

COMMUNIQUE

EEO Case



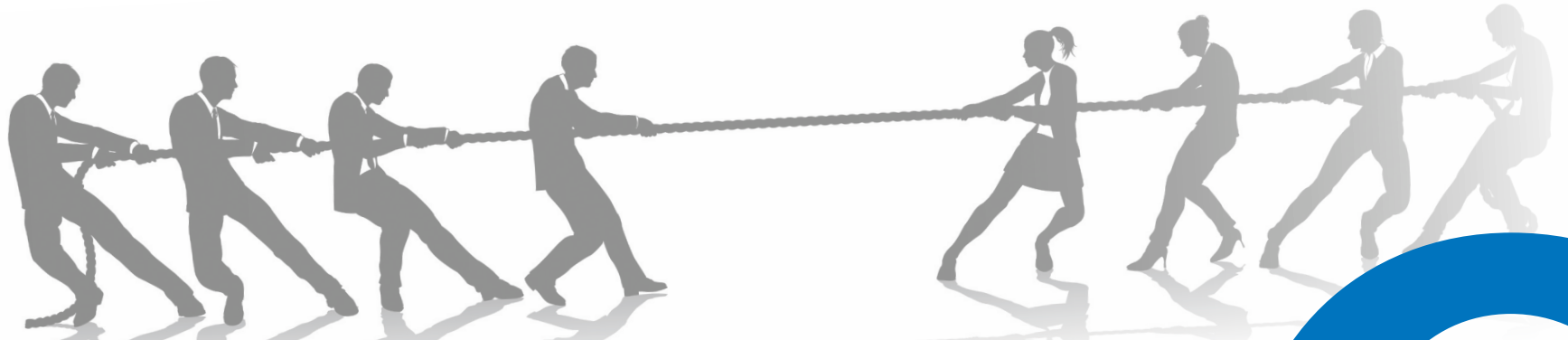
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By Marci Rosenblum
Communications Director



UNION SETTLES WITH CITY ON

EEOC CASE

For years, women and minorities in New York City have been paid significantly less than their white, male counterparts. CWA Local 1180 members are well aware of this problem and know that the Union has been fighting an uphill battle to get remuneration for those Administrative Managers who have been shortchanged in their salaries. Even the Equal Employment Opportunity Commission (EEOC) sided with the Union in finding that there was reasonable cause to determine that discrimination had occurred.

The battle has been a long one, starting back in December 2013 when Local 1180 filed a claim on behalf of its 800 Administrative Managers, alleging that the City had engaged in discriminatory pay practices and was underpaying these workers. A year and a half later, in April 2015, the EEOC found in favor of Local 1180 and invited the City to engage in conciliation to remedy the injustice. The City refused and the matter was referred to the U.S. Department of Justice (DOJ).

In order to cover all bases and make sure members did not forfeit any of their rights to remuneration down the road, Local 1180 also brought suit in New York State Court, first to compel the City to turn over necessary data that would prove these unfair pay practices, and then, along with five representative plaintiffs, to recover damages through a class action under state and city human rights laws.

Local 1180 President Arthur Cheliotis said the Union attempted to negotiate with the City on behalf of the Administrative Managers to settle the matter in an effort to avoid protracted litigation that could last years. On April 4, 2017, parties came up with the broad strokes outlining what they hoped would be a settlement agreement. This occurred only after exhaustive legal effort and substantial attempts by the Union that lasted almost four years. In fact, only hours before hundreds of 1180 members began filing to City Hall for the annual Pay Equity Day press conference sponsored by PowHer New York, to continue its efforts to bring awareness to this issue, Cheliotis received a call from Mayor Bill de Blasio reassuring him that his administration was willing to settle with the terms the Union had negotiated.

Local 1180 Counsel Yetta Kurland advised the Court that the City and Union had in fact agreed to the basic terms of a settlement. She asked that the matter be sent to a magistrate to expedite final settlement terms and memorialize the settlement in a stipulation that could be so ordered by the Court.

"There are a lot of legalities here that still need to be dealt with," Cheliotis said. "Since the DOJ issued its right to sue to the Union, we now have to include our Title VII claims in the action. Our hope is that the City will continue to cooperate to quickly to submit to the Court a stipulation with the terms of our memorandum of understanding."

Kurland, who along with Cheliotas testified before the City Council recently, said, "As an employer, the City has had a troubled history regarding its pay practices toward women and employees of color. To be sure, this problem did not begin with the current administration, but if not properly addressed it will become worse, causing severe hardship to City workers and exposing the City to additional liability for breach of its obligations under both federal and state laws.

"To put a human face on this, our clients, predominantly women of color, often tell stories of having worked for the City for 20 or 30 years, reaching the top position in their fields, but still not making enough money to survive, worrying each month about whether they are going to make rent, be able to provide educational opportunities for their children, or borrow from their pension to put food on their table."

Kurland said that the Union analyzed the pay practices for Administrative Managers and found that after adjusting for all variables other than race and gender, including time in title and time working for the City, that in 2015 women of color made approximately \$14,000 less annually than their white, male counterparts doing the same job. When the Union looked at similar job titles where there were significantly more male and white employees, it was discovered that white men made approximately \$30,000 annually more than these women of color.

"This has been a long journey for Administrative Managers," Cheliotas said. "The first step came with organizing and joining the Union. After joining, the Union demanded data from the Bloomberg Administration and went to court to get a New York State judge to force the City to turn it over. We did the research, retained experts and attorneys, and filed a complaint with the Federal EEOC in 2013.

"In April 2015, the EEOC found previous City administrations had discriminated against women and people of color working as Administrative Managers by paying them far less than their white, male predecessors. The EEOC referred the case to the DOJ for court action. Reaching a settlement with the City, however, means that our members will not have to wait for years of litigation in federal court. Our members have earned the right to be paid fairly and equitably for the important work they do making New York work for all New Yorkers," Cheliotas said.

Kurland said that CWA Local 1180's fight is not just for their own members, but for other City workers facing similar situations.

"Not only has the Union worked to improve the quality of life for its own members, but also has been actively involved with, and taken a leadership role in, creating legislation to stop this practice from happening to other City workers," she said.

Cheliotas said the Union has had the tremendous support of numerous City government officials like Public Advocate Letitia James who filed an amicus brief with the Court on behalf of Local 1180 demanding that the requested EEO data be released.

"Everyone deserves to be fairly compensated for their work, which is why I strongly supported CWA 1180's case against the City alleging that it had engaged in discriminatory pay practices against women and people of color. I also introduced legislation banning New York City employers from inquiring about the salary history of job seekers, which was enacted into law in May. It is only by standing together and demanding fairness for **all** workers that wage equity can be achieved. I am proud to stand with CWA 1180 to help ensure that all New York City workers, regardless of their gender, race, or ethnicity, receive equal pay for their work. Delivering on the promise of economic justice makes our City better," James said.

City Councilwoman Helen Rosenthal, who joined Local 1180 on the steps of City Hall for the April rally, agrees.

"It was great to hear the cheers of your workers upon learning that their work is valued as it should be. And, as you said, equal pay must be codified to ensure that women who work for the city are consistently paid at the same rate paid to men," Rosenthal said.

This settlement also will allow the Union's work to continue with long-standing programs to help members earn college degrees, and gain the skills and knowledge they need to be effective and productive City workers. "Local 1180 members are bright and talented, and score well on civil service tests; our struggle to advance their careers continues. Just one day after rallying for wage equality on Equal Pay Day, the Union is making new strides in closing the gender wage and opportunity gap," Cheliotas said.

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President Arthur Cheliotas with NYC Public Advocate Letitia James at the April 4 press conference and rally on the steps of City Hall.



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New York City Public Advocate**



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Cheliotas said NYC Council Member Laurie Cumbo also has supported Local 1180 and other City workers in the fight for pay justice by introducing ground-breaking legislation that would require gender wage data for the public sector and City contractors to be made available and transparent to the public.

“Without first identifying where wage inequality exists, we cannot hope to successfully and adequately work to eliminate gender wage disparities. Transparency in wage data is the only way we will be able to engage in proactive solutions to correct the injustice women in both the public and private sector face and hold employers accountable for discriminatory patterns of wage suppression. Council Member Cumbo’s legislation will be the first step in addressing discrimination and inequality in the workplace for public and private sector employees,” Cheliotas said.

This legislation was introduced on April 5 at a meeting of the City Council, and if passed will give all women and minorities working in City government or for City contractors the information they need to pursue pay equity. It also will provide City Managers with the information they need to introduce programs that will end pay inequality.

“We have reached an important milestone in our Journey to Justice for our Administrative Managers and all who will become Administrative Managers in the future,” Cheliotas said. ■





ARTHUR CHELIOTES

President

It's All About the Politics

We hear it all the time when we see something that strikes us as unfair — **it's all about politics.** I'm working my butt off and some slacker the boss likes is getting the promotion I earned. Or a kid in your neighborhood got caught with some pot and goes to Rikers Island for six months while a drunk driver who killed someone faces a suspended license for a year and some community service. You think this is so unfair — somebody should do something. **You're somebody... what are you doing?**

We see politicians constantly at each other's throats trying to make their points at the expense of the other rather than deal with the issues that will make a positive difference in our lives.

Remember this African proverb — 'If you think you are too small to make a difference, try to sleep in a closed room with a mosquito.'

Imagine how strong our nation could be if Congress spent their time working for the people who elected them instead of the people who buy them. Every election is determined by the people who show up to vote. And when we do, we make a difference. We've done it before.

However, the 1% have convinced many of us that voting doesn't change anything. Yet, it was the power of organized workers holding politicians accountable that ensured children were taken out of the mines and factories and enrolled in public schools. We demanded and got civil rights, women's rights, Social Security, Medicare and Medicaid, minimum wage, 40-hour work weeks, environmental laws, and consumer protections.

All these gains are being threatened today under the leadership of president #45, the tweeter in chief, and it's an embarrassment. While he tried to make the case that putting a businessman in charge of the government so it could be run like a business was a good idea, it turned out to be nothing more than an idiotic and dangerous concept. We may not be able to fix stupid, we can eventually vote it out of office if we are organized and all become fully engaged in politics and public policy.

Unfortunately, too many of us would rather be entertained than informed. We prefer to watch reality shows, ball games, or the latest version of CSI than to attend a community meeting or a union meeting to learn how to fight back. Shame on us for drinking the corporate Kool-Aid and allowing #45 to become

the president of our nation in the first place. Too many of us have stopped being good citizens and opted to be good consumers. We would rather spend hours on line to get that flat screen on Black Friday than dirty our hands by getting involved in politics.

The Greek philosopher Plato put it well — **"The price of apathy towards public affairs is to be ruled by evil men."**

We live by the illusion that if we just work hard, use our intelligence, and break a sweat when we have to, we'll make it on our own based on the merits. Nothing could be further from the truth. Yet, too many of us have accepted that myth. We ignore the fact that we have a civic duty to participate and take responsibility for our neighborhoods, cities, states, and even our nation. What happens in Washington does **not** stay in Washington. What happens in Washington trickles down into our homes, our livelihoods, and our pockets.

Number 45 has managed to turn the clock back decades on environmental policy, housing policy, voting rights, and civil rights. For example, the Department of Justice has created a climate of fear after firing U.S. Attorneys like Preet Bharara. And if you don't think this impacts us directly, think again. The perfect example is our EEOC case.

A May 25, 2017, article in *The Atlantic's* Politics & Policy Daily, a roundup of ideas and events in American politics, clearly illustrates just how impactful a decision made at the federal level that seems innocuous actually hits us hard at the local level.

"President Trump's proposed budget assumes a major reduction of staff in the civil-rights division, the section of the Justice Department charged with enforcing laws against discrimination and protecting the right to vote. This is especially troubling as communities continue to be hit hard by issues such as voter suppression, hate crimes, police shootings of unarmed civilians, and other problems that call for a strong and robust civil rights enforcement agenda," said Kristen Clarke, a former civil-rights division attorney who now runs the Lawyers' Committee for Civil Rights.

Funding for the division remains virtually flat, with an increase of only \$168,000 to its \$148 million budget. The proposal projects the civil rights division would see a loss of more than 121 staff positions, including 14 attorney positions. This begs the question of why a budget increase results in a decrease in staffing.

When Jefferson Beauregard Sessions took

office, began doing away with Obama-era policy on discrimination, and announced his intention to end the civil rights division's oversight of police departments, we knew there would be major problems.

This is all the more reason to organize and engage. Clearly the American people realize they need to be involved in a broad movement for social and economic justice. You are the someone who needs to do something. Our union has things for you to do.

Of course, we need you to attend site meetings and work with your Shop Stewards. The power of the union in the workplace comes from you and your coworkers standing together when management is abusive or violates our contract.

Our membership meetings offer a wealth of information about union events and programs. Check our website for the next one after the summer hiatus. You also will receive an email notice about the September meeting.

You can get informed and organized where you live with our Borough Community Coordinating Committees that meet monthly in each borough. Their purpose is to organize and empower our members in their own communities to address issues where they live and hold elected officials accountable. Being organized in your union and the community give you the power to impact public policy.

Knowledge is power and the union offers a generous college tuition program to help you attend college courses where you can learn about the economic and political dynamics that shape public policy — everything from tax policy, labor history, economics to social movements and mass media.

You can join one of our committees such as Education, Legislative/Political, Civil Rights & Equity, Community Service, Civil Service, Organizing, Editorial, Women's, Hispanic, Caribbean Heritage, or People with Disabilities. You can learn about the issues that interest you and meet members who share your interests. And if there is an issue or interest group not listed, you can propose an ad-hoc committee that brings our members together.

So if you are sick and tired of being sick and tired, then get off the couch and get involved with the union. When we come together we build our union and our power.

Finally, remember this African proverb — **'If you think you are too small to make a difference, try to sleep in a closed room with a mosquito.'** ■

Vote NO on the Constitutional Convention

How bad could a Constitutional Convention be for New Yorkers? Just ask the dozens of state politicians and hundreds of labor leaders who have come out in opposition.

The New York State AFL-CIO and a group of Senate Democrats have spoken out against a Con Con, saying it could lead to a diminishment of worker rights. They claim that deep-pocketed, out-of-state interests would spend big money to try and water down workers' rights, women's rights, and many other rights during the process. Supporters on the other hand claim that a Convention would be the best way to fix many of Albany's woes in one fell swoop. They are wrong.

Gerald Brown, Local 1180 Second Vice President, said it's important for members to remain clear in the next several months as reports continue to surface of why a Con Con is beneficial. "There is **nothing good** about a Constitutional Convention. We already have a process in place whereby any individual portion of the state's constitution can be amended. Every suggested change needs to be made individually, thereby giving voters the opportunity to thoroughly review and digest potential impacts. The devastation that could transpire for unions with a Constitutional Convention could be insurmountable."

Every 20 years, the people of New York State have a mandated opportunity to amend the State Constitution. The question of whether to amend will be put before the voters this year on the November 7 General Election ballot in the form of a referendum.

While advocates believe a Constitutional Convention (Con Con) would give citizens a chance to "take back their government," in reality nothing could be further from the truth. A Constitutional Convention would change the face of New York and bring detrimental changes to rights and benefits that workers are now guaranteed, such as a pension — and in the long run will only hurt unions and the hard-working men and women who keep our governments running.

If the Con Con passes, the entire document would be up for review. Delegates would be free to rewrite, delete, or add anything. While Albany's ethical mess does need to be cleaned up, it will not be done via a Constitutional Convention. The wealthy will continue to be wealthy — and the working class will suffer.

"As I have told members many times, everything we know as of today could be gone tomorrow if the referendum for a Constitutional Convention passes," Brown said, pointing out several of the main problems:

- **Protection for public employee pensions — currently protected by the State Constitution — would be at risk.** A "yes" vote for a Constitutional Convention would certainly put public employee pensions on the table for discussion and change as far as New York's political leaders are concerned. After all, it's our pensions that come under constant attack and scrutiny every time there is a budget deficit.
- **Workers with 30 years of pension credits with a few years to retirement could see their retirement change** in the blink of an eye, or in this case, the cast of a vote. New laws and formulas for calculating pensions could be imposed. The new laws and calculations would certainly have a negative impact on pension amounts received. The new laws also could affect current retirees.

- **The right to organize and collectively bargain, Workers' Compensation, environmental protections, and educational funding** also would be on the table, and most likely altered in some fashion greatly impacting the working, middle class.

Brown said one of the many problems with making mass changes to the document that essentially guides how New York does business, is that there would not be enough visibility for voters; too much would be done behind doors without allowing for public input.

He said there is nothing wrong with the current system of amending the state constitution. In fact, it has already changed 225 times since its creation. Why then do we need

an extremely costly and dangerous Convention to change it again, Brown asked. "Aren't there better ways to spend the roughly \$340 million that it will cost to hold a Con Con?"

New Yorkers fed up with corruption and dysfunction in Albany could be surprised to learn that convention delegates

would likely be the same lawmakers and lobbyists the public is angry about. "If many of our politicians are not to be trusted now, just wait until they go behind closed doors and start tinkering with the Constitution," Brown said. "There is not a set number of days for the Convention, and every day the delegates are there is another day they will collect a salary, benefits, and expenses from taxpayer dollars. There is no reason for them to make it short. The longer it goes on, the more the delegates, who are more likely than not to be an elected official anyway, continue to line their pockets." Lawmakers who also are delegates will be collecting salaries and pensions simultaneously, which in essence is double dipping.

Under current law, voters would choose delegates in November 2018 – three from each of the state's 63 state Senate districts and 15 at-large delegates. The convention would be held in April 2019, with the proposed changes coming up for a general vote the following November. The state held its last Constitutional Convention in 1967, and delegates made several proposed changes to the Constitution. Voters rejected each of the proposed amendments in the general election. In 1997, New York voters rejected a convention, partly because of unified opposition by labor unions.

"A Constitutional Convention is dangerous for labor and a debacle for the public interest. Nothing good can come from this, which is **why voters must vote NO** on November 7," Brown said.

The stakes in a Constitutional Convention are immense for public employees who rely on collective bargaining — union members. Municipal workers work hard, often under difficult conditions, and they have a right to expect that state government will honor the Constitutional commitments regarding salaries, benefits, and retirement. Brown said many members take government jobs not so much for the salaries, but for the benefits, and that includes the pension they will receive upon retirement. While it is not a guarantee, remember that an open-ended convention would let the enemies of public employees and labor target much of that. After all, it's the deep-pocketed business leaders who target unions and labor as the root of all evil and these are the same individuals who undoubtedly will be well represented at a convention.

Even for those in the general public who might be anti-labor, there still is a very good reason to vote against the ConCon — the cost. **The last convention cost more than \$45 million. In today's dollars, that would be nearly \$340 million.**

"There are dozens of reasons for our members, their families, their friends, and their neighbors to vote against the Constitutional Convention this November," Brown said. "Your futures are at stake. There's nothing else to say."

The *Daily News* recently reported that a coalition of more than 100 groups from across the political spectrum formed to oppose the Constitutional Convention. That coalition, New Yorkers Against Corruption, is comprised of an array of labor unions, liberal and conservative groups, and environmental organizations.

The State Conservative Party is one of the coalition's members. "I experienced the Constitutional Convention in 1967 and it was a disaster," said state Conservative Party Chairman Michael Long. "Establishment politicians and Albany insiders will hijack the process and abuse their power as delegates."

A Constitutional Convention is dangerous for labor and a debacle for the public interest. Nothing good can come from this, which is why voters must VOTE NO on November 7.

In essence, a Constitutional Convention would open up the state constitution to extensive modifications — even a complete rewrite. This would place many of New York State's freedoms and protections at risk of alteration or elimination. If the U.S. Supreme Court or Congress rolls back abortion rights, anti-discrimination protections, or other hard-won rights at the federal level, our state constitution would be New Yorkers' last line of defense. "Who's to say that if New York has a Constitutional Convention that there wouldn't be one next on a national level," Brown said.

Under the state constitution, New York State is required to keep the pension system soundly funded. You have only to look across the Hudson River to see what would happen without that protection in a state constitution. In New Jersey, state employees have seen their retirement security vanish; the unfunded pension liability is \$44 billion because governors of both parties for decades have either delayed contributions to the public pension funds or borrowed heavily against the funds.

"Through a Constitutional Convention, we could lose everything we have worked so hard to achieve," Brown said. "You have the power to stop this fiasco before it even starts by heading to the polls on Election Day, November 7, to **VOTE NO ON A CONSTITUTIONAL CONVENTION.**" ■



Why will New Yorkers be asked in November to vote on whether to hold a Constitutional Convention?

The state constitution requires that this question appear on the ballot every 20 years.

Is a convention the only way to modify the state constitution?

No, state lawmakers may propose constitutional amendments, which must pass in two consecutive legislative sessions and then be sent to voters for final ratification. This has actually happened more than 225 times since the constitution was implemented in New York State.

Why is it a bad idea to hold a Constitutional Convention?

A Constitutional Convention is unlimited in the scope of what it could change. This would place New York State's rights and protections at risk of alteration or elimination, including the right to unionize and bargain collectively, and Workers' Compensation. State requirements regarding pensions and social welfare could also wind up on the chopping block.

When did New York last hold a Constitutional Convention?

The last Constitutional Convention was held in 1967, and was widely considered wasteful and harmful. Voters rejected its proposals. Since then, the option to hold another convention has appeared on the ballot twice, in 1977 and 1997. Voters rejected the proposal both times.

Why does a Constitutional Convention pose a particular threat to public employees?

A Constitutional Convention could undermine the retirement security of public employees. The state constitution currently protects public employee pensions from being "diminished or impaired." These protections could be eliminated if a convention opens up the constitution for revision.

What would the next steps be if voters approved a Constitutional Convention?

If New Yorkers vote yes to a Constitutional Convention, three delegates from each of the 63 state Senate districts, plus 15 at-large delegates, would be elected on November 6, 2018. The convention would convene on April 2, 2019, and the delegates would meet for as long as they deem necessary. The delegates would pay themselves a salary and expenses, get benefits, set their own rules, and hire their own staffs. It is estimated that the Convention will cost at least \$340 million — and be borne by taxpayers. Any constitutional amendments passed at the convention would then go to voters for ratification.



GINA STRICKLAND

First Vice President

Future of Unions Still at Stake

Last year's narrow escape in the Supreme Court case of Friedrich vs. California Teachers Association (CTA) brought only temporary relief for unions across the country. From the minute that case resulted in a 4-4 tie, labor leaders knew that the issue was far from dead. In fact, even while the Friedrich case was pending, a multitude of other similar cases were already in the works.

Labor is under attack. That is not news. The wealthy small percentage who actually run our country do not see a need for unions, nor do they see their benefit. They have done, and continue to do, everything in their power to reverse the great strides that unions have made.

tor (at the urging of the company) may decide to treat each case individually, which, with 20 people, will take the union years and years to arbitrate, not to mention the thousands of dollars in costs to conduct a single hearing. Now imagine an arbitration dispute involving not only 20 people, but an entire factory population of 200 people."

This is nothing more than workers' rights coming under attack, a common theme that surfaces way too often.

Take for example the upcoming vote on November's New York State ballot on whether to hold a Constitutional Convention. If New Yorkers vote in favor of this disaster, it will forever change the way our benefits and retirement are calculated.

While those promoting a Constitutional Convention (Con Con) believe that it would give citizens a chance to "take back their government," nothing could be further from the truth. A Constitutional Convention would change the face of New York and bring detrimental changes to rights and benefits that workers are now guaranteed, such as a pension — and in the long run will only hurt unions and the hard-working men and women who keep our governments running.

If the Con Con passes, the entire state Constitution would be up for review. Delegates would be free to rewrite, delete, or add anything to it that they "think" would benefit the state. There would be almost no input from the average working man or woman. We all know Albany has a huge ethical problem amongst its politicians. Too many have become corrupt and their greed has reached new heights. Yes, we do have plenty of politicians who are good and fair and believe in the labor movement and all it stands for. The problem is whether these voices will overpower the negative ones, those being backed by corporate greed and big dollars.

A Constitutional Convention will do nothing to clean up Albany's mess; it will only harm those who the Constitution is supposed to protect. The wealthy will continue to be wealthy and the working class will suffer.

The New York State AFL-CIO and a group of Senate Democrats have spoken out against a Con Con, saying it could lead to a diminishment of worker rights. They claim that deep-pocketed, out-of-state interests would spend big money to try and water down workers' rights, women's rights, and many other rights during the process. Once again, this is just another means of trying to undermine the future of labor and do away with the protections that union members have fought so hard to win.

These attacks — New York's vote on a Constitutional Convention, the Supreme Court cases that could strip worker rights — are all corporate America continuing to try to change the face of our country and make the wealthy even wealthier, leaving the middle class to continue struggling.

We recently had a new member orientation for our public sector members, educating them on how unions have been instrumental in providing workers with the rights they have today. We also discussed all the benefits 1180 provides for members and their families. We spoke about how we also represent private sector shops and have recently organized several new non-profit organizations, several of which contacted us directly for representation. They knew the value of union. At 1180, we are continuing to fight. But we need your help.

We have reached out to as many of you as we can asking you to sign membership dues cards, making you an official CWA Local 1180 member. A large percentage has already done so, but there are still many who have not. By signing the card, you are showing a commitment to be a part of our 1180 family. The strength we as a union get from the membership is what allows us to work on your behalf; our battle for better contracts with more money and benefits, our EEOC lawsuit on behalf of female and minority Administrative Managers being paid less than their white male counterparts; our fight on your behalf during arbitrations and grievances — these are all things that would be at risk if labor loses in various Supreme Court cases that would undermine our right to exist as a union as we currently know it.

In order for us to continue representing our membership, both actives and retirees, as we have in the past, we need a future. That future depends on you. Fewer members mean less membership dues, which in turn means a smaller union staff, leading to slower times in processing benefit claims, answering your questions, handling grievances, and so much more that you have come to count on not only for yourselves, but for your families.

If you don't invest in your union, it's as if you are not investing in yourselves and the future of your families. There is so much at stake that you might not even be aware of. Don't take the risk; sign a dues card. By supporting your union and the uphill battles we have to overcome, you are granting yourselves a more secure future. ■

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The Supreme Court will soon be ruling in a case that will determine whether union contracts can legally include provisions where employees waive the right to join in class-action lawsuits. Unions and the National Labor Relations Board (NLRB) are arguing that this provision violates an employee's inherent right to "collective action," while management claims that all disputes should be settled individually through binding arbitration.

As this case made its way through the legal system, lower courts were split on the issue. That's how the case is now before the Supreme Court, which has five, pro-business, anti-labor conservatives (Justices Thomas, Roberts, Alito, Gorsuch and Kennedy), two who are pro labor (Kagan and Sotomayor), and two middle-of-the-road liberals (Ginsburg and Breyer). With the scale being tipped in favor of businesses, it would be safe to assume that the Court will rule against labor. While disheartening, it's definitely not shocking. The tides have been turning against labor for quite some time, with unions bearing the brunt for all of America's woes.

According to an article written by David Macaray on commondreams.org, "If the Supreme Court rules against the NLRB, and workers are not permitted to file class-action lawsuits, it is going to place what amounts to an unrealistically heavy burden on the arbitration process. For one thing, an arbitrator is not required to treat all employees as one 'class.' An arbitra-

MEMBERS IN ACTION



Staff Rep Venus Williams Honored by Bronx Borough President

Staff Representative Venus Colon-Williams was honored on May 11 by Bronx Borough President Ruben Diaz, Jr. for her contributions to the labor movement and the Bronx, where she is a resident. At left, she receives her award. At right, they are joined by CWA President Arthur Cheliotis and First Vice President Gina Strickland who both came out to show their support. ■

May Day Rally



Dozens of Local 1180 members joined together for this year's May Day Parade and celebration on Monday, May 1. Rise Up New York for Immigrant and Workers' Rights was this year's theme, and could be seen and heard throughout the Foley Square area where a rally was held. May Day is a labor holiday in many areas of the world, and has had a shared date with International Workers' Day since the 1880s. At the time, labor movements around the world were fighting for fair work accommodations like eight-hour workdays and unions. The date was chosen because it aligned with the anniversary of the Haymarket affair in Chicago, where police killed four people at a peaceful protest after someone threw a bomb into the crowd. The event had a huge impact on labor movements across the world. ■

Century Foundation Joins CWA 1180



Local 1180 recently organized a new not-for-profit into the CWA family. Century Foundation, a 10-person shop, is a progressive, nonpartisan think tank that seeks to foster opportunity, reduce inequality, and promote security at home and abroad. Ryan Bruckenthal, former 1180 organizer who worked on this campaign (pictured far left standing), said management agreed to card check recognition, which helped make it a quick contract campaign. ■

MEMBERS IN ACTION

Packing Food in Brooklyn

Brooklyn Community Coordinating Committee members volunteered their time on March 1 to help prepack bags for a food give-away in East New York. Pictured in top photo: Loretta Williams, Ingrid Robinson, Chantal Robinson, (Ingrid's daughter), Helen S. Jarrett, and Ingrid Brown-Charles spent the day sorting and bagging non-perishable food items that were distributed to 1,000 underprivileged families. In bottom photo: Brooklyn Committee members from left, Lue Gibson, Loretta Williams, and Ingrid Brown-Charles. ■



President Cheliotis Honored

President Arthur Cheliotis was honored on April 27 by the Civil Service Merit Council at their awards dinner for his contributions to the labor movement and for his advocacy and initiatives to improve health care services for both 1180 members and all Americans. Pictured from left are Neal Tepel, Councilman Mathieu Eugene, and Cheliotis. ■



Movie Night at CWA 1180

Local 1180 hosted a documentary film screening and discussion on April 24 where members watched a short documentary on female garment workers fighting for their rights in Bangladesh. The documentary highlighted worker organizing efforts, trade union rights, female leadership, and building worldwide allies. The film, "Sramik Awaaz: Workers Voices," is a collaboration between law@themargins editor Chaumtoli Huq and documentary filmmaker Mohammed Romel. Members donated and wrote letters to the workers in solidarity with their struggles in Bangladesh. Pictured from left: Andi Sosin, Remember the Triangle Fire Coalition; Chitra Aiyar, Law@TheMargins; 1180 Staff Rep Lena Solow; 1180 members Marilyn Gips (back) and Dana Holland; Sara Ziff, The Model Alliance; and Phoenix Casino, RWDSU Babeland Worker. ■



First Vice President Strickland Honored by Caribbean Club



First Vice President Gina Strickland was honored recently by the West Indian American Day Carnival Association for her commitment to promoting, developing, and celebrating Caribbean culture, arts, and history throughout Local 1180. Executive Board members, staff, friends, and family turned out to show support for Strickland, who said, "As Vice President of my great union, I am proud to work with some of the greatest labor leaders in our city. My Executive Board and staff are not just co-workers, they are my 1180 family. They supported me in establishing a Caribbean Heritage Committee that showcases the food and music of the islands at our annual May Day Carnival. We have entertainment and games that teach the children about our culture, and of course have a good old bacchanal. Caribbean immigrants throughout the United States have made significant contributions to this country. I know many teachers and nurses who were recruited from the islands, came to this country, and took many jobs as 'Oliver' would say." ■



Puerto Rican Day Parade

On Sunday, June 11, dozens of Local 1180 members joined together to participate in this year's annual Puerto Rican Day Parade, which rolled up Fifth Avenue. Despite temperatures in the mid 90s and higher than normal humidity, crowds were plentiful. The Puerto Rican Day celebration honors the leaders, educators, artists, and celebrities who have left a cultural footprint on this nation, with the parade in New York City being one of the largest. ■



MEMBERS IN ACTION

1180 Members in Albany for Two Lobby Days



More than 100 Local 1180 members boarded three buses in the early morning hours of Tuesday, May 9, and then again on Tuesday, June 6, to attend one of two Lobby Days in Albany. This year's agenda included opposing a NYS Constitutional Convention to save our pensions and supporting funding for Health & Hospital's Safety Net Program to save our public hospitals and the jobs of 2,000 Local 1180 members working at H+H facilities, among other issues. "When you attend Lobby Day, you begin to build a relationship with your legislators, a relationship you can further develop in your State Senate and State Assembly districts," said Gerald Brown, Second Vice President. Members met with dozens of legislators in both the Senate and Assembly, as well as their staff members, in order to gain support for various bills Local 1180 is trying to get signed into law this year. Assemblyman Peter Abbate (prime sponsor of the bill to standardize the union membership process), Senator David Carlucci (prime sponsor of the environmental bill of rights and the bill banning salary histories), and Assemblywoman Shelly Mayer (who agreed to be the prime sponsor of a bill for a constitutional equal rights amendment) were just three of those legislators on both sides of the aisle who happily opened their doors to Local 1180 members on both days. ■



Fast Food Workers Rally

Fast Food Worker's continued their Fight for \$15 at a rally outside of City Hall on May 24. In addition to making sure that fast food workers earn more in order to be able to support themselves and their families, part of the fight includes a push for new local laws that would give them more regular hours. Dozens of Local 1180 members turned out to support the fight. Pictured from left: Monise Etienne, Sharon Hepburn, Veronica Windley, Deborah Busacco, Helen S. Jarrett, Lauren Antoine, Deborah Valentin, Carol Griffith, Marie Guery, and John T. O'Malley. ■



Runaway Inequality Training

On April 23, CWA Local 1180 joined with CWA 1102 for a Runaway Inequality Training program in Staten Island. How can we be so rich and still have such poor services, so much debt, and such stagnant incomes? The answer: runaway inequality, the ever-increasing gap in income and wealth between the super-rich and the rest of us. The workshop introduced participants to the concepts outlined by Les Leopold in his bestselling book, *Runaway Inequality*, and began to explore ideas on how we can network together and organize for a better future for all Staten Islanders. Pictured from left in left photo: Helen S. Jarrett, Local 1180 Mobilization Coordinator, Shop Steward Daneen Ausby, Angela Greaves, Shop Stewards Carol Punter and Alicia Smith, and Genny Sanchez. In right photo, Smith presents to her group. ■



Salary History Ban Bill signed into NYC Law

Public Advocate Letitia James has always been a big proponent of the labor movement and on May 4, that support was apparent when her Salary History Ban Bill was signed into New York City Law by Mayor Bill de Blasio in the City Hall Rotunda. There's a hot trend sweeping the field of equal-pay legislation right now, and New York City just joined the band wagon. The legislation is touted as a way to counter the pay discrimination that can follow a woman throughout her career when the salary bump she gets with each job move is based on pay that's already lower than that of her male peers. Councilwoman Laurie Cumbo also was a major supporter of this legislation. ■

MEMBERS IN ACTION



Five Queens Organized Labor Influencers You Need to Know

President Arthur Cheliotas was one of five Queens labor leaders recognized this year by City & State New York as being a top influencer for the labor movement. He was joined by Barbara Bowen, President of the Professional Staff Congress; Mark Henry, President of ATU Local 1056; Edwin Christian, Business Manager of IUOE Local 14-14B; and Patrick Dolan, Jr., President of Enterprise Association of Steamfitters Local 638.



City & State wrote the following about Cheliotas: *"As the longtime president of Communications Workers of America Local 1180, Arthur Cheliotas is one of the city's most experienced labor leaders. He represents some 8,500 administrators and supervisors in New York City, including public employees and workers in the nonprofit and private sectors. He has led the union since 1979, having been elected 13 times. Cheliotas has enjoyed close ties at City Hall since New York City Mayor Bill de Blasio took office. But he hasn't pulled his punches, as Local 1180 was one of the plaintiffs in a major discrimination lawsuit alleging the city paid women and people of color less than white men to do the same work. In April, the union reportedly reached an agreement with the city that Cheliotas touted as a victory."*

Pictured at top with Cheliotas (far right): Félix Matos Rodríguez, President of Queens College, and Melinda Katz, Queens Borough President. At bottom: Local 1180 Exec Board members Debra Paylor, Charles Garcia, Lenora Smith, and Lisa Lloyd turned out to lend support. ■

Trump: Show Us Your Taxes

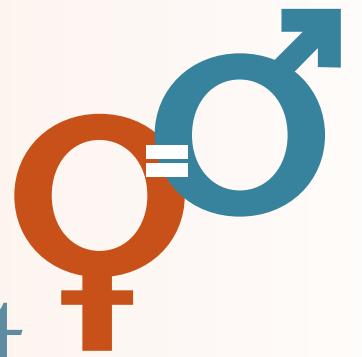
Thousands of protesters flooded Midtown Manhattan streets on April 15 to pressure the President to release his tax returns. Demonstrators marched up Sixth Avenue chanting, "No more secrets no more lies, show your taxes, show your ties," and "What do you owe, we must know." Hilary Bloomfield, Local 1180 Executive Board member, said it was important for the Union to partake in this event, one of dozens held across the country. Trump has repeatedly refused to disclose his returns because the IRS has been auditing them. His 2016 forms will also face an audit. ■



Unions Dues Now Tax Deductible



On May 5, 2017, Governor Andrew Cuomo signed into law a bill that makes union dues tax deductible when filing a New York State income tax return. Present at this historical bill signing ceremony was CWA Local 1180 President Arthur Cheliotas. The deduction is believed to be the first write-off of its kind in the nation. While anti-labor business groups are complaining about the new law, claiming that it favors union leaders, the average tax savings was estimated at \$67 annually. This will take effect immediately, and shall apply to taxable years beginning on or after January 1, 2018. "This is just one small way to give back to municipal workers who keep our city and state running day in and day out and who are struggling to make ends meet," Cheliotas said. ■



Pay & Employment Equity Data

UNION TESTIFIES IN SUPPORT OF REPORTING

Local 1180 has been fighting the fight for equal pay for all unionized Administrative Managers for years, and intends to see it through to the end. That's why President Arthur Cheliotis, assisted by Union Council Yetta Kurland (pictured right) testified before the City Council Committee on Civil Service and Labor on April 27 in support of Intro. 1536-2017, a local law to amend the administrative code of the City of New York, in relation reporting pay and employment equity data.

Cheliotis said in his remarks: "Local 1180 has been on a journey for justice for women working for the City of New York for more than 30 years — women who demand nothing more than to be paid what their male predecessors earned in real dollars. We fought pervasive institutional discrimination to get them promoted out of the union to managerial positions as Administrative Managers during the Koch administration. But it was only with the help of the Dinkins administration that the largest group on women of color in the city's history were promoted through competitive civil service examinations to the top rank of their occupation series as Administrative Managers.

"Their experience during the Giuliani and Bloomberg administrations was frustrating for the new women managers. They were not treated fairly, they were not respected and treated as managers, and they certainly were not paid the same as their male predecessors or colleagues. These managers needed a union to fight for them and after a decade of hearings we were certified as their union.

"Despite their decades of experience in government, scoring well on competitive civil service examinations and academic achievements, they were not paid as well as white males doing the same or easier work. Previous administrations ignored our demands for equal pay for these women and stonewalled our efforts to gather data

" Local 1180 has been on a journey for justice for women working for the City of New York for more than 30 years. Women who demand nothing more than to be paid what their male predecessors earned in real dollars. "

at every turn. We spent many days in court forcing city lawyers to give us the information we needed to evaluate the nature and scope of the inequality were perceived anecdotally but could not quantify.

"Local 1180 took on the cause and spent hundreds of thou-



sands of dollars doing the legal research, hiring expert attorneys, statisticians and psychometricians with expertise in regression analysis. We then proceeded to the Federal EEOC with our complaint against the Bloomberg administration. After repeated stalling and stonewalling by the city's attorneys, the Federal EEOC found violations of both the Equal Pay Act and Title VII of the Civil Rights Act in April 2015.

"The Federal EEOC determined that more than 1,000 Administrative Managers, women, and people of color were paid much less than their male predecessor. These woman were being offered a starting salary of \$53,373 to do the same work their male predecessors had done for more than \$90,000 when accounting for inflation. The Federal EEOC recommended front pay and back pay of \$243 million plus damages and referred the matter to the US Department of Justice for prosecution. There is still much work to do and it is our hope that with legislation like Intro. 1536, the City will continue to engage in corrective actions that achieve the equal pay we all seek. This legislation can help change equal pay for women from an abstraction into reality.

"We thank Council Member Laurie Cumbo for introducing this legislation that will work to make the gender wage data for the public sector and city contractors available and transparent. This is the first step to ensure women and minorities working in city agencies are receiving equal pay as required under the Equal Pay Act of 1963." ■



Dozens of Local 1180 Administrative Managers attended the City Council hearing at which President Cheliotis testified.

Legislation Sponsors for Intro. 1536

- | | | |
|-------------------------------------|--|-----------------------------------|
| Public Advocate
Letitia James | Carlos Menchaca
Rory I. Lancman | James Vacca
Vincent J. Gentile |
| Council Members:
Laurie A. Cumbo | Rafael Salamanca, Jr.
Ritchie J. Torres | Bill Perkins
Mathieu Eugene |
| Elizabeth S. Crowley | Andrew Cohen | Alan N. Maisel |
| Jumaane D. Williams | Stephen T. Levin | Julissa Ferreras-Copeland |
| Ben Kallas | Karen Koslowitz | James G. Van Bramer |
| Helen K. Rosenthal | Rafael L. Espinal, Jr. | Andy L. King |
| I. Daneek Miller | Inez D. Barron | Annabel Palma |
| Ydanis A. Rodriguez | Deborah L. Rose | Margaret S. Chin |
| Mark Treyger | Antonio Reynoso | Brad S. Lander |
| Costa G. Constantinides | Corey D. Johnson | Peter A. Koo |
| Donovan J. Richards | Fernando Cabrera | David G. Greenfield |
| Barry S. Grodenchik | Daniel Dromm | Paul A. Vallone |
| | Daniel R. Garodnick | |

10 TOP 10 Misconceptions ABOUT SOCIAL SECURITY

Two surveys conducted in 2015 demonstrate just how little the average American knows about Social Security benefits.

Only 28% of the more than 1,500 adults who took an online quiz about basic Social Security facts received a passing grade, according to one survey. And the vast majority of more than 900 current and future retirees age 50 and older who participated in a different survey said they are worried about the Social Security running out of money during their lifetimes. That could prompt some to claim benefits earlier than they should.

Here are the most popular misconceptions about Social Security and the facts everyone should know to make educated claiming decisions.

MYTH #1

Social Security will go broke within the next 20 years.

THE TRUTH

Social Security is essentially a pay-as-you-go system. Most everyone contributes 6.2% of each paycheck, and employers kick in an equal amount (self-employed folks pay the full 12.4%). As long as payroll taxes exist, Social Security will never go broke. Until 2010, payroll taxes brought in more than enough to cover benefits for retirees and other recipients. The surplus went into a trust fund, which is invested in special Treasury securities. The fund also reaps interest on the securities plus taxes on the benefits of some beneficiaries. Problem: In recent years, more money has gone out in benefits than has come in from payroll taxes. The government has been using the interest on the securities to cover the shortfall but will have to start redeeming the securities themselves by 2020. Failing a fix by Congress to raise taxes or cut benefits, or both, the trust fund will run out of money in 2034. That doesn't mean benefits will disappear altogether. Payroll taxes will still be enough to cover 79% of promised benefits. Will a 21% reduction in benefits really happen? Probably not. Much as Congress dislikes confronting hard choices, it is not likely to risk the reaction of millions of Social Security beneficiaries (read voters) to the idea of such a cut. Expect a solution to be pounded out long before 2034. (kiplinger.com)

MYTH #2

It doesn't matter when you claim benefits.

THE TRUTH

The age when you claim benefits makes a huge difference in the amount you will receive for the rest of your life. Claim Social Security at the earliest age of 62 and you will receive a permanent 25% cut in retirement benefits compared to full benefits at 66. Wait until 70 to claim benefits and receive a 32% boost above your full retirement age amount. Claiming benefits at 70 rather than 62 would result in a 76% increase in monthly income. (investmentnews.com)

MYTH #3

Due to Social Security's shortfall, you won't get back the dollars you contributed to the system.

THE TRUTH

You don't get back exactly what you put into the system anyway. Benefits are based on your 35 highest-earning years. But Social Security uses a progressive formula that replaces a higher portion of income for lower earners than for high earners — not a dollar-for-dollar match of what each worker pays in. Whether you'll recoup more or less than the amount of tax you paid into the system depends on your earnings and how much tax you paid during your career, your age when you claim benefits, whether you're married, and how long you (and your

spouse) live to collect benefits. Even if Social Security did pay a dollar-for-dollar match, the dollars you contributed are not stowed in your personal lock box. In fact, the money you paid went to fund someone else's retirement; your benefits come from the payroll taxes of current workers. (kiplinger.com)

MYTH #4

Working while collecting Social Security has no impact on the benefit amount.

THE TRUTH

Wrong! If you claim Social Security benefits before your full retirement age and continue to work, your benefits will be temporarily reduced by \$1 for every \$2 you earn above \$15,720 in 2015 and 2016. There is a higher earnings cap in the year you reach full retirement age. If you plan to keep working, it is better to wait until the magic age of 66 to claim benefits when earnings restrictions disappear. But this rule, known as the earnings test, eases in the year you reach full retirement age. In that year, you give up \$1 for every \$3 you earn over a much larger cap — \$41,880 in 2016 — before the month you reach your full retirement age. Starting in the month of your birthday, there's no limit on how much you can earn. Better yet, Social Security will adjust your benefits going forward with the goal of insuring that, during your life expectancy, you'll be repaid every dime you lost to the earnings test. (investmentnews.com)

MYTH #5

You don't have to pay taxes on Social Security.

THE TRUTH

If your combined income — adjusted gross income not including any Social Security benefits plus any nontaxable interest plus half your benefits — is between \$25,000 and \$34,000 for singles, and \$32,000 to \$44,000 for couples filing jointly, you'll owe taxes on up to 50% of your Social Security benefits. If your combined income exceeds the \$34,000 limit for singles or the \$44,000 limit for couples, you'll owe tax on up to 85% of your benefits. More than half of all beneficiaries paid federal tax on Social Security benefits in 2015. (kiplinger.com)

MYTH #6

Claim spousal benefits early and switch to your own maximum retirement benefit at 70.

THE TRUTH

No. If you claim Social Security benefits before full retirement age, you can't select which benefit to receive. You must collect your own reduced retirement benefits first and would receive an additional amount only if your spousal benefit, also reduced for early claiming, were higher than your own. But if you wait until 66, you can restrict your claim to spousal benefits, receiving half of your mate's benefit amount, and switch to your own larger benefit at 70 (investmentnews.com).

MYTH #7

Divorced spouses are out of luck when it comes to collecting on an ex.

THE TRUTH

Benefits available to divorced spouses are among the least understood Social Security benefits. As long as you were married at least 10 years, are divorced, and currently single, you can collect on a former spouse's earnings record. But basic claiming rules apply. For some, waiting until 66 to file a restricted claim to spousal benefits while allowing their own benefits to earn delayed retirement credits may be a smarter move. (kiplinger.com)

MYTH #8

The maximum social security benefit is \$2,600.

THE TRUTH

Social Security benefits are primarily based on two variables: your highest earnings over 35 years and your age when you file for benefits. The maximum benefit when retiring at full retirement age in 2016 was \$2,639 a month. The maximum benefit normally increases each year, but it can also fall, as it did in 2016 from the 2015 level. The age at which you claim is also key. For each year you wait after full retirement age until 70, you'll get an 8% boost in benefit. Assuming your 35 highest-earning years qualifies you for the highest benefit, you'd get \$3,576 at age 70. Conversely, if your full retirement age is 66, you'll take a 25% cut in the benefit if you claim at 62, the earliest date at which you're eligible. In that case, the maximum monthly amount was \$2,102 in 2016. You might be wondering why the maximum benefit at 70 isn't 132% of the amount you'd get at 66 (\$2,639), nor is the benefit at age 62 a 25% reduction of \$2,639. It's complicated, but suffice it to say that each individual's benefit turns on the benefit levels in the year a person turns 62. So, a beneficiary who claims at age 62 will have a different base level from one who turns 66 in the same year, and a beneficiary who turns 70 that year will have yet another base level. (kiplinger.com)

MYTH #9

If a worker delays collecting Social Security until 70, his/her spouse will receive half of his/her maximum benefit.

THE TRUTH

No. The maximum spousal benefits is worth 50% of the worker's full retirement age amount. But if the worker delays benefits until 70 and later dies, the remaining spouse will collect a survivor benefit worth 100% of what the deceased worker collected — including any delayed retirement credits.

MYTH #10

A Social Security claiming decision is forever.

THE TRUTH

A hasty claiming decision can be reversed. If you withdraw your application for benefits within a year of first claiming and repay all the benefits you have received, you can wipe the slate clean and receive higher benefits at a later date. If you miss the 12-month window, you can suspend benefits at 66 — but not repay them — and earn delayed retirement credits of 8% per year up until age 70. (investmentnews.com) ■

IMPORTANT NOTE: This story addresses only a small handful of questions about Social Security. Each individual's situation is different. Local 1180 suggests you utilize the free Union benefit that provides Social Security and retirement counseling through 1-877-2RETIRE, LLC. They will help you to make educated and informed decisions about your Social Security and retirement planning. Advisors are at the Local 1180 Union Office every other Thursday from 3:00 p.m.-8:00 p.m. You can visit their website at www.1-877-2RETIRE.com for additional information or contact them directly to schedule an appointment at 1-877-2RETIRE (1-877-273-8473). Be sure to mention that you are a Local 1180 member.



UNION MOURNS THE LOSS OF

Shami Parmar

BELOVED BENEFITS REPRESENTATIVE



On a day that will be remembered by those who work for CWA Local 1180, Shaminder Parmar suffered a respiratory ailment that took the life of this 34-year-old bright light. He is survived by his wife Pavanjeet, mother, father, brother, and two sisters.

Shami, as he was called by most, died on May 26, 2017.

Shami was a beloved employee of 1180 for more than 10 years. He began working for Local 1180 on August 7, 2006, in the mail room. His excellent work ethic and outstanding attitude earned him a quick promotion to Benefits Representative shortly thereafter.

"Shami will be remembered by his coworkers as a gentle soul who will always be loved and cherished. He always had a beautiful smile on his face and loved his crown of 'gorgeous locks,' he called his hair," said Secretary-Treasurer Gloria Middleton, who was in the office the day he suffered the seizure. "We all have heavy hearts but we should know that Shami lives through others."

The family has donated his soulful, gentle heart, liver, kidneys, spleen, and pancreas to others in need so they may have life. "God bless his wife, parents, siblings, and other family members who unselfishly gave to others what was taken away from Shami too soon," Middleton said.

Shami was a tremendous resource to Member Services of the Benefits Fund, serving the members with courtesy and patience. He also served as a Benefits Fund representative when he attended site meetings at various agencies with our Union Reps, meeting with members to explain our benefits.

Local 1180 Executive Secretary to President Cheliotas, Samantha Somwaru, was not just Shami's co-worker, but his friend. She had the pleasure of attending his wedding in India four years ago. "I still cannot accept that you are gone. It seems like yesterday that you were so full of life. I could never imagine anything taking away your smile. Although you have only been gone for a short period of time, people have felt the lack of your presence. They have been trying to cope with the holes in their hearts that you left when you left this world. Your spirit shall live on through those who remember your endearing smile. I want you to know how much I miss you, and how much everyone misses you. We had some great times that I will never forget. I am really thankful for that. Thank you for being my friend."

Upon hearing the news, President Arthur Cheliotas said Shami's death was a reminder of how short life really is and how we should all live each day to the fullest.

"Shami was a tremendous asset to the union and to the membership. His infectious smile and upbeat personality will be greatly missed. Everyone who knew him liked him. The Union extends its condolences to his entire family," Cheliotas said. ■



*My memories are full of a wonderful brother
Who was laid to rest too soon
Every one of them are filled with love and happiness
For someone as special as you
We are all so lucky to have known you
With your gentle soul and caring heart
Your presence has graced this World
Who brought love and laughter wherever he could
The World is not so bright now that you have gone
I want to thank you for being my brother
And to let you know
There was such pain when it was time to let you go
I hope this message reaches you in
Heaven With all my love for you
— Your Siblings*



CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

February 23, 2017

Meeting called to order at 6:00 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, Hilary Bloomfield, Charles Garcia, Denise Gilliam, Lisa Lloyd, Debra Paylor, Lenora Smith, Venus Williams

Absent: Hazel O. Worley

Minutes of the January 11, 2017, meeting were presented. Motion was duly made, seconded, and carried to accept minutes with necessary corrections.

President's Report

President Cheliotas introduced Council Member Laurie Cumbo, 35th NYC District, for a candidate screening before the Executive Board. Council Member Cumbo is running for reelection. Motion was duly made, seconded, and carried to endorse Council Member Cumbo.

President Cheliotas meetings since the last Executive Board Meeting:

January 12, 2017 — Attended labor breakfast honoring State Senator Jeff Klein. Later that morning, participated in the mayoral and candidate interviews at CWA District 1 for the Harlem City Council Special Election accompanied by Second Vice President Gerald Brown.

January 13, 2017 — Held meeting with AXON regarding the fifth and sixth floors of 6 Harrison Street. Later that day, held a conference call with the CWA Defense Fund Over-Site Committee (DFOC) regarding various grant approvals.

January 17, 2017 — Met with Allen Brawer to review the city's costing of the PAA et al contract. That afternoon, chaired the weekly staff meeting. Later that afternoon, he chaired a LG-BTQ meeting on member issues. That evening, he attended the HANAC Board of Director's meeting.

January 18, 2017 — President Cheliotas chaired the CWA Local 1180 monthly General Membership meeting.

January 19, 2017 — Recorded the DC37 tv show on the New York City Provisional Reduction Plan Extender Law. Later that day, met with Local 1150 regarding their lease at 6 Harrison Street. That evening, attended the New York City Central Labor Council Delegates Meeting.

January 20, 2017 — Held a follow-up conference call with the DFOC.

January 24, 2017 — Chaired the weekly staff meeting. Later that day, held a conference call with NuPenn regarding the development and/or sale of 6 Harrison Street.

January 25, 2017 — Chaired the CWA Local 1180 Board of Trustees meeting. That afternoon, met with NYC Office of Labor Relations Commissioner Linn and CWA District 1 Vice President Dennis Trainor to discuss the Administrative Manager EEO Case.

January 26, 2017 — Held a conference call with Harry Nespoli, chair of the Municipal Labor Committee (MLC), to discuss raising the dues. Held a conference call with Joseph Garba and Gregory Mantsios regarding the Murphy Institute. That afternoon, met with First Vice President Gina Strickland and Gwen Richardson regarding ways of improving staff performance. That evening, President Cheliotas attended the Local 371 Scholarship Dinner.

January 27, 2017 — Held a DFOC conference call.

January 30, 2017 — Attended a Safety Net strategy meeting. That afternoon, met with Barbara McCabe, Director of National Labor and Management, to discuss mobilization. Attended the City and State 50 Over 50 Reception.

January 31, 2017 — Chaired the weekly staff meeting.

February 2, 2017 — Attended Shop Steward Appreciation Reception.

February 3, 2017 — Held a conference call with Union attorney Yetta G. Kurland, Esq., and the Department of Justice to discuss the CWA Local 1180 EEO case. Later that day, held a DFOC conference call. That evening, held a follow-up conference call with NuPenn regarding the development and/or sale of 6 Harrison Street.

February 6, 2017 — Attended the Municipal Labor Council Steering Committee meeting with the New York City Department of Sanitation Union.

February 7, 2017 — Chaired the weekly staff meeting. That evening, held a follow-up conference call with NuPenn the development and/or sale of 6 Harrison Street.

February 8, 2017 — Attended the Municipal Labor Committee General Membership meeting. Later that day, attended the NYPAN Mobilization for Attorney General Eric Schneiderman's February 8, 2017 Presser on Election Reform. That evening, attended the H+ H membership meeting.

February 15, 2017 — Met with Accountant Steve Schlapp regarding application issues. That afternoon, President Cheliotas was interviewed by WOR 710, Balcony Radio Show, to discuss Secretary of Labor Nominee Andy Puzder.

February 16-22, 2017 — Attended the National Labor and Management conference. The biggest topics of discussion were the continuing rise in healthcare costs and robotics in the information age.

February 17, 2017 — Held a conference call with NuPenn regarding the redevelopment work being performed at 6 Harrison Street.

February 23, 2017 — Attended the Civil Service Commission screening. That evening, presided over the CWA Local 1180 monthly Executive Board meeting. President Cheliotas distributed and discussed two reports submitted by the Policy Research Group Update on the New York City Economy and Contract Expiration Dates. He also discussed the status report dated February 1, 2017, from Mirkin & Gordon, P.C. listing legal matters they are working on for CWA Local 1180.

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:

January 12, 2017 — Met with the Department of Citywide Administrative Services accompanied by Staff Representative Olivia Lyde regarding testing computers at various citywide locations that are open until 8:30 p.m. CWA Local 1180 members were not getting two consecutive days off. The schedule has been revised in order to allow members two consecutive days off.

January 18, 2017 — Attended the CWA Local 1180 General Membership Meeting.

January 19-20, 2017 — Canvassed different locations for the spring 2017 Shop Steward Conference. A proposal was submitted by the Golden Nugget in Atlantic City, NJ, where we will host this year's conference.

January 24, 2017 — Held a conference call with Staff Member Desiree Waters and the Department of Probation to discuss various union member issues. Labor Relations is taking too long to answer member complaints.

January 30, 2017 — Attended a strategy meeting accompanied by Mobilization Coordinator Helen Jarrett at NYCERS. H+H will be hosting its Lobby Day on February 14, 2017.

February 2, 2017 — Attended the CWA Local 1180 activist party.

February 6, 2017 — Attended the MLC Steering Committee.

February 7, 2017 — Reviewed the new scanning system with Staff Representatives. It will be ready to scan documents effective March 1, 2017.

February 8, 2017 — Attended the MLC Steering Committee Membership meeting accompanied by Secretary-Treasurer Gloria Middleton.

February 14, 2017 — Chaired a strategy meeting with Matthews and Matthews to discuss the upcoming spring 2017 Shop Stewards Conference. Secretary-Treasurer Gloria Middleton also was present.

February 15, 2017 — Chaired the Caribbean Heritage Committee meeting. She reported that the Committee is working on setting up various Immigration Workshops and will be hosting a seminar in the future. The 2017 May Day Carnival will be held on May 6, 2017, at 6 Harrison Street in the lower level. Lastly, the Committee is working on setting up game/karaoke night. Details will be provided at a future date.

February 16, 2017 — Held a meeting with Gloria Middleton, Gwen Richardson, and Helen Jarrett to discuss the Strategic Industry Fund. The Union has to ensure CWA Local 1180 agency fee payers have signed and their union dues cards are on file.

First Vice President Strickland announced that she will be honored by the West Indian Carnival Association at El Caribe Country Club Caterers in Brooklyn on April 27, 2017.

First Vice President Gina Strickland reported the following staff representative activity for January 2017:

Activity	January
Command Disciplines (CD)	1
G.O. 15 – NYPD	2
Hearing Preparations	2
Hearings	11
Labor Management Meetings	4
OATH	1
Supervisory Conference	5
Off-Site Member Meetings	2
Site Member Meetings	21
Walk-Ins	2
Appointments	9
Telephone calls received	482

Site Meetings for January 2017

- HRA Crotona Center
1910 Monterey Avenue, Bronx
- Corrections Manhattan Detention Center
125 White Street, Manhattan
- North Central Bronx Hospital
3424 Kossuth Avenue, Bronx
- Morrisania DT Clinic
125 Gerard Avenue, Bronx
- East New York Diagnostic & Treatment Center
2094 Pitkin Avenue, Brooklyn
- New York City Department of Probation
198 E. 161st Street, Bronx
- New York City Department of Finance
100 Centre Street, Manhattan
- Metropolitan Hospital
1901 1st Avenue, Manhattan
- New York City Transit Authority (NYCTA)
130 Livingston Street, Brooklyn
- NYC Department of Investigations (DOI)
80 Maiden Lane, Manhattan
- Bellevue Hospital
462 1st Avenue, Manhattan
- Seaview Hospital
460 Brielle Avenue, Staten Island
- H+H Henry J. Carter
1752 Park Avenue, Manhattan
- Coler Hospital
900 Main Street, Queens
- HRA OCCA Information Line
505 Clermont Avenue, Brooklyn
- Queens Hospital
82-68 164th Street, Queens
- NYC Department of Homeless Services
33 Beaver Street, Manhattan
- HRA MISCA
505 Clermont Avenue, Brooklyn

H + H Central Office
55 Water Street, Manhattan

Coney Island Hospital
2601 Ocean Parkway, Brooklyn

NYC Dept. of Citywide Administrative Services
209 Joralemon Street, Brooklyn

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:

The Murphy Institute has issued its schedule of Spring 2017 Public Programming classes.

January 19 — Attended a meeting of the New York Union Child Care Coalition, which provides child care subsidies to New Yorkers. The Coalition asked to attend one of our General Membership meetings to promote their program.

January 27 — Attended and spoke at a press conference hosted by the New York State Independent Democrats. The press conference was held for Independent Democrats to show their support against the upcoming vote in November 2017 for the New York State Constitutional Convention.

February 4 — Attended the Red Velvet Celebration hosted by the CWA Local 1180 Women's Committee. Women's health issues were the primary presentation at the celebration.

February 6 — Attended the New York City Council endorsement interviews at the NYC Central Labor Council.

February 7 — Attended the New York State Public Employee Conference Legislative Breakfast where the 2017 Legislative Agenda was discussed.

February 8 — Participated in a conference call with CWA District One to discuss their legislative agenda.

February 13 — Attended Mayor de Blasio's Annual State of the City address at the legendary Apollo Theater. At the conclusion of the program, the Mayor gave an emotional tribute to public workers throughout the city.

February 16 — Attended a meeting at DCAS to discuss civil service issues. The meeting included Secretary-Treasurer Gloria Middleton and representatives from the Organization of Staff Analysts.

Preparations are underway for a June 2017 new member orientation session. Locations are being scouted.

A motion was made to endorse Laurie Cumbo of the New York City 35th Council District and Cory Johnson of the New York City 3rd Council District for re-election in the 2017 Primary. Both are currently incumbents. Motion was seconded and carried for the above motion.

To date, Laurie Cumbo and Cory Johnson are the only two endorsed candidates for CWA Local 1180 for the September 2017 Primary.

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 CWA Local 1180 Transaction Detail and Income and Expenditures Report for January 2017. She advised that the T.D. checking account has a balance of \$1,123,965.83 as of C.O.B February 23, 2017.

CWA Local 1180 obtained 74 new members since the last report from the Secretary-Treasurer.

Kevin Lynch, Private Sector Organizer, is working with Books and Rattles concerning dues collection.

Manhattan Borough Community Coordinating Committee met on Tuesday, February 21, 2017. Kudos to Patty Jacobs who comes prepared with a calendar of events.

Activist Millie Rivers passed away in October 2016. She was living in Georgia.

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

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

Recording Secretary Lourdes Acevedo announced that CWA Local 1180 participated in the historic Women's March in Washington on January 21, 2017.

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

Member-at-Large Venus Colon-Williams announced that the 2017 Somos Spring conference in Albany will be held on March 24-26, 2017, and requested that two Executive Board members and two Hispanic Committee members be allowed to attend. Additionally, she announced that she is being honored by Ruben Diaz Jr., Bronx Borough President, at Borough Hall on May 11, 2017.

Member-at-Large Charles Garcia announced that he attended the Labor Council for Latin American Advancement (LCLAA) Celebration at SEIU Local 1199 on January 20, 2017.

Member-at-Large Denise Gilliam thanked all who attended the 4th Annual Red Velvet Afternoon Affair. Participants were provided with valuable information regarding heart disease. A total of 127 members attended.

Member-at-Large Debra Paylor announced that the Manhattan Borough Community Coordinating Committee meetings are held every third Tuesday of the month at the Lt. Joseph P. Kennedy Center, 34 W. 134th Street, Manhattan. The chairperson is Patti Jacobs. Additionally, she reported that she attended an H+H MLC meeting with Staff Representative Olivia Lyde regarding changes due to consolidation with other departments. Gotham Hospital was limited to only five minutes to speak, while others had longer. Paylor requested that she be invited to attend the next meeting because she obtained a lot of valuable information.

Member-at-Large Hilary Bloomfield announced that 35 people attended the Bronx Borough Community Coordinating Committee meeting. The Advance Group's Sebastian Levinson and Committee Chair Carolyn Chamorro are very good at sending out information. The Black Spades Gang activist group is helping out the youth. She also announced that she attended the NYS Senate Inauguration of Senator Jamaal T. Bailey, 36th Senate District. Also in attendance were U.S. Senator Charles Schumer and Bronx District Attorney Darcel D. Clarke. Lastly, she reported that the Civil Rights and Equity Committee is working on a human trafficking presentation for April 2017.

Member-at-Large Lenora Smith announced that U.S. Labor Law could not hold its meeting at SEIU Local 1199 due to a building gas leak. Subsequently, they are requesting permission to hold a meeting at CWA Local 1180.

Member-at-Large Robin Blaire-Batte reported that Jenny Sanchez from the Bronx Community Coordinating Committee has referred lawyer Philip Risutto to the Union in order to assist with education on preventing nursing home abuse.

The March Executive Board meeting will be held during the Public Healthcare and Education Workers (PHEW) Conference, March 16-19, 2017.

Motion was duly made, seconded, and carried to adjourn at 9:00 p.m.

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

March 22, 2017

Meeting called to order at 6:00 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

Members-at-Large

Hilary Bloomfield, Charles Garcia, Denise Gil-

liam, Lisa Lloyd, Debra Paylor, Lenora Smith, Venus Williams, Hazel O. Worley

Absent: Lourdes Acevedo and Robin Blair-Batte

PAA et al. Bargaining Committee Members in Attendance:

Arthur Cheliotas, Gina Strickland, Gerald Brown, Gerard Grange, Helen Jarrett, Lisa Lloyd, Debra Paylor, Jacqueline Welch, Edward Yood

President Cheliotas opened the PAA et al. Bargaining Committee meeting with a review of the background of this round of PAA et al. bargaining, including the Additional Compensation Fund (ACF).

The Bargaining Committee reviewed the latest settlement proposal from the City, asked questions, will vote to accept or reject the proposed settlement, and make a recommendation to the Executive Board.

The City made the following demand in order to pay the last 3% contract increase effective April 6, 2017. **Demand:** The Union drop all non-economic demands associated with the contract. They further stated the Union can use the ACF as needed. This was put in the form of a motion.

Motion was duly made by Debra Paylor and seconded by Edward Yood, and was unanimously passed by the PAA et al. Bargaining Committee. The recommendation now will be forwarded to the Executive Board.

President Cheliotas advised that when we are made aware of the pay date from the City, we will advise the membership accordingly. The Bargaining Committee was made aware of the Equal Pay Day Rally at City Hall on April 4.

Motion to adjourn was duly made, seconded, and carried to adjourn at 6:30 p.m.

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

Executive Board voted unanimously to accept the recommendation of the Bargaining Committee.

The Executive Board also considered the following pressing issues:

Motion was duly made, seconded, and carried unanimously to increase the salary of Local 1180 staff and Executive Board members in reference to the contract payment of 3% passed earlier this evening.

Motion was duly made, seconded, and carried to compensate the appropriate Local 1180 staff and Executive Board members in reference to the Administrative Manager Arbitrators Award decision.

The Advanced Group has requested an increase in its consultant and lobbying contracts for additional work with the Borough Community Coordinating Committees.

- Requested their monthly consultant contract increase from \$4,500 to \$6,000 per month.
- Requested their lobbying contract increase from \$1,000 to \$3,000 per month.

Motion to increase the Advance Group contracts was made by Venus Williams and seconded by Charles Garcia. The motion carried.

Respectfully submitted,

Gerald Brown
Second Vice President

April 26, 2017

Meeting called to order at 6:10 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, Hilary Bloomfield, Charles Garcia, Denise Gilliam, Lisa Lloyd, Debra Paylor, Lenora Smith, Hazel O. Worley, Venus Williams

Minutes of the February 23, 2017, meeting sub-

mitted by Recording Secretary Lourdes Acevedo and the March 22, 2017, meeting submitted by Second Vice President Gerald Brown were presented. Motions were duly made, seconded, and carried to accept minutes with necessary corrections.

President's Report

President Cheliotas distributed and discussed the New York City Financial Plan FY2018-FY2021 as reported and submitted by the Policy Research Group. He also discussed the Important Message article from the Teamsters Unions "Right to Work is wrong."

In addition, he distributed and discussed the CWA AFL-CIO District 1 Legislative Political Action Teams (LPAT) upcoming Political Mobilization Intensive Training. The goal is to increase participation in order to strengthen the existing Legislative Political Action Teams. LPAT training dates are as follows: Monday and Tuesday, June 5-6, 2017; Tuesday, July 11, 2017; Tuesday, August 15, 2017; and Tuesday, September 19, 2017. Recommendations for participants are needed.

Moreover, he distributed and discussed the status report dated April 1, 2017, from Mirkin & Gordon, P.C. listing legal matters they are working on for CWA Local 1180. He presented the monthly activity report submitted by Organizer Steve Ferrer, dated April 26, 2017.

President Cheliotas discussed the Joseph S. Murphy Institute for Worker Education and Urban Studies, which primarily centered around establishing a new CUNY School for Labor and Urban Studies. For this purpose, \$940,000 for the Murphy Institute's FY 2018 budget is being requested from the NYC Council in its FY 2018 budget. Funding will support five borough-wide workforce education coordinators, basic skills instructors, staffing for the Para-to-Teacher program, career/counseling/job placement, research on workforce development, and supplemental aid for part-time students.

Lastly, he presented the project updates memorandum dated April 25, 2017, submitted by Marci Rosenblum, Communications Director.

President Cheliotas will attend and give testimony at the New York City Council Budget Hearings on April 27, 2017 at 1:00 p.m. President Cheliotas requested that Administrative Managers attend the budget hearings as his testimony will reference Administrative Managers.

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

First Vice President's Report

On April 19, 2017, at the 10th bargaining session for our members at the New York State Unified Court System, we finally reached a tentative memorandum. The Memorandum of Understanding will be sent to members for ratification.

The School Construction Authority and CWA Local 1180 entered into an agreement to postpone the negotiations of the Additional Compensation Fund (ACF) so the members' 3% wage increase will be paid out in a timely manner.

First Vice President Gina Strickland reported the following staff representative activity for the months of February and March 2017:

Activity	Feb	March
Agency Walk-Throughs	5	1
Command Disciplines (CD)	3	0
Counseling/Warning Sessions	0	2
EEO Investigation/Interview	2	3
G.O. 15 - NYPD	2	1
Hearing Preparations	2	7
Hearings	3	9
Investigative Hearings	0	4
Labor Management Meetings	1	1
Supervisory Conference	3	7
Off-Site Member Meetings	1	4
Site Member Meetings	13	15
Walk-Ins	1	2
Appointments	4	7
Telephone calls received	417	634

Site Meetings February and March 2017

Jacobi Hospital
1440 Pelham Parkway, Bronx

Harlem Hospital
506 Lenox Avenue, Manhattan

HRA Call Center 17
165-08 86th Street, Queens

Office of Administrative Trials (OATH)
66 John Street, Manhattan

New York City Department of Sanitation
44 Beaver Street, Manhattan

New York City Department of Finance
345 Adams Street, Brooklyn

New York City Department of Education
715 Ocean Terrace, Staten Island

FISA/Office of Payroll Administration
450 33rd Street, Manhattan

HRA/CASA
165-08 88th Avenue, Queens

NYC Department of Homeless Services
101-07 Farragut Road, Queens

New York City Department of Transportation
140 58th Street, Brooklyn

HRA F-53
32-20 Northern Blvd., Queens

Cumberland Hospital
100 N. Portland Avenue, Brooklyn

New York City Fire Department
9 Metro tech, Brooklyn

Sydenham/Gotham
264 W. 118th Street, Manhattan

HRA SNAP 99
201 Bay Street, Staten Island

School Construction Authority
30-30 Thomson Avenue, Queens

Taxi and Limousine Commission
31-00 47th Avenue, Queens

HRA-FIA, SNAP #24 TIPS
505 Clermont Avenue, Brooklyn

New York City Department of Education
388 W. 125th Street, Manhattan

NYC Department of Environmental Protection
106-36 180th Street, Queens

HRA-MISCA
32-30 Northern Blvd., Queens

Administration for Children's Services
66 John Street, Manhattan

NYC Dept. of Citywide Administrative Services
1 Centre Street, Manhattan

Administration for Children's Services
150 William Street, Manhattan

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

Second Vice President's Report

Second Vice-President Gerald Brown reported the following:

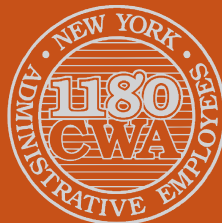
Opened a discussion in reference to the September 2017 Primary Elections. The attention was focused on City Council races. The Political Action Committee will hold a candidate screening in June for "open" Council seats to select incumbent seats. All members and retirees will be invited to participate.

The Executive Board entertained the following motions for early endorsements. Motions were duly made, seconded, and carried for endorsements in the following Manhattan Districts:

District	Endorsed Candidate
1	Margaret S. Chin
5	Ben Kallos
6	Helen Rosenthal
7	Mark Levine
10	Ydanis Rodriguez

Motion was duly made, seconded, and carried for endorsements in the following Bronx Districts:

District	Endorsed Candidate
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CWA LOCAL 1180 COMMITTEE LISTING

Please note, where meeting date is not listed, contact chair for date. All meetings start at 6 p.m. and are held at Local 1180 with the exception of the Borough Community Coordinating Committees. For their locations and start times, contact the respective Borough Coordinator.

Education Committee	Linda Jenkins, Chair ljenkins@cwa1180.org
Legislative and Political Committee	Gerald Brown, Chair gbrown@cwa1180.org
Women's Committee	Denise Gilliam, Chair dgilliam@cwa1180.org
Organizing Committee	Steve Ferrer, Chair sferrer@cwa1180.org
Editorial Committee	Marci Rosenblum, Chair marci@rwdgroup.com
Civil Rights and Equity Committee	Gloria Middleton, Chair gmiddleton@cwa1180.org Meeting: 1st Thursday of each month
Community Services Committee Meeting	Patricia Ruffin, Chair Email contact: gmiddleton@cwa1180.org Meeting: 1st Thursday of each month
People with Disabilities Committee	Alan Goldblatt, Chair cwaanimal@aol.com Meeting: 1st Wednesday of each month
Civil Service Committee Meeting	Gina Strickland, Chair gstrickland@cwa1180.org Meeting: 4th Tuesday of each month
Hispanic Committee Meeting	Venus Williams, Chair vwilliams@cwa1180.org Meeting: 2nd Thursday of each month
Caribbean Heritage Committee Meeting	Gina Strickland, Chair gstrickland@cwa1180.org Meeting: 3rd Wednesday of each month
BOROUGH COMMUNITY COORDINATING COMMITTEES	
Brooklyn BCCC	Helen S. Jarrett, Chair krystleimages@yahoo.com
Bronx BCCC	Carolyn Chamorro, Chair carolynchamorro@hotmail.com
Manhattan BCCC	Patti Jacobs, Chair manhattanbcc1@gmail.com
Queens BCCC	Priscilla Carrow, Chair mspriscilla2@aol.com
Staten Island BCCC	Rosie Roman, Chair rosieroman8000@gmail.com

11	Andrew Cohen
12	Andy King
14	Fernando Cabrera
15	Richie J. Torres
17	Rafael Salamanca Jr.

Motion was duly made, seconded, and carried for endorsements in the following Queens Districts:

District	Endorsed Candidate
18	Paul Vallone
21	Julissa Ferreras-Copeland
22	Costa Constantinides
23	Barry Grodenchik
24	Rory L. Lancman
25	Daniel Dromm
26	James Van Bramer
27	I. Daneek Miller
29	Karen Koslowitz
30	Elizabeth S. Crowley
31	Donovan Richards

Motion was duly made, seconded, and carried for endorsements in the following Brooklyn Districts:

District	Endorsed Candidate
33	Stephen T. Levine
34	Antonio Reynoso
36	Robert E. Cornegy Jr.
37	Rafael L. Espinal Jr.
45	Jumaane D. Williams
46	Alan N. Maisel
47	Mark Treyger

Motion was duly made, seconded, and carried for an endorsement on Staten Island:

District	Endorsed Candidate
49	Deborah Rose

Note: At an earlier meeting the following two Council Endorsements were made:

- Corey Johnson, 3rd District in Manhattan
- Laurie A. Cumbo, 35th District in Brooklyn

Subsequently, the Executive Board endorsed the following three citywide candidates for the 2017 September Primary:

- Bill de Blasio for Mayor
- Letitia "Tish" James for Public Advocate
- Scott Stringer for New York City Comptroller

In addition, Second Vice President Brown discussed the initial details for the August 2017 meeting of the Minority Caucus of CWA.

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 CWA Local 1180 Transaction Detail and Income and Expenditures Report for February and March 2017. She advised that the T.D. checking account has a balance of \$1,387,893.83 as of C.O.B April 26, 2017.

Staff Representative Kevin Hines emailed the New York City Transit Authority regarding the starting salary for Administrative Managers effective April 6, 2017. They have reviewed the Arbitrator's Award and are looking to raise the minimum salary of the Administrative Manager to \$63,929.00.

CWA Local 1180's organizer Ryan Bruckenthal will be leaving Local 1180 in early June 2017 to pursue his master's degree in education accompanied with a teaching assignment with the Department of Education. We will be looking to hire a new organizer for the non-profit sector.

Labor unions are being set up for more State-Level defeats in 2017. "Right-to-Work" laws prohibit labor unions from forcing non-union members to pay fees to the union. Legislation is being considered that will likely curtail the financial strength of labor unions. Janus vs. AF-SCME case will impact all unions. In preparation of this, the National CWA approved a proposal from the Growth Fund, initiated from the District. The proposal will afford the Local to hire someone full time to focus on reverting agency fee payers to authorized dues paying members. Deborah Valentin was suggested and subse-

quently selected due to her previous work with this initiative.

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

Recording Secretary Lourdes Acevedo announced that the Staten Island Borough Community Coordinating Committee held elections and the elected positions are as follows: Rosario Roman, Committee Chair; Monise Etienne, Committee Co-Chair; Adela Lopez, Secretary; and Sonia Diaz, Assistant Secretary. The committee will meet every third Wednesday of the month.

She also announced that Speaker Melissa Mark-Viverito, Council Member Helen Rosenthal, and Council Member Laurie Cumbo hosted the 4th Annual Women in HerStory Month on March 15, 2017, celebrating women in the labor movement. Acevedo was presented with a City Council Citation in recognition of her leadership and for the work she does that makes a positive impact on our city.

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

Member-at-Large Hilary Bloomfield announced that Leandro Monzon resigned as the Bronx Borough Coordinating Committee Chair. The Committee will be holding an election to vote in a new committee chair. The Bronx Borough Coordinating Committee meeting will meet every third Thursday of the month.

Member-at-Large Charles Garcia represented CWA Local 1180 in the Working Family's Party Brooklyn candidate screening on April 22, 2017. There were 12 Council seats and five Brooklyn District Attorney candidates interviewed. Eric Gonzalez was recommended for endorsement.

Good and Welfare

Member-at-Large Charles Garcia announced that his son Daniel Garcia started working for the New York City Department of Sanitation.

Member-at-Large Denise Gilliam announced that her niece was hired by the New York City Housing Preservation and Development as a Principal Administrative Associate.

The next Executive Board meeting is scheduled for May 26, 2017.

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

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

Local 1180 Elections

Nominations due by September 1, 2017

Elections for Local 1180's officers, executive board, and convention delegates will be held this October by mail ballot.

The positions to be filled are:

- President
- First Vice President
- Second Vice President
- Secretary-Treasurer
- Recording Secretary
- Nine At-Large Executive Board Members

The five officers and nine at-large members together form the union's executive board, which constitutes the governing body of the Local and meets monthly. The executive board members are also elected as the Local's delegates to the biannual CWA convention. All terms are for three years, beginning January 1, 2018. Any member of Local 1180 in good standing may nominate herself or himself or may nominate another member in good standing.

To make a nomination, you must submit a letter to Secretary-Treasurer Gloria Middleton by September 1, 2017 by certified mail, return receipt requested. Send the letter to: CWA Local 1180, 6 Harrison Street, New York, NY 10013. All nominating letters must include the name of the person you are nominating, the position you are nominating that person for, and must be received by September 1, 2017. Ballots will be mailed in October to all CWA Local 1180 members in good standing and will be due back in two or three weeks. As in past years, the American Arbitration Association will handle the receipt and counting of the ballots under the direction of the Local 1180 election committee.

The pertinent sections of the Local 1180 by-laws governing nominations and elections are as follows:

ARTICLE XVIII — NOMINATIONS AND ELECTION OF OFFICERS AND MEMBERS OF THE EXECUTIVE BOARD

A. Nominations for the officers and members of the executive board of the Local are conducted beginning in October 1972 and every third year thereafter in the following ways:

1. Any member in good standing may nominate himself/ herself or another Local member to be a candidate for Local officer or member at-large of the executive board by mailing to the secretary-treasurer of the Local a letter of nomination sent by certified mail, return receipt requested.
2. A letter of self-nomination shall state the member's desire to be a nominee for a single specified office.
3. A letter of nomination of another member shall be accompanied by a written acceptance by the individual nominated, which acceptance shall be witnessed and signed by either a notary public or a third member.

4. A member may nominate one individual for each post of Local office and no more than nine individuals for the posts of executive board members-at-large.
5. Each letter of nomination must reach the Local on or before September 1 of the year prior to the beginning of the new term of office. Failure of the postal service to deliver the letter by September 1 shall not constitute reason for acceptance of a letter of nomination received after the September 1 deadline for the receipt of the nomination letter. Self-nominees and nominators of other members should take this provision into account in determining when to mail their nominations to the secretary-treasurer.
6. The Secretary-Treasurer may confirm the desire of any member not self-nominated to run for office in such manner as he or she deems appropriate.
7. No member may be a candidate for more than one post.
8. If a member is notified by the chairperson of the election committee that he or she has been inadvertently nominated for more than one post the candidate shall immediately state his/her choice of post for which he/she wishes to run to the chairperson of the election committee in writing or be disqualified from running in the election. The candidate's written selection of the post for which he or she wishes to run must be received on or before September 15.
9. Candidates must make the address and telephone numbers where they can be reached during the first two weeks of September of an election year known to the chairperson of the election committee so they can respond immediately to communications from the election committee.
10. Nominees and nominators are obligated to fully acquaint themselves with the provisions of these bylaws and the rules of the election committee and to comply with them as well as all proper directions of those running elections in the Local.

B. The Local shall notify the membership in July of an election year of the provisions of this ARTICLE XVIII by publishing them in the Local's periodical. The Local shall also notify the membership of the tentative nomination and election schedule at the same time, the offices to be filled by election, the date and time for submitting nominations, and the place for submitting nominations.

SHOP STEWARD ELECTIONS

According to the Union's by-laws, every Local 1180 shop must hold a Shop Steward election each September. You can hold the election in whatever way accurately reflects the will of the members in your shop.



All courses are held on weekday evenings from 6:00 p.m. to 8:00 p.m. and on Saturdays from 10:00 a.m. to 2:00 p.m. at 6 Harrison Street, New York.
For more details, visit www.cwa1180.org/training

Take the next step. This is a list of the courses being planned for the July 1, 2017 to June 30, 2018 Workplace Literacy Training Cycle:

- **Workplace Computer:** Windows 10, Microsoft 2016 (Outlook, Word, Excel, and Access)
- **Making the Transition to Management:** Creative Problem Solving Skills, Personal Development, Delegation and Time Management, and Strategically Addressing Workplace Issues
- **Verbal Communication:** Developing Dynamic Listening Skills, Making Effective Presentations, Interviewing Skills and Techniques
- **Personal Interests:** Building Your Resume, Microsoft PowerPoint 2016, and Microsoft Publisher 2016

IN MEMORIAM

NAME	AGENCY	DECEASED
Cordelia Adams	Dept. of Education	3/10/2017
Frances Allen	Dept. of Social Services	3/27/2017
Carrie Caldwell	Dept. of Corrections	2/3/2017
Peter Carfagna	Fire Department	3/21/2017
Naomi Carpenter	DOHMH	3/21/2017
Ralph Castina	Youth Services Agency	2/4/2017
Julie Conyers	DCAS	3/18/2017
Therin Cotten	Dept. of Environmental Protection	4/25/2017
Eva Dupree	Dept. of Social Services	5/15/2017
Maxine Fisher	Dept. of Social Services	4/8/2017
Joyce Forst	Dept. of Education	5/21/2017
Elaine Foti	Dept. of Education	2/3/2017
Michelle Gaston	Henry J. Carter Specialty Hospital and Nursing Facility	2/6/2017
Mathew George	Dept. of Transportation	2/3/2017
Florence Harper	Dept. of Social Services	2/20/2017
Mary Jasper	Dept. of Social Services	4/23/2017
Cecelia Johnson	Dept. of Social Services	3/24/2017
Barbara King	Dept. of Social Services	3/28/2017
Sarah Lam	Dept. of Social Services	5/3/2017
Twanda Lee	Dept. of Social Services	4/20/2017
Zelma Levine Wolchuck	Law Department	2/9/2017
Annette Lewis	Dept. of Social Services	2/12/2017
Nancy Lowry	Cumberland Diagnostic & Treatment Ctr.	3/21/2017
Irving Martinez	Dept. of Social Services	2/6/2017
Janice McMillan	Dept. of Social Services	5/15/2017
Barbara Mukomana	Dept. of Social Services	4/29/2017
Federico Ortiz	DOHMH	2/3/2017
Shaminder Parmar	L1180 SBF Employee	5/26/2017
Kevin Scherzinger	Manhattan District Attorney	2/11/2017
Sylvia Schettino	Dept. of Social Services	2/2/2017
David Segarra	Dept. of Education	4/10/2017
Estelle Snyder	Dept. of Environmental Protection	2/26/2017
Kate Solomon	Dept. of Social Services	2/2/2017
Beverly Thomas	Woodhull Medical Center	2/3/2017
Lula Whitmire	Queens Hospital Center	3/9/2017
Patricia Williams	Woodhull Medical Center	2/17/2017
Pamela Williams	NYC Transit Authority	2/2/2017

about our members

- Floretta Sage, Retired ACS Shop Steward, died on April 14, 2017. "She was a great Shop Steward and a great activist. Even though she was retired she still was a part of the Queens Community Committee. She will be missed," said Staff Rep Robin Blair-Batte.
- Condolences to Shop Steward Norma Lynch (Dept. of Social Services-DHS) on the death of her sister Agnes Lynch on May 3, 2017.
- HRA Shop Steward Mary Jasper passed away on Sunday, April 24, 2017. "Mary was a most passionate advocate on behalf of the members at her location. She will truly be missed," said Staff Rep Desiree Waters.
- Congratulations to Francisco Gomez (CWA 1180 Information Technology Department) and his wife Juana on the birth of their third child, daughter Ariana Gabriela, on May 15 at 8:30 a.m. She weighed 7 lbs. 10 oz. She joins big sister Amelia Isabella and big brother Alexander Joel. Photo at right.



COMMUNIQUE

Official Publication

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

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
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Printed by DG3 North America
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CWA 1180 SOCIAL MEDIA



Communications Workers of America, Local 1180

6 Harrison Street
New York, NY 10013-2898

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PERMIT NO. 8190

Quinella Williams: My Personal Fight for Justice



"I began my City career in October 1987, as a 21-year-old college student at John Jay College. I worked at the City University of New York (CUNY) Computer Lab. I didn't know at that time that there was a difference between individuals, and what a person earned was dependent on what they looked like.

I became aware of the differences when I worked for the CUNY Central Office. My supervisor casually mentioned the "N" word several times during a staff meeting. Once she saw my reaction, she included herself and others by saying, "we are all "N-ers". At that time, I was very naive and had no idea she was discriminating against me. I worked there for two more years, but never heard that word again.

In 1994, I started with the Department for the Aging as a part-time word processor in the Public Affairs office. A year later, I applied for a full-time secretary position with the Health Promotions Services office. I stayed there three years, revising many forms and creating well-needed Excel spreadsheets. In late 1997, I approached the Director to ask for a raise. I was asked if I had my BA degree. I was confused because I knew the secretary title did not require a degree and there was a salary range. I was at the minimum.

The conversation did not go in my favor, so I applied and interviewed for other agencies. The Department of Transportation offered me a PAA I position with an \$8,000 raise — without a college degree.. Four months later, my new Director informed me of the Department of Transportation PAA I OMB approval. I decided to let the DFTA Human Resources Department tell my Director the good news. Against my old Director's wishes, I started my new position as Director of Concessions, PAA I in May 1998.

While working for Franchises, Concessions and Consents as the Director of Concessions, one of my coworkers made inappropriate comments about me concerning club hopping, until the Unit's Director defended me. Months later, that coworker became the newly appointed Director. That's when my thirst for finding out my rights as a union member became essential. She posted my job as an Associate Staff Analyst and told me it wasn't my job. I called the Union and spoke to my staff representative who advised me to apply for this new position and then file a grievance. I took her advice. In the interim, I made a lateral move to become an Investigator in the DOT Advocate's Office. Soon after starting with the Advocate's office, with the help of the Union, I won my grievance and was awarded back money of \$3,500. Since I moved to another unit, my title and salary remained at PAA I.

In 2000, I applied for a PAA II position within DOT Bridges. I was hired to assist with the newly created Progressive Discipline program. After working there for a year, my title wasn't changed to PAA II and no salary increase. However, the Director hired an Italian man with no computer or office experience as a PAA III. They even had me sit in on his interview. I was surprised this man was hired due his lack of experience. Soon after, I filed a Step 1 grievance. Months later, after the Step III grievance hearing, I received the title of PAA II and a raise that settled the case.

In early 2005, I applied for a PAA III position within DOT Traffic Operation for Deputy Director of Parking Permits. The position was given to the person acting, but I was offered the Supervisor of City Disability Parking Permits, which was a lateral move with a promise of an 8% raise after one year. In my new position, I fixed up the unit, organized the work and processes for obtaining a City disability parking permit, and helped correct issues with the Customer Service Unit. In November 2011, I was promoted to Administrative Manager. I stayed there until 2013. I loved that job, but when the Director started making foolish changes that made serving the public harder I knew it was time to make my exit. I also felt she was targeting me, so to keep from losing my career, I sent an email to the Assistant Commissioner requesting a transfer.

I was granted the transfer to another location in Queens, in the Quarterly Parking Permits. Unfortunately, that Director was soon put in charge of section too. This woman with no degree was neglecting her duties, but no one did anything about it. She was even given a raise. In 2015, I applied for Chief of Personnel with DOT Traffic Operations. Now that I have my degree, I have learned that getting a higher education is not required if you are white. It seems to be a practice to hire those with a degree to do the work while those with no degree reap all the benefits of control and higher pay. This is certainly the practice in my office.

In August 2016, that incompetent Executive Director was finally forced out. My office posted for a new Executive Director of Disability Parking Permits for a permanent Administrative Manager, Level III with a salary range of \$110,000 to \$150,000. Since I worked in that section for almost eight years, I applied. In the interim, they appointed an Acting Executive who served in the provisional title of Administrative Staff Analyst with only two years working in that office. Since the higher ups in my office knew I worked in that unit, I was invited to more management meetings to help fix the problems in that unit. I assisted wherever I could, even by giving them the Excel reports I created to track work while working there. Once the posting was out, there was word that I would be the best choice for the position. One late afternoon, the Assistant Commissioner asked if I was interested in the Executive Director's position. Of course, I said yes. I knew that the Acting Director was not a permanent Administrative Manager, so she could not qualify for the position. Her name was way down on the open competitive Administrative Manager and Administrative Staff Analyst Lists.

In July 2016, my supervisor informed me that the Acting Executive Director was heading down to DCAS to pay for the promotional Administrative Manager's exam. I asked how was that possible, and I was informed that the Acting Executive Director took the wrong exam. I knew at that time something was off.

On October 24, DOT promoted all from the Administrative Manager's promotional list including the Acting Executive Director. On October 27, I had my interview for Executive Director of Parking Permits. Two weeks later, my supervisor informed me that the job was given to the Acting Executive Director. Me and three other black women were denied the opportunity to advance. Two of the black women worked there, one as a Deputy Director with her BA and 30 years of City service, and the other with at least 12 years in the unit with a Master's Degree.

I worked there about eight years, did outstanding work, and hold a BA, Public Administration and Public Policy Certificate. Three of the black women have been permanent Administrative Managers for at least six years. The newly appointed Executive Director did not have to serve the one-year probationary period like the rest of us; she was immediately made a permanent Administrative Manager to justify the appointment. Needless to say, the newly appointed Executive is a white female. Again, I contacted the union to discuss my options. I have the tools necessary for the job, but the person appointed who failed to meet even the minimum qualifications was awarded the position. I know everything is not about race, but it makes you wonder. Through the Union and the EEOC, I am fighting to know the answer." ■