

JANUARY-MARCH 2017

COMMUNIQUE



**CWA
WOMEN
STAND FOR
JUSTICE**

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JUSTICE**

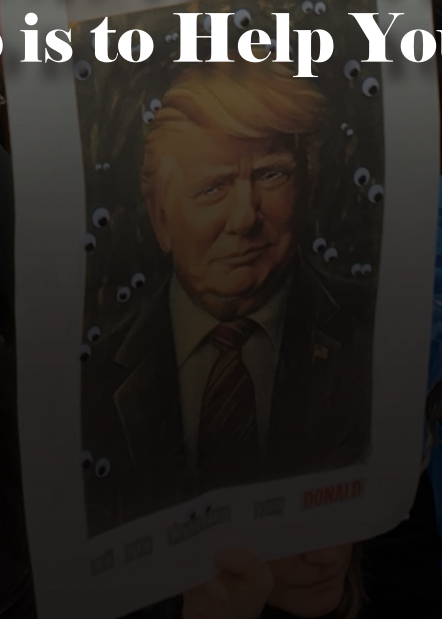
**LOVE
TRUMPS
HATE**

**STAFF
REPRESENTATIVES**
Their Job is to Help You

**1180
MEMBERS
PARTICIPATE
IN WASHINGTON
WOMEN'S
MARCH**

JANUARY 21, 2017

**MAKING
HISTORY**



1180 MEMBERS PARTICIPATE IN WASHINGTON WOMEN'S MARCH

“Women, if the soul of the nation is to be saved, I believe that you must become its soul,” said Coretta Scott King long before an estimated half million women descended on Washington D.C. in what has now become a history-making march on the Capital.

It wasn't only in Washington, D.C. that women took to the streets en masse, however. On January 21, 2017, more than **five million women worldwide** marched in protest of a newly-elected president who they claim ran the most blatantly misogynistic presidential campaign in recent history. His victory also has sparked an epic war on women's rights in Congress, something women will not tolerate.

“We're women. We're proud. We're strong. And we represent half of the world's population,” said 1180 First Vice President Gina Strickland, who joined with a hundred other 1180 members who traveled together to Washington for the march. “We cannot let #45 (as Donald Trump is now often referred) continue to try and rule with an iron fist and take away rights we have worked so hard to secure.”

The march was billed by organizers as a nonpartisan opportunity for people to “stand together in solidarity with our partners and children for the protection of our rights, our safety, our health, and our families — recognizing that our vibrant and diverse communities are the strength of our country.”

If a march of this magnitude seemed to come together in record time, that's because it did. The idea for this mass mobilization of activists and protestors began forming on November 8, 2016, as Election Day returns poured in. A Hawaiian grandmother and retired attorney named Teresa Shook created a Facebook event page inviting women to gather to protest in D.C. on inauguration weekend. When she went to sleep that night, she had about 40 RSVPs. But when she awoke early the next morning, 10,000 people thought it was a brilliant idea and said they would be there, too. Simultaneously, Bob Bland, founder of a New York fashion incubator and an advocate for domestic manufacturing, had a similar idea. She also posted about it on Facebook. The two women found out about each other, collaborated on their ideas, and were joined by a dozen other women who wanted to make the march a reality.

Thanks to the help of social media, the Women's March idea spread like wildfire and in record time. By January 20, 2017, more than 222,000 people said they would be joining their sisters, daughters, mothers, aunts and friends in Washington, D.C. The numbers only climbed from there. On January 16, 2017, Fox News reported that authorities were expecting a crowd of almost 500,000 people.



JANUARY 21, 2017

MAKING HISTORY

By Marci Rosenblum, Communications Director

And that's the *official count* of marchers. According to crowd scientists (who knew there was such a thing), the Women's March was roughly three times the size of the audience at Trump's inauguration.

In case you are inclined to believe "alternative facts" as provided by the Trump Administration, think again. That half million estimate was in line with one given by a city official who said that march participation likely even surpassed half a million, according to The Associated Press.

"It's not surprising that the number of marchers was significantly more than the estimated attendance at Donald Trump's inauguration ceremony the previous day," Strickland said. "People come out for what's important."

While it was called the **Women's** March on Washington, it wasn't only those of the female gender who descended on the Capital. All anti-Trump Americans, including men and boys, came out to show support. March organizers said the protest was not anti-Trump, however, but rather pro-woman, and plenty of the male gender were willing to support women, and even wear pink to do so. Thousands of men walked side by side with women, reinforcing what they came to stand for.

"Women of all ages, religions, races, and nationalities, along with men who support us, needed to send the new president a strong message and that we did," said Gloria Middleton, CWA Local 1180's Secretary-Treasurer. "While our backgrounds might all be different, we all have one thing in common when we agree that a country led by Trump endangers our freedoms. We need to fight for those rights that aren't even necessarily traditional 'women's rights' such as the rights of immigrants, health care, African-Americans, the right to choose, and law enforcement accountability."

If you're a woman in America, there is no doubt you probably feel personally affected by at least one of these struggles. After all, women's rights are human rights, and who's not in favor of human rights?

Continued on page 4



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JANUARY 21, 2017

MAKING HISTORY

The worldwide rallies were aimed at Donald Trump in large part due to statements and positions attributed to him regarded as anti-women and quite offensive. During the presidential campaign, the thrice-married Trump was accused of making crude sexual comments about women and groping a dozen women. In addition to complaints about misogyny, the crowd ripped Trump for his policies on abortion, diversity, and climate change, just to list a few of the many.

The Women's March on Washington ranked among the largest single-day political demonstrations in U.S. history, along with protests in the 1960s and '70s opposing the Vietnam War. After the marches, officials who organized them reported that 673 marches took place worldwide. One common refrain heard throughout the day at most marches was "Build Bridges, Not Walls," referencing Trump's plan to build a wall on the border of Mexico and the United States.

Following the march, the organizers posted a five-page document that includes their values and principles:

- Women's rights are human rights and human rights are women's rights
- Gender justice is racial justice is economic justice
- Women deserve to live full and healthy lives, free of violence against our bodies
- It is our moral imperative to dismantle the gender and racial inequities within the criminal justice system
- We believe in reproductive freedom
- We believe in gender justice
- We believe in an economy powered by transparency, accountability, security, and equity
- We believe in equal pay for equal work and the right of all women to be paid equitably
- Women of color carry the heaviest burden in the global and domestic economic landscape, particularly in the care economy
- We believe that all workers — including domestic and farm workers — must have the right to organize and fight for a living minimum wage, and that unions and other labor associations are critical to a healthy and thriving economy
- Civil rights are our birthright
- It is time for an all-inclusive Equal Rights Amendment to the U.S. Constitution



It wasn't only in Washington, D.C. that women took to the streets en masse, however. On January 21, 2017, more than five million women worldwide marched in protest of a newly-elected president who they claim ran the most blatantly misogynistic presidential campaign in recent history.

"Women can do anything men can do and we need to be treated as such," Strickland said. "We fight fires, patrol the streets, fix cars, drive trucks, unplug toilets, and pilot airplanes. We are as effective in the board room as we are in raising children. We are entitled to equal opportunity, equal rights, and equal pay. We need to have control of our bodies and our own futures. That's why this women's march was, and still is, so important."

If #45 believes in his own words of making America great again, then returning women to foregone times of the Civil Rights movement and criminalized abortions, is just not an option.

Women are just plain tired of double standards. Hillary Clinton earns three million more votes than Donald Trump and still loses the election. Women earn 80 cents on the dollar compared to men, and women of color earn even less than that. And probably worst of all is that women have only 19 percent Congressional representation, yet it's the other 81 percent who will be determining the future of women.

That's why advancing a specific policy agenda — expanding family leave, ending racial profiling, maintaining or broadening access to abortion and birth control, and equal pay for equal jobs, among other issues — is so crucial at this time.

In a published report on www.pbs.org, Terry O'Neill, president of the National Organization for Women, said, "It's not a march about Trump the man. It's a march about women's rights that are very much imperiled by the policies [President Trump] appears headed for."

No matter how hard women fight back, however, getting Republicans on board might not be so easy, as they control both legislative chambers and the governor's office in 24 states. "That is why, to a large extent, women's organizations are playing defense as they prepare for legislative battles around the country in 2017," the report said.

"This march was a show of force," Strickland said. "I know there are a lot of women who actually voted for Trump, but look how many came out against him. If we let ourselves return to the times of sweeping women under the carpet, then we have no one to blame but ourselves."

While there were literally hundreds of different signs being carried throughout the march, there is one that seemed to sum it all up the best. **"I can't believe I still have to protest this shit."** ■

WHY I MARCHED IN WASHINGTON



Ingrid Brown-Charles

PAA II, Administration for Children Services

"This is a time in our country where liberty for women has come under fire. I went on the March because if I didn't do something, then it would go against what those who came before us were able to achieve. It wasn't only for my good, it's for the good of all the women and the young ladies coming up after me so they know they have a place in this world.

"I have a nine-year-old son, and I have four sisters. My son knew I went on the March and he understands why it's important. He is very bright. I wanted to show him the important role women play in society.

"There were so many women of all different backgrounds marching for different issues because so many women's issues are under attack. We have been facing struggles for a hundred years. We've made some advances and we cannot let them be taken away because one person's views take precedence. Just because elitists are in power, doesn't mean the rest of us don't exist. Men don't have the same struggles we do. They make the rules, but don't live the life.

"This march will be something I always remember, that a lot of people will remember, especially those who participated in it. This was a monumental movement. We were all packed in liked sardines, but no one minded. We all just wanted to be there, to show support for one another. It didn't matter what color or race or religion you are. We are all on the same page. If you want something, if you have something, and it's being threatened, you have to do something to keep it.

"The thing that came to mind when this movement was forming was all the people who came before us, Martin Luther King, Rosa Parks, who stood up and said enough is enough. We are people, too, and we deserve to be treated as equals.

"Their sacrifices should continue to be meaningful for this country." ■



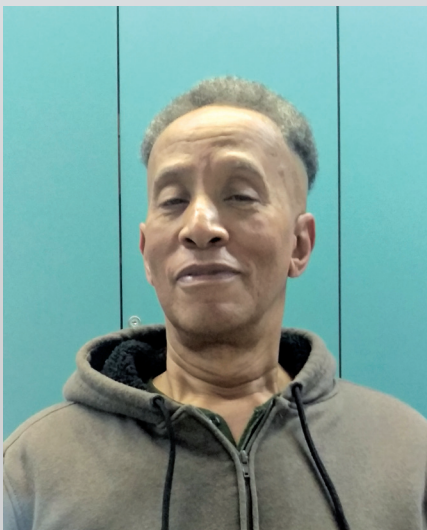
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MEMBERS, FRIENDS & FAMILY WHO ATTENDED

WHY I MARCHED IN WASHINGTON



Alfonso Mack

Local 1180 General Service Staff Member

An Extraordinary Day

"On Saturday, January 21, I had the good fortune to be a part of something special, one of the most moving experiences that I have ever witnessed in my lifetime — the Women's March on Washington. That's right, the Women's March. On the way down to D.C., I couldn't help but think how could a president upset so many people, both genders and all ethnicities, all at once.

"I've been to a few protests in Washington, D.C. before, but nothing on the scale and magnitude of this demonstration. This experience for me shines light on one thing from a male perspective — this is way too many women to have mad at you.

"Thank you to my 1180 sisters Hazel Worley, Lenora Smith, Robin Blaire-Batte, Venus Williams, and Helen Jarrett for allowing me to experience this historical movement." ■

- | | | |
|-----------------------|------------------------|-----------------------|
| Alyssa Acevedo | Jacqueline Frazier | Juliette Richards |
| Lourdes Acevedo | Kayla Frazier | Rita Richards |
| Michelle Acevedo | Jacqueline Frazier Jr. | Melva Roberson |
| Carol Adams | Denise Gilliam | Rosie Roman |
| Edith Adams | Julian Graham | Rochelle Sanders |
| Davida Adams-David | Nettie Grandison | Amanda Sanks |
| Michele Adimu | Carol Griffith | Geraldine Sheard |
| Grace Agard-Merritt | Marie Guery | Cheryl Simmons-Oliver |
| Terry Aguste | Audrey Henderson | Willette Slocumb |
| Cherlyn Allen-Freeman | Nina Ippolito | Alicia Smith |
| Joyce Barnes | Joyce Irby | Gregory Smith |
| Robin Blair-Batte | Joanne Janvier | Lenora Smith |
| Hillary Bloomfield | Helen S. Jarrett | Davida Stewart-Hudson |
| Deborah Braithwaite | Sandra Jung | Gina Strickland |
| Ingrid Brown-Charles | Regina Kelly | Frances Sullivan |
| Carmen Carter | Janese Knight | Tracy Talavera |
| Virginia Carthen | Seja Lee | Angela Thompson |
| Venus Colon | Juanita Lewis | Debera Tyndall |
| Virginia Conway | Mason Logie | Deborah Valentín |
| Helena Crump | Robin Lyde | Janice Wallcott |
| Danielle Cutler | Norma Lynch | Charlene Walters |
| Cathy Davis-Baker | Alfonso Mack | Jasmin Williams |
| Bernica Delaney | Coleen Marshall | Loretta Williams |
| Sonia Diaz | Amon Mcdade-Johnson | Sylvia Williams |
| Otissa Dillard | Ayana Merritt | Tonya Williams |
| Darlene Diouf | Monique Midyett | Renee Wilson |
| Cheryl Drumgold | Leo Mouzon | Leslie Wong |
| Sandra Dubose | Denise Odom | Hazel Worley |
| Lileth Ferguson | Cynthia Parks | Ed Yood |
| Verna Finely | Debra Paylor | Burroughs York |
| Corinne Ford | Mirlene Pierre | |
| Teesha Foreman | Elvia Prescott | |
| Ranston Foster | Joann Richards | |





WHY I MARCHED IN WASHINGTON



Teesha Foreman

PAA III, Housing Authority

"Initially I didn't even know much about the Women's March. One of my friends who is also in Local 1180 called me and asked if I was going. Then I got notice from the Union about the buses traveling to Washington. I knew this was going to be something big, but I didn't realize how big. I looked online to find out more information and when I saw it was in the same place as Trump was going to be inaugurated the day before, I knew I was all aboard.

"As women, our freedom of equality is under attack. We have rights we have to preserve. We have to fight. We have to keep going. We have to stay together to get out our message. We have to get involved. If we as women stick together, we are unstoppable. I'm not even sure how [Trump] became president. This is not going to be an easy fight, but nothing worth having is easy to get.

"There is tremendous power in numbers. Don't let anyone tell you that you can't make a difference. It was an amazing feeling to participate in such a history-making event. Everyone from different backgrounds came together for the same cause against this one evil. It was a beautiful thing. I couldn't imagine not being a part of it.

"Sometimes we see things happening and feel like if it's not affecting us then we won't get involved until it's at our front door. The attack on women is at our front door right now. It's time to get involved now." ■

NEW SHOP STEWARDS

Congratulations to Shop Stewards elected between June 2016 and March 2017

Audrey Hall-McGuire	7/22/2016	Dept. of Education
Sandra Thompson	7/26/2016	Dept. of Education
Ramon Gutierrez	8/5/2016	HHC/Kings County Hosp. Center
Vivian Dobson	8/29/2016	ACS
Daneen Ausby	9/23/2016	Dept. of Finance
Miledys Benitez	9/23/2016	Dept. of Finance/NYC Sheriff
Darlene Diouf	10/24/2016	HPD
Sonia Diaz	11/23/2016	Transit Authority
Monise Etienne	11/23/2016	Comptroller's Office
Dionne Gill	11/23/2016	DYCD
Patrice Norwood	11/23/2016	Transit Authority
Daryl Perry	11/23/2016	D.O.I.T.T
Carol Punter	11/23/2016	Taxi & Limousine Commission
Miguel Mejias	12/14/2016	HHC/Lincoln Hospital
Kecia Pratt	12/14/2016	DYCD
Carmen Vazquez	12/19/2016	HHC/Home Care
Satvinder Singh	12/21/2016	School Construction Authority
Ava Green-Harris	12/30/2016	Dept. of Environmental Protection
Kathryn Harrington-Critchlow	12/30/2016	Dept. of Environmental Protection
Ella Smith	12/30/2016	Dept. of Environmental Protection
Lenora Smith	12/30/2016	Dept. of Environmental Protection
Rhonda Joseph	1/3/2017	Dept. of Health-Mental Hygiene
Tonia Gray	1/17/2017	HHC/Queens Hospital
Stephen Munroe	1/18/2017	HHC/Queens Hospital
Annette Reid	1/18/2017	Dept. of Environmental Protection
Sherry Ann Thomas-Sumpter	1/30/2017	HHC/Lincoln Hospital
Sandra Fulgencio- Delmonte	2/1/2017	HHC/Woodhull Hospital
Tracy Pringle	2/2/2017	ACS
Verna Finley	2/22/2017	NYCHA
Lavenia Jordan	2/28/2017	HRA/Snap 54
Amica Benjamin	3/8/2017	OPA/FISA



CWA Local 1180 Political Action Committee
(in conjunction with CWA District One)

**ANNOUNCES THE RESCHEDULED
ALBANY LOBBY DAY**

TUESDAY, MAY 9, 2017

If you registered with a coupon for the original Lobby Day on March 14, we will contact you as to your plans for May 9. **You do not have to send in another coupon.** All newcomers can download a registration form from the website at www.cwa1180.org



ARTHUR CHELIOTES

President

We the people must do the job the Democratic Party has failed to do

Trump's presidency has awakened the American people. The Women's March the day after his inauguration was the start of a mass resistance to Trump's agenda and the opposition to his administration is strong and growing.

The Women's March, followed by protests at airports against his Muslim ban, then town hall protests with blistering criticism of Republican elected officials and even some Democrats, make it clear that we as a country are now paying attention. Converting this response to political

What really appealed to many about the guide was it is incredibly concrete. Most of the people coming to Indivisible are new to political activism. They also have been working with an organization led by former CWA President Larry Cohen called Our Revolution, that was formed by former Bernie Sanders' supporters and has been continuing the work to bring the Democratic Party back to its populist 'New Deal' roots.

A new 'New Deal' must have policies that fight institutionalized racism, economic inequality, and climate change. It could take on bad trade deals and police violence, and honor indigenous people as the original protectors of the land, water, and air.

People have a right to be angry, and a powerful, intersectional left agenda can direct that anger where it belongs, while fighting for solutions that will bring our nation together.

Trump won because a lot of people are in pain. Under neoliberal policies, their living standards have declined precipitously. They have lost jobs. They have lost pensions. They have lost the safety net. They see a future for their kids even worse than their precarious present. In fact, a new term used to describe this insecure precarious population is the "precariat."

Meanwhile, banking and tech billionaires, elected leaders working for the 1%, have done obscenely well. We understand that their rising wealth and power are connected to our growing debts and powerlessness.

Trump's neo-fascist responses to rampant insecurity and inequality are not going to go away. But what we know from the 1930s is that what it takes to do battle with fascism is a real progressive alternative. A good chunk of Trump's support could be peeled

away if there was a genuine redistributive agenda on the table to take on the billionaire class with more than rhetoric, with a new "New Deal." Such a plan could create a tidal wave of well-paying unionized jobs, bring badly needed resources and opportunities to communities of color, and insist that new technology should pay for workers to be retrained and fully included in this future.

Bernie Sanders' amazing campaign went a long way toward building this sort of coalition, and demonstrated that the appetite for a new "New Deal" is out there. The Democratic Party needs to drop pro-corporate neoliberals. Indivisible is doing the kind of things the Democratic Party would be doing if it wanted to operate as a recognizable local and state organization, not just at the national level. The Indivisible staff modeled their guide on what worked. They saw how effective the anti-Obama protests in 2009 were for the Tea Party, which was well funded astroturf, while Indivisible is organic grassroots.

Thanks to gerrymandering in many states, the Tea Party succeeded but their power came from consistent ideological discipline. Meanwhile, the battle for the chair of the Democratic National Committee between grassroots activists who favored Keith Ellison and Tom Perez with more institutional backing left us wondering whether the Democratic Party could ever be reformed from within. It begs the question, should progressive activists put any energy whatsoever into the party's institutions? I think we should engage and win progressive change in local leadership positions.

People are frustrated with the political elites. We can do something about it because we've seen it happen before.

Local 1180 is acting locally and organizing locally so we can be the change we want to see. Our Borough Committees act locally and address local issues that concern our members where they live, as well as where they work.

We don't just want to hold Republicans accountable. We also want to make sure Democrats are voting the right way. Our members need to be pressuring their elected officials to do the right thing.

There will be some elected Democrats who help facilitate the Trump agenda, and there's a near-universal recognition among our members that those who do should face a primary.

We know from history that we need to build an effective membership-based political force in our communities that can be flexible and strategic based on circumstances. We know our values of dignity, justice, and respect for all are shared with our families, neighbors, and fellow workers. Join the Borough Committees in our work to resist Trump and fight for a better standard of living for all.

If we all don't step up to the plate in order to effect change, then we have no right to complain when things don't go our way. And one thing I can guarantee you is that if we neglect to step up to the plate as a unified force, then things with the Trump Administration in power will definitely **not** go our way. ■

People have a right to be angry, and a powerful, intersectional left agenda can direct that anger where it belongs, while fighting for solutions that will bring our nation together.

power, however, requires organization and a clear agenda.

Trump as the common enemy is a unifying force for a popular response to his election. A group called Indivisible has been involved in many of these town hall protests. It is a network of local organizations, many of which sprang up in the immediate aftermath of Trump's victory. A group of former congressional staffers organized Indivisible and put together a great guide suggesting strategies to increase pressure on Congress. Indivisible works with the Working Families Party and a number of progressive organizations.

They explain that online petitions are not enough; we must call our Congressional Representatives and both Senators, we must show up at their district offices, and we must participate in public events, certainly at town halls. The response so far has been great, but it must eventually produce changes in policy by electing public officials who work for us and not the 1%.

DEFINITION: Due process procedures for the removal of or other disciplinary action against an employee charged with incompetence or misconduct as set forth in Civil Service Law, or in a negotiated collective bargaining agreement.

FREQUENTLY ASKED QUESTIONS ON DISCIPLINARY PROCEEDINGS

What is due process?

Due process is the ability of an agency to initiate disciplinary proceedings and for those being charged to defend themselves against the charges and have a representative.

Who is entitled to due process?

An employee who is a permanent civil servant in the competitive class or non-competitive class has due process rights. Provisional employees do not have due process rights until they have served two years, and probationary employees do not have due process rights at all.

What is a disciplinary action?

A disciplinary action is when an employee is brought up on written charges and specifications for violations of state, city, or agency policy/command discipline/rules and regulations.

What action(s) by the employee initiates disciplinary action?

Incompetence or misconduct that could include time & leave, insubordination, theft of time, violence in the workplace, misuse of agency equipment/resources, sleeping on duty, conducting personal business while on City time, sexual harassment, bullying, or disruptive behavior, to name a few.

What is the procedure for disciplinary action?

The agency must serve written detailed notice of charges and specifications citing alleged occurrences, offenses, and violations. The date of the offense must have taken place within 18 months of the date of the service of charges.

What are the penalties that can be accessed?

Official reprimand, pay fine, suspension, demotion, or termination.

What is the appeal process based on civil service status?

After the serving of charges, employees have the first hearing (STEP 1) and the hearing officer recommends a penalty. Permanent competitive employees can appeal through the grievance process or Section 75 of Civil Service Law at OATH (Office of Administrative Trials and Hearing). Members then decide what appeal process they wish to take. Provisional employees with at least two years of service can only go through the grievance process.

For non-competitive employees with less than five years of service, the penalty can be implemented after the first hearing. Only non-competitive employees with five years or more have the right to go to OATH. Both can use the grievance process.

What is the grievance process?

There will be a STEP 2 Hearing with the agency's Office of Labor Relations (OLR). At the conclusion of the STEP 2 Hearing, the hearing officer either upholds the penalty or recommends something else. The penalty determination made at STEP 2 is what will be implemented.

STEP 3 is when the Union makes an appeal to the City's Office of Labor Relations to review the case. If the penalty is upheld at the conclusion of the STEP 3 Hearing, the Union makes a request to CWA District One for the case to go to arbitration. If the case does go to arbitration, the arbitrator's decision is final and irrevocable.

What is the process at OATH?

A Case Conference is set up at Administrative Trials & Hearing in front of an Administrative Law Judge (ALJ) who acts as a mediator to try to get the two parties to come to an agreement that the member is willing to accept.

If the member does not want to accept the decision at the OATH Case Conference, the case is scheduled for an OATH trial. During the OATH process, the penalty will not be implemented.

At the conclusion of the trial, the ALJ completes a report rendering a decision to either uphold the penalty or enter a different recommendation. The ALJ's decision is not binding. The report goes to the Agency Commissioner who can accept or reject the ALJ's decision. If the decision is rejected, the Union can file an Article 78 appeal with the Civil Service Commission, depending on the facts of the case.

If I am found guilty of the disciplinary charges initiated against me, am I allowed to enter the worksite and go back to work?

Yes, unless the penalty is termination or suspension, in which case you cannot even enter the work site.

Do I have to surrender my ID if I am found guilty of the disciplinary charges?

Yes, if you are terminated.

If I fulfilled all the terms/charges of my disciplinary action, will this prevent me from being promoted if I took and passed the promotional examination?

Possibly. The agency may take that into consideration since it has the option of using the 1-in-3 Rule in making promotions from a list.

Do I still accrue time while disciplinary charges are pending against me?

Yes.

Does my medical coverage continue while disciplinary charges are pending against me?

Yes, as long as you are not terminated.

Does my medical coverage continue if I am found guilty?

It depends on the penalty. If you are terminated, then your medical coverage will be terminated.



MEMBERS IN ACTION



#FairWorkWeek for New Yorkers

Low-wage workers and their families continue to struggle, even as the U.S. economy recovers from the Great Recession of 2008. While stable, middle-income jobs were lost in significant numbers, the recovery to date has been built on the dramatic expansion of low-wage, no-benefit jobs in industries like retail, restaurants, and healthcare, which rely on large part-time workforces. These fast growing low-wage industries are shifting to just-in-time scheduling practices, which in turn fuel massive under-employment and attendant economic insecurity for workers, according to the Center for Popular Democracy. On Friday, March 3, President Arthur Cheliotos joined a panel testifying before the New York City Council in support of five “Fair Workweek” bills. That legislation includes:

- Int. 1396 – Requiring 14-day advance notice of work schedules for fast-food workers
- Int. 1395 – Requiring fast-food employers to offer available hours to current employees before hiring new employees (“access to hours”)
- Int. 1388 – Banning consecutive closing/opening work shifts (“clopening”) for fast-food workers
- Int. 1387 – Prohibiting on-call scheduling for retail employees
- Int. 1399 – Providing general right to request flexible work arrangements, with domestic violence and caregiver provisions

“Irregular work schedules are more pervasive in the food services and production and retail industries than in all other industries, thereby making it virtually impossible for these workers to plan their life schedules and still know that their jobs are protected,” he said. Dozens of CWA Local 1180 members joined fast food workers and others in the labor sector for a huge rally, at which Cheliotos spoke, at City Hall prior to the hearing. Joining him on the steps of City Hall were 1180 members Ingrid Charles-Brown, Loretta Williams, and Deborah Valentin; Board Members Lisa Lloyd and Hilary Bloomfield; Staff Representatives Olivia Lyde and Kevin Hines; and Mobilization Coordinator Helen S. Jarrett, who took the photo.

“Without a stable work schedule, who can build a stable life?” asked Council Member Brad Lander, one of the legislations’ sponsors. “New Yorkers trying to pay the rent and feed their families should not be subject the whims of shift cancellations and last minute changes to their hours. I’m proud that the New York City Council is helping fast food workers achieve a fair work week – with two weeks’ advance notice and a pathway to full-time hours – and making sure that all workers can request schedule flexibility for caregiving, schools, and the realities of their lives.” ■



Red Velvet Afternoon Affair

February was heart disease awareness month. The CWA Local 1180 Women’s Committee once again sponsored its annual Red Velvet Afternoon Affair as a means of providing participants with the opportunity to learn about heart disease and how it affects women. Heart disease is the No. 1 killer of women, causing one in three deaths each year. That’s approximately one woman every minute! But it doesn’t affect all women alike, and the warning signs for women aren’t the same in men. What’s more: These facts only begin to scratch the surface. That’s why Local 1180 sponsors this yearly event and offers up both a heart healthy breakfast and lunch. More than 100 members attended the February 4th event. ■



Making Strides Against Breast Cancer

CWA Local 1180's "2016 Making Strides Against Breast Cancer Walk" was an opportunity for members to walk and help to raise money to find a cure for breast cancer. This year's walk was like no other. The Women's Committee raised and donated more than \$3,000 to the American Cancer Society. Committee Chair Denise Gilliam said there was not only an increase in donations but also great support from men partaking in the walk. CWA member Virginia Johnson-Conway, Administrative Manager at Administration for Children Services (ACS), is a five-year survivor who participated in the walk. "The day I was diagnosed with cancer was the day I thought my life was going to come to an end," she said. After going through treatment and medication, having the love and support of her husband Ken her son Ben, her family and friends by her side had a big impact on her healing. Also knowing that CWA President Arthur Cheliotos, the Trustees, and the Executive Board were fighting for improved union benefits that allowed her to afford the medication needed to survive contributed to her recovery. "It's a wonderful feeling to be part of a union that provides benefits to combat the high cost of medication that members like myself need to survive," she said. "My union, CWA Local 1180, was an integral part of my journey to fight back and win the war against cancer. Because of what they have done, I am five years in remission and medication free." Special thanks to the Executive Board for the t-shirts and support. "On behalf of the Women's Committee, I would like to thank each and every one who participated in the Making Strides against Breast Cancer walk. Special thanks to all of the brothers who came out to support us. It was just a beautiful show of love," Gilliam said. ■



Honoring Women in Labor

The City Council's celebration of Women's History Month on March 15 highlighted the progress made by women in the labor movement, but was also an occasion for the examination of workplace discrimination that still endures. The City Council's Women's Caucus honored 10 women who in addition to their involvement in the union movement have made significant contributions to the community, including CWA Local 1180 Recording Secretary Lourdes Acevedo. Pictured below at top, Acevedo (third from left) receives her City Council Citation along with other honorees. In bottom photo, Acevedo with her daughter Jennifer and grandson Joseph Caravaglio, and Council Member Laurie Cumbo. ■



Supporting Striking Workers at Momentive



President Arthur Cheliotos speaks to a crowd of union members, including many from Local 1180, who gathered earlier this year to show support for 700 workers at Momentive who had been striking since last November. The pressure put on management by unions throughout the state eventually led to an agreement that ended the 14-week ordeal. "Members of our union supported our brothers and sisters at Momentive by coming out to rallies and making donations to help families on strike," Cheliotos said. Pictured above are Teesha Foreman, Deborah Valentin, Helen S. Jarrett, Lisa Lloyd, Lou Gibson, and Ryan Bruckenthal. ■



MEMBERS IN ACTION

NYC Marks First Three-Fifths Clause Awareness Day

The Three-Fifth Clause (Article 1, Section 2, of the U.S. Constitution) was demanded by Southern supporters of slavery as a way of increasing their congressional representation and political power. They wanted slaves to be counted as full persons but settled on three-fifths. People of African descent would have had no real rights either way. The three-fifths clause was enforced until the post-Civil War 13th Amendment freed all enslaved people in the United States, the 14th amendment gave them full citizenship, and the 15th Amendment granted black people the right to vote. However, the "Three-Fifths Clause" language was never removed from the Constitution. Last year, Council Member Andy King introduced legislation in the City Council calling on the federal government for an amendment to add language directly negating the Three-Fifth Clause by stating that African-Americans are 100 percent whole individuals and declare March 5th as "Three-Fifths Clause Awareness Day" in New York City. The City Council unanimously passed the legislation and March 5, 2017, began the official observance of "Three-Fifths Clause Awareness Day." Local 1180 President Arthur Cheliotos and Hilary Bloomfield participated in this year's event. ■



Mobile Vision for Members



For members who can't find the time to get new glasses, Local 1180 brought the mobile vision van to the members in Rego Park, Queens. The GVS mobile vision van traveled to the DEP facility in Rego Park, where 45 members were able to partake of the onsite service. Member-at-Large Lenora Smith (center) had a chance to talk with Ella Smith (PAA I, DEP) and Mrs. Gallagher, wife of member James Gallagher (PAA, DEP), as they waited for their turn to enter the mobile vision van. ■

Senate Inauguration



Member-at-Large Hilary Bloomfield (center) attended the NYS Senate Inauguration of Senator Jamaal T. Bailey (36th Senate District). Also attending were U.S. Senator Charles Schumer (left) and Bronx District Attorney Darcel Clark (right). Dozens of elected officials also came out for the event, including Congressman Elliot Engel and Bronx Borough President Ruben Diaz, Jr. ■

New Community Coordinating Committees

It's a new year and CWA Local 1180 is looking to get more members involved in the union and in our communities. There are many battles to overcome in 2017; the more Local 1180 can count on members, the more successful we will be. That's why the Union has established Borough Community Committees in each of the five boroughs. Several meetings have already been held this year, with attendance increasing each month.

Pictured top right, members at the January 21, 2017, Manhattan Borough Community Coordinating Committee meeting.

Below, Co-Chair April Christopher, Chairwoman Patty Jacobs, and Guest Speaker Anthony Harmon, President of the NY Branch of the NAACP. On March 17, the Manhattan Borough Committee visited Council Member Ydanis Rodriguez for his support of the EEO Lawsuit regarding the CWA Local 1180 Administrative Managers. Pictured from left: Patti Jacobs, Helen S. Jarrett, Councilmember Ydanis Rodriguez, and Julia McCraw. ■



Borough Coordinating Committee Meetings

BRONX Borough Coordinating Committee

Meetings: Last Thursday of each month

Hilary Bloomfield, Borough Coordinator • hbloomfield@cwa1180.org

MANHATTAN Borough Coordinating Committee

Meetings: Third Tuesday of each month

Deborah Paylor, Borough Coordinator • dpaylor@cwa1180.org

BROOKLYN Borough Coordinating Committee

Meetings: Second Monday of each month

Hazel O. Worley, Borough Coordinator • hworley@cwa1180.org

QUEENS Borough Coordinating Committee

Meetings: Third Friday of each month

Robin Blair-Batte, Borough Coordinator • rblair@cwa1180.org

STATEN ISLAND Borough Coordinating Committee

Meetings: TBD

Lourdes Acevedo, Borough Coordinator • lacedo@cwa1180.org

A Pleasure to Meet You



Administrative Manager Ruth Harden (FDNY) — one of Local 1180's seasoned members — attended the February General Membership Meeting and had a chance to talk with Letitia James, New York City Public Advocate, after she addressed the overflow crowd. ■

Union Seeks Support from Councilman Dromm



Part of the Queens Committee met with Queens District 25 Council Member Daniel Dromm recently in order to get a support letter from him asking the City to stop stonewalling the Union and release the data regarding gender, race and salary that was requested through FOIL. From left: Diana Craigwell (DOT Shop Steward & member of Queens Committee), Robin Blair-Batte (Staff Rep & Executive Board member), Councilman Dromm, and Quinella Williams (Co-Chair of the Queens Committee and DOT Shop Steward). In back is Sebastian Levinson (Advance Group). ■



STAFF REPRESENTATIVES

Their Job is to Help You

Staff Representative responsibilities run the gamut, and it's these varied and vast obligations that keep Local 1180's seven Staff Reps on their toes from morning until evening. After all, there is no set time during the day that members will encounter a problem at work ... or face a managerial reprimand ... or find themselves needing Union representation ... or any other of more than a dozen reasons a Staff Representative would be called into action. Too often, however, members still ask themselves whether their particular situation warrants help. "The answer is that if you don't know, then call a Staff Rep to discuss your personal circumstances. Better to ask than go it alone. That doesn't typically pan out well for anyone," said First Vice President Gina Strickland, who oversees all the Staff Reps.

Strickland said there are so many reasons to reach out to a Staff Rep, starting with the fact that they represent members at Grievance Hearings by gathering the pertinent facts of the situation, preparing the basis for the grievance, and citing contract violations and improper management practices. They request the hearing and present the Union's position. They also explain the somewhat complicated grievance process to members, who often don't know what to expect.

Staff Rep Venus Colon-Williams has been representing members since April 7, 2008. She said that although she has been involved with hundreds of member issues, one grievance she handled really stands out in her mind.

"I had a member who retired in May 2012 from the Fire Department. In June she received a letter informing her that she was overpaid in the amount of \$4,325.67 due to an experience differential. She was scared that this would affect her pension so she paid back the full amount to the Fire Department. After, she contacted the Union and I submitted a grievance on her behalf in February of the following year," Colon-Williams said. "Initially I wasn't sure if we would be able to grieve this case because she was retired and then I

wasn't sure we would win. We did, and she received back all her money."

It's these types of wins that make the Staff Rep job so rewarding. "I have always loved what I do. This is not a job for me, it's my career," she said.

The time spent leading up to a grievance, however, can be cumbersome. Reps are the ones who represent members at disciplinary hearings, speak with members about the circumstances and facts, gather and document everything, do all the background research, and prepare written statements to answer the complaints.

In addition, Staff Reps need to stay abreast of problems in the workplace that could impact a multitude of members at once. The best way to do this is through monthly site meetings, which are coordinated by working hand in hand with Shop Stewards, who arrange the meetings and notify the members. These meetings give everyone at a specific work site the chance to get Union updates, ask questions, and bring to the forefront any issues that need to be addressed.

"As Staff Reps, we are a direct point of contact for members and Shop Stewards," said Staff

Rep Robin Blair-Batte, who has held her current title since November 2012. "In fact, we work closely with our Shop Stewards in organizing worksites and on training so they know how to mobilize members around issues of concern and importance."

Blair-Batte said being a Staff Rep comes with varied responsibilities. "One of the biggest challenges of our job is getting more members out to support the cause, any cause. Members have to be ready to stand together at all times. What you think might not affect you today may affect you tomorrow. Another big challenge for us is that we have to depend on others to get our jobs done. Once a member calls, we will contact labor relations, then labor relations will need to contact the department where the issue is happening. So we would have to wait for labor relations to handle the issue and get back to us. Another big challenge is the ratio of members to Staff Reps. There are six Staff Reps for the public sector workers we represent, which means each of us is responsible for about 1,500 members in 12-14 agencies. We are constantly out in the field attending hearings, meetings, walk-throughs, and investigations, and strategizing on how we



Robin Blair-Batte



Kevin Hynes



Olivia Lyde



Desiree Waters

can best protect and defend our members. This is why we regularly train our Shop Stewards so they can be our eyes and ears at their locations and help resolve some of the more minor member incidents.”

Staff Reps also conduct labor-management meetings at agencies and worksites, addressing matters such as promotional opportunities, workload, and general conditions of employment that will promote better labor-management relations.

Kevin Hines, Staff Rep for five years, agrees that the job is not a nine-to-five position but the reward of helping members is unquantifiable. “The most rewarding aspect of being a Staff Representative is helping our members with the many issues they face from day to day, especially at a labor-management meeting,” he said. “At the end of the day, I find that there is often a communication problem between management and labor. The spark that keeps me going is when a member or manager writes a note to simply say ‘thank you for your help.’”

As Blair-Batte said, getting members to support Union causes is a large part of the job. That’s why Staff Reps also are involved in mobilization projects, working with the Union’s leadership to identify issues and arrange for member participation when it’s needed.

“Everything we do at the Union is for the members,” said Olivia Lyde, one of the more recent additions to the Staff Rep team. “But we need the members to work with us and get involved as well. Whether it’s a rally for a cause that impacts us directly like equal pay, or a rally for something that affects a brother or sister union like the recent problems at Momentive, we all need to be there for each other.”

The entire Local 1180 team — Officers, Staff Reps, Shop Steward **AND** members — are all one family. “Working together to protect our members is what this job is all about. At the end of the day, the only thing that matters as Staff Reps is that we have done our jobs to the best of our ability so that our ‘family’ remains as one. We are here for the members and only ask that they reach out if they find themselves facing any precarious situations,” said Rep Desiree Waters.



Venus Colon-Williams

Local 1180's NEWEST Staff Reps

Gregory N. Smith



Gregory Smith was hired by Local 1180 as a Staff Representative at the end of 2016. His background as a Deputy Director for the Homelessness Prevention Administration (HRA) under the title of Administrative Job Opportunity Specialist, however, provided him with just the right experience.

Greg became a Local 1180 member in 2015 when he worked for HRA. While he had no union affiliation prior to that, as he worked under HRA's Office of Labor Relations (OLR) and union membership was a conflict of interest, he did work with several of the City's public employee unions, including 1180. It was during that time he became familiar with 1180's work and great reputation in representing their members.

“Becoming a Staff Representative with Local 1180 piqued my interest for several reasons, but most prominently was the opportunity it afforded me to act on things that are in alignment with my value system: empowering others and standing up for what is ‘right.’ It also was a benefit knowing that I would be working with a cadre of individuals who had values and principles akin to my own. You do not find that everywhere,” Greg said.

In his spare time, Greg enjoys engaging in all forms of physical fitness, competing in sports and games, and studying human behavior. He finds himself becoming more politically-minded every day.

Lena Solow



Lena Solow joins CWA as a Staff Representative for the private sector organizations represented by Local 1180. She has more than 10 years of experience working for nonprofit and advocacy organizations. She worked as a fellow at The Hatcher Group, a progressive communications firm, and a communications associate at the National Partnership for Women and Families, a nonprofit focusing on women's health and workplace fairness policy.

Lena also has extensive experience in youth development and comprehensive sexuality education, working at organizations such as the Sadie Nash Leadership Project in New York City, and the Young Women's Leadership Project in Washington, D.C. Most recently she worked as the director of a youth-led sexuality education program at WHEDco, a Bronx-based community development nonprofit. Her work at WHEDco earned her recognition as one of NPR's 50 Great Educators.

She is a graduate of Wesleyan University, where she majored in dance and received an award for outstanding commitment to health education. She also led the historic efforts to unionize Babeland with the Retail, Wholesale, and Department Store Union, and served as a spokesperson for the Babeland union in outlets including the *New York Times* and *Autostraddle*.

When she's not working at the Union, Lena enjoys cooking elaborate brunches with her partner and writes an advice column for *Teen Vogue*.

“I am thrilled to be part of the 1180 family and am looking forward to advocating for workers in nonprofits and the private sector to secure the rights they deserve at work,” Lena said.

Staff Representative TERRITORIES

Agencies/Not-for-Profits

Admin. of Children's Services Olivia Lyde
ASPCA **Lena Solow**
ALIGN **Lena Solow**
Books and Rattles **Lena Solow**
Bronx Borough President Venus Williams
Bronx Public Administrator Venus Williams
Bronx District Attorney Venus Williams
Brooklyn Borough President Desiree Waters
Brooklyn District Attorney Desiree Waters
Business Integrity Commission Robin Blair
Business Services Venus Williams
Campaign Finance Board Gregory Smith
City Clerk's Office Desiree Waters
City Planning, NYC Gregory Smith
Civil Service Commission Olivia Lyde
Civilian Complaint Review Board Desiree Waters
Comptroller Office, NYC Kevin Hines
Conflicts of Interest Board Venus Williams
Democracy Now **Lena Solow**
Dept. of Aging Olivia Lyde
Dept. of Buildings Venus Williams
Dept. of Citywide Admin. Services Olivia Lyde
Dept. of Corrections Venus Williams
Dept. of Cultural Affairs Olivia Lyde
Dept. of Design & Construction Olivia Lyde
Dept. of Education Desiree Waters
Dept. of Environmental Protection Robin Blair
Dept. of Finance Desiree Waters

Dept. of Health and Mental Hygiene Gregory Smith
Dept. of Homeless Services Robin Blair
D.O.I.T.T. (Dept. of Information Technology and Telecommunications) Kevin Hines
Dept. of Investigation Kevin Hines
Dept. of Parks & Recreation Olivia Lyde
Dept. of Probation Desiree Waters
D.O.R.I.S. (Dept. of Records & Information Services) Venus Williams
Dept. of Sanitation Gregory Smith
Dept. of Transportation Kevin Hines
Dept. of Youth and Comm. Develop. Kevin Hines
Equal Employment Opportunity Gregory Smith
Fire Dept., NYC Gregory Smith
FISA (Financial Information Services Agency) Robin Blair
Housing Preservation & Develop. Desiree Waters
Human Rights First **Lena Solow**
Human Rights Watch **Lena Solow**
Independent Budget Office Robin Blair
Jacob Javits Convention Center **Lena Solow**
Landmarks Preservation & Develop. Gregory Smith
Law Dept. Gregory Smith
Manhattan Borough President Kevin Hines
Manhattan District Attorney Kevin Hines
Manhattan Public Administrator Kevin Hines
Nation Institute **Lena Solow**
NYC Commission on Human Rights Kevin Hines

NYC Dept. of Consumer Affairs Robin Blair
NYC Employees Retirement System Desiree Waters
NYC Housing Authority Robin Blair
NYC Police Dept. Venus Williams
NYC Police Dept. Pension Fund Venus Williams
NYC Transit Authority Kevin Hines
NY Foundation for Senior Citizens/Guardian Services **Lena Solow**
NY State Unified Court System **Lena Solow**
OATH (Office of Administrative Trials and Hearings) Gregory Smith
Office of the Actuary Desiree Waters
Office of Collective Bargaining Venus Williams
Office of Emergency Mgmt. Olivia Lyde
Office of Labor Relations Venus Williams
Office of Management & Budget Olivia Lyde
Office of the Mayor Robin Blair
Office of Payroll Administration Olivia Lyde
Planned Parenthood NYC Olivia Lyde
Queens Borough President Robin Blair
Queens District Attorney Robin Blair
School Construction Authority Gregory Smith
Staten Island Borough President Gregory Smith
Staten Island District Attorney Gregory Smith
Sustainable South Bronx **Lena Solow**
Tax Commission Robin Blair
Taxi & Limousine Commission Gregory Smith
Teachers Retirement System Desiree Waters

Not-for-Profits are indicated in red

H+H Health & Hospitals

Bellevue Gregory Smith
Central Office Olivia Lyde
Certified Home Desiree Waters
Coler Gregory Smith
Coney Island Olivia Lyde
Correctional Health Robin Blair-Batte
Cumberland Kevin Hines
Elmhurst Robin Blair-Batte
ENY Diagnostic Desiree Waters
Family Health Services Desiree Waters
Gouverneur Olivia Lyde
Harlem Venus Williams
Henry J. Carter Gregory Smith
Jacobi Venus Williams
Kings County Desiree Waters
Lincoln Kevin Hines
McKinney Rehab. Desiree Waters
Metroplus Venus Williams
Metropolitan Kevin Hines
Morrisania Venus Williams
North Central Bronx Venus Williams
Queens Robin Blair-Batte
Renaissance Venus Williams
Seaview Gregory Smith
Segundo Belvis Venus Williams
Woodhull Kevin Hines

H.R.A.

F.I.A. (Family Independence Administration)

Office of Employment Services Robin Blair-Batte
Electronic Benefit Transfer (EBT) Robin Blair-Batte
FIA/Food Stamp Claims[ICP]OCP Desiree Waters

Income Support Centers

Bayridge #70 Desiree Waters
Bushwick #66 Desiree Waters
Centralized Fair Hearing Office Gregory Smith
Coney Island #63 Desiree Waters
Crotona #46 Venus Williams
DeKalb #64 Desiree Waters
Dyckman #35 Olivia Lyde
East End #23 Olivia Lyde
East River Center #37 Olivia Lyde
Family Services Call Center #17 Kevin Hines
Family Services Call Center
Satellite Offices Venus Williams
Fordham #44 Venus Williams
Housing Program Center #18 Olivia Lyde
Intensive Services Center #71 Olivia Lyde
Jamaica Center #54 Kevin Hines
Linden #67 Desiree Waters
Melrose #40 Venus Williams
Queens Job Center #53 Kevin Hines
Refugee #47 Desiree Waters
Residential Treatment Center #52 Olivia Lyde
Richmond #99 Gregory Smith
Rider #38 Venus Williams
Rockaway #79 Kevin Hines
Senior Works Center #84 Olivia Lyde
Special Project Center #80 Olivia Lyde
Union Square Center #39 Olivia Lyde
Veterans/Burial Claims Center #62 Gregory Smith
Waverly Center #13 Olivia Lyde

S.N.A.P.

(Supplemental Nutrition Acceptance Program)

S.N.A.P. 02 Olivia Lyde
S.N.A.P. 11 Olivia Lyde
S.N.A.P. 13 Olivia Lyde
S.N.A.P. 14 Olivia Lyde
S.N.A.P. 15 Gregory Smith
S.N.A.P. 19 Olivia Lyde
S.N.A.P. 20 Desiree Waters
S.N.A.P. 21 Desiree Waters
S.N.A.P. 22 Desiree Waters
S.N.A.P. 24 Desiree Waters
S.N.A.P. 25 Gregory Smith
S.N.A.P. 26 Desiree Waters
S.N.A.P. 28 Desiree Waters
S.N.A.P. 40 Venus Williams
S.N.A.P. 42 Venus Williams
S.N.A.P. 43 Kevin Hines
S.N.A.P. 45 Venus Williams
S.N.A.P. 46 Venus Williams
S.N.A.P. 53 Kevin Hines
S.N.A.P. 54 Kevin Hines
S.N.A.P. 61 Gregory Smith
S.N.A.P. 79 Kevin Hines
S.N.A.P. 99 Gregory Smith



GERALD BROWN

Second Vice President

How Democrats Lost Control & How to Get It Back

The aftermath of the 2016 United States Presidential election generated more buzz than the 18 months leading up to the election. Most Americans now find themselves buried in a mess and questioning how to dig out. The Democratic Party and Americans supporting the party find themselves vulnerable, almost to the point of defeat, with the election results.

Taking a look at the 2008 election, just a short eight years ago, the Democratic Party held all the cards. With the election of Barack Obama in 2008, Democrats went into 2009 with control of the White House; they also had 57 members in the Senate and two Independents who caucused with the Democrats. After a special

election, they picked up an additional seat for a total of 60 members out of the 100 in the Senate. This was considered a filibuster proof Senate. Coupled with the fact that out of the 435 members in the House of Representatives in 2009, Democrats outnumbered Republicans by 81 members, there was no stopping the party of the working people.

Another large contributing factor to Democrats success in 2008 was the national AFL-CIO, which flexed some muscle that they had not shown in a while to help Democrats secure their victory. Shortly after the election, however, the AFL-CIO started downsizing their operations across the country. Then disaster struck in 2016. The AFL-CIO could not rebuild to the glory period of 2008. The Democratic Party and the AFL-CIO unfortunately took their eyes off the prize and ultimately paid the price.

The feeling that had begun to percolate across the country continued to boil — the Democratic Party had abandoned the working people of America and their core values. We were all witness to this malaise as results of the 2016 election poured in from heavily traditional blue states such as Michigan, Wisconsin, and Pennsylvania, as well as several key swing states.

The 2016 Primary challenge between Hillary Clinton and Bernie Sanders also helped contribute to the Party's weakness. A divided party is easier to conquer. Republicans swooped in and took full advantage of every available opportunity to put together a carefully crafted message that they disseminated to all walks of life, while Democrats were still trying to rally around one candidate. When Primary results were complete and Clinton became the Democrats' choice, alleged issues surrounding her past accumulated faster than the snow in our most recent winter storm. Email scandal. Russian interference. FBI investigations. A wounded Hillary went into the final two weeks of the election and could not successfully cross the finish line.

As we now move through the first 100 days of the Trump Presidency, the question arises of whether we can make it through the next 1360 days, for a total of four years. The American people in key states voted against Hillary Clinton, voted for change, and voted against career politicians and Washington insiders. However, it seems they might have gotten more than they bargained for with Trump Administration

cabinet selections, numerous negative executive orders, the threat of reshaping federal agencies and the federal workforce, the Supreme Court nomination, health care "reform," and tax reform.

The latter, of course, has the potential of being devastating in two major areas — the lowering of the corporate tax rate from 35% to 15% and subsequently to 10%, and the abolishment of the Alternative Minimum Tax (AMT). The AMT was put into place decades ago to make sure the wealthy do not escape paying taxes with crafty loopholes. With the removal of the AMT, they will pay in some cases 80% to 90% less.

With lower corporate taxes and the removal of the AMT, who makes up for the shortfall in the national treasury? My best guess would be the hardworking American people who will be left picking up the tab. We have heard it all before, just packaged differently, but the rich keep getting richer.

As we move through 2017 and 2018, we must keep hope alive. We must rebel at every turn and in 2018 put a mobilization effort together to take back Congress in the midterm election. The goal should be to take back both Houses, but at a minimum, at least one so we can start making inroads once again.

Let us not mistake the issues. In order to be successful in the 2018 midterm election, Democrats, Independents, and the AFL-CIO must work together like never before. On Friday, March 24, the Democrats in the House of Representatives showed us that they are not ready for the challenge. By Democrats sticking together, and with the unsolicited help of the Freedom Caucus in the House, the move to abolish Obama Care was defeated. Trump and Paul Ryan cancelled the vote on the health care measure as they did not want to show a great defeat.

Now the Democrats must stick together as Trump and Ryan move toward tax reform in the summer of this year. We have to reach for the prize, keep our eye on it constantly, and never give up until it's within our grasp.

We as an organized labor movement must reach out to all working Americans and urge them to hang in, fight back, and make Trump and his Administration one term. To quote Hillary Clinton's mantra, "We must resist, insist, persist, and enlist." We are a strong people; we must and we will survive. Along the way, lessons will be learned. We will struggle but we need to overcome. Our future is at stake. Better days are ahead. ■

We as an organized labor movement must reach out to all working Americans and urge them to hang in, fight back, and make Trump and his Administration one term. To quote Hillary Clinton's mantra, "We must resist, insist, persist, and enlist." We are a strong people; we must and we will survive.

That was then, and this is now. What happened in just a mere eight years to change the Democrat-controlled Washington to a total Republican-controlled government? The sizable margin Democrats had secured was taken for granted based on the belief that America's first black president had done so much good for the working people that control was bound to stay in Democratic hands. What Democrats did not count on was a media manipulator with a promise to "make America great again."

The country's swing did not happen overnight, however. Leads in the Senate and the House of Representatives began to falter even though President Obama easily won re-election in 2012. In 2015, the makeup of Congress had already changed. In the Senate, Democrats now had only 44 members, Republicans had 54, and there were two Independents. In the House, there were 188 Democrats, 246 Republicans, and one vacant seat. The lead was gone and Obama could not get anything passed through Congress. Since he was in his final term as President, Republicans took the stance of just saying no to anything Obama put forth.

When President Obama came into office in 2009, he had only two years of Washington experience as a U.S. Senator from Illinois. However, his running mate Joe Biden had decades of insider Washington experience. There were also many years of knowledgeable Washington experience among cabinet members, Senators, and members of the House of Representatives. Yet, with all this experience and knowledge, they did not know how to exercise power to keep their tremendous party lead. Democrats started growing away from the traditional values of their party and America's working people grew apart from the Democratic Party.

DEFINITION: Conflict of Interest Board is an independent body whose five members are appointed by the Mayor with consent from the City Council. The Board was established in 1990 under Chapter 68 of the City Charter, to make sure NYC public servants protect the integrity and public trust in their decisions by adhering to the Conflicts of Interest Law.

FREQUENTLY ASKED QUESTIONS ON CONFLICT OF INTEREST BOARD

Purpose of the Conflict of Interest Board?

To make sure the conduct of the City and its employees maintain their obligation to ensure that the public is well served. The City must ensure not only that its employees act fairly and impartially, but also that their actions appear fair and impartial. City workers must perform their jobs with integrity, following the basic ethics codes for all public servants.

What is their jurisdiction?

Their jurisdiction covers all paid City officers, employees, and officials, regardless of salary or rank, whether fulltime, parttime, or per diem. Covers all City agencies, Mayor's Office, City Council, Comptroller, Borough Presidents, DA offices, Health+Hospitals Corporation, Economic Development Corp., Housing Development Corp., Police Pension Fund, boards, commissions and the Department of Education, including the Community School Boards, as well as each of the 59 Community Boards throughout the five boroughs.

Is there a conflict with serving on a Community Board?

Depending on the type of public servant (parttime/fulltime/per Diem/paid/unpaid), there could be. You should check with COIB and with your agency's legal division before pursuing.

Different types of violations of the COIB

There are many types of violations, but the most common are:

1. Accepting gifts, entertainment, meals, tips, and travel
2. Misusing City position for a private advantage
3. Using confidential information for private purpose
4. Receiving income from second jobs, your own business, and investments
5. Volunteering for not-for-profit organizations
6. Engaging in political activities
7. Personal use of City property
8. Leaving City service (Post employment restriction)

What are the penalties for violations?

Violators can receive various penalties from the Board and their own agencies. The Board can impose a fine of up to \$25,000 for each violation and recommend to the violator's agency that the violator be disciplined

or fired. A violator, in addition, could be required to repay all profits gained from the violation. Note: a violation of the Conflict of Interest Law is a misdemeanor that the District Attorney's office may prosecute. If convicted, violators could face a fine, lose their City jobs, and/or be sent to prison.

How do you report a COIB violation?

Call the Department of Investigation, 24 hours a day at **212.825.5959**, the Inspector General of your agency, or call or write the Conflict of Interest Board, 2 Lafayette St., Suite 1010, New York, NY 10007, **212.442.1400**. All complaints are confidential and can be reported anonymously.

What are the repercussions of reporting a violation?

Employees who file reports of possible violations are protected by NYC Administrative Code 12-113, commonly called the Whistleblower Statue. This is designed to prevent retaliation in the form of any adverse personnel action by one City employee against another who reports corruption, criminal activity, a conflict of interest, gross mismanagement, or abuse of authority by another City employee or person dealing with the City.

How do you respond to and report a bribe?

Say "NO" and document the date, time, location, and name of the person offering the bribe. Report it to the COIB or the Inspector General of your agency immediately.

Do you get a report after you report an incident? What is the turnaround on the timeframe once it is reported?

You will receive an acknowledgement of receipt for your complaint but there is no timeframe. It will depend on the length of the investigation.

Is there a statute of limitation to make a report?

COIB has no statute; however, you should check with your agency's policies and procedures concerning making a report.

Am I allowed to accept gifts from anyone doing business with the City?

No, you cannot accept gifts whether you are on duty or off duty.

How are fines determined?

Fines are based on the infraction of the violation.

Is there an acceptable monetary gift from the public?

\$50 is the current definition of "valuable" from any person or firms doing business with or intending to do business with the City. This rule is aggregate and cumulative, meaning that two or more gifts that individually are worth less than \$50 (such as a \$15 and a \$36 gift) would be counted together as a gift valued at \$51 if you receive said gifts within any 12-month period from the same person, relatives of the same person, or "affiliated" persons (like two employees). A gift could be in the form of money, liquor, dinner, tickets to a sporting event, a trip, or renovations on your home. **If any of these are valued at \$50 or more, it would constitute a violation.**

Note: When it comes to tips, there is no dollar amount that is permissible — not \$50, not \$5, and not even 50 cents.

What are the differences between Conflict of Interest Board (COIB) and the Department of Investigation (DOI)?

The Conflict of Interest Board investigates and assesses fines and can refer for disciplinary action by the violator's agency. **The Department of Investigation** investigates and refers for prosecution City employees or contractors engaged in corrupt or fraudulent activities, or unethical conduct. Investigations may involve any agency, officer, or employee of the City, as well as those who do business with, or receive benefits from, the City.

Do agencies have different COIB rules?

No.

Can supervisors borrow money from their subordinates?

No, as it may skew the supervisor's ability to be fair and impartial in evaluations and job assignments, and may be perceived as favoritism.



Retiree News

IS A REVERSE MORTGAGE RIGHT FOR YOU?

Can co-workers borrow money from other co-workers?

Yes, as long as they do not have a supervisor/subordinate relationship and neither is in the position to affect the terms and conditions of the other's employment. One should also check with your Agency's policies and procedures.

Is there a formal way of requesting permission to participate in an outside activity?

Yes, you should obtain written approval for the activity from your agency head and a waiver from the Conflict of Interest Board.

Is it a conflict of interest to work for the Board of Elections (BOE)?

No. However, you must take the day off and cannot use sick leave.

Can I have dual employment with the City and state or federal governments?

Yes, but you must seek approval from each entity before accepting the position.

Is selling Avon, Girl Scout Cookies, purchasing raffle tickets, participating in the Lotto or a Su-Su pool a COIB issue?

Su-Su is permissible as long as the parties involved do not have a superior/subordinate relationship. But check with your agency as some prohibit any financial activity between co-workers at the workplace.

Girl Scout Cookies, Avon, and fundraisers are permissible but only when a subordinate sells and a superior buys, not the other way around. The superior is limited to a \$25 purchase. Check with your agency as some prohibit any financial activity at the workplace.

If I am the purchaser and not the seller, is it a conflict of interest?

Yes: if you are the superior and your purchase is valued at more than \$25.

Whose responsibility is it to know the COIB rules and regulations?

All City employees and those doing business with the City.

Reverse mortgages have been advertised on television with greater and greater frequency and they have grown in popularity with retirees. However, while a reverse mortgage can be beneficial under the right circumstances, there can be a number of downsides as well.

A reverse mortgage is a loan to the homeowner that is repaid to the lender after the borrower moves out or dies. It is also known as a home equity conversion mortgage (HECM). The purpose is to enable seniors to access a portion of their home equity without having to move out. The amount that one receives from the reverse mortgage depends on several factors, including the age of the homeowner, the value of the home, and the interest rate.

The benefits of a reverse mortgage are available for those who do not wish to move out of their house or for those who do not wish to keep the house in the family. The proceeds from the reverse mortgage can be used to pay off an existing mortgage, pay off debt or unexpected expenses, and improve monthly cash flow.

A reverse mortgage is only available if one of the owners of a home is 62 or older and that person resides in the home as his or her primary residence. A further eligibility requirement is that the homeowner must either own their home outright or have a low mortgage balance that can be paid off at the closing with proceeds from the reverse mortgage. Depending on the type of mortgage, the homeowner can collect payments as 1) a lump sum, 2) a fixed monthly payment, 3) a line of credit, or some combination.

It is important to understand that a reverse mortgage might not be right for every homeowner. With this type of mortgage, the borrower must still maintain the house, pay property taxes and homeowners insurance. Even without the burden of a monthly mortgage payment, some of these costs can still be onerous to seniors living on a fixed income.

Additionally, closing costs and interest rates are usually considerably higher than that for a traditional mortgage.

An important possible overriding danger for a homeowner to consider before entering a reverse mortgage arrangement is that upon death or if the home isn't the primary residence for more than 12 months due to illness or any other reason, the loan immediately comes due!

This means that either the homeowner or the estate has the option to repay the loan immediately with other assets or put the home up for sale to satisfy the loan. If the family cannot or isn't willing to do either, the lender will foreclose and sell the home at auction and there may not be any equity left in the home.

Although reverse mortgages can be an attractive option to many seniors who wish to generate income from the equity in their homes, it is important to consider the downsides as well. Contact the Union's Benefit Fund's Legal Plan to schedule an appointment with an attorney to discuss your questions and concerns regarding reverse mortgages.

— Story information provided by Mirkin & Gordon



Training Department News

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

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

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

October 13, 2016

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

Absent: Charles Garcia

Minutes of the September 21, 2016, meeting were presented. Motion was duly made, seconded, and carried to accept minutes with necessary corrections.

President's Report

President Cheliotas' meetings since the last Executive Board Meeting

September 22, 2016 — Met with Vincent Alvarez, President of the New York City Central Labor Council (NYCCLC), and Greg Mantsios, Director, Joseph S. Murphy Institute, regarding the conversion of the Murphy Institute to the CUNY School of Labor. That afternoon, he met with Education Trustees regarding the upcoming contract for Answers, Inc. That evening, he chaired the Administrative Managers meeting.

September 23, 2016 — Met with Kevin Gallagher and Joe McDonald regarding the Local 1180 Condo to go over various issues and improvements that need to be made. That afternoon, he chaired a conference call with CWA Defense Fund Over-Site Committee (DFOC) regarding a grant for organized DISH Network.

September 26-28, 2016 — Attended the NYC CLC Executive Board Conference accompanied by First Vice President Gina Strickland.

September 29, 2016 — Reviewed the budget request for the Murphy Institute with Greg Mantsios. That evening, President Cheliotas chaired the CWA Local 1180 General Membership meeting.

September 30, 2016 — Conducted interviews for the CWA Local 1180 Staff Representative positions with First Vice President Gina Strickland and Secretary-Treasurer Gloria Middleton. Later that morning, participated in a Steering Committee conference call regarding the Police Benevolent Association vs. the City of New York lawsuit. That afternoon, conducted a conference call with DFOC regarding the CWA District 1 local capacity building. That evening, attended the NAACP dinner honoring Hilary Bloomfield.

October 4, 2016 — Chaired the CWA Local 1180 weekly staff meeting.

October 5, 2016 — Spoke with Jill Berry, Acting Executive Deputy Commissioner of the Office of Staff Resources within Human Resources Administration, regarding job opportunities for CWA Local 1180 members.

October 6, 2016 — Participated in a conference call with Henry Garrido, DC37 Executive Director, regarding a meeting with Thompson and Ferrer on the Murphy Institute-CUNY School of Labor proposal.

October 11, 2016 — Attended the H+H transformation meeting. In attendance was Gina Strickland, Local 1180 First Vice President, and Henry Garrido, DC37 Executive Director. That afternoon, chaired the CWA Local 1180 weekly staff meeting. Later that day, met with Don Pizman, Deputy DCAS Commissioner, and representatives from the Murphy Institute regarding a certificate program. Management establishes differentials and gives points for those certificates. We have educational programs that we can tailor to their needs. It will bring value to the work place.

October 12, 2016 — Held a strategy marketing meeting for the Union's condo.

October 13, 2016 — Chaired the MLC Civil Service meeting and prepared agenda for an

upcoming meeting with the DCAS Commissioner. That afternoon, met with Doug McCabe regarding federal and state grants for Drupal training. The training will be open to CWA Local 1180 members and their family members. The cost will be \$100 for CWA members and \$400 for nonmembers. That evening, he chaired the CWA Local 1180 monthly Executive Board meeting.

President Cheliotas announced that he has hired Helen S. Jarrett as his assistant and Mobilization Coordinator to replace Nadya Stevens. He also has hired John O'Malley to handle state legislation matters.

President Cheliotas distributed and discussed the status report dated October 1, 2016, from Mirkin & Gordon, P.C. listing legal matters they are working on for CWA Local 1180. He also presented the project updates memorandum dated October 13, 2016, submitted by Marci Rosenblum, Communications Director. Additionally, he presented a press release announcing CWA 1180 Wins Salary Increase for NYC Administrative Managers after years of struggle for equal pay regarding our arbitration.

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:

September 22, 2016 — Attended/chaired the Administrative Manager meeting at United Federation of Teachers (UFT).

September 29, 2016 — Attended the monthly General Membership meeting at UFT.

September 30, 2016 — Conducted Staff Representative interviews.

October 5, 2016 — Attended an H+H Home Health care meeting to discuss the merger and reorganizing of another section. Employees doing certain jobs are not performing them in the right titles. Due to the merger, CWA Local 1180 has gained 70 new Coordinating Manager members.

First Vice President Strickland reported that the Staff Representatives have sent letters to DCAS requesting updated information on the Provisional Administrative Managers.

First Vice-President Gina Strickland reported the following staff representative activity for the month of September 2016:

Activity	September
Agency Walk-through	1
EEO Investigation/Interview	2
G.O. 15 NYPD	4
Hearing Preparations	2
Hearings	4
Investigative Hearings	6
Labor Management Meetings	10
OATH	2
Off-Site Member Meetings	3
Supervisory Conferences	2
Site Member Meetings	11
Walk-Ins	4
Appointments	5
Telephone calls received	527

Site Meetings for June 2016

Human Resources Administration (HRA) GSS
250 Church Street, Manhattan

H+H Elmhurst Hospital
79-01 Broadway, Queens

Department of Environmental Protection (DEP)
59-17 Junction Blvd., Queens

Department of Homeless Service (DHS)
33 Beaver Street, Manhattan

New York City Housing Authority (NYCHA)
1200 Water Place, Bronx

HRA Crotona Center
1910 Monterey Avenue, Bronx

H+H North Central Bronx
3424 Kossuth Avenue, Bronx

H+H Harlem Hospital
506 Lenox Avenue, Manhattan

HRA IREA Fair Hearing
250 Livingston Street, Brooklyn

HRA IREA
250 Church Street, Manhattan

HRA IREA
151 West Broadway, 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:

On September 28, attended an Administrative Manager hiring pool at HRA. Two positions were available for appointments and numbers 6 and 9 were selected. Both positions are in SNAP Centers, one in Queens and the other on Staten Island.

A complete list of our endorsements for the November General Election can be found on www.cwa1180.org.

Phone Banks for the General Election have started. In addition, we are mobilizing to send members to the battle ground state of Pennsylvania to "Get Out the Vote" for Hillary. The mobilizations are scheduled for October 22 and October 29.

Attended the September 22 Administrative Manager meeting at 52 Broadway, NYC. The Arbitrator's decision was discussed with attendees and everyone received a copy of the decision. There was also an excellent Q and A at the meeting.

Attended and spoke at the September 30 General Membership Meeting at 52 Broadway, NYC.

Chaired an Education Fund Trustee meeting on September 22. In attendance were President Arthur Cheliotas and Secretary-Treasurer Gloria Middleton. The meeting was scheduled to review the contract between Local 1180 and Answers, Inc. for educational training programs.

At the Pre-Retirement Seminar on Saturday, October 22, introduced the new financial consultants who will be doing ongoing financial advisement at future seminars.

Attended the October 13 MLC Civil Service Assistant Labor Committee meeting at Local 1180. The meeting was scheduled for the Committee to begin formatting an agenda for a meeting with the DCAS Commissioner revolving around issues of concern.

CWA District One has asked for Local 1180's assistance in mobilizing for key NYS Senate races to hopefully take back the Senate.

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

Secretary-Treasurer's Report

Secretary-Treasurer Gloria Middleton presented the Transaction Detail report for September 2016, as well as the Check Register. She advised that the T.D. checking account has a balance of \$1,648,944.55 as of C.O.B. October 13, 2016.

CWA Local 1180 obtained 84 new members since the last report from the Secretary-Treasurer.

Middleton announced that interviews were conducted for various positions and the following candidates have been selected to fill vacancies and join the staff of Local 1180.

- John O'Malley, Albany Legislative Mobilization Coordinator
- Lena Solow, Private Sector Staff Representative
- Helen S. Jarrett, Assistant to the President and Mobilization Coordinator
- Gregory Smith, Staff Representative replacing Catherine Alves

Secretary-Treasurer Middleton presented the annual budget to the Executive Board for budget year October 1, 2016 through September 30, 2017. She did a line-by-line analysis of the budget comparing it to the FY'16 Budget. Included in the budget is an increase in the annual Shop Steward Stipend. The increase is needed as various costs incurred by Shop Stewards have increased.

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

Recording Secretary Lourdes Acevedo announced the following upcoming QWL Employee Recognition Ceremonies:

- 10/18/16, DOE Employee Recognition, DC 37 Headquarters Room 1
- 10/20/2016, HRA Health Fair, DC 37 Headquarters Room 1
- 10/25/2016, NYPD Employee Recognition, 1 Police Plaza
- 10/26/2016, DCAS Employee Recognition, David Dinkins, Mezzanine
- 10/27/2016, NYC Employees' Retirement System, 335 Adams Street
- 10/27/2016, DEP Employee Recognition, DC 37 Headquarters Room 1
- 11/15/2016, HPD Employee Recognition, DC 37 Headquarters Room 1
- 11/18/2016, NYCHA Employee Recognition, DC 37 Headquarters Room 1
- 12/1/2016, Comptroller's Employee Recognition, David Dinkins, Mezzanine

Recording Secretary Acevedo reported that Barbara Terrelonge has been appointed as the new QWL Director and is working to bring the QWL Program to DSNY, TLC, and the NYC Department of Small Business.

Motion was duly made, seconded, and carried to accept the Recording Secretaries report.

Member-at-Large Hazel O. Worley announced that the Brooklyn Borough Coordinating Committee meetings are going well. The Committee is looking to meet with New York City Council Member Laurie A. Cumbo of the 35th District in Brooklyn to discuss community issues.

Member-at-Large Venus Colon-Williams announced that the Hispanic Heritage Month Celebration has been rescheduled to Saturday, November 5, 2016, at the Borough of Manhattan Community College, 199 Chambers Street, at the Richard Harris Terrace. Complete details can be found on the website www.cwa1180.org. Williams also announced that The Women In Need Foundation sent a thank you letter to the Local for the donated Back Packs.

Member-at-Large Lenora Smith announced that the DEP/QWL 2016 Holiday Party preparations at Russo's on the Bay, which is set for December 21, 2016, are going well.

Member-at-Large Denise Gilliam announced the CWA Local 1180 2016 Health Fair, which took place on Saturday, October 8, 2016, was a success. In attendance were 98 CWA Local 1180 members and retirees, 16 committee members, and 11 vendors, totaling 125 attendees. She also reported that 122 members participated in the American Cancer Society Walk. They collected \$806 and raised \$553 at the Pink and White brunch. The total collected from both events was \$1,359. CWA Local 1180 cares. She requested that the Executive Board match the donation. Motion was duly made, seconded, and carried to match up to \$1,000. Additionally, she announced that the Bronx Borough Coordinating Committee is collecting small items such as hats, scarves, and gloves to donate to City Council Members so they can distribute to the community.

Member-at-Large Hilary Bloomfield thanked the Board members who attended her recognition ceremony by the NAACP.

Member-at-Large Robin Blair-Batte announced that Shop Steward Grievance Handling Training took place on October 1, 2016, and October 12, 2016. The Stewards want more training to take place. A curriculum needs to be formulated in this area.

Secretary Treasurer Gloria Middleton re-opened her report to discuss the Scholarship Committee. The Scholarship Committee consists of two Trustees, three Executive Board Members, and four members in good standing. The Executive Board reviewed and discussed the CWA Local 1180 Educational Scholarship Fund By-Laws. Also discussed, reviewed, and approved was the CWA Local 1180's Educational Scholarship Fund Application. Motion was duly made, seconded, and carried to accept the CWA Local

1180 Educational Scholarship Fund By-Laws and the Scholarship Fund Application with corrections. A motion was duly made, seconded, and carried restricting a scholarship recipient from applying for future scholarships, meaning, an individual can only win the scholarship once. The Scholarship Committee will continue to meet and will advise when the initial applications will be available.

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

The next Executive Board Meeting is scheduled for November 28, 2016.

Motion was duly made, seconded, and carried to adjourn at 8:45 p.m.

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

November 28, 2016

Meeting called to order at 6:00 p.m.
Executive Board Members in Attendance

Officers

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

Members-at-Large

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

Absent: Charles Garcia

Minutes of the October 13, 2016, meeting were presented. However, the minutes were incomplete and will be resubmitted at the next Executive Board meeting. Motion was duly made, seconded, and carried to accept minutes with necessary corrections.

President's Report

President Arthur Cheliotis introduced Marvin Holland, Director of Political Action, TWU Local 100, for a candidate screening before the Executive Board. He is running for the 9th NYC Council seat, which was vacated by Inez Dickens. Motion was duly made, seconded, and carried to endorse Marvin Holland.

President Cheliotis introduced Helen S. Jarred, his Assistant and Mobilization Coordinator. He also introduced John O'Malley, the new Legislative Coordinator. Mr. O'Malley announced that during the legislative session, a measure was passed that would allow New York City to use a new hiring test to trim its temporary headcount of provisional employees. He is assisting in preparing legislation for H+H to send Governor Cuomo within the next two weeks.

President Cheliotis' meetings since the last Executive Board Meeting:

October 14, 2016 — Met with the Office of Labor Relations (OLR) and Housing Preservation Development (HPD), accompanied by First Vice President Strickland, regarding salary increases that impacted 371 and CWA Local 1180 members. The meeting was followed by a conference call with the CWA Defense Fund Over-Site Committee (DFOC) regarding the approval for EBP 11150 AFA-CWA Legislative Defense and Offense SIF.

October 17, 2016 — Spoke with *The Chief Reporter* Bob Hennelly regarding the EEO case. That was followed by a conference call with Bill Thompson to discuss the need for a City University of New York (CUNY) School of Labor.

October 18, 2016 — Held the Annual Condo Board Meeting for 6 Harrison Street. Later that day, held a conference call with Joseph DeBono, Financial Advisor from Merrill Lynch Wealth Management. That evening he attended the 7th Annual New York Community for Change (NYCC) Gala.

October 19, 2016 — Chaired the CWA Local 1180 Board of Trustees meeting. Later that day, had a follow-up conference call with Pamela

Thomas from OLR to discuss the HPD salary increases.

October 20, 2016 — Attended the Tish James Women's Forum at NYU Law School. That afternoon, attended the New York City Central Labor Council (NYCCCLC) monthly Delegates Meeting.

October 23-27, 2016 — Drove to Washington, DC to attend the week-long DFOC Committee meetings.

October 31, 2016 — Held a conference call with Council Member Daneek Miller regarding legislation language used for a proposed bill by CWA Local 1180 in reference to the EEO case. Later that day, held a meeting with NuPenn regarding the development of 6 Harrison Street.

November 1, 2016 — Chaired the weekly staff meeting. That evening, chaired the CWA Local 1180 monthly General Membership meeting.

November 2, 2016 — Held a conference call with Greg Mantsios, Director, Joseph S. Murphy Institute, regarding the conversion from the Murphy Institute to the CUNY School of Labor. Later that day, met with Arthur Matthews to discuss the curriculum for the upcoming CWA Local 1180 Shop Steward Spring Training Conference.

November 3, 2016 — Held a conference call with NuPenn regarding the development of 6 Harrison Street. Held a meeting with Council Member Helen Rosenthal to discuss the EEO case. Also met with NuPenn to finalize the development contract of 6 Harrison Street.

November 4, 2016 — Met with the New York City Comptroller Scott M. Stringer to discuss the rating of city agencies on how they are advancing women and people of color. First Vice President Gina Strickland and Second Vice President Gerald Brown were also in attendance. They discussed the potential liability the City will face if CWA Local 1180 proceeds with the Administrative Manager's lawsuit. Later that day, held a follow-up conference call with Greg Mantsios.

November 21, 2016 — Attended Janice Mohamed's wake.

November 22, 2016 — Attended the H+H transformation meeting.

November 23, 2016 — Held a conference call with Anthony Altamura regarding the development of 6 Harrison Street.

November 28, 2016 — Had a meet-and-greet with New York City Police Department Commissioner James P. O'Neal. He was accompanied by First Vice President Gina Strickland and Staff Representative Gregory Smith. Commissioner O'Neal acknowledged unions who represent civilian employees working within the Police Department. That evening, chaired the CWA Local 1180 monthly Executive Board meeting.

President Cheliotis distributed and discussed the status report dated November 1, 2016, 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 Report

First Vice President Gina Strickland reported that the Staff Representative activity for the month of October 2016 will be presented at the next Executive Board meeting.

October 22, 2016 — Attended the DEP Employee Recognition Ceremony.

October 28, 2016 — Held a conference in preparation for the H+H Press Conference.

November 1, 2016 — Prepared H+H language for the redeployment agreement and vacancy board transfer formation for the different units.

November 2, 2016 — Reorganization deal with Ambulatory Care is ready in the different facilities. Discussions on how they are going to relocate and consolidate the units. All facilities will be housed at Gotham Health.

November 3, 2016 — Held a meeting at the NYC Parks Department regarding the Administrative Manager list appointments. They are currently waiting for the Open Competitive list to be certified.

November 7, 2016 — Attended H+H transformation meeting regarding the Department of Finance Audit in all facilities. They will be creating five satellite offices throughout the five boroughs. Employees will be moved by borough.

November 9, 2016 — Attended the ACS Labor Management meeting with Staff Representative Olivia Lyde to discuss various issues faced by the members and concerns regarding the Administrative Manager list.

November 10, 2016 — Held a conference call on the upcoming press conference.

November 15, 2016 — Attended the HPD Employee Recognition ceremony. Hero Award was presented to a member who had taken items to help needy people in other countries. Represented private sector Court Administrators with Staff Representative Lena Solow.

November 17, 2016 — Held a strategy meeting with Kevin Lynch.

November 18, 2016 — Held a conference call to strategize on the next steps after the press conference.

November 23, 2016 — Staff Representative Olivia Lyde accompanied First Vice President Strickland to the H+H work meeting.

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:

Governor Cuomo has signed a Provisional Employee Reduction Bill that should substantially reduce the number of Provisional Employees serving in New York City.

October 18, 2016 — Attended and gave remarks at the Employee Recognition Ceremony for the NYC Department of Education.

November 4, 2016 — Attended the HRA Veteran's Day Celebration for employees of HRA with Military Service. CWA Local 1180 activist Michael Pricoli was acknowledged at the celebration.

November 15, 2016 — Attended and spoke on behalf of CWA Local 1180 at the H+H Safety Net Press Conference at Harlem Hospital.

November 18, 2016 — Attended and gave remarks at the NYC Housing Authority Employee Recognition Ceremony.

Second Vice President Brown opened a discussion on the 2016 Presidential Election and discussed the next steps. Additionally, he opened a discussion on the November 7, 2017 Constitutional Convention referendum vote and what it means to CWA Local 1180.

Second Vice President Brown advised that agencies have started making appointments from the August 2016 Promotional List #5516 for Administrative Managers. He will report further at the next Executive Board meeting.

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

Secretary-Treasurer's Report

Secretary-Treasurer Gloria Middleton presented the Transaction Detail report for October 2016. She advised that the T.D. checking account has a balance of \$1,397,152.47 as of C.O.B. November 27, 2016.

CWA Local 1180 obtained 84 new members since the last Secretary-Treasurer report.

November 15, 2016 — Spoke at the H+H Safety Net Press Conference and was well received. Held bargaining session with Neil Lipton and Local 153, the Union that represents Local 1180's unionized employees.

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

Recording Secretary Lourdes Acevedo announced that she attended the following QWL Employee Recognition Ceremonies:

- 10/25/2016, NYPD Employee Recognition, 1 Police Plaza

- 10/26/2016, DCAS Employee Recognition, David Dinkins, Mezzanine
- 10/27/2016, DEP Employee Recognition, DC 37 Headquarters Room 1

She will represent CWA Local 1180 at the upcoming Comptroller's Employee Recognition at the David Dinkins Building on Thursday, December 1, 2016.

Recording Secretary Acevedo thanked the Board for selecting her to attend the 2016 Somos Conference. The topics were educational and interesting.

Motion was duly made, seconded, and carried to accept the Recording Secretaries report.

Member-at-Large Hazel O. Worley announced that the Brooklyn Borough Coordinating Committee meetings are going well. The Committee is looking to meet with New York City Council Member Laurie A. Cumbo of the 35th District in Brooklyn to discuss community issues. The CWA Local 1180 Toy Drive is on. Please support this drive to benefit children within local communities.

Member-at-Large Venus Colon-Williams announced that the Hispanic Heritage Month Celebration was a successful event. We will need a bigger room to host next year's celebration. She thanked the Board for her attendance to the 2016 Somos Conference. It was very educational. The Annual Pajama Drive is on. Please support this drive.

Member-at-Large Debra Paylor announced that the Manhattan Borough Coordinating Meeting 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.

November 15, 2016 — Paylor attended the NYC H+H Save our Safety Net Press Conference held at Harlem Hospital asking Governor Cuomo to sign the bill. All unions participated. That evening, she attended the Manhattan Borough Community Committee Meeting. Kevin Simmons from the CUNY School of Professional Studies, Murphy Institute, gave an interesting and informational presentation on the many different programs offered. Lastly, she reported that she attended the CBTU meeting on November 19, 2016, accompanied by Denise Gilliam and Hilary Bloomfield. The CBTU reported that they would like CWA Local 1180 to be more involved and suggested that one of them be on their Scholarship Committee.

Members-at-Large Denise Gilliam and Hilary Bloomfield attended the CBTU dinner on November 18, 2016. They reported that CWA Local 1180 was not mentioned.

Member-at-Large Denise Gilliam reported that 75 members participated in the American Cancer Society Walk. The previously reported total of \$1,359 had increased to \$2,055. CWA Local 1180 cares and will donate \$1,000, making the grand total of \$3,055. Additionally, she announced that the Bronx Borough Coordinating Committee is continuing to collect small items such as hats, scarves, and gloves to donate to City Council Members to be distributed to the community.

Member-at-Large Hilary Bloomfield thanked the Board Members who attended her recognition ceremony by the NAACP.

Member-at-Large Robin Blair-Batte, Shop Steward, announced that Grievance Handling Training took place on October 1, 2016, and October 12, 2016. The Stewards want more trainings to take place. A curriculum needs to be formulated in this area.

The next Executive Board Meeting is scheduled for January 11, 2017.

Motion was duly made, seconded and carried to adjourn at 8:50 p.m.

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

January 11, 2017

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

Officers

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

Members-at-Large

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

Minutes of the October 13, 2016, and November 28, 2016, meetings were presented. Motion was duly made, seconded, and carried to accept minutes with necessary corrections.

President's Report

President Cheliotas' meetings since the last Executive Board Meeting:

November 29, 2016 — Held a strategy meeting with Yetta G. Kurland, Esq., Scott Levinson, and First Vice President Gina Strickland to discuss the CWA Local 1180 EEO Case.

November 30, 2016 — Chaired the CWA Local 1180 monthly General Membership meeting.

December 1-8, 2016 — Attended the New York State Public Employee Conference to discuss legislative issues for 2017.

December 9, 2016 — Attended the State of the Union TV show taping with DC37 regarding new legislation to reduce the number of provisional employees. That afternoon, President Cheliotas attended CWA Local 1180's 20th Anniversary Retiree's Event.

December 12, 2016 — Held a conference call with Barbara McCabe, Manager and Director of the National Labor and Management Council, regarding the upcoming 40th Annual National Labor and Management Conference to be held in February 2017. Later that afternoon, met with NuPenn regarding the development of 6 Harrison Street.

December 13, 2016 — Chaired the weekly staff meeting. Later that day, met with Monsignor Alfred Lopinto, Vicar for Human Services, Diocese of Brooklyn, to discuss organizing the workers at Catholic Charities. That evening, attended the Citizen Action of New York Leadership Gala Awards.

December 14, 2016 — Held a conference call to discuss the EEO Case. That afternoon, attended a walkthrough of the Murphy School.

December 15, 2016 — Chaired the CUNY Labor Advisory Board meeting regarding the conversion of the Murphy Institute to the CUNY School of Labor. They are one step closer to having a resolution in establishing the School of Labor. That evening, attended the AFL-CIO holiday reception.

December 16, 2016 — Chaired a conference call with CWA Defense Fund Over-Site Committee (DFOC).

December 19, 2016 — Met with the Office of Labor Relations (OLR) regarding the EEO case.

December 20, 2016 — Met with Marci Rosenblum, CWA Local 1180's Communications Director, to discuss various projects she is working on. That afternoon, chaired the weekly staff meeting.

December 23, 2016 — Chaired a conference call with CWA DFOC to discuss various grants.

December 29, 2016 — Met with the Office of Labor Relations (OLR) regarding a possible settlement of the EEO case.

December 30, 2016 — Chaired a conference call with CWA DFOC to discuss various grants.

January 3, 2017 — Met with Governor Andrew Cuomo regarding the pre-State of the State roll out. That afternoon, held a meeting with Commissioner Banks at the Human Resources Administration, accompanied by First Vice President Gina Strickland and Secretary-Treasurer Gloria Middleton, to discuss promotions from the Administrative Manager list. Later that day,

he met with Yetta G. Kurland, Esq. to discuss the CWA Local 1180 EEO case.

January 4, 2017 — Attended opening sessions of the NYS Assembly with Second Vice President Gerald Brown.

January 5, 2017 — Attended an IT Local MMS Representative Portal demonstration in order to facilitate reports created by Staff Representatives.

January 6, 2017 — Held a meeting regarding the development of 6 Harrison Street. Later that day, chaired a DFOC conference call to discuss the IUE Momentive Strike in Albany.

January 8, 2017 — Was an invited guest speaker at the Penn Plaza Community Meeting where he discussed what's next after the results of the national election and labor's future plans. CWA Local 1180 Mobilization Coordinator Helen S. Jarrett and CWA Local 1180 member Edward Yood were in attendance. President Cheliotas' remarks were well received.

January 9, 2017 — Held a meeting with CWA Local 1180 attorneys who are in the process of suing generic drug companies violating anti-trust laws.

January 10, 2017 — Was a guest speaker at the combined FISA/OPA Employee Recognition Ceremony. President Cheliotas was accompanied by Staff Representatives Olivia Lyde and Robin Blair-Batte, and Recording Secretary Lourdes Acevedo. His remarks were well received. That afternoon, he met with Bob Lynn to discuss the EEO settlement. Later that day, he met with Dr. Perry Frankel regarding the upcoming Health Fair for CWA Local 1180. President Cheliotas was accompanied by First Vice President Gina Strickland.

January 11, 2017 — Held a conference call regarding upcoming candidate screening negotiations on January 13, 2017. He held a conference call with Axon regarding the possible sale of 6 Harrison Street. That evening, he chaired the CWA Local 1180 monthly Executive Board meeting. President Cheliotas distributed and discussed the status report dated December 1, 2016, from Mirkin & Gordon, P.C. listing legal matters they are working on for CWA Local 1180. Additionally, he presented the project updates memorandum dated January 9, 2017, submitted by Marci Rosenblum, Communications Director.

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

First Vice President's Report

First Vice President Gina Strickland presented the following report:

December 2, 2016 — Attended the CWA PHEW Sector meeting.

December 9, 2016 — Attended the CWA Local 1180 20th Anniversary Retiree's Event.

December 12, 2016 — Held a meeting with HPD members to discuss various member issues.

December 14, 2016 — Attended an H+H transformation meeting to finalize the employee redeployment agreement in order to avoid layoffs.

January 5, 2017 — Met with NILCO Insurance representatives to address CWA Local 1180 member complaints. NILCO representatives will be retrained.

January 11, 2017 — Met with community groups working with H+H wanting feedback. Workers are anxious due to possible layoffs. H+H hospitals have been renamed to Gotham Health. Later that day, met with the DEP Commissioner to discuss the new Administrative Manager list.

First Vice President Gina Strickland reported the following staff representative activity for the months of November and December 2016:

Activity	Nov	Dec
Agency Walk-through	0	1
EEO Investigation/Interview	1	0
G.O. 15 - NYPD	1	0
Hearing Preparations	3	9

Activity	Nov	Dec
Hearings	8	12
Investigative Hearings	3	1
Labor Mgmt. Meetings	3	6
OATH	3	1
Supervisory Conference	2	2
Off-Site Member Meetings	3	2
Site Member Meetings	11	12
Walk-Ins	1	3
Appointments	6	5
Telephone calls received	513	613

November/December 2016 Site Meetings

HRA/ SNAP #28 and TIPS #11 404 Pine Street, Brooklyn
New York City Housing Authority (NYCHA) 23-02 49th Avenue, Queens
H+H Youth Clinic 114 Guy R Brewer Blvd., Queens
NYCHA 90 Church Street, Manhattan
Department of Environmental Protection (DEP) 1250 Broadway, Manhattan
Administration for Children's Services (ACS) 150 Williams Street, Manhattan
Administration for Children's Services (ACS) 66 John Street, Manhattan
Administration for Children's Services (ACS) 110 Williams Street, Manhattan
Taxi and Limousine Commission (TLC) 31-00 47th Avenue, Queens
Office of Administrative Trials and Hearings 66 John Street, Manhattan
Bronx District Attorney Office 198 E. 161st Street, Bronx
Queens Hospital 82-68 164th Street, Queens
Department of Homeless Services (DHS) 151 E. 151st Street, Bronx
New York City Department of Sanitation (DSNY) 177 E. 123rd Street, Manhattan

H+H Homecare
160 Water Street, Manhattan

HRA SNAP #15 & 61
253 Schermerhorn Street, Brooklyn

DCAS
210 Joralemon Street, Brooklyn

H+H Gouverneur Hospital
227 Madison Street, Manhattan

DCAS
1 Centre Street, Manhattan

H+H Metropolitan Hospital
1901 1st Avenue, Manhattan

New York City Transit Authority (NYCTA)
130 Livingston Street, Brooklyn

NYC Department of Investigation (DOI)
80 Maiden Lane, Manhattan

NYC Department of Buildings (DOB)
280 Broadway 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:

Second Vice President Brown served as the Emcee for the 20th Anniversary Celebration of the CWA Local 1180 Retirees Division on December 9. The event was attended by more than 400 individuals and was at the New York Marriott Brooklyn Bridge. The celebration was joyous and everyone in attendance truly enjoyed themselves along with good food, fun, music, and dancing. There was also plenty of raffles for the occasion.

Second Vice President Brown advised that he attended the Murphy Institute Labor Advisory Board meeting on December 15, 2016. Based on the outcome of the meeting, the Murphy Institute is one step closer to becoming the CUNY School of Labor. The process will be lengthy, however; everyone involved is committed to

seeing the Labor School established.

Second Vice President Brown advised that he attended the 2017 Opening Session of the New York State Assembly on January 4, 2017. At this session, Carl E. Heastie was voted in by his peers to remain Speaker of the New York State Assembly.

Second Vice President Brown discussed the February 14, 2017, Special Election for the New York City Council in the 9th District in Manhattan. CWA Local 1180 has endorsed Marvin Holland and is actively working to elect him to succeed Inez Dickens for the seat.

Second Vice President Brown noted that he will begin to formulate plans to have a major New Member Orientation Program in the Spring of 2017.

Second Vice President Brown distributed and discussed the DCAS Quarterly Provisional Report for the period ending November 30, 2016.

The November 30, 2016, DCAS Quarterly Provisional Report contains 87 Administrative Managers (Title Code #1002C) in the following agencies:

Agency #/Name	# of Provisionals
015 Comptroller	6
021 Tax Commission	1
057 Fire Department	28
132 Budget Office	1
261 Youth & Community Dev.	13
602 Bronx Community Board	1
810 Buildings	1
827 Sanitation	3
841 DOT	12
858 DOITT	6
868 DCAS	11
902 Bronx County DA	1
903 Kings County DA	1
904 Queens County DA	1
Total	87

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

Secretary-Treasurer's Report

Secretary-Treasurer Gloria Middleton presented the Transaction Detail report for November and December, as well as the Income and Expenditures 2016 reports. She advised that the T.D. checking account has a balance of \$1,386,683.22 as of C.O.B. January 10, 2017.

CWA Local 1180 obtained 81 new members in November and 64 new members in December 2016.

Secretary-Treasurer Middleton announced that everyone has been registered to attend the 2017 Spring CWA PHEW Conference.

Secretary-Treasurer Middleton announced that CWA Local 1180 purchased the 2nd floor of 6 Harrison Street and closed on December 7, 2016. CWA Local 1180 now owns 65% of the building. We are considering various options regarding the redevelopment of the second floor.

The next Manhattan Borough Committee meeting will be held on Tuesday, January 17, 2017.

April 21-23, 2017, will be the Shop Steward conference.

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

Recording Secretary Lourdes Acevedo announced that she attended the following QWL Employee Recognition Ceremonies:

- 12/1/2016, NYC Comptroller's Employee Recognition.
- 1/10/2017, FISA/OPA Employee Recognition.

December 14, 2016 — Mrs. Acevedo was interviewed by WPIX 11 regarding the CWA Local 1180 Administrative Manager lawsuit.

Motion was duly made, seconded, and carried to accept the Recording Secretaries report.

Member-at-Large Charles Garcia announced that Staples will no longer be doing postal service. Administration is looking to do away with career civil service. He also announced that the

IN MEMORIAM

NAME	AGENCY	DECEASED
Sarah Bloom	Dept. of Social Services	11/15/2016
Estelle Snyder	Dept. of Environmental Protection	2/26/2017
Sylvia Friedman	Dept. of Health & Mental Hygiene	11/28/2016
Bernice Copeland	Dept. of Social Services	12/14/2016
Muriel Stewart	Dept. of Health & Mental Hygiene	1/22/2017
Lois Aaronson	Housing Authority	12/4/2016
Irving Greenberg	Police Department	11/12/2016
Clara Simons	Dept. of Social Services	2/22/2017
Valerie Brown	Housing Authority	1/3/2017
Sylvia Schettino	Dept. of Social Services	2/2/2017
Irving Martinez	Dept. of Social Services	2/6/2017
Henrietta Staley	Dept. of Social Services	11/2/2016
Michelle Gaston	Henry J. Carter Specialty Hospital and Nursing Facility	2/6/2017
Esther Heiney	Dept. of Social Services	11/6/2016
Pamela Williams	NYC Transit Authority	2/2/2017
Elizabeth Drummond	Lincoln Medical & Mental Health Center	11/9/2016
Leon Jordan	Transit Authority	1/25/2017
Leo Hartman	Dept. of Social Services	1/17/2017
Evenlyn Lerner	Housing Preservation & Development	11/11/2016
Mathew George	Dept. of Transportation	2/3/2017
Ralph Castina	Youth Services Agency	2/4/2017
Sarah Algava	Housing Preservation & Development	1/18/2017
Carrie Braswell	Kings County Hospital Center	12/14/2016
Mildred (Millie) Rivers	Dept. of Correction	11/25/2016
Carrie Caldwell	Dept. of Correction	2/3/2017
Florence Harper	Dept. of Social Services	2/20/2017
Cheryl Lawson	Dept. of Business Service	11/21/2016
Michelle Watford	Housing Preservation & Development	12/5/2016
Neil Rullo	Dept. of Environmental Protection	12/31/2016
Robin Bermudez	Finance Administration	1/29/2017
Franca Kelly	Police Department	12/1/2016

2017 NYC LCLAA Celebration will be held on Friday, January 20, 2017.

Member-at-Large Hilary Bloomfield reported that the collected items such as hats, scarves, gloves, and toys were donated to City Council Members and were distributed throughout the community. She received a letter on behalf of Council Member Andy L. King thanking CWA Local 1180 and its members for the donated toys that were distributed at their annual Holiday Party. They also thanked CWA Local 1180 staff for the wonderful service they provided on Saturday's assisting the Bronx Youth Empowerment Program. She also announced that six new members joined the Bronx Borough Coordinating Committee meetings. Additionally, she stated that Leandro Monzon is chairing tonight's Borough Coordinating Committee meeting and will report back at a later date. The next meeting will take place on January 27, 2017.

Member-at-Large Denise Gilliam reported that the Women's Committee will be hosting the Red Velvet Afternoon Affair bringing awareness to Heart Disease on Saturday, February 4, 2017 from 11:00 a.m. – 3:00 p.m. There will be special guest speakers and a heart healthy menu. Motion was made, seconded, and carried to approve the purchase of the heart healthy menu. Additionally, she reported that 110 members have signed up to participate in the Women's March in Washington, D.C. to take place on January 10, 2017.

Member-at-Large Hazel Worley reported that the

Brooklyn Borough Coordinating Committee distributed the donated items to the following: I. Daneek Miller, 27th Council District; Laurie A. Combo, 35th District; Karen Koslowitz, 29th Council District; Jumaane D. Williams, 45th Council District; and Corner Stone Baptist Church in Brooklyn. She announced that the Civil Rights & Equity Committee and the Community Coordinating Committees are organizing a trip to the National Museum of African American History and Culture in the Smithsonian Institute in September 2017. More information to follow as it becomes available.

Member-at-Large Venus Colon-Williams reported that 100 pairs of pajamas were received during the Annual Pajama Drive. They were distributed through the Borough Coordinating Committees.

Member-at-Large Lisa Lloyd reported on a matter that she handled for a member who works at Jacobi Hospital in overall management at 55 Water Street who is not getting paid overtime. The member was paid from June to November, but everything else went into comp time.

The next Executive Board Meeting is scheduled for February 23, 2017.

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

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

about our members

- The Union announces the passing of former Executive Board member Naomi Carpenter who died peacefully surrounded by her family on March 21. Her daughter will have a memorial service in the near future. Condolences can be sent to her daughter: Marilyn Torain, 150 West 225th Street #2D, Bronx, NY 10463. ■
- Condolences to the family and friends of Millie Rivers, who passed away in November 2016. The union was recently informed of her death by her nephew Al Simmons. Millie was one of Local 1180's most active members in the 1990s and the early 2000s before she retired and relocated to Savannah, GA. ■
- Condolences to Helen Brabham (Retired 2008, NYC Transit Authority) on the passing of her son Mark David Brabham on December 29, 2016, at the age of 48. ■
- Condolences to Bonnie Saunders (PAA, Administration for Children Services) on the death of her cousin Nancy Sanders, age 60, on January 11, 2017, at Jacobi Medical Center. ■
- Condolences to Therese Brand (Administrative Manager, Administration for Children Services) on the death of her mother Rita M. Brand at age 91 on January 27, 2017 at her home. ■
- Condolences to Gloria Johnson (PAA I, Administration for Children Services) on the death of her brother David Kimble, age 54, on January 29, 2017, at Kingsbrook Jewish Medical Center. ■
- Condolences to Quinella Williams, Administrative Manager at the Department of Transportation, on the death of her eldest nephew Leroy Shyrone Williams, on February 1, 2017. ■
- Condolences to Carol Adams (Coordinating Manager, Woodhull Hospital) on the death of her brother Jack Adams. ■

COMMUNIQUE

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

Members at Large

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

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Communique Editor/Designer

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Meet 1180's Legislative & Mobilization Coordinators

John T. O'Malley is CWA Local 1180's new Legislative Coordinator. In this position, John is responsible for researching and lobbying for bills and policies that impact Local 1180 members, working with and expanding a network of allies that include other unions and coalition partners, and developing positive relationships with state and city legislators and their staffs. He brings the issues important to members of 1180 into the agenda of our allies and parent organizations. That way our issues are their issues, and their issues are our issues. This magnifies our voice and power.

Prior to joining Local 1180, John served as the Legislative and Political Coordinator for CWA Local 1120 in Poughkeepsie, NY, where his time was spent organizing the membership around critical issues and interacting with state and federal legislators on issues important for working families in the Hudson Valley.

John has served as both shop steward and chief steward, providing representation, advocacy and processing grievances and negotiating with management. After attending Cornell School of Industrial and Labor Relations, he was appointed as Local 1120's Mobilization Coordinator, helping to reshape the organization's structure. He was elected to two terms as Business Agent, and was a member of the Executive Board. In this role, he negotiated contracts with public employers, non-profits, and private employers. He also represented individuals in front of Arbitrators, Administrative Law Judges, and Mediators; and he has participated in shaping the policy and strategic direction of Local 1120. He is a graduate, with honors, from Marist's School of Global and Professional Studies, with a bachelor's degree in Organizational Leadership and Communications.

John previously served as a delegate, Vice President, and President of the Hudson-Catskill Central Labor Council, part of the Hudson Valley Area Labor Federation, and as the Treasurer of the Hudson-Catskill Workforce Development Institute, which provides training for low-income workers. He is currently a member of the outreach committee of the Lower Hudson Valley Area Occupational Health Clinic (Selikoff Centers for Occupational Health), affiliated with Mount Sinai Hospital, where he was instrumental in expanding the clinic to an office in Monroe, NY to serve Orange County residents locally.

John is also a professionally trained Mediator and Arbitrator. He presides over community mediations, workplace mediations, and Lemon Law arbitrations with the Dispute Resolution Center and NYSORA.

"The people around whom I work are just wonderful. They are committed, interesting, diverse, determined, expert, and interesting; that goes for the officers, staff, support staff, executive board, retirees, benefits department, and the members. I am truly fortunate to be able to work at such a wonderful place, with wonderful people, on fulfilling issues," John said.

Helen S. Jarrett is the Union's new mobilization coordinator and executive assistant to President Arthur Cheliotas. As mobilization coordinator, she is responsible for organizing logistics where Local 1180 members come out for rallies, press conferences, and other events. She is the point person for members to reach out to with questions about these events.

Helen is a 36-year civil servant and community activist. She began her career as an office aide with the New York City Police Department, and later became a Principal Administrative Associate in Human Resources Administration. She laterally transferred to the Department of Environmental Protection and later became an Administrative Manager.

Helen set career goals for herself to be promoted every five years. During these times, she became a proactive union and community activist from the grassroots of "keep the pressure on" to 24 years moving forward with "an injury to one is an injury to all."

She serves on several committees within Local 1180, including Political Action, Civil Service, Civil Rights & Equity, Organizing, and the Caribbean committees. She also previously served on the Education Committee.

When the Union called, Helen always responded with "what do you need me to do?"

"This new journey allows me to serve the members, meet with and liaise with elected officials to keep them abreast of what's important to the Union, labor, and our members, and ensure they advocate for labor issues whenever possible she said."



John T. O'Malley



Helen S. Jarrett

President Arthur Cheliotas said the Union will benefit tremendously from having these two energetic, labor-oriented individuals on staff to advocate for members and help with mobilization efforts.