



# COMMUNIQUE



## LINDA JENKINS

50 YEARS ON THE JOB

MEMBERS IN ACTION

## MARCHING IN MEMPHIS

REMEMBERING DR. MARTIN LUTHER KING, JR.

1180 UNITY TEAM RE-ELECTED





# 1ST VICE PRESIDENT LINDA JENKINS RETIREES AFTER 50 YEARS

By Ed Yood

After half a century of city service, the last 32 years as second in command, First Vice President of Communications Workers of America Local 1180 Linda Jenkins retired on December 31, 2014.

Her successor, First Vice President Georgina (Gina) Strickland-Phillips, said of her: "Linda quietly went about performing her duties without a lot of fanfare; however, it was the small things she did, such as her passion and commitment for educating, training, advocating, and serving our members, that make her such an outstanding, respected, and well-loved leader. She has paved the way for those who follow her to strive to keep her legacy alive."

A native of Brooklyn, NY, Ms. Jenkins earned a Bachelor of Science Degree from Iona College and a Master of Science Degree in Adult Education from Fordham University.

Since 1964, when she started her professional life, Ms. Jenkins worked her way through the ranks. Her entry level position with the New York City Department of Welfare (now the Human Resources Administration/Department of Social Services) was as a Stenographer at the Williamsburg Welfare Center in the typing room; later she became a Senior Stenographer assigned as a Secretary to the Senior Case Supervisor. In 1967, she transferred to the Prospect Welfare Center and worked as Secretary to the Director. Two years later, she transferred to the Euclid Welfare Center where she was Secretary to a Case Supervisor. In 1971, she became a Supervising Clerk Income Maintenance assigned to an IM group, and the following year became an Administrative Assistant assigned as an IM Group Supervisor.

In 1977, Ms. Jenkins transferred to the Food Stamp Program assigned to F11 as a Group Supervisor. In 1978, she became a Principal Administrative Associate I and the Assistant Site Manager at F11. She attained the position of Principal Administrative Associate III in 1979 and was assigned as Site Manager at F12. In 1980, she returned to F11 as Site Manager, where she remained until her release to work full time for the Union.

It was in 1972 that Ms. Jenkins became active in Local 1180 of the Communications Workers of America as a Shop Steward and working on the Union's Education Committee. Six years later she was elected to the Local 1180 Executive Board as a member-at-large. Ms. Jenkins was elected to the position of First Vice President in 1982, where she negotiated contracts, organized new titles into the Union, and handled civil

service classification and personnel issues. She also developed and implemented education and career training programs for 1180 members.

Ms. Jenkins' extensive portfolio includes overseeing the Union's involvement in the City's joint Labor-Management Quality of Work Life Program. She served as a Trustee of the Union's Welfare and Education funds that provide benefits for 1180 members and retirees. She chaired the Education and Civil Service committees, and served on the Editorial Committee for the *Communique*.

An advocate of lifelong learning, Ms. Jenkins was instrumental in developing and promoting educational opportunities, including undergraduate and graduate degree programs for 1180 members. Committed to enhancing workplace skills of Union members, she developed and implemented several programs including comprehensive skills training and civil service exam preparation courses. She established a state-of-the-art computer center at the Union headquarters, was a strong advocate for the civil service merit system, and was committed to promoting effective government for the City of New York.

Her professional affiliates included the Coalition of Black Trade Unionists, the Coalition of Labor Union Women, the NAACP, CWA Minority Caucus, and delegate to the New York City Central Labor Council.

Part of Linda Jenkins' legacy is her First Vice President column in the *Communique*. Like her speeches and reports at General Membership Meetings, her writing is consistently concise, enlightening, transparent, with never a word out of place.

## FROM THE PAGES OF THE COMMUNIQUE

### In "Underserving and underfunding education" (Sept-Oct 2010), Jenkins writes:

"We are creating inequity, winners and losers, and leaving children behind... It seems that we are watching the end of public education in this country. There are forces, political, corporate, and religious, looking to destroy the public school system and privatize education. There is definitely a conservative agenda that over the last 30 years has been driving so-called education reform. While they failed to implement government-funded school vouchers, they have been successful in putting in place 'reforms': testing, charter schools, contracting public education to private corporations, etc., that drain needed funding from public schools.

"...Public schools must serve everyone: the poor, immigrants, and the disabled. By defunding public education in favor of charter schools that serve a limited population, we are leaving millions of the most disadvantaged children behind... There are profound consequences to our children and our country if we continue to deeply underfund public education. In this technological age, with the huge decline in America of manual labor jobs that are being off-shored or digitalized, the majority of jobs are knowledge based and require an educated citizenry. We need to be developing all of America's children. We

cannot afford to create a population that does not have the educational or critical thinking skills necessary to compete in this global economy."

### In "Martin Luther King fought for economic justice, too" (Jan-Feb 2011),

Jenkins paints a genuine profile in courage portrait of Dr. King: "Nor do we get to see or hear the 'Beyond Vietnam' speech he made at Riverside Church in New York City in 1967. Dr. King spoke about the moral issues raised by the war, the importance of nonviolent social change, his deep commitment to equal rights for all humanity, and about the economic cost at home of the war. He spoke about the war's impact on the people of Vietnam, called on the U.S. government to 'disengage itself from a disgraceful commitment,' and urged Americans to 'seek out every creative method of protest possible.' It is time for the nation to remember all the injustices that Dr. King fought."

### In "Jury duty is direct participation in democracy" (May-June 2011), Jenkins, with a blend of humor and sincerity, puts jury duty in proper perspective as a both a hard-fought right and a critical obligation, something that rings true today.

She writes: "I recently completed jury duty in federal court. At first I was more than a little

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"Committed to enhancing workplace skills of Union members, she developed and implemented several programs including comprehensive skills training and civil service exam preparation courses. She established a state-of-the-art computer center at the Union headquarters. She has always been a strong advocate for the civil service merit system and been committed to promoting effective government for the City of New York." ■



annoyed when I received the jury notice. “Especially since I was called to serve in a federal court in Central Islip, over 50 miles from my home, and I live about 12 blocks from the Federal Court in Brooklyn. I hoped to get out of it, but wouldn’t you know I was picked to serve on a jury. The judge who impaneled the trial jury spoke to over 150 potential jurors about the obligation to serve. He said that jury duty might be an inconvenience but it was one of the only two times a citizen got to directly participate in our democracy, the other being through elections...

“I had never thought about jury duty as another opportunity to exercise my political power. Of course, I would never fail to vote in an election knowing the struggles for African Americans and women to gain the right to vote. Similarly, it wasn’t so long ago that African Americans and women struggled to be equally included as jurors. For years the pool of jurors called did not

public demonstrations. They were crucial in mobilizing the grassroots and political power to win civil rights legislation on both the state and national levels.”

**In “The great migration brought to life” (May-June 2012),** Jenkins reviewed the book by Isabel Wilkerson, *The Warmth of Other Suns, about the Great Migration* (1915 into the 1970s) of six million black Americans from the south to northern and western cities. Jenkins writes: “Wilkerson’s book brings to life this population shift and its scope and importance in American history. Based on interviews with more than 1,000 people who were part of the migration and her research, she brilliantly describes the economic conditions and oppression suffered by black Americans in the South and depicts the determination of the black migrants. By telling the stories of these individuals, Wilkerson draws you into their lives and makes you care about their circumstances and what happens to them.

20%. In fact, since 1990, the United Nations Intergovernmental Panel on Climate Change has released reports that correlate the frequency of extreme weather and rainfall patterns, increased flooding and devastating surges, to increases in global temperatures, melting polar ice caps and the increases in sea level and temperature...Despite decades of warnings, it wasn’t until Sandy, in the face of what has become a new reality, that the public became interested in a conversation that focused on climate change.

“Our country must acknowledge the serious threats faced by global warming and take action immediately. As the world’s leading emitter of ozone-depleting gases, it becomes the responsibility of the United States to be the leader in measures to reduce global warming — we must lead by example! It means we must dramatically reduce our carbon footprint through policies that promote increased energy efficiency, cleaning up power plants, and promoting the development of renewable energy. With the influence exerted on our elected officials from special interest groups representing the petroleum and coal industries, implementing change will not be easy. The fact of the matter is that if we don’t act today, we may not have a chance tomorrow. While the road will be challenging, our message to our elected officials must be clear — we will not accept the status quo.”

**In “Civil Service: Can’t do your job without it” (Jan - Feb 2012),** Jenkins launched the CWA 1180 Civil Service Committee: “Anyone coming to work in City government needs to understand civil service so they can take the necessary steps within the system to keep their jobs and advance their careers. That is why the Local has established a Civil Service Committee to educate our members about civil service. The Committee is made up of members who are interested in learning about Civil Service Law and in helping other members. The Committee’s mission is to find ways to promote understanding of the civil service system among the membership, review classification issues raised by the members and assist them in resolving those issues, advocate the advancement of qualified administrative personnel to administrative and management positions in public service, and monitor the City’s adherence to the principles of the civil service merit system. In order to carry out our mission, the Committee is developing civil service fact sheets and posters for distribution to the members, will establish training to instruct members in civil service law and its practical application in City agencies, do presentations at membership meetings, start a civil service column in the *Communique*, monitor utilization of civil service lists, set up a classification review procedure, and attend hearings, meetings, and conferences on civil service, career advancement and patronage. Civil Service Law provides a set of standards by which

“We need to be developing all of America’s children. We cannot afford to create a population that does not have the educational or critical thinking skills necessary to compete in this global economy. There are real issues that need to be addressed to improve the quality of public education such as curriculum, class size, instructional technology, and teacher training.” ■

reflect their communities, and prospective jurors were routinely dismissed from jury service because of their race or gender. As I thought about it, I realized that having access to jury service and failing to participate is as unacceptable as not voting.”

**In “Unions and civil rights movements” (Sept-Oct 2011):** Jenkins connected the dots between the labor movement and the civil rights movement: “There has been a long history of alliance between labor unions and civil rights organizations, based on common interests and shared goals. In the 1960s, unions played a major role in funding, organizing and mobilizing in many civil rights campaigns. In 1963, when Dr. Martin Luther King Jr. and 2,000 other protesters were jailed in Birmingham, it was the union movement that paid the \$160,000 to bail them out. The main organizer for the 1963 March on Washington was Bayard Rustin, who was on a union payroll in New York City and using a union office when he did his organizing for the March. Unions were in the forefront of supporting

Their stories made real the millions of other migrants who faced the same hardships and made the difficult decision to leave the South for a better life.

“...Until reading Wilkerson’s book, I did not know about this massive migration and I had no idea how important it was in transforming the country. I’ve always known that my parents left a little town in Florida to come to New York during World War II, but until I read this book, I never appreciated what that move meant for them or realized that they were part of this historic transformation.”

**In “Climate change—a serious issue that must be addressed” (Winter 2013)** on the heels of the worst storm in the NYC region’s history, deadly Superstorm Sandy, Jenkins put the storm’s aftermath in the context of the fight to preserve our environment. Jenkins writes: “For years, scientists have warned of the risks associated with the continued volumes of heat-trapping gases emitted from burning fossil fuels (e.g. coal and oil), which since 2000 has increased by



# SPOTLIGHT ON LINDA'S CAREER

public employees are selected. Anyone coming to work in City government needs to understand civil service so they can take the necessary steps within the system to keep their jobs and advance their careers."

Another half-century civil service veteran, CWA 1180 DSNY (1960-2012) retiree Carole Daleo-Michelman said of Linda: "Whenever I hear or say the name Linda Jenkins, three words follow: 'A gracious lady.' As a union member for uncountable years, the first interaction I had with Linda was more than 30 years ago. CWA 1180 and Linda were fighting for eligible P.A.A.s in several city agencies to be promoted to Administrative Manager. It was a long, tough battle. Through CWA 1180 and Linda's hard work and dedication, we were finally promoted. Linda became our 'Champion' and she continued to make many strides for us and labor in general."

During the 1980s, CWA 1180 took the Koch Administration to court and won in defending our rights to career advancement through the civil service system. 887 CWA 1180 members, mostly women of color, had passed the Administrative Manager promotion exam in 1985-86. Mayor Koch and his commissioners changed the titles of large numbers of provisional Administrative Managers, most of whom were white men, to provisional Administrative Staff Analysts because the number of people who passed the Administrative Staff Analyst examination was much smaller than the number who passed the Administrative Manager exam. This illegal personnel action prevented most of our 887 members from replacing provisional Administrative Managers in compliance with civil service law. Our Local proved in court that this personnel action was unquestionably racist and sexist and many members of our union were promoted to Administrative Manager as a result. The chair of our Civil Service Committee, First Vice President Linda Jenkins, played a major role in our successful litigation."

One of the most underrated skills of a human being is the ability to listen. It is also an underrated requirement for effective leadership. Linda Jenkins has always been a remarkable listener, whether she is dealing with 1180 rank-and-file members, her colleagues on the Executive Board, or City Hall officials. She also always chose the higher ground, abstaining from the distractions of internal conflicts within the Union to focus on the needs of our members. How good a listener and leader Linda Jenkins has been can perhaps be summed up best with a quote from the most revered and honored leader of modern times, Nelson Mandela: "As a leader... I have always endeavored to listen to what each and every person in a discussion had to say before venturing my own opinion. Oftentimes, my own opinion will simply represent a consensus of what I heard in the discussion. I always remember the axiom: a leader is like a shepherd. He [or she] stays behind the flock, letting the most nimble go out ahead, whereupon the others follow, not realizing that all along they are being directed from behind." ■



**I have worked with Linda Jenkins for many years. She is a dedicated and committed unionist. I always respected the manner in which she conducted business — serious, firm and compassionate. I jokingly say I did not "mess with Ms. Jenkins," but I had the honor of fighting and resolving issues with her many times. God bless her in her retirement. Thank you Ms. Jenkins.**

■ Anthony Wells  
President, SSEU LOCAL 371

**Linda was always about the work. She cared more about helping others and moving the labor movement forward than she did about trying to make herself look good. We here in the public sector knew we could always count on her if we needed her. She always stepped up to the plate. Linda was quiet, so you did not get to know her right away. But the more you were around her, the more you could appreciate what she was about. Linda represents the full embodiment of what the labor movement is about. Putting members first and making a difference in the work place.**

■ Brooks Sunkett  
Vice President CWA  
Public, Healthcare & Education Workers

**Ms. Jenkins, I thank you for your dedicated years of service to the City and CWA Local 1180 members. I am grateful to have been guided by you throughout the past few years since my election. Your guidance is invaluable and has helped me better serve our members. You are a true Union icon, mentor, leader, inspiration and friend. You will be missed but never forgotten. Enjoy your retirement.**

■ Lourdes Acevedo  
Local 1180 Recording Secretary



**Linda Jenkins' knowledge, resilience, and passion for chairing the Civil Service and Education committees are astounding. Linda Jenkins' position as the 1st Vice President will be hard to fill. She is in a class by herself when it comes to being a leader.**

■ Quinella Williams  
CWA 1180 Administrative Manager

**Linda Jenkins' 50 years with the City of New York and the Communications Workers of America Local 1180. What a career of service to so many. May you be graced with good health in retirement life. Enjoy that Tier 1 NYCERS pension all the way.**

■ Gerald Brown  
Local 1180 Second Vice President

**Linda contributed in so many ways to many of us here at the Union and outside the Union. I am in awe of this phenomenal woman who I had the privilege to work with and who has inspired many. She has encouraged many like myself to aspire to make a difference in our members' lives and the community we live in. When one looks up the definition of "union," it should read Linda Jenkins.**

■ Gina Strickland  
Local 1180 First Vice President



**Linda started her civil service career a few months before me in 1964. She was a member of DC37 Local 371 and was one of the NYC welfare workers who went on strike in 1965, a famous strike that changed labor relations in NYC forever. For 50 years, Linda and I have been on the same side and have had the pleasure and honor to make sure that all City workers are treated fairly. I wish Linda well in her retirement. I will always look forward to having a cup of coffee with her to talk about the old times. She has done good because she is good.**

■ Robert J. Croghan  
Chairperson, Organization of Staff Analysts

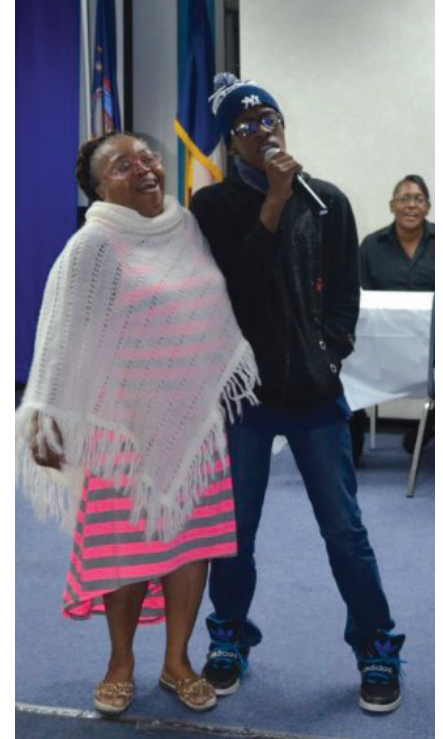
**When I think of people I most admire and miss Linda is at the top of the list. As this chapter in her life closes there is no doubt as to her dedication and professionalism to the union membership. As a new chapter begins, I wish her Blessings, Health, may life give her the very best. May all the smiles, good deeds she has given others be returned to her. I applaud a "Gracious Lady."**

■ Carole Daleo-Michelman  
Sanitation 1960-2012



# MEMBERS IN ACTION

## Caribbean Heritage Committee Game & Karaoke Night



On October 24, 2015, the Caribbean Heritage Committee held its second Game and Karaoke Night with more than 60 members, their families, and guests attending. Games such as dominoes, spades, bid whist, bingo, and checkers were played. The highlight of the evening was Karaoke, where members engaged in singing and dancing. Refreshments included many Caribbean delicacies. Caribbean Heritage Committee members pictured in bottom left photo: Back row: Janice Walcott, Hilary Bloomfield, Otissa Dillard, Audrey Henderson, Gina Strickland (Chair), Dian Duke, Damien Arnold, Floretta Sage, Maudy Abdul, Geraldine Sheard, and Catherine Alves. Front Row: Rita Richards, Lilieth Ferguson, Cheryl Salley, and Ava George. Not pictured, Paulette Barnes. ■

## Solidarity Rally Against Police Brutality



Protestors fed up with police brutality without consequences marched on December 13, 2014, in the "Millions March NYC." Tens of thousands streamed out of New York City's Washington Square Park to protest the killings of unarmed black people by police officers.

The crowd began to wind its way through Manhattan. A large labor union contingent was present, including members of the Communications Workers of America Local 1180 wearing red shirts. The march made its way uptown to Herald Square, then looped back downtown, with thunderous chants of "Hands up! Don't shoot!" and "Justice! Now!" echoing down Broadway. The demonstration culminated at One Police Plaza, the New York City Police Department's Lower Manhattan headquarters. ■



## Pajama Collection & Food Drive



CWA Local 1180's Hispanic Committee kicked off both a Pajama Collection and a Food Drive during the 2014 Holiday Season to help needy families in communities where members live and work. More than 100 pair of pajamas and even some blankets were donated to Women in Need, an organization that services homeless women and children. The food was donated to City Harvest. Hispanic Committee members Juanita Santiago Claffee and Francesca Mujica, showing off some of the goods collected (pictured above left), said the drive brought in a greater amount of pajamas than initially expected. "Our members really pulled through," Claffee said. "We were pleasantly surprised every time we checked the box. It was overflowing by the last day." Hispanic Committee Chair Venus Williams and member Francisco Gomez (above right) said members were extremely generous in their canned food donations. "By the time we were finished, the amount of items collected didn't even fit into the box," Williams said. "City Harvest was so thankful as their shelves tend to be depleted during the holidays." She said that Local 1180 thanks everyone who made a donation to either or both of the drives and looks forward to an even larger success next year. ■

## Local 1180 Toy Drive

The Local 1180 Annual Toy Drive for 2014 was a resounding success. The Committee on Civil Rights & Equity and the Community Service Committee's goal of providing holiday gifts to the those in need was fulfilled with joy and excitement as more than 275 gifts were collected from members, families, and friends. Committee members Audrey Henderson and Gloria Johnson organized the distribution of toys to children living in a battered women's shelter, and a public school in Brooklyn that received enough gifts to provide for five needy families of the school community. Gifts were again donated to Black Veterans for Social Justice to assist in their effort to provide for veterans living in shelters. A special thank you to all who contributed and participated in the toy drive, a special thank you to the Shop Stewards who created a collection box and delivered the gifts to the destinations, and to the Retired Members Chapter for collecting their own toys to contribute to this Drive. Pictured with just some of the toys collected is Sharon Simpkins, Shop Steward at the Department of Health. ■



## NEW SHOP STEWARDS

Congratulation to the following Shop Stewards who were elected to their positions between September 2014 and January 2015.

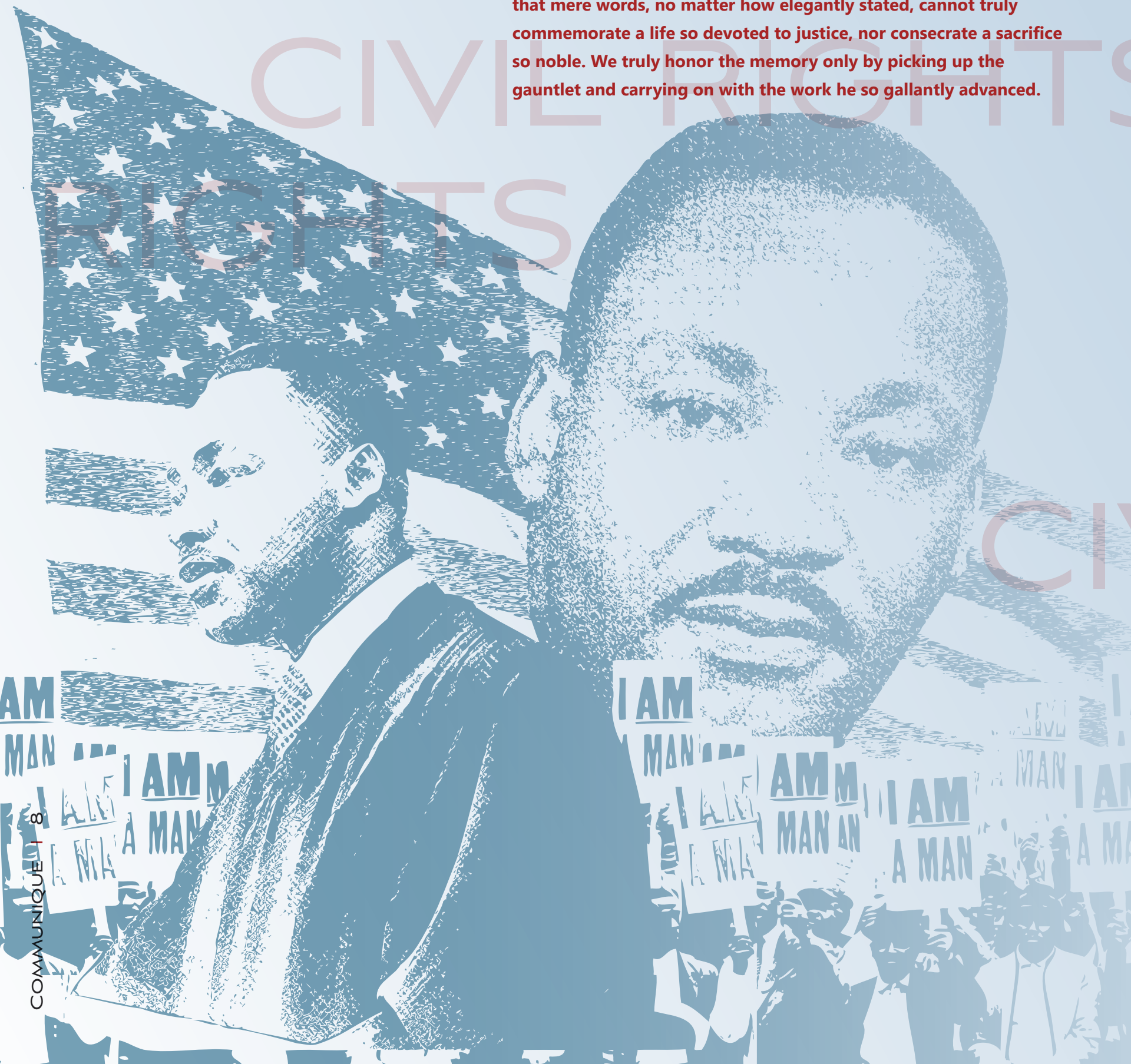
Name	Agency	Date
Rita Barkley	Dept. of Sanitation	9/29/2014
Cheryl Bennix	NYPD	9/29/2014
Dawn Billings	Manhattan Borough President Office	10/28/2014
Kim Boston	NYC Comptroller	10/30/2014
Carolyn Chamorro	HHC/Harlem Hospital	12/4/2014
Sylvester Douglas	HHC/Queens Hospital	10/20/2014
Tania Garcia	HHC/Bellvue Hospital	11/6/2014
Vera Glenn	Department of Education	9/18/2014
Gerard Grange	HRA/OCSE	11/3/2014
Sonya Grant	NYCERS	11/6/2014
Lachaune Hackett	DEP	1/6/2015
Celia Haynes	Dept. of Education	11/14/2014
Alice Henson	HRA/MICSA	11/6/2014
Syed Huda	HRA/ICP	1/5/2015
Sheri Mattler	NYCHA	11/6/2014
Kenneth Miller	Dept. of Homeless Services	10/14/2014
Olive Moses	DCAS	10/28/2014
Jose Pimentel	Dept. of Correction	1/5/2015
Vivian Ramos	NYC Comptroller	10/30/2014
Susan Reddick	NYPD	9/29/2014
Jacqueline Roberts	DYCD	10/30/2014
Sharon Simpkins	Dept. of Health & Mental Hygiene	10/28/2014
Alicia Smith	HRA	11/6/2014
Benjamin Trumpler	DYCD	11/6/2014
Beverly Williams	NYPD	9/29/2014
Veronica Windley	Dept. of Buildings	9/3/2014
Lisa Woods-Taylor	Law Department	11/6/2014

# MARCHING IN MEMPHIS

## THE BELL TOLLED FOR MARTIN

By Dan Cunningham

New Year's Day 2015 finds me struggling to jump start this piece about the Reverend Dr. Martin Luther King, Jr. Maybe I should kick myself for agreeing to try my hand at so daunting a task. Scholars and sages, historians, and pundits have written volumes on the life and times of this extraordinary man. My poor powers of prose won't measure up, I'm afraid. But I'll take some comfort in knowing that mere words, no matter how elegantly stated, cannot truly commemorate a life so devoted to justice, nor consecrate a sacrifice so noble. We truly honor the memory only by picking up the gauntlet and carrying on with the work he so gallantly advanced.





Under King's stewardship, and by strength of conviction, the Civil Rights movement gained traction. America moved light years closer to realizing the principles put forth in our Constitution and Declaration of Independence — freedom, equality, pursuit of happiness, and justice for people of all races, religions, and economic conditions. Between 1956 and 1965, King led and participated in a series of prolonged and successful campaigns aimed at a "plantation culture" that resembled more medieval serfdom than anything envisioned by our founding fathers. To the detriment of all Americans, the culture King targeted hadn't changed much since before the Civil War.

Patterns of racism, inequality, deprivation, and human degradation continued, most negatively impacting Southern blacks, but hurting people of all races, all over America, especially those below the poverty line. Those benefiting from the decadent status quo would use any means to protect their interests, including murder and terrorism. But King, the Civil rights movement, the labor movement, and all people of good will were on the march, "stomping through the vineyards where the grapes of wrath are stored."

Below are synopses of some high-profile campaigns between 1956 and 1965 when the Civil Rights Movement reached a peak:

- Montgomery Bus Boycott 1955-1956: The arrest of Rosa Parks for refusing to give up her seat to a white passenger on a Montgomery city bus led to a boycott of the bus line that lasted for an entire year. **The result was a Supreme Court ruling that the segregated bus practices were unconstitutional.** King and the Southern Christian Leadership Conference (SCLC) gained notoriety due to the movement's success.

**"We in the labor movement know that America has a history of dealing harshly with human rights' champions. From the infancy of the labor movement, union leaders and labor activists have been killed in the fight for decent wages, safe working conditions, and the right to organize. The roll call of those beaten, killed or imprisoned in the pursuit of justice for working people stretches back to before the American Revolution. We know the famous ones like Mother Jones and Joe Hill, Gompers, Reuther, Chavez and Quill; let us also honor the legion of lesser-known and nameless heroes who made the ultimate sacrifice so working men and women could earn a decent wage, raise themselves up, and walk with dignity."**

- Albany Campaign: (1961 & 1962) King and the SCLC joined a movement of civil disobedience organized by the Student Non-Violent Coordinating Committee. The movement heated up after 11 people were arrested for challenging segregation policies in Albany, Georgia. So many were arrested, including King, that the Albany jails couldn't accommodate their number. **Although events included some friction between the student organizers and the SCLC, the outcome was further success in integration and voter registration.**
- Birmingham Protests (May 1963): The SCLC devised a plan for prolonged protests, marches, and civil disobedience. King was jailed during an initial march. After his release, thousands joined the march, especially the young people, and even children. Scenes of children standing their ground against police dogs and fire hoses drew the national spotlight. **The protests forced an agreement for the integration of public facilities in Birmingham.**
- March on Washington (August 1963): King proposed a massive march on Washington to commemorate the 100th anniversary of Abraham Lincoln's Emancipation Proclamation. The SLCC organized fleets of buses to get people to Washington. The march included the SNCC, Francis Farmer of the Congress of Racial Equality (CORE), Roy Wilkins of the NAACP, and union leaders such as Philip Randolph of the Brotherhood of Sleeping Car Porters. King delivered the famous "I Have a Dream" speech to more than 300,000 people gathered at the Lincoln Memorial. March leaders met with President Kennedy after the meeting and asked him to ramp up efforts for the passage of the civil rights bill that Kennedy introduced in February 1963. **Kennedy was assassinated in November 1963, three months after the march. The first Civil Rights Bill was passed in 1964 under the presidency of Lyndon B. Johnson.**
- March from Selma to Montgomery (March 1965): On January 2, 1965, King and the SCLC joined the SNCC, the Dallas County Voters League,

and other local African American activists in Selma for a voting rights campaign. Only 2 percent of blacks were on the voting rolls at the time. The SCLC focused on Selma because they anticipated that the brutality of local police would draw national attention and force Congress to enact new national voting rights legislation. On March 7 (Bloody Sunday), state troopers attacked peaceful marchers using tear gas, clubs, and police dogs. Television coverage of "Bloody Sunday" spurred national outrage. On March 15, President Johnson addressed Congress and identified himself with the demonstrators. **On March 17, he submitted voting rights legislation to Congress. On August 6, 1965, in the presence of King and recalling the "outrage of Selma," Johnson signed the Voting Rights Act of 1965 into law.**

In the years between 1956 and 1968, under Dr. King's leadership, the Civil Rights Movement realized more racial equality than in all preceding years, from the time slave ships first landed on American shores. After 1965, the movement came to a crossroads. King's leadership was challenged from within by activists who said the movement lacked direction. Many favored a "by any means necessary" stance, including violence. King was not militant enough they said. King remained adamant that the path of non-violent resistance be followed. His non-violent principles were deeply rooted in his Christian faith and the teachings of Mahatma Gandhi. Time and again, during the struggle he had witnessed the truth of Gandhi's quote: "Non-violence is the greatest force at the disposal of mankind. It is mightier than the mightiest weapon of destruction devised by the ingenuity of man." Using the weapons of boycott, civil disobedience and grass-roots organizing, King had achieved goals thought to be impossible. He understood the wisdom of Gandhi who said: "Non-violence is not a

garment to be taken on and off...it must be an inseparable part of our being." King knew what got him "to the mountaintop."

Always the visionary, King also knew where to take the fight. He knew the next battle, the one for economic equality, would be the hardest and most contentious battle of all. He knew that entering the battle would put him in more peril than at any other time in his life. In his famous "mountaintop" speech delivered in Memphis on the night

before he died, King uttered these prophetic words: "I've been to the mountaintop...I would like to live a long life...but I'm not concerned about that now...I've seen the promised land...I may not get there... but I'm not worried...Mine eyes have seen the glory of the coming of the lord..."

In his final days, King threatened more than the status quo of the Southern "plantation culture." Dr. King's "poor-people's campaign" envisioned a "multi-racial army of the poor" that would pressure Washington into adopting a poor-people's bill of rights. He denounced the huge income gaps between the rich and the poor. This new campaign battle is what led King to Memphis in 1968.

"We in the labor movement know that America has a history of dealing harshly with human rights' champions. From the infancy of the labor movement, union leaders and labor activists have been killed in the fight for decent wages, safe working conditions, and the right to organize. The roll call of those beaten, killed or imprisoned in the pursuit of justice for working people stretches back to before the American Revolution. We know the famous ones like Mother Jones and Joe Hill, Gompers, Reuther, Chavez and Quill; let us also honor the legion of lesser-known and nameless heroes who made the ultimate sacrifice so working men and women could earn a decent wage, raise themselves up, and walk with dignity.

Martin would not object to having his name added to that roll. He would have agreed that human rights and labor rights are synonymous. It is altogether fitting that King devoted his last days on earth to supporting the striking sanitation workers of Memphis. He died in a fight to give working men the right to be represented by a union. He died in a struggle to end starvation wages, and cruel and unusual working conditions.

The Reverend King got to the mountaintop; he saw the other side. It is for us, the living, to honor his sacrifice and continue the journey to the promised land. In solidarity, we will be delivered. ■



# ARTHUR CHELIOTES

President

## The System Is Rigged Against Us & We The People Must Fix It

The face of government for most of us are the public workers like the members of Local 1180 who have direct contact with the public. The most visible are teachers, firefighters, sanitation workers, and of course police officers.

Police officers are responsible for the public safety and are given extraordinary powers to ensure the public is safe — they arrest those who assault others, those who steal, and those who otherwise violate the law. The vast majority serve and protect us and just want to go home to their families at the end of their tour, they exercise good judgment, and they treat the public with respect. In extreme cases, they can use deadly force when the lives of others or their own are threatened.

Before African slaves set foot on our shores, the landowners in the colonies needed a source of labor to work the land. These laborers and craftsmen were called indentured servants and were required to work off their debt to their owner in exchange their freedom. The problem for their owners was once indentured servants paid their debt, they began to demand the same rights as their former owners. Colonial plantation owners, the 1 percent of their era, turned to African slaves as a cheap source of labor with no possibility of demanding equal rights as white Englishmen did. They could rationalize enslaving Africans by dehumanizing them. Slaves were considered primitive, did not look like Englishmen, were bought as chattel, and had no rights. After American independence, they were considered 3/5 of a man. The dehumanizing of African-Americans continued during the Jim Crow era, and it still continues today. We see it in the media, our politics, our economic system, and a criminal justice system that disproportionately incarcerates minorities. The hatred some have for President Obama comes from this warped thinking.

Dehumanization is a tool used by the powerful to justify oppression and even genocide. It permits a society to perpetuate inequality based on identity. We saw it in the Jim Crow south with white supremacists, and in Nazi Germany with the Arian super race. President Lyndon Johnson explained southern white supremacists this way: **“I’ll tell you what’s at the bottom of it. If you can convince the lowest white man he’s better than the best colored man, he won’t notice you’re picking his pocket. Hell, give him**

**somebody to look down on, and he’ll empty his pockets for you.”**

It will take more than police body cameras, better training of officers, or special prosecutors — though all that must be done. But unless we address inequality in income, money in politics, and equal opportunity in education, housing, and healthcare, we will not solve the cause of this crisis. Solving income inequality is key to solving our national crisis and we need political power to do it.

That is why political inequality is so important. Republican state legislatures following the Koch brothers’ agenda redraw electoral districts to diminish the political power of minorities who tend to vote for Democrats. The election spending this last cycle shows us that the floodgates for buying politicians are fully opened by the U.S. Supreme Court’s Citizens’ United decision. Investigative reporter Greg Palast recently wrote that millions, especially Black, Hispanic and Asian-American voters, also are threatened by an electoral purge in 27 states, most of them run by Republicans, where they have launched a program that threatens a massive purge of voters from the rolls. If even a fraction of those names are blocked from voting or purged from voter rolls, it could alter the outcome of the 2016 presidential vote count.

Palast interviewed the Rev. Joseph Lowery, who cofounded the Southern Christian Leadership Conference with Martin Luther King, Jr. Lowery says, “It’s Jim Crow all over again.” Now 93, he recognizes in the list of threatened voters a sophisticated new form of an old and tired tactic. “I think [the Republicans] would use

anything they can find. Their desperation is rising.”

Lowery is right that the demographics of our nation are changing in favor of Democrats so Republicans are desperate to suppress their votes. Without a broad based movement for social, political, and economic justice for all Americans, a small minority of rich bigots will gain full control of our nation.

If we are to cure the cancer that is consuming our nation, we must heed the words of President Franklin D. Roosevelt and his two simple truths:

**“The first truth is that the liberty of a democracy is not safe if the people tolerate the growth of private power to a point where it becomes stronger than their democratic state itself. That, in its essence, is fascism — ownership of government by an individual, by a group, or by any other controlling private power.”**

**“The second truth is that the liberty of a democracy is not safe if its business system does not provide employment and produce and distribute goods in such a way as to sustain an acceptable standard of living.”**

It is time to start a national movement to end this rigged system. That can only happen with your active participation as we fight for liberty and justice for all. Please join us when we call. ■

**“Dehumanization is a tool used by the powerful to justify oppression and even genocide. It permits a society to perpetuate inequality based on identity. We saw it in the Jim Crow south with white supremacists and Nazi Germany with the Arian super race.”**

The recent tragic deaths in Staten Island, Brooklyn, Ferguson, Cleveland, and Cincinnati confirm that the use of deadly force against African-American men is more than just bad judgment. It is a systemic crisis in our nation with the causes rooted in the past, predating 1776.

We must understand the history and warped thinking that creates a social, economic and political context that permits the killing of African American men if we are going to solve this crisis. I believe that the dehumanization of African-Americans for the economic and social interest of the rich and powerful must be understood.



# GINA STRICKLAND

## 1st Vice President

### Dr. Martin Luther King's Legacy

### Nearly 50 Years later, What Has Changed

As we celebrated Dr. Martin Luther King, Jr. Day on January 19, we paused for a moment to see where we are today. Dr. King fought for human rights, civil rights, voting rights, labor rights, and equality for all until his assassination on April 4, 1968.

the exact same duties.

Dr. King organized several demonstrations that some unfortunately led to violence on the issue of voting rights. People were expressing their feelings about discrimination. These demonstrations ultimately pushed the powers that be to

enact the Voting Rights Acts of 1965 that protected the voting

rights for individuals by prohibiting any state or local government from imposing laws that discriminated based on race or language. Prior to this legislation, African-Americans were required to pass a literacy test in order to vote.

Today there is a national push of voter suppression. Since 2013, 15 states have initiated or passed measures that require proof of citizenship or government-issued identification to register. Some states have even created obstacles to register to vote for those who have criminal convictions. Several states have reduced or eliminated the number of days for early voting and eliminated nights and weekends to vote.

In 1968 in Memphis, during a rainstorm, two sanitation work-

ers were crushed while in the back of their compressor truck. The city rule stated, "While black employees are working they can only seek shelter from the rain in the back of the truck with the garbage".

This ignited more than a 1,000 black sanitation workers to go on strike for job safety, better wages, benefits and union recognition. This led to numerous demonstrations against the mayor. Dr. King joined in one of the marches that escalated violence when the demonstrators started to break windows of various establishments. Police retaliated with batons and tear gas and shot an unarmed 16-year-old boy to death. Newspapers and television stations portrayed the mayor as calm and reasonable while the protestors were portrayed as unruly and disorganized.

On April 3, Dr. King addressed the sanitation workers and pledged his support for their cause for union recognition. The next day on his hotel balcony, he was assassinated. On April 8, an estimated 42,000 people including clergy and union leaders marched demanding union recognition. On April 16, an agreement was reached with the city council to recognize the union and guaranteed better wages.

Today we are watching national and local attacks on unions. Members of 1180 receive pensions, moderate salaries, medical and supplemental benefits, due process rights, representation and negotiated raises to name a few.

In past years, it has been rumored that there is an effort by parties to eliminate the Triborough Doctrine that allows all the provisions of an expired contract to remain in effect until a new one has been negotiated. If eliminated, employers could make unilateral changes to contracts without having to bargain with a union. In essence, if this came to pass, 1180 members could see their salaries, work hours, and annual sick leave reduced and their due process rights eliminated.

Take a good look around your city, state, and country today and ask the question, "what has changed of the legacy of Dr. Martin Luther King?" His life was cut short, thus making the ultimate sacrifice fighting for labor rights, human rights, civil rights and equality for all. What are we fighting for today? ■

**"Some states have even created obstacles for those who have criminal convictions to register to vote. Several states have reduced or eliminated the number of days for early voting along with the elimination of nights and weekends to vote."**

Dr. King led many non-violent protests and demonstrations such as the Montgomery Bus Boycott and the March on Washington that became instrumental for the Civil Rights Act of 1964. This law prohibited discrimination based on race, sex, religion, or national origin against individuals with respect to conditions of employment such as wages and terms of work.

Today, 51 years later, many of our own Local 1180 women's and minorities' civil rights are being violated in the Administrative Manager title. Their salaries are vastly lower than their white male counterparts. In a recent decision of lawsuit, it was determined that women were being paid lower than their male counterparts doing

## ABOUT OUR MEMBERS

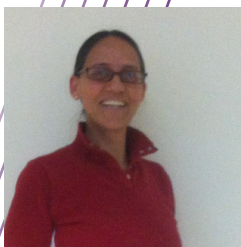
Congratulations to 1180's SBF Staff member Renee Moore-Allen on the birth of daughter Naomi Vinessa on September 14, 2014. Naomi weighed in at 7 lbs., 4 oz.

Condolences to Marilynn Gipson, Administrative Manager, Fire Department, whose nieces Keywana Princess Robinson and Nichole Jones passed away on August 16, 2014.

Condolences to Juan Rosario, Jr., Administrative Manager, Housing Preservation and Development, on the passing of his mother Alfreda Rosario.

Congratulations to Shop Steward Floretta Sage of ACS on her retirement on December 19, 2014, after 30 years of service.

Congratulations to Suman Sharma on her selection as Employee of the Month for October 2014 in the New York City Department of Correction's Assistant Chief of Administration office.



# CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

## September 10, 2014

Meeting called to order at 6:10 p.m.

Executive Board Members in Attendance

### Officers

Arthur Cheliotos, President; Linda Jenkins, First Vice President; Gina Strickland, Second Vice President; Gloria Middleton, Secretary-Treasurer; Gerald Brown, Recording Secretary

### Members-at-Large

Lourdes Acevedo, Lisa Lloyd, Lenora Smith, Charles Garcia, Debra Paylor, Venus Williams, Denise Gilliam, Suzanne Polite, Hazel Worley

Minutes of the August 20, 2014, meeting were presented. Motion was duly made, seconded, and carried to accept with necessary corrections.

### President's Report

President Cheliotos opened his report by advising the Board that two meetings have been scheduled with the NYC Office of Labor Relations and CWA Local 1180 during the week of October 15, 2014:

- Initial bargaining session for the 2014 PAA et al. contract.
- Administrative Manager bargaining session to establish a salary structure for the Administrative Manager title.

President Cheliotos discussed the highlights of his schedule since the last Executive Board meeting. On August 22, chaired a conference call of the CWA Defense Fund Oversight Committee. On August 24, hosted a meeting with New York City Councilmember Benjamin Kallos, Chair of the Council's Government Operations Committee

On September 2, attended the opening reception for the Ralph Fasanella exhibit at 2 Lincoln Square, NYC. Fasanella was a labor artist and many pieces of his work are displayed at Local 1180. On September 3, attended a follow-up meeting at the NYC Department of Finance to discuss the movement of their promotion list for Administrative Manager. Also in attendance were Gina Strickland and Desiree Waters. On September 5, chaired a conference call with the CWA Defense Fund Oversight Committee.

On September 7, marched twice in the annual NYC Labor Day Parade on 5th Avenue, NYC. Marched first at the beginning of the parade and then marched at 1:30 p.m. with the CWA delegation. On September 7, along with his wife, hosted a meet and greet for John Liu in the community room of their housing complex. John Liu is a candidate for the NYS Senate. On September 9, participated in primary elections across the City. On September 10, attended an Economic Summit at the NYC Central Labor Council.

President Cheliotos distributed and discussed the monthly report from Mirkin & Gordon, P.C. listing matters they are working on for Local 1180. In addition, he presented the monthly activity report from Steve Ferrer, Organizer for CWA Local 1180.

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

### First Vice President's Report

First Vice President Linda Jenkins reported the following:

#### Administrative Manager List #6529

Finance appointed seven people from its list.

#### Principal Administrative Associate List #8535 (PROM)

HRA held a pool on September 9, 2014, and called 17 eligibles (#s 633-670) to fill vacancies in MICSA, HASA, Legal, Payroll, and Home Care. It appointed #s 642, 645, 656, 659, 660, 661, 662, 667 and 669.

HRA also held a pool on September 10, 2014, and called 17 eligibles (#s 672-688) to fill vacancies in MICSA.

#### DCAS Tentative Annual Examination Schedule through June 30, 2015

DCAS has published a tentative exam schedule that includes titles represented by 1180:

Administrative Manager Exam #5010 – Open Competitive – filing 1/7/2015 to 2/24/2015

Administrative Manager Exam #5516 – Promotion – filing 1/7/2015 to 2/24/2015

Principal Administrative Associate Exam #5039 – Open Competitive – filing 3/4/2015 to 3/24/2015

Principal Administrative Associate Exam #5537 – Promotion – filing 3/4/2015 to 3/24/2015

### Communique

CWA Local 1180 members won several Metro Labor Communications Council 2013 awards.

**Daniel Cunningham** won the Mary Heaton Vorse Award for his article, "Isabella's Song – Sandy Be Not Proud." This award is given to an individual whose work touches our emotions and brings insight into others' lives by capturing the human side of an issue.

**Gina Strickland** won a 3rd Place award for her article in the News Writing category, "Member Leandro Monzon is Reinstated".

**Eddie Yood** won a 2nd place award for his article in the Editorial/Column category, "From Tazrin Plant, Bangladesh to Triangle Factory, NYC" and a Special Mention award in the same category for his article, "Do Gun Control Laws Discriminate Against the So-Called Mentally III?"

**Enlce Brito** won a 2nd Place award for her article in the Work by a Rank and File Member category, "Master of Evil."

### Civil Service Committee

The Committee is working on fact sheet #11 – Disciplinary. The next Committee meeting will be on September 23, 2014.

### Education Committee

The Book Club will meet on September 18, 2014, and the book selection is *One Hundred Years of Solitude* by Gabriel Garcia Marquez. The Committee continues to work on curriculum for a Job Readiness Program. The next committee meeting will be on October 14, 2014.

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

### Second Vice President's Report

Second Vice President Gina Strickland reported the following:

#### Human Resources Administration

On August 12, a labor management meeting was held with Commissioner Steve Banks; Anthony Wells, President Local 371; and Eddie Rodriguez, President Local 1549. In attendance for 1180 were Arthur Cheliotos, Gerald Brown, Robin Blair-Batte and Gina Strickland. Local 371 was facing layoffs of several members due to the State takeover of Medicaid. In an effort to avoid these layoffs, the union with HRA agreed to the creation of a new title for 371 called Client Service Supervisors. These positions will be in the JOB and SNAP Centers. As a result of this reorganization moving forward, 1180 will see the addition of several new PAA positions.

On August 25, a meeting was held with Dinorah Nunez White, Director of Employee Discipline Unit, Gina Strickland and 1180 staff representatives Venus Colon-Williams and Robin Blair-Batte. The meeting was to discuss how to improve the process of disciplinary cases for our members. We addressed notification of hearings, substance of charges, documentation of charges, and conduct of hearings to name a few. It was a productive meeting that should result in making this stressful situation for our members less intimidating.

#### Department Of Probation

On August 14, a labor management meeting was held with Probation's Deputy Commissioner, Labor Relations and General Counsel, 1180 staff representative Desiree Waters, and Gina Strickland. This meeting was requested by 1180 to discuss several issues raised by our members. We addressed the use of agency email from members to the union, intimidation and retaliation from management, tasks and standards, and evaluations. As a result of this meeting, 1180 will establish regular meetings with labor relations to discuss matters raised by our mem-

bers. We will work together to discuss how to build the morale of our members.

### Department Of Finance

On September 3, a follow-up meeting was held from our July 10 previous meeting with Commissioner Jhia concerning the movement of the Administrative Manager list. Arthur Cheliotos, staff representative Desiree Waters, and Gina Strickland met with the Commissioner's assistant, Labor Relations and Human Resources. We were informed that seven members were appointed from the list with effective date of September 1, 2014. We were advised they will continue to see if they can appoint additional candidates.

Second Vice President Strickland reported the following staff rep activity for the month of August 2014:

Agency Walk Through	3
Command Discipline (NYPD)	1
G.O. 15 (NYPD)	3
Hearing Preparations	5
Hearings	19
Investigative Hearings	2
Labor Management Meetings	15
Off-Site Member Meetings	2
Supervisory Conferences	6
Walk-Ins	3
Appointments	6
Phone Calls Received	840

### Site Meetings

Agency: **Comptroller's Office**  
1 Centre St., NY

Agency: **HRA-IREA**  
151 W. Broadway, NY

Agency: **Cumberland Hospital**  
100 North Portland, Brooklyn

Agency: **DOHMH**  
125 Worth St., NY

Agency: **HRA-HASA**  
94 Flatbush Ave., Brooklyn

Agency: **DOHMH**  
16 Court St., Brooklyn

Agency: **Henry J. Cater**  
1752 Park Ave., NY

Agency: **DEP-Valhalla**  
465 Columbus Ave., Valhalla, NY

Agency: **Staten Island District Attorney**  
130 Stuyvesant Pl., Staten Island

Agency: **Probation**  
100 Center St., NY

Agency: **HHC – Central Office MIS**  
462 1st Ave., NY

Agency: **Finance**  
210 Joralemon St., Brooklyn

Agency: **North Central Bronx Hospital**  
3424 Kossuth Ave., Bronx

Agency: **Small Business**  
110 William St., NY

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

### Secretary-Treasurer's Report

Secretary-Treasurer Gloria Middleton presented the Income and Expenditure, as well as the Check Register, for the month of August 2014. She advised that the account balances are: T.D. Bank Checking: \$256,125.47 and the Morgan Stanley Account: \$150,191. Both balances are for c.o.b. 9/9/14.

Secretary-Treasurer Middleton reported the following in reference to the 2014 CWA Local 1180 Elections:

- The election will be conducted by the American Arbitration Association (AAA).
- Ballots will be mailed out on October 6, 2014.
- Ballots must be returned to AAA by mail no later than Friday, October 24, 2014 by c.o.b. @ 5:00 p.m.
- Ballots will be counted by AAA on Monday, October 27, 2014, at 10:00 a.m. at their 120 Broadway, NYC address.
- The Local's Election Committee met on September 9, 2014, to receive nominations and conduct the business of the Election Committee.

- The Election Committee will schedule a meeting of all candidates on September 16, 2014.

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

### Recording-Secretary's Report

Recording Secretary Gerald Brown advised that we had several big wins in the NYS Primary Elections. In the NYS Senate, we had big wins with Leroy Comrie taking the seat in the 14th S.D. in Queens, Jesse Hamilton taking the seat in the 20th S.D. in Brooklyn, and Gustavo Rivera's re-election in the 33rd S.D. in the Bronx. In the NYS Assembly, we had big wins with Charles Barron taking the seat in the 60th A.D. in Brooklyn, Guillermo Linares taking the seat in the 72nd A.D. in Manhattan, Rebecca Seawright taking the seat in the 76th A.D. in Manhattan, and Latoya Joyner taking the seat in the 77th A.D. in the Bronx. Re-elected were: Robert Rodriguez in the 68th A.D. in Manhattan and Marcos Crespo in the 85th A.D. in the Bronx. Our candidate in the 86th A.D. in the Bronx, Victor Pichardo, is seeking re-election and as of last night is trailing by nine votes. The Board of Elections has scheduled a recount.

Recording Secretary Brown thanked members who worked on political events for the last three months.

- Phone Banking for the June 24th Congressional Primary
- Field Operations for the June 24th Congressional Primary
- NYS Legislative Candidate Screening on June 14 and August 9, 2014.
- Phone Banking for the September 9th NYS Primary
- Field Operations for the September 9th NYS Primary.

Motion was duly made, seconded, and carried for the following four endorsements for the November 4, 2014 General Election:

- NYS Comptroller, Thomas DiNapoli
- NYS Attorney General, Eric Schneiderman
- 11th Congressional District in South Brooklyn and Staten Island, Domenic Recchia
- 22nd NYS Senate District in Brooklyn, Jamie Kemmerer

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

Hazel Worley reported the annual picnic was a huge success. There were 1,788 in attendance (1380 adults and 408 children). The picnic for next year is scheduled for August 29, 2015.

Denise Gilliam announced that the Women's Committee will sponsor a Health Fair at Local 1180 on Saturday, October 11, 2014. Complete details can be found on the website [www.cwa1180.org](http://www.cwa1180.org)

Venus Williams announced that the Hispanic Committee will sponsor a Hispanic Heritage Month Celebration on Saturday, October 18, 2014, at the Murphy Institute at 25 West 43rd Street, 18th floor. Complete details can be found on the website [www.cwa1180.org](http://www.cwa1180.org).

Lourdes Acevedo made a motion for the Local to send four people to the International Somos el Futuro Conference. The motion received a second and was discussed. It was stated that we send a delegation to the NYS Somos el Futuro in the Spring of each year and last year we sent Charles Garcia to the International as he is on the Board. The motion was tabled.

The next Executive Board meeting is scheduled for October 9, 2014.

Motion was duly made, seconded, and carried to adjourn at 8:25 p.m.

Respectfully submitted,

Gerald Brown  
Recording Secretary

## October 9, 2014

Meeting called to order at 6:15 p.m.  
Executive Board Members in Attendance

### Officers

Arthur Cheliotas, President; Linda Jenkins, First Vice President; Gina Strickland, Second Vice President; Gloria Middleton, Secretary-Treasurer; Gerald Brown, Recording Secretary

### Members-at-Large

Lourdes Acevedo, Lisa Lloyd, Lenora Smith, Charles Garcia, Debra Paylor, Venus Williams, Denise Gilliam, Suzanne Polite, Hazel Worley

Minutes of the September 10, 2014, meeting were presented. Motion was duly made, seconded, and carried to accept minutes with necessary corrections.

### President's Report

President Cheliotas opened his report discussing a report from the Policy Research Group titled, "Update on the New York City Economy." He advised that there are two upcoming bargaining sessions with the New York City Office of Labor Relations: Administrative Manager on October 15, and PAA et al. on October 16.

President Cheliotas advised that Ray Laforest is no longer on staff with Local 1180 as the Staff Rep for the nonprofit sector. Kevin Lynch is under retainer to fill the void until a replacement is appointed.

President Cheliotas informed the Executive Board that he recently met with DCAS Commissioner Stacy Cumberbatch, OLR Commissioner Bob Linn, and Deputy Mayor Shorris to discuss the NYC Provisional Reduction Plan. President Cheliotas attended the meeting in his role as Chair of the MLC's Civil Service Committee.

President Cheliotas discussed highlights of his schedule since the last Executive Board meeting: On September 12 he chaired a meeting with the Local's Administrative Manager Bargaining Committee, as well as the PAA et al. Bargaining Committee. On September 15, he attended a meeting of the MLC Steering Committee. On September 18, he attended a reception for NYS Assemblymember Peter Abbate, Chair of the Assembly's Labor Committee. On September 19, he attended a forum at the Murphy Institute titled "From Protest to Policy – Policing in Communities of Color." The key note speaker was the Rev. Al Sharpton.

September 22-25, President Cheliotas and Second Vice President Gina Strickland attended the NYC Central Labor Council's Conference in Cutchague, NY. On September 26, he attended a meeting with Joseph Ponte, Commissioner of the NYC Department of Correction; also attending were Second Vice President Gina Strickland and Staff Rep Catherine Alves.

On October 3, chaired a conference call of the CWA National Defense Fund Oversight Committee. On October 6, attended a meeting with Vincent Alvarez of the NYC Central Labor Council. On October 7, attended a reception for Rebecca Seawright, newly elected Assemblywoman from the Upper East Side of Manhattan. On October 8, attended a Working Families Party rally at St. Vartan Armenian Church in Manhattan.

President Cheliotas distributed and discussed the monthly report from Mirkin & Gordon P.C. listing matters they are working on for Local 1180. In addition, he presented the monthly activity report from Steve Ferrer, Organizer for Local 1180, and the monthly activity report from David Redlener, Communications Director for Local 1180.

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

### First Vice President's Report

First Vice President Linda Jenkins reported:

#### Administrative Manager List #6529

HRA held a pool on September 29, 2014 and called 8 eligibles numbers 4 to 77 to fill 2 vacancies in MICSAs and FIA. #4 and #75 were appointed.

#### Principal Administrative Associate List #8535 (PROM)

HRA held a pool on September 23, 2014, and called 20 eligibles numbers 689 to 714 to fill vacancies in MICSAs. Ten people were appointed.

#### Communique

The International Labor Communication Association 2013 ILCA Labor Media Awards have been announced. The *Communique* won a 1st Place Best Front Page/Cover award for our Fall 2013 issue. The awards will be presented at the annual luncheon in Washington, DC on December 12, 2014.

#### Civil Service Committee

The Committee is working on fact sheet #11 – Disciplinary. The next committee meeting will be on October 28, 2014.

#### Education Committee

The Book Club will meet on October 23, 2014, and the book selection is *The Light Between Oceans* by M. L. Stedman. The Committee continues to work on curriculum for a Job Readiness Program. The next Committee meeting will be on October 14, 2014.

We are preparing Exam Prep classes for the upcoming Administrative Manager and Principal Administrative Associate exams. E-bulletins and mailings are going out announcing the prep program and schedule of dates.

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

### Second Vice President's Report

Second Vice President Gina Strickland reported:

#### Human Resources Administration

On September 18, a labor management meeting was held with Human Resources and 1180 and other unions to discuss the move to Bank Note Building at 890 Garrison Avenue, Bronx. We had been notified in June about the move. HRA is consolidating several programs: CASA, OCSE, SNAP 40, FIA Training, HASA, Job Center 40 (Melrose) and Center 17 from 530 West 35th Street, 1365 Jerome Avenue, 260 161st Street, and 630 Jackson Avenue to the Bank Note Building. The meeting was to discuss the actual move that will be done in four phases that have commenced and will finish at the end of October. Shop Steward Michael Pricoli represented 1180 on September 24 when HRA had a walkthrough for the three floors that will be occupied by HRA.

#### Department of Correction

On September 26, President Cheliotas, 2nd VP Gina Strickland, and Staff Representative Catherine Alves met with Correction Commissioner Joseph Ponte of Correction. This meeting was requested by 1180 to discuss the Administrative Manager List and the sudden influx of a title being used in lieu of our Principal Administrative Associate and Administrative Manager titles. A member from Correction provided us with vacancy notices of this title that reflect the duties of our titles. The meeting went well as Commissioner Ponte had met with our members and is aware there is an issue with a career path.

We will work with his newly appointed person in Human Resources to establish professional development resources for our members. This individual has already reached out to us and will be working with Vice President Linda Jenkins. He stated that they have started to look at the Administrative Manager List.

#### Health and Hospital Corporation

On October 10, a meeting was held at Health and Hospitals headquarters with all the unions to discuss HHC's response to Ebola.

#### Caribbean Heritage Committee

Friday October 24 from 6 p.m.-9 p.m., we will be having another Game and Karaoke night with a donation of \$5.

Second Vice President Strickland reported the following Staff Rep activity for the month of September 2014.

Agency Walk Through	3
Counseling/Warning Sessions	1
EEO Investigation/Interviews	2
G.O. 15 – NYPD	2
Hearing Preparations	8
Hearings	24
Investigative Hearings	5
Labor Management Meetings	8
OATH	1
Off-Site Member Meetings	3
Supervisory Conferences	3
Walk-Ins	2
Appointments	3
Phone Calls Received	943

#### Site Meetings

##### Agency: Sanitation

177 E. 123rd St., NY

##### Agency: NYCHA

23-02 49th St., L.I.C., NY

##### Agency: ACS

109 E. 16th St., NY

##### Agency: Kings County Hospital

451 Clarkson Ave., Brooklyn

##### Agency: Metropolitan Hospital

1901 1st Ave., Bronx, NY

##### Agency: Woodhull Hospital

760 Broadway, Brooklyn

##### Agency: Lincoln Hospital

149th St., Bronx, NY

##### Agency: HRA – SNAP 79

Far Rockaway, Queens

##### Agency: Dept. of Education

28-11 Queens Plaza N., Queens

##### Agency: Dept of Education

65 Court St., Brooklyn

##### Agency: Dept of Transportation

28-11 Queens Plaza N., Queens

##### Agency: Dept. of Corrections

75-20 Astoria Blvd., Queens

##### Agency: Dept. of Environmental Protection

59-17 Junction Blvd., Queens

##### Agency: NYPD

1 Police Plaza, NY

##### Agency: Dept. of Design and Construction

30-30 Thompson Ave., Queens

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

### Secretary-Treasurer's Report

Secretary-Treasurer Gloria Middleton presented the Income and Expenditures as well as the Check Register for the month of September 2014. She advised the account balances are: T.D. Bank Checking \$238,048.18 and the Morgan Stanley Account: \$150,198. Both balances are for c.o.b. 10/8/14.

Secretary-Treasurer Middleton led a discussion on the annual budget. A motion was duly made, seconded, and carried allowing the President and Secretary-Treasurer to act within the framework of the current budget until the next budget is passed by the Executive Board. The next budget will be for budget year (BY) October 1, 2014-September 30, 2015.

Secretary-Treasurer Middleton reported the following membership activity for the month of **September 2014:**

New Members	64
Terminated	1
Deceased	2

Secretary-Treasurer Middleton advised that the Local 1180 elections are underway. Ballots totaling 8501 have been mailed to the membership. Ballots will be counted by the American Arbitration Association on Tuesday, October 28, 2014.

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

### Recording Secretary's Report

Recording Secretary Gerald Brown advised that preparations are underway for our involvement in the November 4th General Election. In addition to the local races where we have endorsed candidates, we will work to promote the candidacy of our two statewide endorsed candidates: Thomas Di Napoli for NYS Comptroller and Eric Schneiderman for NYS Attorney General. A complete listing of endorsed candidates can be found on our website [www.cwa1180.org](http://www.cwa1180.org)

Phone banking for candidates will start on October 14 and run through Election Day. Recording Secretary Brown also discussed the November 4th Ballot Proposals and stated that Local 1180's position will be included in phone bank calls to members and retirees.

Recording Secretary Brown advised that he will be serving as a facilitator for the Pre-Retirement Seminars on October 25 at Local 1180. More than 80 Local 1180 members have registered for the seminar.

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

Denise Gilliam announced that the Women's Committee will host a Health Fair at Local 1180 on Saturday, October 11, 2014 from 10:00 a.m. – 3:00 p.m. All members and their families are welcome to attend. Complete details can be found on our website [www.cwa1180.org](http://www.cwa1180.org)

Venus Williams announced that the Hispanic Committee will host a celebration of Hispanic Heritage Month: History, Culture and Community on Saturday, October 18, 2014. The celebration will be at the Murphy Institute, CUNY @ 25 West 43rd Street – 18th Floor, New York, NY 10036 during the hours of 10:00 a.m. – 4:00 p.m. All members and their families are welcome to attend. Complete details can be found on our website [www.cwa1180.org](http://www.cwa1180.org)

The next executive board meeting is scheduled for November 19, 2014.

Motion was duly made, seconded, and carried to adjourn at 8:00 p.m.

Respectfully submitted,

Gerald Brown  
Recording Secretary

## November 19, 2014

Meeting called to order at 6:10 p.m.  
Executive Board Members in Attendance

### Officers

Arthur Cheliotas, President; Linda Jenkins, First Vice President; Gina Strickland, Second Vice President; Gloria Middleton, Secretary-Treasurer; Gerald Brown, Recording Secretary

### Members-at-Large

Lourdes Acevedo, Lisa Lloyd, Venus Williams, Charles Garcia, Debra Paylor, Hazel Worley, Denise Gilliam, Lenora Smith, Absent: Suzanne Polite

Minutes of the October 9, 2014, meeting were presented. Motion was duly made, seconded, and carried to accept minutes with necessary correction.

### President's Report

President Cheliotas opened his report by discussing the continued meetings concerning the PAA et al. Bargaining and the Administrative Manager Bargaining. He also discussed the Local's EEO case related to the Administrative Manager title.

President Cheliotas discussed highlights of his schedule since the last Executive Board meeting: On October 10, attended the retirement party for Antoinette Burke, a 19-year employee of the Local 1180 Security Benefits Division. On October 14, attended a breakfast meeting with NYC Councilmember Rory Lancman. In the evening, along with Executive Board members and Shop Stewards from HRA, he attended a meeting with HRA Commissioner Steve Banks. On October 15, along with the Local 1180 Administrative Manager Bargaining Committee, met with NYC Office of Labor Relations for the second media-

tion session. Unfortunately, OLR did not give a counter offer to our initial proposal. On October 16, along with the Local 1180 PAA et al. Bargaining Committee, met with OLR to present our contract demands. OLR received the demands and stated they will be reviewed and another meeting will be scheduled. On October 17, he attended a tour of the new Police Academy in College Point, Queens. Ending the week on October 18, attended the Local's Hispanic Heritage Month Celebration at the Murphy Institute in Manhattan.

Continued on next page

# CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

During the period of October 19-23, attended a meeting of the CWA National Defense Fund Oversight Committee in Washington, D.C. President Cheliotis is the Chairperson of the Committee. On October 24, attended a labor walk for congressional candidate Dominic Recchia. On October 27, chaired a meeting of the PAA et al. Bargaining Committee at Local 1180. On October 28, attended a meeting with Greg Mantios of the Murphy Institute of Queens College. In the afternoon, attended a meeting with NYC Public Advocate Latisha James. On October 29, attended a follow-up meeting at HHC concerning problems at Kings County Hospital. Gina Strickland and Venus Williams were also in attendance for the meeting. On October 30, attended an Employee Recognition Ceremony at NYCERS. In the afternoon, met with CWA Vice President Chris Sheldon.

On Saturday, November 2, recorded robo calls for Local 1180-endorsed candidates for the November 4th General Election. On November 4th, attended the victory celebration for NYS Comptroller Tom DiNapoli and NYS Attorney General Eric Schneiderman. On November 5th, attended the QWL-HRA Military Appreciation Day Luncheon at 125 Barclay Street.

On November 10, attended a meeting with NYS Assemblyman Victor Pichardo of the Bronx, who had a very close primary election that resulted in a recount. Prior to the recount, Pichardo was trailing by a few votes and subsequently won the recount with less than 10 votes. On November 12, chaired an all-day meeting of the Local 1180 Benefits, Legal and Education funds. On November 13, attended Employee Recognition at HPD. On November 14, chaired a conference call of the CWA National Defense Fund Oversight Committee.

On November 17, attended a meeting at OLR on contract costing. Later in the day conducted a conference call with NYC Councilmember Ben Kallos, Chair of the Council's Government Operations Committee. On November 18, chaired a meeting on the CWA Local 1180 website redesign committee. In the evening, chaired the GMM at Lincoln Hospital in the Bronx.

President Cheliotis distributed and discussed the monthly report from Mirkin & Gordon, P.C. listing matters they are working on for Local 1180. In addition, he presented the monthly activity report from Steve Ferrer, Organizer for Local 1180.

President Cheliotis entertained a motion that was duly made, seconded, and carried to contribute \$2,500 to Arete Living Arts Foundation. The purpose of the donation is to help fund a production of the epic documentary film series titled "Strength in Union".

A motion was duly made, seconded, and carried to contribute up to \$10,000 to the strike fund for CWA Local 1400. To date, \$1,000 was contributed to the strike fund.

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

Hazel Worley asked to give her report at this time as she must leave early tonight. She reported on the upcoming Kids Open Mic Night for December 12. She is requesting a budget of \$1,500 to cover all expenses for the event. Motion was duly made, seconded, and carried for \$1,500 to sponsor the Kids Open Mic. All 1180 members and their children are welcome to attend.

## First Vice President's Report

First Vice President Linda Jenkins reported:

### Civil Service Committee

The Committee continues to work on fact sheet #11 - Disciplinary. The next Committee meeting will be on November 25, 2014.

### Education Committee

The Committee continues to work on curriculum for a Job Readiness Program. The next Committee meeting will be on December 9, 2014. The Book Club will meet on December 3, 2014. The book selection is *You Get What You Ask For* by Veronica Windley, an 1180 member.

## Exam Prep

We expect to finalize the material for the exam prep program for the Administrative Manager and Principal Administrative Associate exams next month. We are offering classes for members to set up an 1180 online account. We will have exam prep orientation and informational seminars to provide members with information about civil service, exam strategies, test taking techniques, a refresher in English usage, fractions, decimals, percents, and administrative terms using timed in-class exercises.

We will provide specific exam prep classes for each exam. The prep for Administrative Manager will begin March 3, 2015, and the prep for Principal Administrative Associate will begin April 13, 2015. E-bulletins and mailings are going out to the members announcing the prep program and schedule of class dates.

We are preparing to place the curriculum for both exams on the website.

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

## Second Vice President's Report

Second Vice President Gina Strickland Reported:

### Health and Hospital Corporation

On November 10, 1180 filed an Improper Practice against Kings County. July 14, Kings County illegally changed nine members' permanent civil service titles of Assistant Coordinating Manager to Behavioral Health Associate, a title represented by DC37. 1180 had several meetings with HHC officials at Central Office in order to rectify this situation. Officials stated this would be resolved, which did not materialize, and lead to the filing of this charge.

### Administrative Manager OCB Decision

In 2009, 1180 won the right to represent the title Administrative Manager levels 1 and 2. In the Office of Collective Bargaining decision, it listed the in-house title in all agencies that had been deemed an Administrative Manager position. Letters were sent to all of these agencies requesting the names and titles of the individuals currently holding these positions to verify they are Administrative Managers. Letters were sent to the following agencies with the number of Administrative Manager positions:

DOHMH	29	TLC	2
NYCHA	42	NYPD	8
HRA	39	DCAS	7
DOI	1	FISA	2
DOT	2	SANITATION	5
DYCD	1	COMPTROLLERS	
DEP	16	OFFICE	5
FDNY	4	MANHATTAN	
ACS	5	BOROUGH	
		PRESIDENT	1

### Caribbean Heritage Committee

On October 24, the Committee held its second Game and Karaoke night, which was a great success with more than 70 people attending. Participants engaged in card games such as Spades, Bid Whisk, Bingo and Dominoes, and all enjoyed Karaoke and the tasty refreshments. As requested by the attendees the Committee will schedule another event in the spring.

Second Vice President Gina Strickland reported the following staff rep activity for the month of October 2014:

Agency Walk Throughs	10
Command Discipline (CD)	1
Counseling/Warning Sessions	5
EEO Investigations/Interviews	2
G.O. 15 - NYPD	7
Hearing Preparations	4
Hearings	17
Investigative Hearings	6
Labor Management Meetings	1
OATH	2
Off-Site Meetings	2
Supervisory Conferences	5
Walk-Ins	1
Appointments	5
Phone Calls Received	1027

## Site Meetings

Agency: **HHC-Coler**  
900 Main St., Roosevelt Island, Manhattan

Agency: **HHC-Bellevue**  
462 2nd Ave., Manhattan

Agency: **HRA**  
180 Water St., Manhattan

Agency: **Law Department**  
100 Church St., Manhattan

Agency: **HRA-IREA**  
250 Church St., Manhattan

Agency: **HRA-SNAP 54**  
165-08 88th Ave., Queens

Agency: **HRA-SNAP 43**  
3300 Northern Blvd., Queens

Agency: **NYCERS**  
335 Adams St., Brooklyn

Agency: **Dept. of Education**  
131 Livingston St., Brooklyn

Agency: **Dept. of Building**  
280 Broadway, Manhattan

Agency: **City Planning**  
22 Reade St., Manhattan

Agency: **Administration of Children Services**  
55 West 125th St., Manhattan

Agency: **Dept. of Citywide Administrative Services**  
1 Centre St., Manhattan

Agency: **DHS**  
33 Beaver St., Manhattan

Agency: **HRA-MICAS**  
35 4th Ave., Brooklyn

Agency: **NYCHA**  
90 Church St., Manhattan

Agency: **HRA-MICAS**  
505 Clermont St., Brooklyn

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

## Secretary-Treasurer's Report

Secretary-Treasurer Gloria Middleton presented the Income and Expenditures and the Check Register for the month of October 2014. She advised that the T.D. Bank Checking Account has a balance of \$625,951. She further advised that the Morgan Stanley Account was closed and the funds were deposited into the T.D. Bank Checking Account.

Secretary-Treasurer Middleton advised that the 2015 Festival of Cultures Celebration will be at Boys and Girls High School in Brooklyn. The date and full details to be announced.

Secretary-Treasurer Middleton reported the following Certification of Election Results from the American Arbitration Association's Department of Elections for the CWA Local 1180 election. The term of office is January 1, 2015 - December 31, 2017.

The Administrator mailed out a total of Eight Thousand Five Hundred One (8,501) ballots on Monday, October 6, 2014, to eligible members appearing on the list provided to the Administrator by Local 1180. During the course of the election, the Administrator mailed out One Hundred Sixteen (116) duplicated ballot packets to requesting members.

The Administrator received a total of One Thousand Six Hundred Ninety Four (1,694) envelopes before the deadline. On the date of the count, nine (9) ballots were set aside and not counted due to the following reasons:

- 4 No ID
  - 2 Sets of duplicates
  - 3 Not on the list as eligible
- Secrecy of the ballot was maintained at all time. Tabulation was conducted by scanning technology.

The Administrator hereby certifies the following results: (see results on back page of newsletter).

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

## Recording Secretary's Report

Recording Secretary Gerald Brown reported:

The Local will conduct training among staff to have political activities entered into the National AFL-CIO's Labor Action Network. The Network is designed to show all political mobilization activities.

The Union Plus Credit Card program for Local 1180 is off to a good start. To date, nearly 50 members/retirees have been approved for the card issued by Capital One Bank. For each approved card holder, Capital One Bank will donate \$40 to Local 1180 that can be used for scholarships. The program is scheduled to end on December 31, 2014. Hopefully, many more will apply and be approved by that date. In addition, we will attempt to have the date extended.

The midterm elections overall proved to be disastrous for labor. Without any doubt, we will have two not-so-easy years ahead of us in Washington, as well as in Albany.

Recording Secretary Brown advised that he recently attended a joint session of the City Council's Civil Service and Labor Committee along with the Government Operations Committee. President Cheliotis testified on one of the four panels. The Commissioner of DCAS was present and the panel discussion was directed to the many problems coming out of DCAS. The chairs of both Committees see a need for future meetings and follow-up discussions.

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

Venus Williams reported that the Hispanic Heritage Committee Celebration was a tremendous success. She also stated that the Hispanic Committee will conduct a Pajama Drive and a Canned Food Drive in the very near future. Additional information can be found on the website [www.cwa1180.org](http://www.cwa1180.org).

Denise Gilliam advised that the Women's Committee Health Fair had a huge turnout and all the speakers were well received.

Debra Paylor advised that on November 12, she joined President Cheliotis in attending a Labor Arts Exhibits. The exhibit was to remember and showcase the work of Ralph Fasanella.

Lisa Lloyd reported that along with Debra Paylor and Catherine Alves, the three attended the CWA Health Conference. Lloyd stated that the conference was very enlightening and covered all healthcare issues.

The next executive board meeting is scheduled for December 17, 2014.

Motion was duly made, seconded and carried to adjourn at 8:05 p.m.

Respectfully submitted,

Gerald Brown  
Recording Secretary

# IN MEMORIAM

NAME	AGENCY	DECEASED
Theresa Natoli	Dept. of Social Services	9/01/2014
Carol Griffin	Police Department	9/03/2014
Katherine Nimmons	Admin. for Children Services	9/06/2014
Deloris Thomas	Dept. of Sanitation	9/08/2014
Charlotte Brewington-Merchant	NYC Transit Authority	9/09/2014
Linda Richardson	Bronx District Attorney	9/12/2014
Richard Patoe	NYC Employees Ret. System	9/15/2014
Laura Kant	Dept. of Buildings	9/16/2014
Lillian Ratner	Dept. of Education	9/19/2014
David Feller	Dept. of Social Services	9/24/2014
Joan Kelly	Dept. of Transportation	9/25/2014
Catherine Stanley	Dept. of Transportation	9/26/2014
Ruth Freese	Dept. of Social Services	9/29/2014
Emma Rivera	Fire Department	10/02/2014
Mildred Baron	Dept. of Social Services	10/08/2014
Margaret Belton	Admin. for Children Services	10/11/2014

NAME	AGENCY	DECEASED
Mary Williams	Dept. of Correction	10/19/2014
Jacquelin Goldman	NYC Police Pension Fund	10/20/2014
Wendy Robinson	NYC Transit Authority	10/20/2014
Marilyn Burton	Dept. of Social Services	10/25/2014
Janice Braxton	Kings County Hospital Center	11/03/2014
Karen Grimm	Brooklyn District Attorney	11/05/2014
Frieda Topf	Health & Hospital Corp.	11/10/2014
Betty Kudrowitz	Dept. of Social Services	11/14/2014
Gregory Phillips	NYC Housing Authority	11/16/2014
Richard Vaill	Dept. of Education	11/26/2014
Joyce Oatkin	Dept. of Education	11/28/2014
Josephine Davis	Manhattan DA's Office	11/28/2014
Tharuvelimanni Varughese	Dept. of Correction	12/02/2014
Jose Rodriguez	Parks & Recreation	12/10/2014
Mitchel Tucker	Dept. of Social Services	12/15/2014
Denise Redd	Dept. of Social Services	12/18/2014
Shirley Tigue	Kings County Hospital Center	12/24/2014

## FINANCIAL REPORT

### ANNUAL MEMBERSHIP REPORTS

CWA Local 1180 Supplemental Benefit Plans  
For the Year Ended December 31, 2013

### Basic Financial Statements

	Members' Annuity Fund	Security Benefits Fund	Retirees Benefits Fund	Legal Benefits Fund	Education Fund	Administrative Fund
<b>Plan assets:</b>						
Investments	\$ 74,875,579	\$ 10,200,000	\$ 2,800,296	\$ 20,193	\$ 0	\$ 24,352,271
Receivables	514,972	113,505	2,224,129	174,338	6,300	9,966,435
Other	1,434	0	500	2,500	19,050	943,073
<b>Total assets</b>	<b>75,391,985</b>	<b>10,313,505</b>	<b>5,024,925</b>	<b>197,031</b>	<b>25,350</b>	<b>35,261,779</b>
<b>Plan liabilities:</b>						
Benefit obligations	0	1,122,665	5,008,616	197,031	19,756	0
Payables	245,285	9,190,840	16,309	0	5,594	250,641
<b>Total liabilities</b>	<b>245,285</b>	<b>10,313,505</b>	<b>5,024,925</b>	<b>197,031</b>	<b>25,350</b>	<b>250,641</b>
<b>Plan net assets</b>	<b>\$ 75,146,700</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 35,011,138</b>
<b>Plan income:</b>						
<b>Contributions:</b>						
New York City	\$ 4,004,355	\$ 0	\$ 0	\$ 0	\$ 0	\$ 24,783,055
Contribution transfers	0	13,495,200	9,354,889	863,194	251,332	0
Participants	0	37,353	9,577	0	0	0
Other	76,459	0	388,071	0	18,745	11,725
Net investment income	11,527,100	0	31	24	26	2,601,020
Other income	296	0	39,737	0	0	10,719
<b>Total income</b>	<b>15,608,210</b>	<b>13,532,553</b>	<b>9,792,305</b>	<b>863,218</b>	<b>270,103</b>	<b>27,406,519</b>
<b>Plan expenses:</b>						
Benefits	3,464,403	13,532,553	9,792,305	863,218	270,103	0
Contribution transfers	0	0	0	0	0	23,964,615
Administrative	153,653	0	0	0	0	4,817,319
<b>Total expenses</b>	<b>3,618,056</b>	<b>13,532,553</b>	<b>9,792,305</b>	<b>863,218</b>	<b>270,103</b>	<b>28,781,934</b>
<b>Net increase (decrease)</b>	<b>11,990,154</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>(1,375,415)</b>
<b>Plan net assets:</b>						
Beginning of year	63,156,546	0	0	0	0	36,386,553
<b>End of year</b>	<b>\$ 75,146,700</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 35,011,138</b>

#### Additional Information

The Plans have been audited by an independent accounting firm in accordance with their annual reporting obligation under the City of New York, Office of the Comptroller, Bureau of Management and Accounting Systems' Internal Control and Accountability Directive 12.

## COMMUNIQUE

### Official Publication

New York Administrative Employees Local 1180  
Communications Workers of America, AFL-CIO  
6 Harrison Street, 4th Floor, New York, NY 10013-2898  
www.cwa1180.org  
Telephone: 212.226.6565  
Security Benefits: 212.966.5353  
Retiree Benefits: 212.966.5353  
Claim Forms Hotline: 212.925.1091  
Retiree Division: 212.226.5800  
Tape Message: 212.226.1180

### For Out-of-Town Retirees

Retiree Division: 800.801.2882  
Retiree Benefits: 888.966.5353

### Executive Board

Arthur Cheliotis, President  
Gina Strickland, 1st Vice President  
Gerald Brown, 2nd Vice President  
Gloria Middleton, Secretary-Treasurer  
Lourdes Acevedo, Recording Secretary

### Members at Large

Robin Blair-Batte, Hillary Bloomfield, Charles Garcia,  
Denise Gilliam, Lisa Lloyd, Debra Paylor, Lenora Smith,  
Venus Williams, Hazel Worley

### Communications Director

### Communique Editor/Designer

Marci Rosenblum  
RWD Group, Inc. • www.rwdgroup.com

### Editorial Committee

Catherine Alves, Robin Blair-Batte, Enlice Brito,  
Gerald Brown, Helena Crump, Dan Cunningham, Lorraine  
Gamble-Lofton, Ranti Makinde, Tanya Melbourne,  
Gloria Middleton, Shea Roper, Edward Yood

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## CWA Local 1180

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New York, NY 10013-2898

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# 1180 UNITY TEAM RE-ELECTED



President Arthur Cheliotos and the entire Unity team were re-elected late last year by an overwhelming majority of members who continued to show their support for the officers who have brought Local 1180 to where it is today. New York State Supreme Court Justice Sylvia G. Ash swore in the newly elected slate at the January general membership meeting.

While most seats were uncontested, the few incumbents who were challenged maintained their positions. With the December 31, 2014 retirement of First Vice President Linda Jenkins, Gina Phillips-Strickland won the election to take over that position. Gerald Brown moved up to

Second Vice President, and Lourdes Acevedo became the new Recording Secretary. President Arthur Cheliotos and Treasurer Gloria Middleton also retained their positions.

"The Unity Team thanks you for your trust and faith, and for re-electing us to continue serving you as we move forward in these uncertain times for labor," said President Cheliotos. "Despite the

assault on unions, City workers and the middle class, we have been able to defend what we have and make some progress. We are closer now than ever to negotiating new contracts and to making sure our members receive what they are entitled to. The support you have shown us does not fall on deaf ears. We know you have put your trust in us and we will continue to work diligently to ensure that Local 1180 remains one of the leading unions in New York City."

VP Strickland said that the Unity Team plan to continue negotiating with management to get members wage increases, mediate and/or arbitrate the minimum wage rate for Administrative Managers, pursue the EEO case demanding an end to suppression of the Administrative Manager wage rate, fight to get all members the five-year experience differential, the 10-year recurring increment payment, annuity payments and longevity increases, protect pensions and benefits, demand agencies promote memers on Civil Service lists, fight budget cuts and fight the privatization of City services. ■

**"The Unity Team thanks you for your trust and faith, and for re-electing us to continue serving you as we move forward in these uncertain times for labor."**

1ST VICE PRESIDENT & DELEGATE TO THE CWA CONVENTION	
Georgina "Gina" Phillips-Strickland	1186
Sandra Sheard	411
BLANKS/VOIDS	88

2ND VICE PRESIDENT & DELEGATE TO THE CWA CONVENTION	
Gerald "Jerry" Brown	1493
BLANKS/VOIDS	192

EXECUTIVE BOARD MEMBER-AT-LARGE & DELEGATES TO THE CWA CONVENTION	
Robin Blair-Batte	1269
Charles Garcia	1236
Lenora Smith	1224
Denise Gilliam	1213
Hilary Bloomfield	1187
Venus Colon Williams	1183
Lisa Lloyd	1176
Debra Paylor	1122

EXECUTIVE BOARD MEMBER-AT-LARGE & DELEGATES TO THE CWA CONVENTION	
Hazel O. Worley	1096
Helen S. Jarrett	808
Edward M. Yood	674
BLANKS/VOIDS	2977

PRESIDENT & DELEGATE TO THE CWA CONVENTION	
Arthur Cheliotos	1502
BLANKS/VOIDS	183

RECORDING SECRETARY & DELEGATE TO CWA CONVENTION	
Lourdes Acevedo	1490
BLANKS/VOIDS	195

SECRETARY-TREASURER & DELEGATE TO THE CWA CONVENTION	
Gloria Middleton	1513
BLANKS/VOIDS	172

**TOTAL NUMBER OF VOTES CAST: 1685**