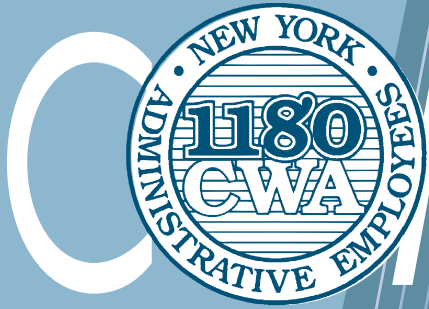


JANUARY-MARCH 2016



COMMUNIQUE



FIGHT FOR \$15

50 YEARS OF STRUGGLE
BUT THE STRUGGLE NEVER ENDS

UNION GETS BACK
EXPERIENCE DIFFERENTIAL PAY
TOTALING \$51,519 FOR MEMBERS



50th Anniversary

Local 1180

COMMUNICATIONS WORKERS

CELEBRATES ITS

50th
Anniversary



WORKERS OF AMERICA



CWA Local 1180 marked its 50th year as a union in New York City with a celebratory dinner on October 30, 2015. The monumental occasion brought together more than 300 friends, guests, Shop Stewards, and supporters of Local 1180 who came to celebrate the Local's golden anniversary.

1180 President Arthur Cheliotis welcomed all attendees with the following: "This is truly a monumental occasion for Local 1180. It was 50 years ago, in 1965, that we started as members of the Municipal Management Society — the predecessor association to CWA Local 1180. Members knew they needed a union with full bargaining rights, and sought out and joined the Communications Workers of America after considering AFSCME and the Teamsters. Back then we had only 1,100 members, but we were CWA's very first public sector local. By the late 1970s, our Local had grown to around 4,000 members, and by the early 1990s, our numbers surpassed 10,000."

Local 1180 today is the largest public worker local in the Communications Workers of America. It is one of the most active in community services, politics, and certainly in innovation. Twenty-five years ago, President Cheliotis is quoted as saying, "In the quarter century since we began, Local 1180 has made great strides for ourselves and for the people of the City of New York. Our work affects all New Yorkers as we guide those who deliver services to this great metropolis."

And those words still ring true today.

"Less than a year after we became the newly formed CWA Local 1180, we signed a contract and achieved 9 percent wage increases, established minimum salaries for the titles we represented, and ensured promotional guarantees. Local 1180 also won full health benefits, an education fund, and impartial arbitration. The agreement included improved vacation time, sick leave, and reduced work hours. The rising tide of unions improved the lives of all workers and our Local was part of it," Cheliotis said.

"Now, 50 years later, we have made great strides, fighting for and winning significant achievements. It's this determination and pride in fighting for our members and all workers, despite the attacks we face today, that will ensure Local 1180 and the entire labor movement continue the fight to achieve dignity, justice, and respect for every worker."

Local 1180 honored four very special and unique individuals who have made a difference in the labor movement and who inspire others to do the same. Cheliotis said that their individual contributions to labor have helped shaped both the Local and the overall labor movement.

The first honoree was CWA President Chris Shelton, who received the Morton Bahr Leadership Award. Since 2005, he has been Vice President of CWA District 1, representing 160,000 members in more than 300 CWA locals in New Jersey, New York, and England. Prior to his election as Vice President, Chris was assistant to the District 1 Vice President, responsible for contract negotiations and the thousands of collective bargaining agreements covering District One members.

Gloria Middleton, Local 1180 Secretary-Treasurer, and NYC Public Advocate Letitia "Tish" James, were both honored with the 1180 Humanitarian Award. Middleton is the current Secretary-Treasurer of Local 1180, a position she has held since January 1, 2003. In her tenure, Local 1180 has become financially more stable than ever before, ensuring dues payments are made timely from the National CWA, auditing procedures and reports to the Department of Labor are accurate and timely, and expenditures are reported and approved every month by the Local's Executive Board.

Letitia James is the second highest ranking elected office in the City, made history in 2014 by becoming the first woman of color to hold citywide office in New York City. In less than two years, Letitia James has transformed the Office of the Public Advocate to deliver real results and reforms for all New Yorkers.

Greg Mantsios, Director of the Joseph S. Murphy Institute, received the Lifetime Achievement Award for Promoting Labor Education. Mantsios has served as a higher education officer for more than 30 years, establishing college degree programs for non-traditional students, particularly those from poor and working class backgrounds. These programs have provided thousands of students with an opportunity to earn college degrees, mostly in the areas of public service and advocacy work.

Middleton, in receiving her award, spoke about her passion for equal rights: "My passion is to help in the fight for equal rights for everyone. As far as this country appears to have come from the days of the Civil Rights movement of the 50s and 60s, we still have so much further to go. We need to remember that we cannot stick our heads in the sand and think that equality for all is just going to happen by osmosis. It takes the efforts of all of us to keep this country going in the direction that leads to what the forefathers of this country wrote in the constitution."

And she practices what she preaches as she is chairperson for the Local's Committee on Civil Rights & Equity, is currently Chairperson of the CWA National Committee on Civil Rights & Equity, and is also a member of the CWA Minority Caucus.

"Reaching 50 years as a Union is a tremendous milestone," Cheliotis said. "We have achieved great successes in our first half century and look forward to what we will be able to accomplish in the next 50 years."

Local 1180 is giving back to the members it represents by using proceeds from the dinner to establish a college scholarship fund. The Union has formed a special committee to work on finalizing specifics of how the scholarship program will work, who can apply, and what the criteria will be. Once finalized, information will be posted on the Union's website. ■



FIIGHT FOR \$15

By Dan Cunningham

In 2012 and again in 2013, when scores of New York City fast-food workers walked off job sites, most political pundits and economic gurus dismissed their \$15-per-hour wage demand as “tilting at windmills.” Corporate powers shrugged and Wall Street yawned. They wagered the cause would just fade away.

But on tax day 2014, the campaign known as Fast Food Forward staged the largest protest by low-wage workers in U.S. history. At least 60,000 workers — maybe as many as 75,000 — marched and demonstrated in more than 230 U.S. cities demanding the \$15 hourly wage. Their ranks were swelled by other low-wage workers, including adjunct professors, home-care aides, Walmart workers, airport workers, and child-care aides. And the conversation about America’s dangerous income disparity and perverse wealth gap was back where it should be — in the national spotlight. All of sudden, the movement was not so quixotic, corporate windmills began to tilt, and the prospects of positive outcomes seemed very real.

Unions backed the play from the beginning, helping to organize protests and providing financial contributions. It makes sense because unions have been hammering out these same themes since the 1970s. Local 1180 President Arthur Cheliotis rarely misses an opportunity to keep the focus on

economic injustices that thwart our members, and impoverish millions of low-wage American workers — rampant inequality, wage stagnation, concentration of wealth at the top of the income pyramid, and corporate greed. The Service Employees International Union (SEIU)

has funded “Fast Forward” to the tune of several million dollars. In a piece by Steven Greenhouse and Jana Kasperkevic (*Guardian*, April 2015), SEIU President Mary Kay Henry was quoted as saying: “There is no price tag you can put on how this movement has changed the conversation in this country. It is raising wages at the bargaining table. I believe we are forcing a real conversation about how to solve the grossest inequality in our generation. People are sick of wealth at the top and no accountability.”

And the momentum continues to build. In September 2015, the New York State Labor Commission gave final approval for a bill that requires New York State-based fast-food franchises (those with more 30 locations in the U.S.) to pay workers \$15 per hour. On January 6 of this year, Mayor de Blasio announced a \$15-per-hour wage minimum for all City workers to be phased in by 2018. This will have a direct effect on 20,000 low-paid City workers and 30,000 workers contracted by the City. Two days earlier, Governor Cuomo said that the lowest paid State University of New York employees will receive incremental raises that will reach the \$15 minimum by 2021. San Francisco, Los Angeles, Long Beach, CA, and Seattle have already agreed to the

\$15 minimum. Washington, D.C. will vote on the issue in 2016. On an even more positive note, the wage plans for San Francisco, Los Angeles and D.C. will continue to increase the minimum, after the \$15 rate is reached, based on either the consumer price index or the rate of inflation. Other states that have indexed minimum wage hikes to inflation going forward include Oregon, Arizona, Ohio, New Jersey, Florida, Montana, Missouri, and Colorado.

President Obama promised to campaign hard to raise the current federal minimum from \$7.25 to \$10.10 per hour before he leaves office, and he has the support of the Democratic legislature. While 71% of all Americans now support raising the federal minimum wage to at least \$10.10 per hour, Republicans have blocked amendments to raise the federal minimum from even coming to a vote.

Presidential candidate Bernie Sanders, at a Fight for \$15 rally in South Carolina recently, said, “Let me thank you not only for what you are doing here, but for what your fellow workers are doing all over this country. And I’ve been pleased to march and struggle with all workers in this country who are fighting for \$15 an hour and a union. We are the wealthiest country in the history of the world. People should not have to work for starvation wages!”

The potential voting bloc of 64 million low-wage workers could elect the next president if they turn out to vote for the candidate most likely to work to raise their wages.

Most reasonable Americans know that a substantial raise of the minimum wage is long overdue and sorely needed. Such a raise would be a life-saver for low wage workers, a benefit to the vast majority of our workforce; and a boon for the economy in general. Yet despite the evidence, corporate interests, Tea-Party types, and anti-living wage lawmakers continue to peddle dark-age myths about how it would hurt the economy, be bad for business, raise taxes, and corrupt the initiative of American workers.

President Cheliotis recently talked about the Fight for 15 and his thoughts on some of the anti-raise rhetoric. When asked about the notion being pushed that the minimum wage was never meant to be a living wage to support a family on, and that this generation just refuses to pull themselves up by the bootstraps, Cheliotis had this to say: “tell anyone making that argument that they are lying or didn’t do their homework. Tell them to read American history and learn what the Fair Labor Standards Act states and what Franklin D. Roosevelt had to say. He’d roll over in the grave if he heard that nonsense.”

Although the Fair Labor Standard Act didn’t become law until 1938, FDR set the stage in his 1933 State of the Union, saying: “no business which depends for existence on paying less than living wages to its workers has any right to continue in this country. By business I mean the whole of commerce; by workers I mean all workers, the white collar class as well as the men in overalls; and by living wages I mean more than the bare subsistence level. I mean the wages of decent living.” Cheliotis also advised that if you really study the issue, you could probably find precedent for minimum wage/living wage initiatives that date back long before the FDR era.

There is actually one incarnation of a “living wage” as far back as 1381, when it was set to the price of food during the reign of King Richard II of England. By the crown, even then they indexed based on inflation. The first example of minimum wage laws in modern times took place in Australia in 1894. It began as a four-year experiment and was limited to six industries. Eight years later, the laws covered 150 industries and were extended to Western Australia and New South Wales. In 1909, Winston Churchill, then President of the Board of Trade, introduced England’s first minimum wage

Most reasonable Americans know that a substantial raise of the minimum wage is long overdue and sorely needed. Such a raise would be a life-saver for low wage workers, a benefit to the vast majority of our workforce, and as a convincing and growing body of evidence now indicates, a boon for the economy in general. Yet despite the evidence, corporate interests, Tea-Party types, and anti-living wage lawmakers continue to peddle dark-age myths about how it would hurt the economy, be bad for business, raise taxes, and corrupt the initiative of American workers.

“You’ve heard the “old saw” about a rising tide lifting all boats. If we raise the floor, it should follow that our ceiling will also start to rise.

— Arthur Cheliotas, Local 1180 President



law. Churchill said at the time: “It is a serious national evil that any class of His Majesty’s subjects should receive less than a living wage in return for their utmost exertions. ...Where you have a powerful organization on both sides...there you have healthy bargaining which increases the competitive power of industry...but where you have no parity of bargaining, the good employer is undercut by the bad, and the bad employer is undercut by the worst...where those conditions prevail, you have not a condition of progress, but a condition of progressive degeneration.”

There is an argument among union members and supporters that the Fight for 15 won’t have a big impact on most union members who already earn well more than minimum wage, and many of these low-wage workers will never unionize due to high turnover. So why should unions spend resources to support the Fight for 15?

According to Cheliotas, “You’ve heard the ‘old saw’ about a rising tide lifting all boats. If we raise the floor, it should follow that our ceiling will also start to rise. I’ve seen it work at the bargaining table. With a \$15 minimum wage in the works, our argument is stronger that as Administrative Managers, professionals serving at the very top of our bargaining class, we should be compensated at a better rate than the current \$27 per hour. That’s one of the practical arguments. But we should be on board with this because, morally and ethically, it’s the right thing to do. We’re in the fight together.”

Here are some of the other specious arguments against implementing a living wage:

Here are some other arguments against implementing a living wage:

- **A high minimum wage will be bad for businesses and jobs will be lost.**

This theory has been refuted time and again. Modern research shows that the majority of states that increased minimum wages during periods of high unemployment outpaced the national average for job growth. Studies in the Economic Policy Institute show that a \$15 minimum wage would benefit 81 million Americans. Families would have increased purchasing power and be

able to buy more goods. According to the Los Angeles Economic Round Table, the wage hike would generate an additional \$9.2 billion in annual sales, create more than 50,000 jobs, and lift 4.6 million Americans out of poverty..

- **Most of these low-wage workers are teenagers, high-school kids flipping burgers.**

Statistics show that 88% of minimum and sub-minimum wage workers are adults and one-third are more than 40 years of age.

- **My taxes will go up to support the wage increase.**

Our tax dollars are currently supplementing the corporate profits of Walmart and McDonald’s to the tune of \$153 billion per year. That’s what the government pays to supplement the salaries of their workers who earn below poverty levels. The Congressional Budget Office estimates that the government forks over about \$8,800 annually to the lowest income households but only \$4,000 to those earning at least \$35,000. That’s the full-time salary for one employee making \$15 per hour. Do the math.

Very few, if any at all, can clearly define how America got to this dangerous level of wealth and income inequality, but most economists agree that we are on the edge of an abyss. America now boasts the biggest gap between wage growth and productivity growth in the industrialized world. There are a myriad of factors that have led us to this point, such as the political desertion of labor unions, the explosion of dicey finance, deregulation of our financial institutions, and privatization to name a few. Whether or not these factors were part of a grand plan to redistribute wealth into the hands of a greedy and glutinous elite may be a moot point; but that is what has happened.

We’re in a perfect storm, and this tide may sink all boats. Look at the Fight for 15 as a sign of hope that we can turn the tide and weather the storm. But as Churchill said, we need a powerful organization on both sides. For working men and women, that’s always meant union. ■

\$15

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ARTHUR CHELIOTES

President

50 Years of Struggle But the Struggle Never Ends

Our Local celebrated our 50th anniversary at the end of last year. During these five decades of existence, we have earned the reputation of being very effective fighters for our members. Though we don't always win, management knows we will always be prepared to stand with our members in the best traditions of the labor movement.

We made considerable progress in the last half century for City workers in our Union as we fought to get similar pay, pensions, and benefits that unionized, private sector workers did following the Second World War. In the 1960s, the American people demanded that the nation live up to the democratic principles they fought for during World War II. The civil rights movement demanded that government work for the rights of **all** the people. Martin Luther King, Jr. was assassinated while fighting for the rights of public workers to organize and to form a union for the Memphis sanitation workers.

When we first began as a union 50 years ago, our goal was to achieve the wages, benefits and pensions of unionized private sector workers. Now private sector workers are demanding the wages, benefits and pensions that we have.

In New York City, welfare workers, motor vehicle operators, and transit workers took the lead in the 1960s by striking for better wages, better benefits, and a voice on the job. That's when wages and conditions improved considerably for unionized City workers. Members of the Municipal Management Society, our forerunner, realized that the status and title of Manager or Administrator didn't pay the bills or put food on the table. They were reacting to the success of other unionized City workers who were earning more, so they organized and were granted a charter with the Communications Workers of America on Mayday 1965.

The right to form a union for City workers gave them the power to catch up with unionized workers in private industry. In addition to better wages, better health benefits were negotiated, includ-

ing dental and prescription drugs. Then, due to their organized power, City unions won pension benefits that surpassed those offered to workers in New York's banking and insurance industries.

Bankers and corporate bosses immediately took notice as their workers began to leave to take City jobs where wages were now competitive and offered comparable benefits and much better pensions. The outraged banks and insurance corporations needed to either improve pay and pensions for their workers or fight to cut them for City workers; they chose the latter. They sent lobbyists to Albany and bought the legislative votes to make negotiating pensions illegal for public workers and they passed a reduced pension plan Tier 2 in 1973. This started the many tiers that followed. We are now up to Tier 6 as defined benefit pensions in the private sector became rare with the decline of unionized workers in the private sector.

The bankers were not finished with City workers though. When bankers faced defaults on loans they made overseas, their reserves dropped to dangerous levels. Bankers needed to raise cash so they demanded payment of the City's short-term revenue anticipation notes. These were short-term loans needed to run the City's operations until taxes were collected later in the fiscal year. Without these loans, the City lacked the cash to conduct operations, which led to the fiscal crisis where thousands of City workers were laid off and negotiated wage increases were delayed for years.

Thousands of police officers and firefighters were laid off, but few of Local 1180's members were. Most had permanent civil service bumping rights with considerable seniority. The federal government refused to allow loan guarantees. The famous headline of the crisis was "Ford to City: Drop Dead."

It was the Financial Control Board created to secure the loans that effectively shut down contract negotiations; thus, bankers effec-

tively blocked the union's ability to continue to improve the standard of living of our members. Despite everything, it was our pension funds that eventually provided the needed cash so the City could continue to operate.

The New York City fiscal crisis was a turning point for union workers in our nation. The era of concessionary bargaining came of age. Bankers and corporate bosses found a model that allowed them to force governments to do their bidding by creating a crisis and then cashing in on the bailout. Unions were put in a position of fighting to keep what their members had rather than demanding an improved standard of living. Job security became the priority over wage and benefit improvements. Unions, the middle class engine, began to falter throughout the nation. No longer would a single wage earner be able to provide the income needed to move to a better neighborhood, buy a nicer car, or send the kids to college. Many working families responded by having both spouses work, some ran up credit card debt, and others took home equity loans.

When I was elected President in 1979, my wife and I were a dual-income family. We had two children and a third on the way, a mortgage, car payments, and a gold fish. Bankers and corporate bosses were taking over the economy and private sector unions were their target as they continued losing membership as public sector unions were still growing. I found myself fighting for my members and my own family.

A few years later on August 2, 1981, Ronald Reagan fired 13,000 air traffic controllers and the most important weapon of unions — the right to strike — was effectively stripped from unions. Following his example, corporations began firing strikers as the economy stagnated; the rich were given billions in a tax bonus when Reagan cut the top tax rate for millionaires, from 70% down to 28%. They used this billion dollar bonanza to buy up media

companies, thus controlling what Americans see, hear, and read, and they started buying state and federal legislators who further rigged the system in their favor.

Despite the rigged system against working families, our Union was able to keep pace with the cost of living. During this time, we had some great accomplishments.

We won two Labor Board decisions against Bloomberg for bargaining in bad faith during Administrative Managers' negotiations and now have dates for binding arbitration. We did this by leading the fight to stop a fourth term of Bloomberg's policies by stopping Christine Quinn's mayoral attempt with the 'Anybody But Quinn' campaign. In addition, we elected a mayor who finally negotiated wage increases. We also won a Federal EEOC determination against the City directing them to end the suppression of the Administrative Manager minimum wage rate.

We increased the number of Local 1180 field staff to better service members and increased work site lunch meetings to update members on contract issues and benefits. We increased the five-year experience differential, established 10-year RIP (recurring increment payments), and established a 15-year longevity payment. Since 1979, we quadrupled members' salaries while keeping our dues among the lowest of any municipal union. We organized new titles that brought more than 2,000 new members into the union and upgraded job classifications of members in many City agencies.

We created a free dental plan option, low-cost generic mail-order prescription drug program, and annual eyeglass benefits. We established an annuity program for members and invested those funds wisely; the interest members earn on investments averages 7% annually. Our Union also established a high quality comprehensive legal benefits program covering most civil matters at no cost to the member.

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GERALD BROWN

Second Vice President

How a Bill Becomes a Law

The essentials of how a bill becomes a law in New York State follow the structure of many governments, including the United States, with three branches of government. The Executive Branch (the Governor), the Judicial Branch (the courts), and the Legislative Branch (the New York State Senate and Assembly) are all involved in the complexities of making new laws. There are 63 members in the Senate (the upper house) and 150 in the Assembly (the lower house) and all members have a chance to introduce bills that could possibly become a law.

Senator, Assemblyperson, or both. Usually the Legislator will let you know if your idea has merit and can stand up to challenges. If there are anticipated weaknesses in your idea, the Legislator may be helpful with improvements. When the process is complete and is ready for the next step, a Legislator will sponsor the bill and solicit co-sponsors (other Legislators). When the bill is introduced, it is assigned a number (e.g. A1234 in the Assembly and S1234 in the Senate) and the bill will be known and referred to by those numbers.

It is important to be aware that all bills requiring an expenditure of state funds must be sent to the Ways and Means Committee. The Committee will determine if the state can afford the costs associated with the bill, and if not, the bill dies. Similarly, bills that impose criminal and civil sanctions must go before the Codes Committee.

Once the bill passes the necessary hurdles and before it is voted upon, it is put before committees made up of small groups that review and analyze the contents. If the committees approve it, then the bill is put on the calendar for a full Legislative vote, which must be approved by at least 50% of the Legislature in order to move forward. Needless to say, during this period many lobbying efforts must be put into play in support of the bill. Once a bill passes in one house, it must pass in the other house with the same 50%. Be mindful that during this process, once the final wording of the bill is printed, it must be on Legislators'

desks for a minimum of three days before the vote and there can be serious debate on the bill before the official vote.

If your bill is fortunate enough to pass both houses, it will then be sent to the Governor for his/her signature. Once on the Governor's desk, it must be acted on within 10 days or it automatically becomes law. However, if the Governor vetoes the bill, it must then return to both Houses and receive a 2/3 yes vote in order to override the Governor's veto. If the override is successful in both Houses, the bill becomes law. If an override is necessary, lobbying efforts kick into high gear in support of the bill.

Understanding this process will allow you to develop your ideas into a bill. Often-times, there are other individuals and even Legislators who have the same ideas as you and just have not started the process of getting a bill drafted.

On a final note, be aware that a bill moves through the Legislature during a Legislative session, which is a calendar year. If your bill does not pass in the Legislative session in which it was introduced and the vote is close, you should consider starting the process again in the next Legislative session. By doing so, you can build on your initial groundwork and lobbying efforts, and get much closer to being successful in having your bill passed.

So, begin to do what you can do to make life better in New York State and start to transform your good ideas into good laws. All of us will benefit from your actions. ■

The Legislature allows participation in the law-making process from citizens of the state. Thousands of laws have been the result of ideas from people like you, the citizens, and that is why it is important to understand the process.

While many of our bills are introduced in the Legislature, that is not always the case. The Legislature allows participation in the law-making process from citizens of the state. Thousands of laws have been the result of ideas from people like you, the citizens, and that is why it is important to understand the process.

Anyone can think of ways for New York State to be a better place to live. You start with an idea and follow with research on the subject matter. Once you feel ready to move forward, discuss the idea with an elected official from the Legislature. The conversation can be initiated with a

Union Gets Back Experience Differential Pay for Members

By Evelyn Rodriguez

Coming into money comes in all forms: via chance, reward, investment, and of course, hard work. For the 8,000-plus members working at City agencies, non-profits, and other organizations that comprise Local 1180, a guaranteed paycheck is the payoff every two weeks for that hard work. Sometimes, however, there is more to a paycheck than just the base pay, as varying salary adjustments are made after five, 10, and 15 years of service with recurring increments, service longevity, and experience differential. While most members are aware of their salary "add-ons," it's important to check paycheck stubs to be sure this additional money is actually included.

Local 1180 Staff Representative Venus Williams said that an employee of the New York City Police Pension Fund (PPF) recently came to the Union office stating that only one of her colleagues was receiving the experience differential. The PPF worker also said that the same worker receiving the experience differential was the only worker who did not get a merit increase.

Experience differential is given to employees with permanent, competitive civil service status who have served five years at an assignment level. These employees are entitled to receive a one-time salary adjustment per year for their experience.

After some exploration into the matter, the Union discovered that every member given a

merit increase was not getting the experience differential. Williams said the Union disputed this in a letter to labor relations of the New York City Police Pension Fund, which did not agree with Local 1180. Consequently, both the Union and PPF agreed to contact the NYC Office of Labor Relations.

Slightly more than a month later, on September 3, 2015, the NYC Office of Labor Relations agreed with the Union and awarded the experience differential — **totaling a whopping \$51,519.61** — to these seven PPF staff members. A salary adjustment introduced in the 1980s was once again gained satisfactorily.

Members who believe they are entitled to experience differential pay should contact their Personnel office to be directed to the appropriate person(s) to make the salary adjustment. Money is retroactive up to six years. Once confirmed, the adjustment is expected within two weeks with the exception of retroactive funds that take an additional two to three pay periods to arrive.

Local 1180 highly encourages all members to look at their paycheck stubs upon receiving them to be sure all monies expected are in fact included in the check. Williams said it's significantly easier for the Union to deal with these issues as they arise, rather than years after the fact. ■

MEMBERS IN ACTION

Harlem Hospital Union Day

From left: Anthony Scruggs, Executive Vice President of Local 768; Patti Jacobs, CWA Local 1180; Andre Green, Assist Director Law Enforcement Division of Teamsters Local 237; Roxanne Romney, NYS Nurses Association Representative; Nola Brooker, DC37 Director of Professional Division; Nate Franco, Local 768 Shop Steward; Herbrena Young, Local 1180 Shop Steward; and Darren Welty, Local 1180 Staff. ■



Women's Committee Collection for the Holidays

The CWA Local 1180 Women's Committee one again collected socks, scarves and hats during the 2015 holiday season that were donated to Children of Parents With AIDS (COPWA). The organization was established in 1995 and has done remarkable work so far. The Women's Committee chose COPWA as the recipient of the collection in order to help ease their load of providing for these children. ■



Seawright Fundraiser

Local 1180 Executive Board members attended a January 7 fundraiser for State Assemblywoman Rebecca Seawright, held at Ironworkers Union Local 46. Seawright is a strong supporter of the labor movement so 1180 was there in return showing its support for her re-election. Pictured are 1180 E-board members Denise Gilliam and Hilary Bloomfield, Local 46 President John Skinner, State Assemblywoman Rebecca Seawright, E-board member Debra Paylor, CWA 1180 Retiree Janice Walcott and E-board member Lisa Lloyd. ■

Employee Recognition

Local 1180 Staff Representative Catherine Alves (second from right) was on hand for the DEP Employee Recognition ceremony that honored Ava George (PAA) for her 25 years of service, Stephen Keane (PAA) for 30 years of service, and Cheryl Salley (Administrative Manager) for 25 years of service. ■



The NYCERS Employee Recognition Ceremony in October 2015 honored the following four Local 1180 members for their long-time commitment to the job: Dietra Williams (PAA) for 15 years, Karen Ayton (PAA) for 20 years, Vernice Copeland (PAA) for 25 years, and Arthur Weiss (Computer Associate Tech Support) for an amazing 55 years! 1180 President Arthur Cheliotos and Staff Representative Desiree Waters attended the event to offer congratulations. ■

Young Workers Conference

On October 23, 2015, almost 200 young workers from 51 NYC Central Labor Council-affiliated unions, including CWA Local 1180, convened at IATSE Local 52 headquarters in Queens for the first NYC Young Workers Conference. Also present were workers in the process of being organized, and unorganized workers interested in becoming union members. The event included sessions on the importance of workers' voices and storytelling in helping to improve conditions for all working people. The conference proved to be a valuable tool in bringing together members of the next generation of trade unionists to discuss how to effectively share their personal stories as workers as a way to help promote unionism and activism. ■



Health Care's a Hot Topic

CWA District 1 Health Care Coordinating Council's 2015 Annual Conference was held October 8-9, 2015 at the 1180 headquarters. The purpose of the two-day event, attended by eight different CWA Locals, was to talk about health care issues in general and discuss ways to improve safe staffing. ■

Groundbreaking Ceremony at Cypress Hills Housing Project



CWA 1180 Executive Board Member Charles Garcia attended a groundbreaking ceremony for the Cypress Hills Housing project. The Union is involved in the Cypress Hill Housing rezoning process that will relocate 50,000 people for the Mayor's housing development in East New York and affect housing and new union jobs in the area. ■



Toy Drive 2015

The Civil Rights and Equity Committee Service's 2015 Toy Drive was successful thanks to the generosity of the members who donated more than 275 toys. This year's main recipient of the toys was the Cook Center Grammar School for Artistic children in Manhattan. Smaller toy donations were also made to Full Effect Gospel Ministry; Samaritan Village, a homeless shelter for families; and Volunteers of America Greater New York. The Committee received tremendous feedback from toy recipients who were so appreciative of everything they received during the holiday season. ■

Walk 4 Hearing



On September 27, 2015, CWA Local 1180 joined the Hearing Loss Association of America (HLAA), the largest U.S. consumer advocacy organization for people with hearing loss, in its annual WALK 4 HEARING in Riverside Park. CWA 1180 was the first union in the nation to sponsor the event at which 71 teams representing 2,000 walkers raised \$166,000, with CWA 1180 contributing almost \$2,000. ■

Pictured top row from left: Alan Goldblatt, Mike Pricoli, Edward M. Yood; middle row from left: Helen Jarrett, Kathy Klem, Dora Camacho, Shirley Littman, Norma Lynch, Sarah Wong; bottom row from left: Stephanie Miller, Kallai Shell-Griffin, Dorothy Jelks, Floretta Sage, and Otissa Dillard.

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

July 15, 2015

Meeting called to order at 6:30 p.m.
Executive Board Members in Attendance

Officers

Arthur Cheliotas, President; Gerald Brown, Second Vice President; Gloria Middleton, Secretary-Treasurer; Lourdes Acevedo, Recording Secretary

Members-at-Large

Robin Blair-Batte, Hilary Bloomfield, Venus Colon-Williams, Charles Garcia, Debra Paylor, Lenora Smith, Lisa Lloyd, Hazel O. Worley

Absent: Gina Strickland, First Vice President; Denise Gilliam, Member at Large

Minutes of the June 17, 2015 were presented. Motion was duly made, seconded and carried to accept minutes with necessary corrections.

President's Report

President Cheliotas presented a follow-up report from John B. Pescitelli, President & CEO M3Technology, regarding further discussion of the Supplemental Life Insurance, benefits, and services to the members of Local 1180. Motion was made, seconded and carried to accept Mr. Pescitelli's proposal.

President Cheliotas discussed the administering of Administrative Manager's exam and concerns members are having from the exam.

June 29, 2015 telephone problems were experienced during the working families endorsement of Rebecca Lynch for City Council; first approved web change votes were denied.

President Cheliotas asked for volunteers from the Board to represent the Local with U.S. Labor Against War. Lenora Smith and Lisa Lloyd volunteered.

We need to pay close attention to the Friedrich vs. Teachers Association, et al. The ruling is a threat to gut unions dues check off.

President Cheliotas discussed the highlights of his schedule since his last Executive Board Meeting:

June 18, 2015 — Held conference call with Office of Labor Relations (OLR) and Joel Spivak, CWA Local 1180's attorney, regarding Office of Collective Bargaining (OLR) filing regarding Administrative Manager's set minimum rate of pay.

June 19, 2015 — Met with Jonathan Westin committee in charge of \$15 minimum wage. Going after hedge funds and knowing they don't pay taxes. Defense Fund Oversight Committee (DFOC) conference call. First meeting with First Deputy Mayor Anthony Shorris. Will meet again on July 29, 2015.

June 22, 2015 — Met with Arthur Marcus, Director of Board of Education from the Board of Education.

June 23, 2015 — Met with Shaun Francois, President of Local 372, regarding cafeteria workers and retirement system members. Held staff meeting and discussed grievance manager proposal.

June 24, 2015 — Met with Kevin Gallagher regarding the development of 6 Harrison Street. That evening held general membership meeting at Lincoln Hospital.

June 25, 2015 — Attended the Working Family Party Gala Event.

June 29, 2015 — Attended the Trade Unionist Climate Summit. Trade Unionists thought the world scientists problem trend increasing carbon emissions that leads to a negative environmental impact to our children.

June 30, 2015 — Held meeting with Council Member Danee Miller regarding Murphy Institute. Later that day held a legal meeting regarding filing improper practice against City.

July 1, 2015 — Met with Kevin Gallagher and Dwight Kearns regarding the development of 6 Harrison Street. Later that day attended Syriza Rally in support of Athens Square Park in Astoria Boulevard saying no to German Austerity program.

July 2, 2015 — Held a 6 Harrison Street development meeting.

July 3, 2015 — Held DFOC conference call regarding members working in media.

July 6, 2015 — Attended meeting with Probation Commissioner Anna Bermudez regarding movement of Administrative Manager list.

July 7, 2015 — Held staff meeting to discuss preparations for the celebration of the CWA Local 1180's 50th Anniversary.

July 8, 2015 — Conference call with Human Resource Administration Commissioner Steve Banks regarding movement of the Administrative Manager's list. Held a strategy meeting with the Labor Advisory Board Members regarding making the Murphy Institute into the School of Labor. Attended reception for City Council Member Julissa Ferreras.

July 10, 2015 — DFOC conference call.

July 4, 2015 — Discussed the Bronx and Brooklyn Committee in order to avoid mistakes made when we create the Queens Committee.

July 15, 2015 — Viewed developer's property across the street.

President Cheliotas distributed and discussed the status report dated July 1, 2015, from Mirkin & Gordan, P.C. He presented the organizing report dated July 2015 prepared by Stephen M. Ferrer. He also presented the July project updates memorandum submitted by Marci Rosenblum, Communications Director.

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

Second Vice President's Report

Second Vice President Gerald Brown reported:

Local 1180 continues to meet with Commissioners in 19 NYC agencies that still have Administrative Manager Promotional lists due to expire on July 29, 2015. The meetings are scheduled to encourage movement of lists in the respective agencies. In addition, I have prepared a letter for President Cheliotas' signature requesting DCAS to extend the life of the Administrative Manager Promotional List. The letter was sent to DCAS on June 1, 2015.

We are receiving complaints from members who took the recent Administrative Manager Exam on June 13, 2015. The complaints center around the way the exam was administered and the lack of time to adequately answer 100 questions from a 55-plus-page questions booklet. In addition, there was a 25-plus-page booklet with scenarios that had to be reviewed in the allotted timeframe of four hours. There was also confusion around the issue of having 15 minutes to complete the selective certification exam. Our labor attorney, Joel Spivak, will be in attendance at our General Membership Meeting (GMM) on June 24, 2015 to discuss the complaints.

Exam Prep Courses continue for the Principal Administrative Associate Exam scheduled for August 3, 2015. The courses are at Local 1180 on Monday evenings from 6:00 p.m. – 8:00 p.m. and are also available on line.

Earlier this evening, former National CWA President Larry Cohen was on the Ed Show to discuss The Trans Pacific Partnership legislation as it moves through the U.S. Congress.

Endorsements

Motion was duly made, seconded, and carried to endorse Michael McMahon for District Attorney for Staten Island (Richmond County). Mr. McMahon is not expected to have a primary challenge in September. Having said that, it is expected to be a general election race in November.

Motion was duly made, seconded, and carried to endorse Rebecca Lynch for the vacant NYC Council seat in the 23rd City Council District of Queens. The race is a primary race in September and is expected to be very competitive.

Motion was duly made, seconded, and carried to endorse NYS Senator Ruth Hassell Thompson for Mayor of Mount Vernon, NY. Currently, parts of Mount Vernon are included in the Senator's NYS Senate District. It is expected to be a

highly competitive primary race with more than 10 candidates.

A motion was duly made, seconded, and carried to support the Raise of Age Legislation (S5642 and A7642). The Bill amends and enacts various provisions of the law to raise the age of adult criminal responsibility from 16 to 18 years of age. This would allow youth who are charged with a crime to be treated in a more age appropriate manner.

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

Secretary-Treasurer's Report

Secretary-Treasurer Gloria Middleton reported the National Eligibility Workers Association will be hosting the 40th Anniversary celebration conference in San Antonio Texas from August 9, 2015 – August 12, 2015. Lisa Bryant and Edward Roberts are being honored. Motion was duly made, seconded, and carried to pay the registration fee. The next General Membership Meeting will be held on September 24, 2015, at 6:00 p.m. at SEIU 32 BJ, 25 W. 18th Street.

Secretary-Treasurer, Gloria Middleton presented the Transaction Detail report for June 2015. She advised the T.D. checking account has a balance of \$777,109.02 as of C.O.B. June 16, 2015.

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

Venus Colon-Williams reported that she has been selected to serve on Community Board #9 in Parkchester in the Bronx. She will commence training on July 30, 2015.

Lenora Smith is coordinating the Labor Day Parade. CWA Local 1180 is in sector 3 and will assemble at W. 45th Street between 5th and 6th avenues on Saturday 12, 2015 at 11:00 a.m.

Debra Paylor and Lisa Lloyd attended the labor caucus at Harlem Hospital. It was well attended.

The next Executive Board Meeting is scheduled for August 12, 2015.

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

Respectfully submitted,

Lourdes Acevedo

Recording Secretary ■

August 12, 2015

Meeting called to order at 6:30 p.m.
Executive Board Members in Attendance

Officers

Arthur Cheliotas, President; Gerald Brown, Second Vice President; Lourdes Acevedo, Recording Secretary

Members-at-Large

Charles Garcia, Denise Gilliam, Lisa Lloyd, Debra Paylor, Lenora Smith, Venus Williams, Hazel O. Worley

Absent: Gina Strickland, First Vice President; Gloria Middleton, Secretary-Treasurer; Robin Blair-Batte, Member at Large; Hilary Bloomfield, Member at Large

Minutes of the July 15, 2015 were presented. Motion was duly made, seconded and carried to accept minutes with necessary corrections.

President's Report

President Cheliotas discussed the highlights of his schedule since his last Executive Board Meeting:

July 17, 2015 — Held conference call with CWA Defense Fund Over-Site Committee (DFOC).

July 18, 2015 — Attended Garden Reception in support of Rebecca Lynch candidate for the 23rd NYC Council District.

July 21, 2015 — Held staff meeting.

July 22, 2015 — Met with the Central Labor Council (CLC) President Vinnie Alvarez and Chief of Staff Brendan Griffith. Also present was SBA Senior Vice President Kevin Gallagher in a joint effort to find new space in order to house the

various locals and CLC naming it the House of Labor. Later that day met with Joel Spivak and Yetta Kurland, CWA Local 1180's attorneys, regarding the upcoming negotiations with the Office of Collective Bargaining (OLR) on setting the Administrative Manager's minimum rate of pay.

July 23, 2015 — Met with Investment Counselor Joe Lizzio regarding sale of building.

July 24, 2015 — Held conference call with DFOC.

July 25, 2015 — Attended rally to support CWA members bargaining at Verizon HQ.

July 27, 2015 — Met with John B. Pescitelli, President & CEO M3Technology, regarding the Supplemental Life Insurance, benefits, and services to the members of Local 1180. Later that day met with Joel Spivak and Yetta Kurland regarding Administrative Manager's minimum rate of pay.

July 28, 2015 — Met with Emma Wolf, Deputy Mayor, regarding the EEO case. President Cheliotas and First Vice President Strickland met with Andrea Glick, Department of Design and Construction (DDC) Commissioner, regarding movement of the Administrative Manager's list. President Cheliotas conducted weekly staff meeting. Later that day went to the Office of Labor Relations (OLR) to discuss how to close the \$90 million budget gap without layoffs at New York City Housing Authority's (NYCHA)

July 29, 2015 — President Cheliotas, First Vice President Strickland, Joel Spivak, and Yetta Kurland met with the City regarding the EEO case. No agreement was reached and all parties will meet again on August 20, 2015.

July 30, 2015 — OLR meeting on EEOC regarding Administrative Managers. Meeting with DCAS, MLC's Civil Service Committee to discuss issues candidates are experiencing when list numbers are called. Rank order needs to be followed when selecting candidates.

July 31, 2015 — Held conference call with DFOC.

August 3, 2015 — President Cheliotas met with NYCHA regarding Financial Data Group Housing. Discussed how we are going to close the gap. President Cheliotas met with Joel Spivak and Yetta Kurland regarding EEO case.

August 4, 2015 — President Cheliotas conducted weekly staff meeting. Later that day met with Henry Garrido, Executive Director of DC 37, regarding the Welfare Fund coming up with ways of effectively lower prescription costs.

August 5, 2015 — Conducted all-day Trustee's Meeting.

August 6, 2015 — President Cheliotas met with NYCHA regarding the integration of City Services. Later that afternoon attended press conference on restoration of the Voting Rights Act at Foley Square.

August 7, 2015 — Held conference call with DFOC.

August 10, 2015 — President Cheliotas met with Vinny Alvarez regarding the upcoming CLC conference.

August 11, 2015 — Met with Kevin Gallagher regarding the development of 6 Harrison Street.

August 12, 2015 — President Cheliotas met with Senior Vice President Martin Segal regarding health benefits and drug plans. Conducted meeting with Joe Lizzio, financial advisor. Later that day held meeting with Member at Large Charles Garcia and conducted monthly Executive Board meeting.

President Cheliotas distributed and discussed the status report dated August 1, 2015, from Mirkin & Gordan, P.C. He presented the August 2015 organizing report prepared by Stephen M. Ferrer. He also presented a memorandum from Bill Lipton asking support of the legal defense fund raiser for Councilmember Debi Rose. Motion was duly made, seconded and carried to support Ms. Rose fundraiser.

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

Second Vice President's Report

Second Vice-President Gerald Brown reported the following:

May 31, 2015 — Quarterly Provisional Report listed 506 Administrative Managers in the following agencies:

Manhattan Borough President.....	6
Office of the Comptroller.....	30
Office of Emergency Management.....	1
Tax Commission.....	1
Department of City Planning.....	2
Department of Investigations.....	2
Teachers Retirement System.....	22
Fire Department.....	28
FISA.....	9
Department of Youth and Community Development.....	27
Manhattan Community Board #7.....	1
Bronx Community Board #3.....	1
Bronx Community Board #5.....	1
Department of Small Business.....	40
Housing Preservation and Development.....	3
Department of Buildings.....	79
Office of Administrative Trials and Hearings.....	1
Department of Sanitation.....	16
Department of Transportation.....	37
Department of Parks and Recreation.....	158
Department of Information Technology and Technology.....	2
Department of Record and Information Services.....	2
Department of Cultural Affairs.....	1
DCAS.....	14
Bronx District Attorney.....	1
Kings County District Attorney.....	20
Queens District Attorney.....	1

DCAS has published the 2016 Exam Schedule. DCAS has proposed:

1. Computer Associate Tech Support (Promotional and Open Competitive): Tentative filing dates are 12/2/15 – 12/22/15.
2. Principal Police Communications Technician (Promotional Only): Tentative filing dates are 1/6/16 – 1/26/16.

2015 DCAS Reported Appointments from Administrative Manager Promotion Lists (#6529)

January: Department of Finance

#1, 17, 26, 27, 29, 31, 33, 35, 37, 38, 39, 40, 46, 48, 49, 50, 53

March: Department of Finance

#9, 12, 43, 52, 57, 59, 61, 62, 64, 65, 66, 68, 71, 72, 73, 78, 79, 80

May: Department of Homeless Services

#7, 11, 12

June: Housing Preservation and Development

#5, 21, 38, 62, 63, 64, 66, 67

June: Department of Finance

#55, 69, 86, 88, 89

July: Department of Environmental Protection

#6.5, 23, 25, 27, 29, 31

July: Human Resources Administration

#76, 77, 80, 81, 84, 86, 90, 93

July: Department of Finance

#91, 96, 98, 102, 103, 104, 107, 108

July: Department of Correction

#1, 2, 4, 5, 6, 7, 8, 9, 10, 11, 12, 16, 17, 19, 21, 22, 23, 24, 27, 29, 30, 31, 34, 35, 37, 39, 40, 41

The Political Action Committee interviewed candidate Alicia Hyndman for the open seat in the 29th Assembly District in Queens, NY. She is running in the New York State Primary on September 10, 2015. The Committee made an endorsement recommendation to the Executive Board.

A motion was made, seconded, and carried to endorse Alicia Hyndman.

The Local 1180 endorsement list for the September 10th Primary included three:

- Alicia Hyndman, 29th Assembly District in Queens, NY
- Rebecca Lynch, 23rd Council District in Queens, NY
- Ruth Hassel-Thompson, Mayor of Mount Vernon, NY

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

Charles Garcia handed out flyer The U.S. Mail is not for Sale Boycott Staples. Your mail service and local post office is in jeopardy. He also announced that effective September 11, 2015, he will be retiring after 42 years of City service.

Venus Williams proposed that CWA Local 1180 send out special invitation letters for retirement seminar to members of retirement age.

Denise Gilliam announced the Women's Committee will participate at this year's American Cancer Society's Breast Cancer walk in Central Park. She also announced that on Saturday, October 3, 2015, the Women's Committee will be hosting the Health and Wellness Fair at 6 Harrison Street in the basement. The Committee will be collecting socks for the homeless.

Hazel Worley announced that on Monday, August 10, 2015, the Brooklyn Coordinating Committee met and discussed housing issues, re-zoning development, and teenage involvement. The meeting was well attended. They are working on projects that will benefit our youth. Ms. Worley also announced that this year we will have a retiree from Virginia attending the annual picnic.

The next Executive Board Meeting is scheduled for September 16, 2015.

Motion was duly made, seconded and carried to adjourn at 8:00 P.M.

Respectfully submitted,

Lourdes Acevedo

Recording Secretary ■

September 16, 2015

Meeting called to order at 6:30 p.m.
Executive Board Members in Attendance

Officers

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

Members-at-Large

Robin Blair-Batte, Charles Garcia, Denise Gilliam, Lisa Lloyd, Debra Paylor, Hazel O. Worley, Venus Williams

Absent: Hilary Bloomfield, Lenora Smith

Minutes of the August 12, 2015 were presented. Motion was duly made, seconded and carried to accept minutes with necessary corrections.

President's Report

President Cheliotas opened his report and discussed the negotiations for settling the Administrative Manager's EEO case. We are in the process of selecting an arbitrator for the Administrative Manager Arbitration. President Cheliotas will update the PAA and Administrative Manager Bargaining Committee for an upcoming meeting.

President Cheliotas discussed highlights of his schedule since the last Executive Board Meeting:

August 13, 2015 — President Cheliotas held a meeting with people from the Board of Education Employees Retirement System regarding selecting the next director. Later that day he had a meeting with the Social Service Employees Union (SSEU), and with the Local President Anthony Wells.

August 14, 2015 — President Cheliotas had a conference call with CWA Defense Fund Oversight Committee (DFOC).

August 17, 2015 — He also held a conference call with Scott Levenson, the Advance Group President, and Yetta Kurland, CWA Local 1180's attorney, regarding the Administrative Manager legal case and he held a conference call with Jay Hershenson, Deputy Vice Chancellor of CUNY. Later that day he met with Donna Ellaby, President CWA Local 1183.

September 2, 2015 — He held a conference call with Chris Sheldon, Lauren Contorno of Northeastern University, to discuss the Coalition of Labor Unions and climate change. Later that day he met with Greg Mantsios, Director of the Murphy Institute.

September 3, 2015 — President Cheliotas met with Ryan Bruckenthal and Erin Mahoney to discuss the organizing work Ryan will be doing for Local 1180 with non-profits and NLRB. President Cheliotas met with James Miliken, CUNY Chancellor, and Jay Hershenson, Senior Vice Chancellor, to discuss labor school for the City University of New York.

September 5, 2015 — He attended the CWA Local 1180 Annual Picnic at Holiday Hills, which was again a huge success.

September 8, 2015 — President Cheliotas conducted a weekly staff meeting.

September 9, 2015 — President Cheliotas participated in a Labor Round Table discussion in the Red Room at City Hall. Later that day he met with Former Assemblyman Roger Green and Dr. John Flateau from Medger Evers College regarding a proposal for the Murphy Institute to establish a school for civil servants at the college.

September 10, 2015 — President Cheliotas met with Central Labor Council (CLC) President Vinnie Alvarez and New York State AFL-CIO President Mario Cilento, to discuss the upcoming Supreme Court Case Friedrichs vs California Teachers Association that may have serious ramifications on Labor Unions.

September 11, 2015 — Held a conference call with DFOC. Later that day he held a strategy meeting with Nu Penn, Kevin Gallagher, and CWA Local 1180 Fund Administrator Dwight Kerns.

September 12, 2015 — He marched in the Annual NYC Labor Day Parade on 5th Avenue, NYC.

September 14, 2015 — President Cheliotas met with Felix Mateos, President of Queens College, and Greg Mantsios to discuss labor programs.

September 15, 2015 — President Cheliotas met with NYC DCAS Commissioner Stacey Cumberbatch to be briefed on an issue regarding the PAA Open Competitive and Promotional Exam. Also in attendance were Vice Presidents Gina Strickland and Gerald Brown. President Cheliotas held a conference call with Greg Mantsios and Manhattan Borough President Gale Brewer regarding the Murphy Institute. Later that day President Cheliotas conducted a weekly staff meeting. Finally, he attended the HANAC Board of Director's Meeting.

September 16, 2015 — Held a conference call with Yetta Kurland, CWA Local 1180's attorney, regarding upcoming negotiations on setting the Administrative Manager's minimum rate of pay issue. Later that day President Cheliotas conducted a monthly Executive Board meeting to update the members.

President Cheliotas distributed and discussed the status report dated August 1, 2015, from Mirkin & Gordan, P.C. listing matters they are working on for Local 1180. In addition, he presented the September 2015 monthly activity organizing report prepared by Stephen M.

Ferrer and the project updates memorandum submitted by Marci Rosenblum, Communications Director.

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

First Vice President's Report

First Vice-President Gina Strickland reported:

Administrative Manager List: Human Resource Administration (HRA) — On 6/15/2015 HRA held an administrative manager pool with six vacancies. Another hiring pool was held on September 10, 2015, and continued on September 15, 2015. 40 candidates were called in September to fill 18 vacancies. HRA is expected to conduct two more hiring pools in November 2015 and February 2016. The School Construction Authority (SCA) is working with all unions to develop a Sick Leave Donation Program that mirrors the City's program.

New York City Housing Authority (NYCHA) is conducting meetings to discuss ways to help them close their financial deficit.

Private Sector

Amnesty International reached a contract settlement in August and was subsequently signed in September 2015.

Planned Parenthood has two contracts: Margaret Sanger Center and Consumer Service Reps. Management wants to reopen the contracts to raise the salaries in order to be able to recruit new employees.

First Vice-President Gina Strickland reported the following staff representative activity for the months of June, July, and August 2015:

Activity	June	July	Aug
Agency Walk Through	1	5	2
Command Disciplines (CD)	3	5	2
Counseling Warning Sessions	3	2	0
EEO Investigation/Interview	3	1	3
G.O. 15 – NYPD	0	0	1
Hearing Preparations	3	6	3
Hearings	5	12	12
Investigative Hearings	3	6	1
Labor Management Meetings	15	8	8
OATH	1	1	2
Supervisory Conference	5	3	2
Off-Site Member Meetings	3	2	3
Site Member Meetings	7	15	11
Walk-Ins	4	4	1
Appointments	4	4	10
Telephone calls received	768	723	559

Site Meetings for June, July, and August 2015

HRA/M.I.S. (2 Visits)
15 Metro Tech, Brooklyn

Dept. of Education
44-36 Vernon Boulevard, Queens

NYC Transit Authority
2 Broadway, Manhattan

NYC Transit Authority
130 Livingston Street, Brooklyn

Dept. of Investigation
80 Maiden Lane, Manhattan

Dept. of Finance
1 Centre Street, Manhattan

Dept. of Finance
59 Maiden Lane, Manhattan

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

Bronx District Attorney's Office
198 E. 161st Street, Bronx

DOT/ Queens Borough President
120-55 Queens Boulevard, Queens

NYC Fire Department
409B Shore Road, Ft. Totten, Staten Island

NYC Department of Transportation
120-55 Queens Boulevard, Queens

Cumberland Hospital
100 North Portland Avenue, Brooklyn

Corrections – Manhattan House
125 White Street, Manhattan

Corrections – Human Resources Division
75-20 Astoria Boulevard, Queens

Taxi and Limousine Commission
32-02 Queens Boulevard, Queens

Henry J. Carter (HHC)
1752 Park Avenue, Manhattan

Queens Hospital
82-68 164th Street, Queens

Queens Borough President Office
120-55 Queens Boulevard

HRA HASA Greenwood Center
88 Third Avenue, Brooklyn

Lincoln Hospital
234 E. 149th Street, Bronx

NYC Comptroller's Office
1 Centre Street, Manhattan

Planned Parenthood (Margaret Sanger)
26 Bleeker Street, Manhattan

Department of Environmental Protection
59-17 Junction Boulevard, Queens

Human Resource Administration (HRA)
505 Clermont Avenue, Brooklyn

HRA SNAP #20
275 Bergen Street, Brooklyn

Dept. of Homeless Services
151 East 151st Street, Bronx

Susan Smith McKinney (HHC)
594 Albany Avenue, Brooklyn

Administration for Children's Services (ACS)
165-15 Archer Avenue, Queens

ACS
492 First Avenue, Manhattan

Parks and Recreation Olmsted Center
117-2 Roosevelt Avenue, Queens

HRA HASA
1790 Grand Concourse, Bronx

School Construction Authority
30-30 Thomson Avenue, Queens

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

Second Vice President's Report

Second Vice-President Gerald Brown reported the following:

2015 DCAS Reported Appointments from Administrative Manager Promotion Lists (#6529)

- August:** Human Rights
#1
- August:** Taxi and Limousine Commission
#2, 6, 8, 9
- August:** Agency for Children Services
#3, 4, 6, 7, 11, 12
- August:** Department of Health and Mental Hygiene
#18, 22, 26, 29, 33

September: Human Resources Administration
#72, 82, 92, 97, 98, 101, 104, 106, 109, 114, 118, 121, 126, 128, 129, 131, 134, 136

September 2015 Update to the 51 Administrative Manager Promotional lists (#6529) Expiration Date: July 29, 2016.

Agencies with viable Administrative Manager Promotional Lists, last number appointed and number of eligible on list.

Agency	Highest # Appointed	# of Eligible on List
ACS	12	165
CCRB	2	5
*DA-NY	0	4
DDC	3	7
DEP	31	100
*DFTA	0	13
DHS	12	33
DOE	29	80
DOHMH	23	129
FINANCE	108	135
**HPD	TBA	70
HRA	136	662
*LAW	0	10
*NYCERS	0	10
NYCHA	75	113
NYPD	22	141
OPA	6	9
*PROBATION	0	13

* Agencies that have not appointed anyone from their list.

** Currently, HPD reported having three eligible's remaining on their list. In addition, they have reported having three provisional's. The matter is under investigation.

Agencies where lists are exhausted.

Buildings	DCAS	FISA
Business Services	DJJ	NYCTA
Comptrollers	DOI	Parks
Consumer Affairs	DOITT	Police Pension Fund
Correction	DOT	Sanitation
DA-Bronx	DYCD	TLC
DA-Kings	Fire	TRS
DA-Queens	FISA	

Agencies that never had a viable list (less than three eligible).

Actuary	Landmarks Preservation
Business Integrity	OLR
CCHR	OMB
City Clerk	Tax Commission
City Planning	TBTA
DORIS	

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 Transaction Detail report from July and August 2015, as well as the check register for the months of July and August 2015. She advised the T.D. checking account has a balance of \$697,523.96 as of C.O.B. September 15, 2015.

Secretary-Treasurer reported the CWA Local 1180 Annual Picnic was a huge success. There were 2,216 in attendance (1,891 adults and 325 children).

Secretary-Treasurer Gloria Middleton reported the CWA Local 1180 will be hosting our 50th Anniversary Celebration on Friday, October 30, 2015, at Three Sixty, 10 Debosses Street, New York, NY. Four honorees will be presented with awards. Proceeds from the event will be used to establish CWA Local 1180 Scholarship Fund to benefit children of Local 1180 members.

Secretary-Treasurer Middleton reported the following membership activity as follows:

	July	August
New Members	88	63
Terminated	1	4
Deceased	1	1

The next General Membership Meeting will be held on Tuesday, October 13, 2015 at 6:00 p.m. at United Federation of Teachers (UFT), 2nd Floor Auditorium, 52 Broadway, New York, NY.

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

Charles Garcia announced he will be honored at the Labor Council for Latin American Advancement (LCLAA) Latino Heritage Celebration on Friday, October 9, 2015, at 1199 SEIU Auditorium at 310 W. 43rd Street. Charles announced that he would like to attend Somos el Futuro Fall Conference scheduled for Wednesday, November 4, 2015 through Sunday November 8, 2015. Also, it was stated that we send a delegation to the conference. Charles presented the book: "War Against All Puerto Ricans: Revolution and Terror in America's Colony," by Nelson A. Denis.

Venus Williams announced that the Hispanic Committee will sponsor a Hispanic Heritage Month Celebration on Saturday, October 17, 2015, at the Borough of Manhattan Community College at 199 Chambers Street, at the Richard Harris Terrace. Complete details can be found on the website www.cwa1180.org.

Denise Gilliam announced that the Women's Committee will sponsor a Health and Wellness Fair at Local 1180 on Saturday October 3, 2015. The Committee will also participate at this year's Avon Walk for Breast Cancer in Central Park on Sunday October 18, 2015. Additionally, she announced that the Women's Committee is collecting socks from September 1, 2015 through October 31, 2015 to be donated to homeless shelters throughout the City. Complete details can be found on the website www.cwa1180.org.

The next Executive Board Meeting is scheduled for October 14, 2015.

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

Respectfully submitted,

Lourdes Acevedo

Recording Secretary ■

October 14, 2015

Meeting called to order at 6:30 p.m.
Executive Board Members in Attendance

Officers

Arthur Cheliotis, President; Gina Strickland, First Vice President; Gerald Brown, Second Vice President; Gloria Middleton, Secretary-Treasurer; Lourdes Acevedo, Recording Secretary

Members-at-Large

Robin Blair-Batte; Charles Garcia; Denise Gilliam; Lisa Lloyd; Debra Paylor; Hazel O. Worley; Venus Williams

Absent: Hilary Bloomfield, Lenora Smith

Minutes of the September 16, 2015 were presented. Motion was duly made, seconded and carried to accept minutes with necessary corrections.

President's Report

President Cheliotis discussed the highlights of his schedule since the last Executive Board Meeting:

September 17, 2015 — Attended 5th Annual "Tying Communities Together" Labor Awards Breakfast honoring Henry Garrido, Executive Director of DC 37. Later that day met with the law firms of Woodley & McGillivray LLP of Washington, D.C., and Spivak Lipton LLP of New York City regarding potential FLSA overtime lawsuits on behalf of CWA Local 1180 members.

September 18, 2015 — Hosted Central Labor Council (CLC) Democratic Party debate. Later that day attended the CUNY forum at the Murphy Institute featured by Larry Cohen and Randi Weingarten, President of UFT, and labor activists

in support of Bernie Sanders. That afternoon attended the New York City fundraiser for Bernie Sanders. Later that day held a conference call with CWA Defense Fund Oversight Committee (DFOC) to discuss the number of grants for the Strategic Industry Fund dealing with healthcare in New York City. Later that day held a strategy meeting with Nu Penn, Kevin Gallagher, and CWA Local 1180 Fund Administrator Dwight Kerns regarding the development of 6 Harrison Street. Finally, President Cheliotis attended the Tenants PAC Fundraiser at the American Federation of Musicians, Local 802.

September 22, 2015 — President Cheliotis conducted weekly staff meeting.

September 23, 2015 — Met with Naresh Mohabir in preparation for the upcoming membership meeting.

September 24, 2015 — Conducted a special Trustees' meeting regarding the request for proposal bids received from the following companies for CWA Local 1180 new prescription drugs plan: Emblem Health, Optum, Envision, Navitus and American Health. Later that day, President Cheliotis met with New York City Housing Authority (NYCHA) regarding the integration of City Services. Finally, President Cheliotis conducted the monthly Membership meeting.

September 25, 2015 — President Cheliotis spoke with Yetta Kurland, CWA Local 1180 attorney, regarding the upcoming Article 78 Hearing. Later that day held a conference call with DFOC to discuss the Strategic Industry Fund to protect pensions in New York City that are under attack.

September 28, 2015 — Attended the Municipal Labor Committee Steering Committee Meeting with Henry Garrido regarding the education program. Later that day President Cheliotis and First Vice President Gina Strickland attended a retreat in Cutchogue, New York. Later that day President Cheliotis held a conference call with Yetta Kurland and Scott Levinson regarding the City of New York contempt motion.

September 29, 2015 — President Cheliotis attended a CLC Executive Board Conference.

October 1, 2015 — President Cheliotis attended a rally in support of CUNY professional staff. Later that day, held a discussion with Doug McCabe regarding the next round of CWA training. That evening had dinner with Henry Garrido regarding the dues check-off issue.

October 2, 2015 — Held a conference call with DFOC to discuss locals in Buffalo representing catholic hospitals.

October 3, 2015 — Attended the Deborah Hospital Foundation fundraiser honoring Kenneth F. Rigmaiden and Rad Jelcic.

October 6, 2015 — President Cheliotis met with Kevin Lynch regarding Bargaining Units, Labor Relations organizing employees of Amnesty International. Later that day met with Scott Levinson regarding EEO case. Later that day conducted weekly staff meeting. That evening held a conference call with John Pescitelli and invited him to the next staff meeting. Finally, President Cheliotis attended Assembly Speaker Carl Heastie's Birthday Celebration.

October 7, 2015 — President Cheliotis conducted Trustees meeting to interview the three finalists for CWA Local 1180 drug program. American Healthcare was elected as the CWA Local 1180 PBM pharmacy benefits manager commencing January 1, 2016. Later, President Cheliotis was interviewed by Kris Lagrange for the UCOMM Radio Show. That evening met with the PAA and Administrative Manager Bargaining Committees to update on bargaining and review demands.

October 8, 2015 — President Cheliotis met with CWA NY Health Care Council (HCC), Dennis Trainor, CWA District 1 Vice President, Chris Sheldon, President of CWA, and Judy Sheridan-Gonzalez, Next Generation Representative, regarding healthcare workers. That evening President Cheliotis attended the 4th Annual Heroes of Labor Awards Ceremony.

October 9, 2015 — Held a conference call with DFOC to discuss the approved grants for Houston, mayoral race in District 6 and the IUE Service Fund. Later that day called, Steven Banks, Commissioner of Human Resources Administration, to thank him for moving the Administrative Manager's and extending the list. Finally, President Cheliotos attended the Hispanic Heritage Month Celebration at La Fontanella in the Bronx.

October 12, 2015 — Prepared agenda and PowerPoint presentation for upcoming membership meeting.

October 13, 2015 — Held staff meeting with the Advance Group. Later that evening, conducted CWA Local 1180 monthly membership meeting.

October 14, 2015 — President Cheliotos met with Donna Ellaby, President of CWA Local 1183, regarding advice on how to run her office. Later that day, President Cheliotos conducted a monthly Executive Board meeting to update the members. President Cheliotos submitted a resolution to Save the Life of Mumai Abu-Jamal for medical neglect submitted by Edward Yood. The Board tabled the resolution pending language clarification.

President Cheliotos distributed and discussed the status report dated October 1, 2015 from Mirkin & Gordan, P.C. He presented the October 2015 organizing report prepared by Stephen M. Ferrer. He also presented the Policy Research Group Quarterly Reports on the Contract Expirations and Update on the New York City Economy.

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

First Vice-President's Report

First Vice President Gina Strickland reported the following staff representative activity for the month September 2015:

Activity

Agency walk-through	63
EEO Investigation/Interview.....	4
Hearing Preparations.....	5
Hearings.....	10
Investigative Hearings.....	8
Labor Management Meetings.....	11
Disciplinary Meetings.....	2
Off-Site Member Meetings.....	4
Supervisory Conference.....	1
Off-Site Member Meetings.....	3
Site Member Meetings.....	12
Walk-Ins.....	1
Appointments.....	3
Telephone calls received.....	747

Site Meetings for September 2015

Business Services
110 William Street, Manhattan

HRA Finance
4 World Trade Center, Manhattan

HRA/M.I.C.S.A.
115 Chrystie Street, Manhattan

HRA M.I.C.S.A.

215 Bay Street, Staten Island

HRA F 99
201 Bay Street, Staten Island

HRA F 79
219 Beach 59th Street, Queens

HRA
109 E. 16th Street, Manhattan

Administration for Children Services
492 1st Avenue, Manhattan

Department of Design and Construction
30-30 Thomson Avenue, Queens

DCAS
59 Maiden Lane, Manhattan

Planned Parenthood
26 Bleecker Street, Manhattan

HHC Gouverneur
227 Madison Street, Manhattan

Second Vice President's Report

Second Vice-President Gerald Brown reported the following endorsements for the November 3, 2015 election:

- Roxanne Persaud 19th Senate District in Brooklyn
- Pamela Harris 46th Assembly District in Brooklyn
- Alicia Hyndman 29th Assembly District in Queens
- Barry Grodenchik 23rd Council District in Queens
- Michael McMahon Staten Island District Attorney

Motion was duly made, seconded, and carried for the five endorsements.

Second Vice-President Gerald Brown advised that 2015 DCAS Reported additional Appointments from Administrative Manager Promotion Lists (#6529)

October

Department of Finance
#10, 42, 60

Second Vice President Gerald Brown advised of the following Civil Service list expiration dates:

- Administrative Manager Promotion List expiration date is July 29, 2016.
- Principal Administrative Associate Promotion List expiration date is February 23, 2016.
- Principal Administrative Associate Open Competitive List expiration date is July 6, 2016.

Second Vice President Gerald Brown advised that Public Advocate Tish James announced that she will issue a New York City worst landlords list on November 5, 2015.

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 Transaction Detail report from September, 2015 as well as the Check Register. She advised the T.D. checking account has a balance of \$974,547.42 as of C.O.B. October 13, 2015.

Secretary-Treasurer reported the CWA Local 1180 Annual Picnic was a huge success. There were 2,216 in attendance (1,891 adults and 325 children).

Secretary-Treasurer Gloria Middleton reported that CWA Local 1180 will be hosting our 50th Anniversary Celebration on Friday, October 30, 2015, at Three Sixty, 10 Debosses Street, New York, NY. Four honorees will be presented with Awards. Proceeds from the event will be used to establish CWA Local 1180 Scholarship Fund to benefit children of Local 1180 members.

Denise Gilliam and Hazel Worley were approved to attend the upcoming conference of Coalition of Labor Union Women (CLUW).

Secretary-Treasurer Middleton reported the following membership activity as follows:

September

New Members	57
Terminated.....	0
Deceased.....	0

The next General Membership Meeting will be held on Wednesday December 2, 2015 at 6:00 p.m. at FDN9, 9 Metrotech Center, Brooklyn, NY 11201.

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

Recording Secretary Report

CWA Local 1180 and DC37 working with DSNY, TLC, and DOP management on establishing a Quality of Work Life Committee.

Friday September 25, 2015, I attended the National Latino Officers Assn. 19th Annual Din-

ner/Dance Fundraiser. The President Anthony Miranda presented two posthumous awards to the families of First Grade Detectives Wenjian Liu and Rafael Ramos. The third award was presented to the son of Deputy U.S. Marshal Zacarias Toro who died as the result of cancer that he developed following his assignment to assist with search and rescue efforts at the World Trade Center site immediately following the 9/11 Terrorist Attacks. His health continued to deteriorate and passed away on June 14, 2015.

The Honorable Scott M. Stringer was also acknowledged and presented with proclamation. Comptroller Stringer is committed to boosting Minority Women Business procurement in City agencies. The Comptroller handed out the 2014 Making the Grade NYC Report Card on minority/women-owned business enterprises report. Also honored were the Honorable State Senator Chuck Schumer and U.S. Marshall Michael Greco.

Wednesday, September 30, 2015, Secretary Acevedo attended New York City Comptroller Scott M. Stringer Hispanic Heritage Month Celebration. American Idol performer Karen Rodriguez opened with (Hero). Scott Stringer welcomed distinguished guests and honorees. He presented the NYC Comptroller's proclamation to Executive Director, District Council 37 Henry Garrido, Group Content Chief Meredith, Hispanic Media Christy Marrero and President and CEO of the Committee for Hispanic Children and Families, Inc. Grace Bonilla.

Venus Williams announced that she attended Charles Garcia's Recognition Ceremony sponsored by LCLAA and it was a success. Venus Williams reminded the Board that the Hispanic Committee will sponsor a Hispanic Heritage Month Celebration on Saturday, October 17, 2015, at the Borough of Manhattan Community College at 199 Chambers Street, at the Richard Harris Terrace. Complete details can be found on the website www.cwa1180.org.

Denise Gilliam announced the Women's Committee will participate at this year's American Cancer Society's Breast Cancer walk in Central Park. She also announced that on Saturday, October 3, 2015, the Women's Committee will be hosting the Health and Wellness Fair at 6 Harrison Street in the basement. The Committee is collecting socks, hats, and scarves for the homeless.

The next Executive Board Meeting is scheduled for November 16, 2015.

Motion was duly made, seconded, and carried to adjourn at 8:00 P.M.

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

November 16, 2015

Meeting called to order at 6:35 p.m.
Executive Board Members in Attendance

Officers

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

Members-at-Large

Robin Blair-Batte, Hilary Bloomfield, Charles Garcia, Denise Gilliam, Lisa Lloyd, Debra Paylor, Hazel O. Worley, Venus Williams

Absent: Lenora Smith

Minutes of the October 14, 2015 were presented. Motion was duly made, seconded and carried to accept minutes with necessary corrections.

Presidents's Report

President Cheliotos discussed the highlights of his schedule since the last Executive Board Meeting:

October 15, 2015 — Attended the renaming Ceremony of the Municipal Building in honor of Former Mayor David N. Dinkins. Also in attendance were: Gina Strickland, First Vice-Presi-

dent; Gerald Brown, Second Vice President; Gloria Middleton, Secretary-Treasurer; and Hazel O. Worley, Member at Large. Later that day met with Doug McCabe regarding training for the Drupal Web Design Programs. Drupal training starts November 19, 2015.

October 22, 2015 — President Cheliotos met with Yetta Kurland, CWA Local 1180's attorney, and Stephanie Thomas expert on discrimination from Cornell University.

October 23, 2015 — President Cheliotos attended the court hearing at NYS Supreme Court regarding FOIL request Article 78 for the City to release EEO data on City titles. Judge ruled in Local 1180's favor.

October 24, 2015 — President Cheliotos was a panel speaker at the DC37 Legislative Conference on Health and Hospital Corporation (HHC). His presentation was well received by the audience.

October 26, 2015 — President Cheliotos held a conference call with Bernard Steintz and Nu Penn regarding the development of the building.

October 27, 2015 — President Cheliotos met with the Civil Service Commission regarding appeals by City workers. Later that day, attended a negotiating session with Bernard Stienitz and developer.

October 28, 2015 — President Cheliotos conducted a Trustees Meeting discussing numerous issues. CWA Local 1180's new prescription drugs plan contract with American Health will be effective January 1, 2015. A new prescription card will be mailed to the membership.

October 29, 2015 — President Cheliotos attended New York City Employee Retirement System (NYCERS) Employee Recognition Ceremony. Later that day, met with Councilmember Julissa Ferreras and Greg Mantsios to discuss CUNY establishment of a Labor School.

October 30, 2015 — Spoke with Barbara Bowen, President of Negotiations for the University of Professional Studies. Later that day, held a conference call with CWA Defense Fund Oversight Committee (DFOC) to discuss various grants. That evening attended the CWA Local 1180 50th Anniversary Celebration. President Cheliotos acknowledged Gerald Brown, Second Vice President, staff, and Board members for organizing the event.

November 1, 2015 — President Cheliotos held a conference call with Yetta Kurland, Scott Levinson, and Joel Spivak regarding the EEOC Case.

November 2, 2015 — Held meeting with Dwight Kearns, Jason Krouse, Chris Champa, Arthur Marcus and Bruce Piatt regarding M3 Technologies replacing Krouse and Champa. Later that day met with Gloria Middleton regarding the Drupal Contract. Finally, President Cheliotos met with Joel Spivak in preparation of the Administrative Manager's upcoming Arbitration.

November 4, 2015 — President Cheliotos met with Vice Chancellor Vita Rabinowitz requesting assistance with the establishment of the school of labor.

November 5, 2015 — President Cheliotos attended the HRA Veteran Employee's Recognition Ceremony.

November 6, 2015 — President Cheliotos held a conference call with State Senator Diane Savino and Greg Mantsios to push along the establishment of the school of labor. Later that day, held a conference call with DFOC regarding Growth Fund Grants.

November 9, 2015 — President Cheliotos attended the Brooklyn Borough Committee Meeting.

November 10, 2015 — Held a meeting on Drupal Training. Later that day conducted the weekly staff meeting with the Advance Group.

November 16, 2015 — Conducted follow-up calls with union attorneys in reference to EEO case. Later that day, conducted a meeting with Disability Pension Attorney Stuart Salles for members needing to obtain disability pensions due to on the job injury. Later that day President

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

Cheliotos conducted a monthly Executive Board meeting.

President Cheliotos distributed and discussed the November 2015 organizing report prepared by Stephen M. Ferrer. He distributed a letter from the Public Advocate Letitia James regarding EEOC Charge 520-2015-0072. He also presented the EEOC determination, news release regarding EEOC probable cause finding that NYC discriminates against its employees.

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

First Vice President's Report

First Vice President Gina Strickland reported:

October 9, 2015 — First Vice President Gina Strickland and Staff Representative Venus Williams attended the roll out plan recently adopted by the New York City Police Department (NYPD) for all civilian employees at 1 Police Plaza. A survey submitted to civilian employees by the Police Department was distributed, collected, and broken down into committees with the civilians and management. Civilian employees now have an electronic transfer policy with two days acknowledgement. They have an Employee Assistance Program outside of the Police Department. They also set career building, financial planning seminar and Power Point training.

October 9, 2015 — Staff Representative Robin Blair-Batte attended NYCHA Employee Recognition Ceremony.

The upcoming Supreme Court Case Friedrichs vs California Teachers Assn. et al will potentially impact all unions. The CWA District 1 conducted Right to Work PAF Training Program. We had six volunteers for this five-week program: Helen Jarrett, Alicia Smith, Lue Gibson, Deborah Valentin, Norma Lynch, and Carol Punter.

11 Site meetings; 244 Members educated; 185 signed dues cards and 44 were agency fee. 46 members signed PAF cards.

The recent NYCHA employee Recognition Ceremony held was the first since 2011.

Private Sector

Kevin Lynch sent letter requesting to start contract negotiations for Books and Rattles to discuss open issues and schedule dates for bargaining early December.

First Vice President Gina Strickland reported the following staff representative activity for the month November 2015:

Activity

Command Disciplines (CD).....	1
Counseling/Warning Sessions.....	1
EEO Investigation/Interview.....	4
Hearing Preparations.....	3
G.O. 15 NYPD.....	2
Hearings.....	9
Investigative Hearings.....	3
Labor Management Meetings.....	9
Off-Site Member Meetings.....	2
Supervisory Conference.....	1
Site Member Meetings.....	15
Walk-Ins.....	1
Appointments.....	2
Telephone calls received.....	649

Site Meetings for November 2015

Housing Preservation & Development
100 Gold Street, Manhattan

HRA/Tips #11 & SNAP #28
404 Pine Street, Brooklyn

HRA/SNAP 21
30 Thornton Street, Brooklyn

Sanitation
177 E. 23rd Street, Manhattan

Sanitation
125 Worth Street, Manhattan

HRA/OCSE
845 Barretto Street, Bronx

NYCHA
90 Church Street, Manhattan

HRA/SNAP #15, 25, 61
250 Livingston Street, Brooklyn

Bellevue Hospital
462 1st Avenue, Manhattan

Woodhull Hospital
760 Broadway, Brooklyn

NYC Dept. of Transportation
55 Water Street, Manhattan

Harlem Hospital
506 Lenox Avenue, Manhattan

HRA
845 Barretto Street, Manhattan

Jacobi Hospital
1400 Pelham Parkway

HRA-IREA
250 Church Street, Manhattan

Second Vice President's Report

Second Vice President Gerald Brown reported that the following endorsed candidates for the November 3, 2015, election were successful:

- Roxanne Persaud, 19th Senate District in Brooklyn
- Pamela Harris, 46th Assembly District in Brooklyn
- Alicia Hyndman, 29th Assembly District in Queens
- Barry Grodenchik, 23rd Council District in Queens
- Michael McMahon, Staten Island District Attorney

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 Transaction Detail report from October 2015 as well as the check register. She advised the T.D. checking account has a balance of \$886,857.32 as of C.O.B. November 16, 2015.

Secretary-Treasurer reported the CWA Local 1180 50th Anniversary Celebration was a huge success. Proceeds from the event will be used to establish CWA Local 1180 Scholarship Fund to benefit children of Local 1180 members. The

Scholarship Fund Committee will be comprised of three Members and three Board Members. Hazel Worley, Lisa Lloyd and Hilary Bloomfield have volunteered from the Board. Secretary-Treasurer Middleton attended the Cornell University Union Leadership Institute (ULI) regarding the future of unions and the selection of attendees at the ULI. What has ULI done with members that attended the school? How does attending the Advanced Labor Union Leadership program make the union strong?

The next General Membership Meeting will be held on Wednesday December 2, 2015, at 6:00 p.m. at FDNY 9 Metrotech Center, New York, NY 11201.

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

Venus Williams thanked the Board for sending Charles Garcia, Lisa Lloyd, Leandro Monzon, Regina Kelly and herself to the 2015 Somos Conference. Venus Williams announced that Charles Garcia lost a brother.

Debra Paylor announced on October 29, 2015, she attended the New York Coalition of Labor Union Women (CLUW) and subsequently became a member along with Hilary Bloomfield. She also attended the Rally for \$15 with Lisa Lloyd, Hilary Bloomfield, and Robin Blair-Batte.

Denise Gilliam announced the Women's Committee participated in this year's American Cancer Society's Breast Cancer walk in Central Park. They raised \$1,300 and CWA Local 1180 matched up to \$1,000, making the grand total \$2,300. She also announced that on Saturday, October 3, 2015, the Women's Committee will be hosting the Health and Wellness Fair at 6 Harrison Street in the basement. The Committee is collecting socks for the homeless.

The next Executive Board Meeting is scheduled for December 16, 2015.

Motion was duly made, seconded, and carried to adjourn at 8:20 p.m.

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

ABOUT OUR MEMBERS

- Congratulations to Carole Silverman, PAA, who retired on October 1, 2015, after working 44 years at Kings County Hospital Center. She was a CWA 1180 member for 36 years, and a Shop Steward and Activist for 21 years. When she began working at Kings County Hospital in 1971, it was with a title not represented by CWA 1180. In 1979, Carole became a Principal Administrative Associate, thereby joining CWA 1180. In 1994, she was elected Shop Steward and became more active in the Union by assisting members with their job issues, attending rallies, marching in the Labor Day Parade, meeting with Legislators in Albany, modeling in the Civil Rights Committee's Multi-Cultural program fashion show, and actively participating in the Women's and Political Action Committees. Carole's other interests are old films, music, extensive travel, (she lived, worked, and traveled in UK, Iran, and Israel, as well as traveled Europe, the Caribbean, Scandinavia, former Soviet Union, USA, and Canada), peace organization activities, aerobics, hiking, dancing, writing, diversity and history. Since her retirement, Carole works out in a gym every morning doing Zumba, Pilates, Yoga, and exercise machines. She also belongs to a weekly writing group, theatre group, monthly book club, and spends plenty of times meeting with friends. "Are you sure you're actually retired Carole?" ■
- The Hispanic Committee once again collected pajamas in December to donate to Women in Need, a shelter for single mothers who find themselves with nowhere to go. Thanks to the generosity of members who made the donations, nearly four dozen pair of pajamas were delivered. ■
- Condolences to Enid Lopez-Burns, Coordinating Manager at NYC Health+Hospitals/Renaissance, on the passing her brother Julio E. Velazquez (Eggy) ■



IMPORTANT NOTICE REGARDING DELAY IN MEMBERS RECEIVING THEIR 1094-C

Members should have already received your W-2 forms from your employer, but many are wondering when you'll get your 1094-C from the Fund, even though you may have already received one from your municipal employer. The 1094-C you receive from the Fund Office will be duplicative of the one you get from your municipal employer due to the way IRS regulations are written. In future years we will be sending your 1094-C by January 31, but this year the IRS gave employers additional time to send these forms because it is the first time we need to send them. **We will mail your 1094-C form by March 31.** If you do not receive it by then, please contact the Fund Office. **You can file your taxes before receiving your 1094-C.** There will be questions on your tax form asking if you had health insurance coverage each month in 2015. You can answer based on your own knowledge or look at your records. You will not have to send in a copy of your 1094-C to the IRS, at least not for 2015. However, you should store it with the rest of your important tax information. Ask your tax preparer or advisor if you have specific questions when filing your taxes. Everyone's family structure and income situation is different, and we in human resources are not able to give you tax advice. ■

IN MEMORIAM

NAME	AGENCY	DECEASED
Brenda Blocker	Finance Administration	11/25/2015
Elaine Bortnick	HHC/Kings County Hospital Center	9/27/2015
Lynda Coley Horne	HRA/Dept. of Social Services	9/14/2015
Myrtle Dandridge	Dept. of Juvenile Justice	11/11/2015
Janet Defabbia	Department of Education	12/16/2015
Evelyn Edwards	Department of Education	9/24/2015
Mimi Gertz	Police Department	10/9/2015
Victoria Judge	Police Department	10/23/2015
Charles Koretsky	Dept. of Health & Mental Hygiene	10/13/2015
Arnold Lederer	Office of Management & Budget	11/16/2015
Patrick Lewis, Jr.	HRA/Dept. of Social Services	9/16/2015
Constance Maddox	NYC Transit Authority	11/17/2015
Eddie Marcano	Dept. of Social Services	9/15/2015
Beverly Mc Lean	Department of Finance	10/1/2015
James Mc Namara	Department of Education	12/9/2015
Mazie Moose	HRA/Dept. of Social Services	10/24/2015
Helen Rose	Department of Transportation	11/3/2015
Rejane Samuels	HRA/Dept. of Social Services	9/25/2015
Dolores Scott	NYC Transit Authority	10/15/2015
Sonia Slavin	HRA/Dept. of Social Services	9/4/2015
Doris Smith	HRA/Dept. of Social Services	10/8/2015
Constance Sparks	Department of Buildings	11/2/2015
Kenneth Velleca	Dept. of Health & Mental Hygiene	9/19/2015
Helena Ward	Department of Education	10/26/2015
Bernice Wiseltier	Youth & Comm. Development	12/11/2015

NEW SHOP STEWARDS

Congratulation to Shop Stewards elected between September 2015 and January 2016

Jamie Brown	HHC/Harlem Hospital	7/1/2015
Donna Dunmore	Department of Correction	7/20/2015
Adrienne Jackson	Department of Finance	8/10/2015
Juanita Lewis	Department of Finance	8/11/2015
Juan Rosario Jr.	HPD	10/21/2015
Deborah Valentin	HPD	10/27/2015
Charles Scott	NYC Transit Authority	10/30/2015
Teesha Foreman	NYCHA	11/5/2015
Michael Jones	HRA/Food Stamps/Snap 21	11/5/2015
Taniesha Sheppard	HHC/Health & Home Care	11/5/2015
Michael Bishop	HHC/Elmhurst Hospital	11/23/2015
Alba Herrera	HHC/Elmhurst Hospital	11/23/2015
Carla Word	HHC/Rehabilitation Nursing Care Center	11/23/2015
Charlene Dawson	Parks & Recreation — Olmstead Center	12/1/2015
Precious Foster	HRA/IREA	12/1/2015
Carmen Carter	DCAS	12/2/2015
Jose Charles	HHC/Kings County Hospital Center	12/2/2015
Iris Lopez	HHC/Health & Home Care	12/10/2015
Pamela Lyte	Comptroller's Office	12/10/2015
Abraham Caban	HHC/Woodhull Hospital	12/18/2015
Ethiopia Galarza	HHC/Woodhull Hospital	12/18/2015
Hope Lenozian	Comptroller's Office	12/18/2015
Theodore Edgehill	OATH	12/23/2015
David Arroyo	HHC/Gouverneur Hospital	1/5/2016
Shakima Ivory	NYCHA	1/5/2016
Tyra Manigault	School Construction Authority	1/11/2016
Sherifat Prout	School Construction Authority	1/11/2016

ARTHUR CHELIOTES

50 Years of Struggle But the Struggle Never Ends

Continued from page 6

Our Union established and improved our educational programs at Queens College and the Murphy Institute to help more than 1,500 members earn certificates, Bachelor's and Master's college degrees needed to improve their opportunities to advance in their careers. We also established computer training programs in our own Local 1180 training facility and negotiated course offerings at agency facilities.

We established with the Joseph S. Murphy Institute and The School of Professional Studies at CUNY a College Degree Health Care Certificate Program for HHC members and a College Degree Public Administration Certificate Program for all members.

We have made sure Local 1180 is a leader in fighting for working families at the workplace, in the community, and in the political arena, and have gained the respect of our fellow unions as a leader in the fight for labor and civil service.

When we first began as a Union 50 years ago, our goal was to achieve the wages, benefits, and pensions of unionized private sector workers. Now private sector workers are demanding the wages, benefits, and pensions that we have.

Our struggle continues and we face growing challenges. Nothing we have is guaranteed unless we are willing to keep our union strong. That is why we are expanding member participation in the struggle; organizing our members, co-workers, families, and neighbors; educating ourselves and the public; fighting for economic and social justice; demanding government by and for the people.

Our fight is a fight for the entire labor movement. The difference is that Local 1180 takes the lead. ■

COMMUNIQUE

Official Publication

New York Administrative Employees Local 1180
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 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 Cheliotas, President
 Gina Strickland, First Vice President
 Gerald Brown, Second Vice President
 Gloria Middleton, Secretary-Treasurer
 Lourdes Acevedo, Recording Secretary

Members at Large

Robin Blair-Batte, Hilary 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

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Gerald Brown, Gloria Middleton — Committee Facilitators
 Catherine Alves, Robin Blair-Batte, Dan Cunningham, Robin Person,
 Evelyn Rodriguez, Desiree Waters, Edward Yood

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Lessons of the Leo Frank lynching 100 years later

AN INJURY TO ONE IS AN INJURY TO ALL

By Edward M. Yood



As a Caucasian, anti-racist, Jewish CWA 1180 member, I proudly marched in the Union's contingent at a December 13, 2014, New York City march of many thousands protesting the epidemic of police murders of black youth, including Michael Brown in Ferguson and Eric Gardner in Staten Island. Inspired by the solidarity of both youth of color and young white anti-racist activists in the Black Lives Matter Movement, I joined CWA 1180's Next Generation Committee as a mentor.

Black Lives Matter is a theme that could travel back at least as far as 1915 with the lynching of a young Jewish man, Leo Frank, for a crime he did not commit — simply because he was Jewish. Leo Frank's story is still

relevant today when bigotry now takes the form of frequent police killings of black youth and when politicians such as Donald Trump spew racial hatred to keep out immigrants who happen to be Muslim or Mexican.

I remember reading what the great civil rights leader Dr. Martin Luther King, Jr. wrote in 1963 in *Letter from a Birmingham Jail*: "Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly."

" Lynchings have been a tragic part of our American history. We must remember the historical ties between the African American and the Jewish communities. We must keep the story of Leo Frank alive. I am disturbed and saddened by the recent uptick in acts of bigotry and antisemitism in certain neighborhoods in Brooklyn. "

At an August 17, 2015, memorial at Mount Carmel Cemetery in Queens, New York City Councilman Rory Lancman sponsored a City Council Proclamation commemorating the centennial of Frank's lynching that was given to Frank's grandniece. Due to my family's connection to this case, both I and my sister Judith Yood Guttman were invited to the ceremony where we heard Public Advocate Leticia James, the first African American woman ever elected to citywide office and a staunch CWA Local 1180 supporter, say, "Lynchings have been a tragic part of our American

history. We must remember the historical ties between the African American and the Jewish communities. We must keep the story of Leo Frank alive. I am disturbed and saddened by the recent uptick in acts of bigotry and antisemitism in certain neighborhoods in Brooklyn. Together, we must stand firm in our tireless fight to end hate. We need to stand up together against hatred and bigotry wherever it picks up its ugly head."

In the 1960s, as a youngster my sister and I, along with my father Lewis, watched a television program called "Profiles in Courage" that related the story of Georgia Governor John Slaton who in 1913 commuted the death

sentence of Frank, the Jewish superintendent of a pencil factory that employed a white girl named Mary Phagan. When she was found dead on the factory premises, Frank was accused of capital murder.

The Atlanta newspapers whipped up a hysterical frenzy of anti-semitism, posting a photograph of Frank on the front page with the caption "monster." Frank was quickly convicted and sentenced to death. Due to the inconsistencies in the prosecution's case, the Governor commuted Frank's sentence to life imprisonment. My father told me that my grandfather, an Atlanta Rabbi, visited Frank in his jail cell, and that shortly after Frank's sentence was commuted, his fellow prisoners slit his throat. Before Frank's wounds had healed, an angry mob descended on the jail, snatched Frank from his cell, and hanged him on Stone Mountain on August 17, 1915. Some of my father's classmates had attended the lynching.

The mob called itself the "Knights of Mary Phagan," which later changed its name to the Ku Klux Klan and terrorized and murdered freed African Americans in the decades following the Civil War.

On March 8, 1982, an eyewitness — 83-year-old Alonzo Mann — finally came forward in a sworn statement certifying that he saw the real killer, a factory janitor named Jim Conley who had been the chief prosecution witness against Frank, bear-hugging Mary Phagan at her waist and carrying her limp, unconscious body to a partly opened trap door leading to the basement on the day she was murdered.

In 1986, the state of Georgia granted Frank an incomplete partial pardon, acknowledging the state's failure to protect Frank from the lynchers and its failure to bring Frank's killers to justice, but refusing to recognize Frank's innocence of the crime for which he was unjustly convicted. On the centennial of his lynching, Rabbi Steven Lebow and others in Georgia's Jewish community are still fighting for complete exoneration of Leo Frank.

It was pointed out at the Memorial that anti-Semitic hate crimes increased 29% in the U.S. in the first five months of 2015. One site of such hatred is in Pine Bush, New York, which this year agreed to pay litigants \$4.48 million for failing to protect the Jewish students there from anti-Semitic bullying, swastikas drawn on walls, desks, lockers and other school property, slurs and other intimidation such as classmates leading "white power" chants and making Nazi salutes.

In 2009, representing the NYC Department of Sanitation's Hebrew Spiritual Society, I met a survivor of the refugee ship the SS St. Louis that in 1939, carrying Jewish refugees from Nazi-occupied Europe attempted to land in Florida. The ship was not permitted to land in America, and returned to Europe where many perished and were among the six million Jews butchered by the Nazis along with countless numbers of disabled, LGBTQ people, and others.

A 1939 cartoon entitled "Ashamed," portrayed the Statue of Liberty holding a sign to the Jewish Refugee Ship "Keep Out." ■