, CT
4. Inside the First Presbyterian Cathedral in Stamford, CT
5. Outside the Cathedral
6. ArtsWestchester gallery in White Plains
7. Group shot of retirees loving their retirement
8. Instructor Victor Carr catches his students gazing at hillside mansions in Cold Spring
9. Retired members at the Military Education Center
10. Enjoying a trip to the Brooklyn Navel Yard historic site
11. Lunch after Norwalk, CT tour
12. Relaxing at Frank Pepes famous pizzeria in New Haven, CT



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The Retiree Division has been super active and we have lots of photos to share. To see more event photos, please go to the link below:

www.cwa1180.org/retiree-home/retiree-event-gallery

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

December 18, 2018

Meeting called to order at 6:30 p.m.

Executive Board Members in Attendance:

Officers: Gloria Middleton, President; Gina Strickland, First Vice President; Gerald Brown, Second Vice President; Robin Blair-Batte, Secretary-Treasurer

Members-at-Large: Hilary Bloomfield, Denise Gilliam, Helen S. Jarrett, Lisa Lloyd, Debra Paylor, Gregory Smith, Lenora Smith, Venus Colon-Williams, Hazel O. Worley

Absent: Lourdes Acevedo, Recording Secretary

Minutes of the November 27, 2018, meeting were presented. Motion was duly made, seconded and carried to accept minutes with necessary corrections.

President's Report

President Middleton opened the meeting advising of the latest conference calls related to the Administrative Manage EEO case. She advised that she would give a detailed report at the January 2019 General Membership Meeting.

President Middleton announce that on December 20th, the NYC Council will address Intro Bill #633: The Reporting of Pay and Employment Data. The bill has the backing of NYC Council Speaker Corey Johnson and is expected to pass on December 20 at the Council stated meeting. Prior to the meeting, there will be a press conference on the steps of City Hall at 11:00 a.m.

President Middleton's calendar since the last Executive Board meeting includes the following:

November 28, 2018 — Met with consultant Dan Cook in reference to making improvements to the Local's Dental Plan. All trustees were in attendance. Later, met with the legal firm of Mirkin and Gordon to discuss additions to the Local's legal benefits program.

November 29, 2018 — Attended the Jewish Labor Committee Awards Dinner.

December 2-7, 2018 — Attended the NYS Public Employee Conference convention. Legislative issues concerning public employees were widely discussed.

December 11, 2018 — Attended and presented at the Local's New Member Orientation for Public Sector Workers. The event was held at Emblem Health at 55 Water Street, NYC.

December 13, 2018 — Attended a site meeting at King's County Hospital in Brooklyn. Later, attended the 60th Anniversary Celebration of the NYS AFL-CIO at the Sheraton Times Square.

December 14, 2018 — Participated in a conference call with Maxor/American Health Care on proposed savings for the Local's drug program.

December 17, 2018 — Attended Gov. Cuomo's program on "A Moment of National Crisis: What Would FDR do Today".

Motion was duly made, seconded, and carried to accept the President's Report.

First Vice President's Report

First Vice President Gina Strickland reported the following:

November 28, 2018 — Attended Dental Plan meeting with consultant Dan Cook.

November 29, 2018 — Attended the MLC Civil Service Labor Committee meeting with DCAS to discuss civil service issues. Later attended the Jewish Labor Committee Awards Dinner.

December 2-7, 2018 — Attended the NYS Public Employee Conference.

December 11, 2018 — Attended new member orientation for Local 1180 public workers.

December 12, 2018 — Attended a meeting at the Department of Education with Staff Representative Desiree Waters to discuss issues and concerns related to School Business Managers.

December 13, 2018 — Attended the NYS AFL-CIO 60th Anniversary Celebration.

December 14, 2018 — Participated in conference call with Maxor/American Health Care.

First Vice President Gina Strickland reported the following staff representative activity for November 2018:

Activity	Nov
Agency Walk-Throughs	2
EEO Investigation/Interview	1
G.O. 15 – NYPD	3
Hearing Preparation	5
Hearings	8
Investigative Hearings	2
Labor Management Meeting	1
Oath	1
Offsite Member Meetings	2
Phone Calls	303
Supervisory Conference	1
Site Meetings	16
Walk-Ins	3
Appointments	3
Emails	1120

Site Meetings

H+H "At Home"
160 Water Street, Manhattan

Housing Preservation & Development
94 Broadway, Manhattan

HRA MIS
15 Metro Tech, Brooklyn

OATH
66 John Street, Manhattan

SCA
30-30 Thomson Avenue, LIC

DOT/DDC
30-30 Thomson Avenue, LIC

NYC TRANSIT AUTHORITY
2 Broadway, Manhattan

Woodhull Hospital
760 Broadway, Brooklyn

DOITT
59 Maiden Lane, Manhattan

H+H Elmhurst Hospital
78-05 41st Avenue, Queens

FISA
450 West 33rd Street, Manhattan

DEP Sutton Park
465 Columbus Avenue

DOHMH
125 Worth Street, Manhattan

FDNY Fleet Services
48-58 35th Street, LIC

Bronx District Attorney
265 East 161st, Bronx

Law Department
100 Church Street, Manhattan

HRA – SNAP 15 & 61
253 Schermerhorn Street, Brooklyn

H+H Cumberland Hospital
100 N. Portland Avenue, Brooklyn

HRA MICSA
215 Bay Street, Staten Island

NYPD – 911
350 Marconi Street, Bronx

NYPD – 911
9 Metro Tech, Brooklyn

HRA
4 World Trade Center, Manhattan

Motion was duly made, seconded, and carried to accept the first vice president's report.

Second Vice President's Report

Second Vice President Gerald Brown reported the following:

November 20, 2018 — Attended a meeting with the trustees and Dental Consultants at Daniel Cook Associates. The purpose of the meeting was to discuss plans to have more dentists join the network of providers for the CWA Local 1180 dental plan.

November 29, 2018 — Attended the MLC Civil Service and Labor Committee meeting with DCAS to discuss ongoing civil service issues related to the one-in-three rule, civil service hiring pools, and scouring for civil service examinations. DCAS will research concerns and report

back to group. DCAS has agreed to have ongoing discussion on the issues.

Brown advised that CWA District 1 is in planning stages for the 2019 Albany Lobby Day with the date to be announced.

December 11, 2018 — Coordinated the Local's new member orientation for public sector workers held at Emblem Health, 55 Water Street. At the orientation, the Local's trustee were on the program as presenters and discussed all aspects of membership with Local 1180. Members had an opportunity to ask questions. The event was well received with 80 new members from various agencies and authorities in attendance.

December 14, 2018 — Attended the 60th Anniversary of the NYS AFL-CIO.

Brown opened a discussion on the issue of the Special Election for NYC Public Advocate. A date has not been announced for the election, although it is expected to be in February 2019. The Board will continue the discussion at the next executive board meeting.

Motion was duly made, seconded, and carried to accept the Second Vice President's report.

Secretary-Treasurer's Report

Secretary-Treasurer Robin Blair-Batte reported that the balance in the T.D. Checking account as of today, December 18, 2018, is \$504,930.69. The reported membership is listed as 8,331 actives and 6,489 retirees, with one deceased active member and three deceased retirees reported in November 2018.

Secretary-Treasurer Blair-Batte distributed stats on the prior budget for October 1, 2017-September 30, 2018, a complete discussion was conducted on the amount of money budgeted for the period and the actual amount spent. The discussion was detailed, as there are new Board members and they have to become acquainted with the budgeting and spending process.

Secretary-Treasurer Blair-Batte advised that she has to prepare the budget for October 1, 2018-September 30, 2019 as the distributions from the National CWA are still not on a regular flow based on the *Janus* decision. She advised that we will continue operations based on last year's budget until a new budget can be submitted.

Secretary-Treasurer Blair-Batte distributed a Detail Transaction Report for the month of November listing all payments for the month.

Motion was duly made, seconded, and carried to accept the Secretary-Treasurer's report.

Members-at-Large Reports

Hazel O. Worley reported: The toy drive was a success; 275 toys were received for distribution. The Civil Rights and Equity Committee received letters from organizations requesting donations. This year the committee helped in the adoption of two families, moving out of shelters into permanent housing, by fulfilling the children's wish list.

The Civil Rights and Equity Committee received complimentary tickets to the play "Justice on Trial" about African Americans suing the Department of Justice for reparations. Hazel stated the play was awesome and requested Board approval to sell tickets to have a night out for members to see the play.

She also requested Board approval to have another trip to the African Museum in Washington, DC. The committee would like to make it an overnight trip and include the Wax Museum in Maryland. Committee members are researching the itinerary.

The Family and Friends outing was held on September 1, with 1,352 adults and 342 children in attendance. We collected \$90,234 with expenditures as follows: Holiday Hill \$77,288.18; buses \$38,410.65; grand total \$115,698.83. When members checked in they received a raffle ticket to win one of 18 gifts that were donated for the raffle.

The Brooklyn Coordinating Committee meetings are still going well. At this month's meeting we had a round table discussion on what we accomplished this year and our focus for next

year. Committee members spoke about their volunteerism for the Thanksgiving holiday at Heights and Hills, where they served Thanksgiving dinner to the seniors. Committee members donated gifts to the Local's toy drive.

Denise Gilliam reported: The Health Fair at CWA Local 1180 had doctors who volunteered for the Sarah Ayoka Oduwaiye Foundation (SAOF), which is a cancer charity that works toward helping and educating the under privileged. This event was held on Saturday, December 1, 2018, at 12:30 p.m. The host was Albert Van-Lare, the co-host was the Local 1180 Women's Committee. There were approximately 85 people in attendance, including the committee members. There were 10 speakers: Dr. Olayinka, founder of SAOF; Joseph Esheyigba, social worker who worked for DHS for housing for disadvantaged patients; Anthony Wells, President of 371; Julie Van-Lare, R.N.; Susan Prensny, Attorney for the NY Coalition of Concerned Legal Professionals-Legal Counseling for patients; Nonie Williams, Assistance through Breast Cancer Diagnosis, Gilda's Club a Cancer Support Group and an awesome union sister; Vanessa Cummings of Local 371, who spoke about her journey with breast cancer. This health fair was very informative and I offered an invitation for this wonderful group of people to come out to speak at our next Pink and White Affair and our health fair.

Hilary Bloomfield reported: November 29, 2018 — Attended the Bronx Committee meeting.

December 1, 2018 — Attended an event for the Sara Ayoka Oduinowiye Foundation.

December 4, 2018 — Attended the Dirty Buildings Rally at City Hall and the Elizabeth A. Taylor and Eddie J. McShan swearing in at the Bronx County Courthouse.

December 5, 2018 — Attended the Spectrum Rally.

December 11, 2018 — Attended the Public Sector New Member Orientation.

December 12, 2018 — Attended the Local's Women's Committee meeting.

December 13, 2018 — Attended the Community Board 12 Building and Health meeting.

December 13, 2018 — Attended the AFL-CIO 60th Anniversary Celebration.

December 15, 2018 — Attended the CB 12 Holiday Party, the CBTU meeting, and Angel of the Light with the Bronx District Attorney.

Debra Paylor reported: November 29, 2018 — Attended the Bronx Borough Community meeting.

December 4, 2018 — Attended the LCLAA meeting. They will be having their Annual Membership Celebration on Friday, January 25, 2019 at Local 1199 SEIU from 5:30 p.m. until 10:30 p.m.

December 6, 2018 — Attended the last class for Community Board Member Training.

December 11, 2018 — Attended the Public Sector New Member Orientation.

December 13, 2018 — Attended AFL-CIO event.

December 15, 2018 — Attended CBTU meeting. Their Annual Black History month celebration will be held on Saturday, February 22, 2019, at DC 37.

Lisa Lloyd reported: November 29, 2018 — Attended a CWA Local 1180 site meeting at 311 (DOITT).

December 4, 2018 — Attended LCLAA meeting.

December 5, 2018 — Attended a rally in support of striking Spectrum workers.

December 13, 2018 — Attended the 60th Anniversary Celebration of the NYS AFL-CIO.

Lenora Smith reported: The Book Club is reading Michelle Obama's new book. The Education Committee will meet the second week in January and the Education Committee is planning a program for the February General Membership Meeting.

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

Motion was duly made, seconded, and carried to accept the reports of the members-at-large.

Next meeting is scheduled for January 31, 2019.

Motion was duly made, seconded, and carried to adjourn at 8:40 p.m.

Respectfully submitted,

Gerald Brown
Second Vice President

February 28, 2019

Meeting called to order at 6:30 p.m.

Executive Board Members in Attendance:

Officers: Gloria Middleton, President; Gina Strickland, First Vice President; Gerald Brown, Second Vice President; Robin Blair-Batte, Secretary-Treasurer; Lourdes Acevedo, Recording Secretary

Members-at-Large: Hilary Bloomfield, Denise Gilliam, Helen S. Jarrett, Lisa Lloyd, Debra Paylor, Lenora Smith, Venus Colon-Williams, Hazel O. Worley

Absent: Gregory Smith, Member-at-Large

Minutes of the November 27, 2018 and December 18, 2018 meetings were presented. Motion was duly made, seconded and carried to accept minutes with necessary corrections.

President's Report

President Middleton introduced Rory Lancman, Council Member in the Queens 24th District. He is running for the Queens District Attorney's Office in the June 2019 Primary.

President Middleton discussed the highlights of her schedule since the last Executive Board Meeting:

December 20, 2018 — Attended the New York City Council signing and passage of Intro Bill #633: The Reporting of Pay and Employment Data. A press conference was held prior to the signing and passage of the bill.

January 1, 2019 — Attended the inauguration on Ellis Island of Governor Andrew Cuomo, Lt. Governor Kathy Hochul, New York State Attorney General Letitia "Tish" James, and New York State Comptroller Thomas DiNapoli.

January 3, 2019 — Held a CWA Local 1180 Workplace Literacy Meeting regarding education programs.

January 7, 2019 — Held a meeting regarding the CWA Local 1180 Membership Brigade's organizing plans for the future with Erin Mahoney from CWA District 1.

January 8-10, 2019 — Attended the Local Advisory Committee in DC accompanied by Robin Blair-Batte, Secretary Treasurer, to discuss the new dues database being introduced by CWA National.

January 15, 2019 — Chaired the CWA Local 1180 weekly staff meeting. That afternoon, reviewed PowerPoint presentation for upcoming General Membership meeting.

January 16, 2019 — Held special CWA Local 1180 Trustees meeting. That evening, she chaired the CWA Local 1180 General Membership meeting.

January 19, 2019 — Attended the Administrative Manager EEO settlement meeting.

January 24, 2019 — Met with Matthew Campese at Kings County Hospital, accompanied by First Vice President Gina Strickland, to discuss the proper use of the Coordinating Manager title. That afternoon, she attended Herbrena Young's retirement party. Herbrena worked 30 years for NYC Harlem Hospital.

January 29, 2019 — Chaired the CWA Local 1180 weekly staff meeting.

February 7, 2019 — Chaired the CWA Local 1180 Trustees meeting. Discussed improvements to the Local's dental providers.

February 12, 2019 — Chaired the CWA Local 1180 weekly staff meeting. That evening, she attended Commissioner Bob Linn's retirement celebration. Renee Campion will be succeeding Commissioner Linn. She is the first female who has come up through the ranks to be appointed Commissioner at the Office of Labor Relations.

February 14-17, 2019 — Attended the National Labor Management Conference. Discussion topics covered included the opioid crisis, pension fund's investments, post Janus affects to the labor movement.

February 21, 2019 — Attended the New York City Central Labor Council (CLC) Executive Board meeting. Discussions were held regarding the populous opinion on left and right.

February 24, 2019 — Attended Helena Crump's retirement celebration.

February 26, 2019 — Chaired the CWA Local 1180 weekly staff meeting.

February 27, 2019 — Attended the MLC Steering Committee and General Membership meeting. That evening, she chaired the CWA Local 1180 General Membership meeting.

President Middleton advised that on February 26, 2019, the Honorable Stewart D. Aaron requested that Administrative Manager Settlement of Agreement be fully executed. As of February 28, 2019, the plaintiffs and CWA Local 1180's attorney signed the stipulation of agreement and it was forwarded to the court. She will update the status of the executed agreement at the next meeting. Additionally, the PAA et al Bargaining Committee will hold its first meeting on March 7, 2019, to discuss upcoming contract negotiations. The meeting with the Office of Labor Relations will take place on March 18, 2019.

A motion was made, seconded, and carried to vote on the proposed New York City Central Labor Council 2020 Census Resolution. All voted, Hazel Worley and Hilary Bloomfield abstained.

President Middleton will be honored along with Robert Bonanza of LIUNA and the Independent Drivers Guild Machinist Union at the NYCCLC Annual Awards Reception on April 11, 2019.

President Middleton distributed and discussed the status report dated January 1, 2019, and February 1, 2019, from the Law Offices of Mirkin & Gordon, P.C. listing legal matters being handled on behalf of CWA Local 1180. She also distributed the FY2020 Budget and FY2019-FY2022 Financial Plan submitted by the Policy Research Group. In addition, she submitted the timeline for the NYC Census 2020 Labor Counts. She also distributed thank you letters from New York State Governor Andrew M. Cuomo and New York State Senator Andrew Gounardes for CWA Local 1180's continued support. Additionally, she distributed the Organizing Reports for December 2018, January/February 2019 submitted by Leslie Fine. Lastly, she distributed the February 28, 2019, monthly project updates memorandum submitted by Marci Rosenblum, CWA Local 1180 Communications Director.

A motion was duly made, seconded, and carried to accept the President's Report.

First Vice President's Report

First Vice President Gina Strickland reported the following:

December 21, 2018 — Attended Jonathan Lane's retirement celebration.

December 20, 2018 — Attended the signing and passage of Intro Bill #633: The Reporting of Pay and Employment Data.

January 9, 2019 — Accompanied President Middleton to the follow-up Coordinating Manager's meeting at Kings County Hospital.

January 16, 2019 — Attended the CWA Local 1180 General Membership meeting.

January 18, 2019 — Met with Secretary-Treasurer Robin Blair-Batte and Gwen Richardson to discuss preparations for the upcoming Shop Steward Conference to be held from September 26-28, 2019.

January 27, 2019 — Met with Business Manager Arthur Cheliotos for a special Funds meeting to discuss Benefits working with Staff Representatives, focusing on how new members obtain their benefits faster.

February 1, 2019 — Met with Staff Representatives Desiree Waters and Venus Colon-Williams to discuss the upcoming CWA Local 1180 Shop Steward Conference.

February 13, 2019 — Met with the Department of Education accompanied by Staff Representatives Romano Jones and Desiree Waters to discuss the functional transfer of CWA Local 1180 ACS members in the Early Learning Division to the Department of Education.

The New York City Department of Finance and Human Resource Administration will be moving employees to 375 Pearl Street. More information to follow.

February 19, 2019 — Met with CWA Local 1180 Staff Representatives to advise them that the Office of Labor Relations will be enforcing old procedures moving forward.

February 21, 2019 — Met with Secretary-Treasurer Robin Blair-Batte and Naresh Mohabir to discuss how we capture our member's information at the union once they commence working for the city.

February 27, 2019 — Attended a breakfast accompanied by Executive Board members Debra Paylor and Helen S. Jarrett with former Florida Candidate for Governor Andrew Gillum. That evening, she attended the General Membership meeting.

First Vice President Gina Strickland reported the following staff representative activity for the month of January 2019:

Activity	January
Appointments	1
Emails	1050
Hearing Preparation	3
Hearings	3
Investigative Hearings/Meetings	1
Labor Management Meeting	4
Oath	1
Off Site Member Meeting	4
Phone Calls	402
Shop Steward Training Sessions	1
Site Meetings	9
Supervisory Conference	3

Site Meetings

HRA SNAP #22

2865 West 8th Street, Brooklyn

Department of Education
131 Livingston Street, Brooklyn

Department of Education
65 Court Street, Brooklyn

H+H Seaview Hospital
460 Brielle Street, Staten Island

Department of Environmental Protection
1250 Broadway, Manhattan

Department of Finance
253 Broadway, Manhattan

Comptroller's Office
1 Centre Street, Manhattan

HRA SNAP F43 & SNAP F53
32-20 Northern Blvd, Queens

HRA 4 World Trade Center
150 Greenwich Street, Manhattan

Motion was duly made, seconded and carried to accept the First-Vice President's report.

Second Vice President's Report

Second Vice President Gerald Brown reported the following:

December 20, 2018 — Attended a press conference with President Middleton, NYC Council Speaker Corey Johnson and others for NYC Council Intro 633, which was heavily supported by CWA Local 1180. The bill was voted on and signed by NYC Council later in the afternoon.

December 21, 2018 — Attended the farewell ceremony for a long-time Local 1180 employee of the retiree division.

January 3, 2019 — Attended a meeting related to the Work Place Literacy Programs and education courses offered at CWA Local 1180.

January 8, 2019 — Attended the election of Carl E. Heastie as Speaker of the NYS Assembly. Also, attended the election of Andrea Stewart Cousins as Majority Leader for the NYS Senate.

January 16, 2019 — Attended a special CWA Local 1180 Trustee meeting. In the evening, attended the monthly General Membership meeting.

February 4, 2018 — Attended the Annual Legislative Breakfast of the Public Employee Conference. Leaders of the NYS Legislature were in attendance and participated in the discussion.

February 7, 2018 — Attended the quarterly Trustee meeting at CWA Local 1180.

February 12, 2018 — Attended retirement party for NYC Office of Labor Relations Commissioner Bob Linn.

Motion was duly made, seconded, and carried to accept the Second Vice President's report.

Secretary-Treasurer's Report

Secretary-Treasurer Robin Blair-Batte presented the CWA Local 1180 Transaction Detail and Income and Expenditures Report for January 2019. She advised that the T.D. checking account has a balance of \$389,703.99 as of C.O.B. February 28, 2019.

Secretary-Treasurer Blair-Batte announced that there was a total of 8,312 CWA Local 1180 active members the end of January 2019.

Secretary-Treasurer Blair-Batte presented the CWA Local 1180 budget for October 1, 2018-September 30, 2019. Motion was duly made, seconded, and carried to accept the budget.

Salary adjustments for CWA Local 1180 Managerial Staff for a 3% pay increase were voted on an approved for Naresh Mohabir, Sonja Fulcher, John O Malley, Leslie Fine, and Samantha Somwaru.

Motion was duly made, seconded, and carried to accept the Secretary-Treasurer's Report.

Recording Secretary's Report

February 12 2019 — E-mailed the upcoming QWL Events of 2019 to the Officers and Executive Board members.

February 27, 2019 — Signed the EEO Stipulation of Agreement at the CWA Local 1180's attorney's office. That evening, she attended the General Membership Meeting.

Members-at-Large Reports

Lenora Smith announced that the Education Committee did its presentation for Black History month at the General Membership meeting (Woodhull Hospital) on February 27, 2019. The Book Club met in January 2019 and they are reading the book, "The Wake of the Wind" by J. California Cooper.

Venus Colon-Williams announced applications are now being accepted until March 31 to attend this year's National Puerto Rican Day Parade.

Debra Paylor announced:

February 2, 2019 — She attended the LCLAA monthly meeting accompanied by Executive Board member Lisa Lloyd.

February 15, 2019 — She attended the Metropolitan Hospital site meeting.

February 19, 2019 — She attended the Manhattan Borough Community Council meeting.

February 21, 2019 — Attended the New York City Central Labor Council delegates meeting accompanied by Executive Board member Hilary Bloomfield.

February 22, 2019 — Attended the Coalition of Black Trade Unions (CBTU) Black History Month celebration.

Workplace Literacy



The Workplace Literacy Program schedule allows you to customize your choices based on your interests and availability. Each course is designed to provide participants with the opportunity to assess your current skill level and identify areas you would like to improve.

Fall 2019 Courses

EDITING, REVISING, PROOFREADING

Interactive program focusing on exercises designed to enhance revising, editing, and proofreading skills. (Course not intended as a remedial writing course.)

(8 Sessions; 6 p.m. - 8 p.m.)

Wednesday, October 2, 9, 16, 23, 30; November 6, 13, 20, 2019

ENROLL BY September 2, 2019 • **CONFIRM** with \$40 deposit by September 23, 2019

MICROSOFT ACCESS 2016

Access is the most widely used desktop database system. This course is designed with a beginner to an intermediate approach. (10 Sessions; 6 p.m. - 8 p.m.)

Wednesday, September 18, 25; October 2, 9, 16, 23, 30; November 6, 13, 20, 2019

ENROLL BY August 18, 2019 • **CONFIRM** with \$40 deposit by September 8, 2019

GIVING EFFECTIVE ONGOING FEEDBACK

This course will focus on teaching managers to use effective feedback as a tool for employee performance. Emphasis on developing strategies to maximize the benefits of the feedback process. (8 Sessions; 6 p.m. - 8 p.m.)

Tuesday, October 1, 8, 15, 22, 29; November 12, 19, 26, 2019

ENROLL BY September 1, 2019 • **CONFIRM** with \$40 deposit by September 20, 2019

MICROSOFT EXCEL 2016

Microsoft Excel is a spreadsheet application that enables users to manipulate, store, and graph data. The course is designed with a beginner to intermediate approach.

(6 Sessions; 10 a.m. - 2 p.m.)

Saturday, October 5, 19, 26; November 2, 16, 23, 2019

ENROLL BY September 5, 2019 • **CONFIRM** with \$40 deposit by September 25, 2019

LEADERSHIP

This course will focus on ways to use leadership skills as strategic tools to building a culture that promotes trust and high performance. (6 Sessions; 6 p.m. - 8 p.m.)

Monday, October 7, 21, 28; November 4, 18, 25, 2019

ENROLL BY September 7, 2019 • **CONFIRM** with \$40 deposit by September 27, 2019

REPORTING TO UPPER MANAGEMENT

Managers know the stress of leading from the middle - being influenced by and accountable to those they report to while managing their own staff for harmony and productivity. (8 Sessions; 6 p.m. - 8 p.m.)

Thursday, October 3, 10, 17, 24, 31; November 7, 14, 21, 2019

ENROLL BY September 3, 2019 • **CONFIRM** with \$40 deposit by September 23, 2019

PERSONAL DEVELOPMENT

Participants will be taught the importance of knowledge, skills, and attitudes in the workplace. Create individual development plans. (8 Sessions; 6 p.m. - 8 p.m.)

Wednesday, October 2, 9, 16, 23, 30; November 6, 13, 20, 2019

ENROLL BY September 2, 2019 • **CONFIRM** with \$40 deposit by September 22, 2019

HOME OWNERSHIP

(1 Session; 10 a.m. - 2 p.m.) Saturday, December 14, 2019

ENROLL BY November 14, 2019 • **CONFIRM** by December 4, 2019

PRE-RETIREMENT PLANNING

(2 Sessions; 10 a.m. - 2 p.m.) Saturday, October 19, 26, 2019

ENROLL BY September 19, 2019 • **CONFIRM** by October 9, 2019

Spring 2020 Courses

EXCELLING AS A SUPERVISOR

You earned your supervisory position! In your old position you did a great job but before you delegate another job or schedule another meeting, get this training under your belt. (8 Sessions; 6 p.m. - 8 p.m.)

Monday, March 2, 9, 16, 23, 30; April 13, 20, 27, 2020

ENROLL BY February 1, 2020 • **CONFIRM** with \$40 deposit by February 21, 2020

MICROSOFT ACCESS 2016

Access is the most widely used desktop database system. This course is designed with a beginner to an intermediate approach. (10 Sessions; 6 p.m. - 8 p.m.)

Wednesday, March 4, 11, 18, 25; April 1, 15, 22, 29; May 6, 13, 2020

ENROLL BY February 3, 2020 • **CONFIRM** with \$40 deposit by February 23, 2020

INTERVIEWING SKILLS & TECHNIQUES

Interview skills are critical. Learn what to expect during the interview process. In this course, enrollees will be given multiple opportunities to participate in mock interviews. (7 Sessions; 6 p.m. - 8 p.m.)

Wednesday, May 6, 13, 20, 27; June 3, 10, 17, 2020

ENROLL BY April 6, 2020 • **CONFIRM** with \$40 deposit by April 26, 2020

MICROSOFT EXCEL 2016

Microsoft Excel is a spreadsheet application that enables users to manipulate, store, and graph data. The course is designed with a beginner to intermediate approach.

(6 Sessions; 10 a.m. - 2 p.m.)

Saturday, April 18, 25; May 2, 9, 16, 30, 2020

ENROLL BY March 18, 2020 • **CONFIRM** with \$40 deposit by April 8, 2020

REPORT WRITING

This workshop focuses on exercises designed to review the standard elements of reports. (Course not intended as a remedial writing course.) (8 Sessions; 6 p.m. - 8 p.m.)

Thursday, March 5, 12, 19, 26; April 2, 16, 23, 30, 2020

ENROLL BY February 4, 2020 • **CONFIRM** with \$40 deposit by February 24, 2020

MANAGING FOR CUSTOMER EXCELLENCE

Workshop focuses on how to build, maintain, and lead an effective and motivated work team and will address customer service challenges. (8 Sessions; 6 p.m. - 8 p.m.)

Tuesday, May 5, 12, 19, 26; June 2, 9, 16, 23, 2020

ENROLL BY April 5, 2020 • **CONFIRM** with \$40 deposit by April 25, 2020

WRITING TIPS

This course focuses on fundamental writing concepts, and will teach you how to get from a draft to a finished document. (8 Sessions; 6 p.m. - 8 p.m.)

Tuesday, March 3, 10, 17, 24, 31; April 14, 21, 28, 2020

ENROLL BY February 2, 2020 • **CONFIRM** with \$40 deposit by February 22, 2020

HOME OWNERSHIP

(1 Session; 10 a.m. - 2 p.m.) Saturday, May 9, 2020

ENROLL BY April 9, 2020 • **CONFIRM** by April 29, 2020

PRE-RETIREMENT PLANNING

(2 Sessions; 10 a.m. - 2 p.m.) Saturday, March 7, 14, 2020

ENROLL BY February 6, 2020 • **CONFIRM** by February 25, 2020

TRAINING REGISTRATION BY EMAIL

Training@CWA1180.org, include member ID or last 4 digits of your Social Security Number. Also, include the course information in the Subject Line.

ONLINE REGISTRATION ASSISTANCE

Help Desk: Member Management Portal Account (MMP)
Phone: 212.966.5353 x4906
Email: Support@CWA1180.org

TRAINING REGISTRATION VOICEMAIL

Call 212.331.0951. Leave your name, Member ID, or last 4 digits of your Social Security Number, and course information.

PAYMENT

Mail check or money order payable:
Local 1180 Education Fund Workplace Literacy Program
Attention: Jocelyn
6 Harrison Street, 4th floor, New York, NY 10013

REFUNDABLE DEPOSIT & REFUND POLICY

The refundable deposit must be received from a minimum of 10 enrollees, 10 days before the first class meeting. The refundable deposit will be returned upon completing at least 75% of the class.

FOR ADDITIONAL INFORMATION

Local 1180 website at www.CWA1180.org/training
or call 212.331.0985

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

Helen S. Jarrett announced:

January 6, 2019 — She attended State Senator John Liu's Swear in Ceremony.

January 8, 2019 — Attended Attorney General Letitia "Tish" James Inauguration at Emanuel Baptist Church, Brooklyn.

January 18, 2019 — Attended Mayor Bill de Blasio's Task Force on 911 Crisis Prevention & Response.

February 2, 2019 — Attended State Senator Zellnor Myrie's press conference on Minimum Wage for Prisoners.

February 10, 2019 — Attended State Senator Zellnor Myrie's Inauguration.

February 13, 2019 — Attended NYCCLC Zoning Training.

February 19, 2019 — Attended Governor Andrew Cuomo's "Women's Justice Agenda."

February 22, 2019 — Attended Women on the Move gathering.

February 26, 2019 — Attended the Driver's License for All at New York Law School.

Hilary Bloomfield announced:

February 2, 2019 — Attended Justice on Trial

February 5, 2019 — Attended CWA Local 1180 Bronx Borough Coordinating meeting

February 7, 2019 — Attended CLUW members meeting.

February 15-18, 2019 — Attended Albany BPRA Convention.

February 19, 2019 — Attended CWA Local 1180 Women's Committee meeting.

February 21, 2019 — Attended Ruben Diaz's State of the Borough Address, the Black History Celebration at DC 37, and the CLC membership meeting.

February 22, 2019 — Attended the CBTU meeting.

February 23, 2019 — Attended Council member Carl E. Heastie breakfast. Later that day attended Glen Hunter Harlem Culture Black History event.

February 24, 2019 — Attended Helena Crump's retirement party.

February 27, 2019 — Attended the NYCCLC breakfast.

Hazel O Worley announced that Dana Holland will be retiring. More information to follow.

Good and Welfare: President Middleton thanked everyone who had her and her family in their thoughts and prayers upon the death of her nephew. Whether you sent a card, gave her a hug, attended services, or gave her a call, she thanks you all from the bottom of her heart. Death is part of the circle of life, but when it

comes unexpectedly to someone so young, it takes an additional toll on the family. President Middleton appreciates all the support that was given to her and her family from her 1180 family! Remember tomorrow is not promised to any of us, so enjoy the gift of life today!

Next meeting date of the Executive Board March 21, 2019.

Motion was duly made, seconded, and carried to adjourn at 9:45 p.m.

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

ATTENTION ALL BCCC CHAIRS & COMMITTEE MEMBERS: To have your Borough's updates included in future editions of the *Communique*, please send them to mosenblum@cwa1180.org. You can also send photos, including names of those in the photo, as well as all pertinent information about the event.

Borough Community Coordinating Committee UPDATES

STATEN ISLAND

By Rosie Roman, Chair



Adela Lopez-SI BCCC member, Pat Kane-NYSNA Treasurer, Rosie Roman-SI BCCC Chair, Monise Etienne-SIBCCC Co-Chair



Rosie Roman and Monise Etienne with NOAA scientist, Carl Alderson, who is a former CWA member

Staten Island's first Environmental Fair on May 11 connected the general public with the providers of activities and education aimed at improving the quality of life on Staten Island as well as the planet as a whole. Held at the Regina McGinn Educational Center, Staten Island University Hospital, discussions were held regarding climate change and its direct impact on Staten Island and surrounding communities. A screening of the 2018 film "Paris to Pittsburgh" was followed by a panel discussion with Deputy Borough President Ed Burke, NOAA Scientist Carl Alderson, and SIUH Director of Medicine, Emergency Department, Dr. Anna Van Tuyl. Local 1180 members attended to represent the union and show support for the communities in which we live and work.



Congratulations Benjamin on winning the SI BCCC raffle

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COMMITTEES

Caribbean Heritage Committee

Gina Strickland, Chair
gstrickland@cwa1180.org
Meeting: 3rd Wednesday of each month

Civil Rights & Equity/ Community Services Committee

Hazel O. Worley, Chair
hworley@cwa1180.org
Meeting: 3rd Tuesday of each month

Civil Service Committee

Lisa Lloyd, Chair
llloyd@cwa1180.org
Meeting: 4th Tuesday of each month

Editorial Committee

Marci Rosenblum, Chair
mrosenblum@cwa1180.org

Education Committee & Book Club

Lenora Smith, Chair
lsmith@cwa1180.org
Meeting: 2nd Monday of each month

Hispanic Committee

Venus Williams, Chair
vwilliams@cwa1180.org
Meeting: 2nd Thursday of each month

Legislative and Political Committee

Gerald Brown, Chair
gbrown@cwa1180.org

Organizing Committee

Leslie Fine, Chair
lfine@cwa1180.org

People with Disabilities Committee

Edward Yood, Chair
envpush.yme@verizon.net
Meeting: 1st Wednesday of each month

Women's Committee

Denise Gilliam, Chair
dgilliam@cwa1180.org
Meeting: 2nd Tuesday of each month

BOROUGH COMMUNITY COORDINATING COMMITTEES

Bronx BCCC

Carolyn Chamorro, Chair
carolynchamorro@hotmail.com

Brooklyn BCCC

Verna Finley, Chair
jeanwf50@gmail.com

Manhattan BCCC

Patti Jacobs, Chair
manhattanbcc1@gmail.com

Queens BCCC

Priscilla Carrow, Chair
mspriscilla2@aol.com

Staten Island BCCC

Rosie Roman, Chair
rosieroman800@gmail.com

All meetings start at 6 p.m. and are held at
Local 1180, 6 Harrison St., New York, NY 10013

with the exception of the Borough Community
Coordinating Committees. For their locations and
start times, contact the respective Borough Chair.

Where meeting date is not listed, contact Chair directly.

about our members

CONGRATULATIONS

CONGRATULATIONS to Paul Wiggins (PAIII) and Wanda Peakes (Admin Manager) on marking 25 years of employment with HRA. Pictured with First Vice President Gina Strickland (photo far right), they were honored by the agency for their continued dedication and commitment to their jobs. Thanks to Shop Steward Elice Vessels (pictured with Strickland) who represented Local 1180 on the Ceremony Committee. ■



CONGRATULATIONS to Dana E. Holland on her retirement after 40 years with the Fire Department. She was honored on April 26 by her friends and coworkers for that longterm dedication. For decades, Dana served as a Site Representative representing her coworkers. She was also a member of the Community Services Committee, the Legislative and Political Action Committee, the Civil Rights and Equity Committee, the People with Disabilities Committee, the Brooklyn Borough Community Coordinating Committee, Block Association VIDA Executive Board member in her community, and a member of the FDNY African Heritage Society. Dana and her husband Clyde Holland Sr. (retired from the NYPD) have been married for 50 years and have three sons. Dana believes that volunteering is the way to serve your community, which is why she volunteers at various food kitchens throughout



New York City, and delivers food to the elderly on weekends when most services are not open. Local 1180 President Gloria Middleton, First VP Gina Strickland (both pictured above) and Second Vice President Gerald Brown attended to wish Dana well and present her with some parting gifts from the Union. ■



CONGRATULATIONS to Sonja Fulcher, who after almost 30 years working for CWA Local 1180 as the union's most trusted data base manager, is moving on. Sonja started with the Local in 1991 as a receptionist, working her way up to database manager, where she was responsible for updating and tracking the union's numerous data bases used on a daily basis.

"I have know Sonja since I was a teenager. She is an incredible person to work with. Whenever I needed help with something on the computer or anything else for that matter, I would always turn to Sonja. So would everyone else," said coworker, friend, and 1180 Staffer Samantha Somwaru.

President Gloria Middleton said Sonja was a highly trusted member of the 1180 team who will definitely be missed. "We had to send her off in style as she moves on to

the next phase of life. Sonja was not only a trusted and reliable union employee who made sure we always knew where each of our members works, but she came into work with a bright and cheerful smile ready to tackle the day. She was a fun person to work with. We wish her all the best in her future endeavors in Atlanta, Georgia." ■

IN MEMORIAM

CONGRATULATIONS to the following Administrative Managers and Principal Administrative Associates from the Department of Transportation who were honored on June 14, 2019, for 25 years of service or more. DOT Staff Rep Kevin Hines attended the event, representing the Union, as did Shop Steward Earlene Powell.

Lourdes Acevedo	35 years	.AM
Ingrid Baum	35 years	.PAA
Delorine Bennett	30 years	.PAA
Torrea Campbell	30 years	.PAA
Evelyn Cruz	30 years	.AM
Denise David	30 years	.PAA
Jocelyn Desroches	25 years	.AM
Lavonne Fulgham	25 years	.AM
Cherlyl Johnson	25 years	.AM
Sherry Johnson-O'Neal	30 years	.AM
Angela Jones	30 years	.AM
Norma Jones	35 years	.AM
Rosa Jones	35 years	.PAA
Clarice Joynes	30 years	.AM
Caroline Jun	25 years	.AM
Wanda Matos	35 years	.AM
Lenneth McCalla	30 years	.AM
Gerard Montesano	45 years	.AM
Pamela Perkins	25 years	.AM
Linda Santore	30 years	.AM
Rhay Sumler	30 years	.AM
Vivian Valdez	35 years	.AM
Sharen Valentine	25 years	.AM
Linda Washington	40 years	.AM
Claudette Workman	30 years	.AM



Some of the Local 1180 members honored at the DOT awards ceremony included Linda Washington, Sherry Johnson-O'Neil, and Lavonne Fulgham (all pictured). Other members attending to show their support were Quinella Williams, Milagros Jorge, Polly Trottenberg, and Shop Steward Earlene Powell.



NAME	AGENCY	DECEASED
Sarina Appel	Health & Hospital Corp	3/20/2019
Maxine Bedford	Health & Hospital Corp	3/5/2019
Marion Bell	Law Department (Mayoral)	5/12/2019
Emily Boria	Dept. of Environmental Protection	3/25/2019
Vatsala Casuba	Finance Administration	2/19/2019
Frances Elkind	Dept. of Social Services	5/22/2019
Chyi-Jou Gau	Housing Preservation & Development	4/18/2019
Kamal dai Haripersad	Bellevue Hospital	2/8/2019
Mildred Johnson	Dept. of Social Services	4/18/2019
Verna Johnson	Housing Preservation & Development	3/9/2019
Theodore Johnson	Finance Administration	3/9/2019
Sarah Jones	Finance Administration	2/24/2019
Henry Joseph	Elmhurst Hospital Center	5/24/2019
Mildred Miller	Dept. of Education	2/14/2019
Hildred Nicholas	Dept. of Social Services	4/8/2019
John Salgado	North Central Bronx Hospital	5/8/2019
Sonia Serrata	Dept. of Health & Mental Hygiene	3/28/2019
Patricia Small	Dept. of Corrections	2/8/2019
Mayjean Soohoo	Police Department	2/3/2019
Solveiga Tsengoles	Queens District Attorney	3/24/2019
Cynthia Walker	Dept. of Personnel	4/30/2019
William Wallace	Fire Department	4/1/2019
Ethel Yelverton	Dept. of Social Services	3/10/2019

CONDOLENCES

CONDOLENCES to the family of Sonia Serrata (PAA3, DOHMH) on March 28, 2019, at the age of 37. "Sonia was a treasured co-worker and friend to many," read the email of her passing from the agency. "We will miss her very much. Although Sonia had been on medical leave, she was expected to return to work. It is a shock to lose her so unexpectedly." Serrata leaves behind two daughters and other cherished family members. ■

CONDOLENCES to Member-at-Large Hilary Bloomfield on the recent passing of both her husband Nathaniel E. Walls and her sister Sybil Bloomfield Daniel. Condolences can be sent to Hilary Bloomfield, 3555 Olinville Avenue, #7A, Bronx, NY 10467-5571. ■

COMMUNIQUE

Official Publication

New York Administrative Employees Local 1180
Communications Workers of America, AFL-CIO
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Executive Board

Gloria Middleton, President
Gina Strickland, First Vice President
Gerald Brown, Second Vice President
Robin Blair-Batte, Secretary-Treasurer
Lourdes Acevedo, Recording Secretary

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Hilary Bloomfield, Denise Gilliam, Helen S. Jarrett, Lisa Lloyd, Debra Paylor,
Gregory Smith, Lenora Smith, Venus Williams, Hazel O. Worley

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Communications Workers of America, Local 1180

6 Harrison Street
New York, NY 10013-2898

NON-PROFIT-ORG.
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Borough Community Coordinating Committee UPDATES

BRONX

By Carolyn Chamorra, Chair



Local 1180 Bronx Borough Committee meets with Bronx Borough President Ruben Diaz to discuss the 2020 census. Pictured from left: Lina Castillo, Carolyn Chamorro, and Jeanette D. Taylor.

Each year, the Bronx and City come together to give the borough its due. Bronx Week, a tradition for more than 40 years, celebrates the borough with a parade, festivals, live music, a unique trolley tour and, of course, the induction of the latest additions to the Bronx Walk of Fame. Bronx Borough President Ruben Diaz honored all labor unions on May 14 for their contributions to the borough. CWA Local 1180 participated in the parade and in the process, met Bronx 12 news reporters. In addition, Diaz hosted the Bronx census committee meeting and addressed the importance of getting an accurate count so the Bronx does not lose funding for schools, healthcare, or housing.



On April 2, Bronx Committee members received hands-on CPR training at the BCCC meeting from Emily Allen at the American Red Cross. The post-training group shot shows everyone's success.



Local 1180's Bronx Borough Community Coordinating Committee members marched at the Bronx Week finale on May, 19, and took a group photo with reporters from Bronx 12 News.



At the Bronx Week 2019 labor breakfast, from left: Janice Walcott, Otissa Dillard, Genny Sánchez, and Hilary Bloomfield.

CWA Local 1180 members Jenny Sanchez, Carolyn Chamorro, Egeria Bennett, and Hilary Bloomfield — also Community Board members — joined Bronx Borough President Ruben Diaz at a May 9th Community Board appreciation dinner.

