

COMMUNIQUE

what
IS

JANUS

V. AFSCME

and how

will it
impact
YOU



IN THIS ISSUE

OUR UNION IS UNDER ATTACK.....Pages 2-4

UNIONS RALLY AHEAD OF JANUS SUPREME COURT CASE.....Page 6

**JANUS V. AFSCME:
Attempt By Corporate Bigwigs To Erradicate Unions.....Pages 8-9**

EQUAL PAY DAY MARCHES ON.....Page 14

Enough is Enough.....Page 15

Did You know Our UNION is under attack?

What is **Janus v. AFSCME** and how will it impact you?

First there was the case of *Abood v. Detroit Board of Education* that ended with unions being allowed to charge agency or shop fees to those who didn't want to become full union members. Then there were two cases before the U.S. Supreme Court challenging that ruling — *Harris v. Quinn* and *Friedrichs v. California Teachers Association*. Both of those ended with *Abood* remaining in place, although for different reasons. And here we are again, back at the Supreme Court with *Janus v. AFSCME*, another attempt by anti-union groups to undermine the successful labor movement.

But what if the Supreme Court rules against unions this time, as they are expected to do?

The U.S. Supreme Court heard the *Janus v. AFSCME* case the week of February 26, 2018, and the outcome could change the way labor unions operate in the future.

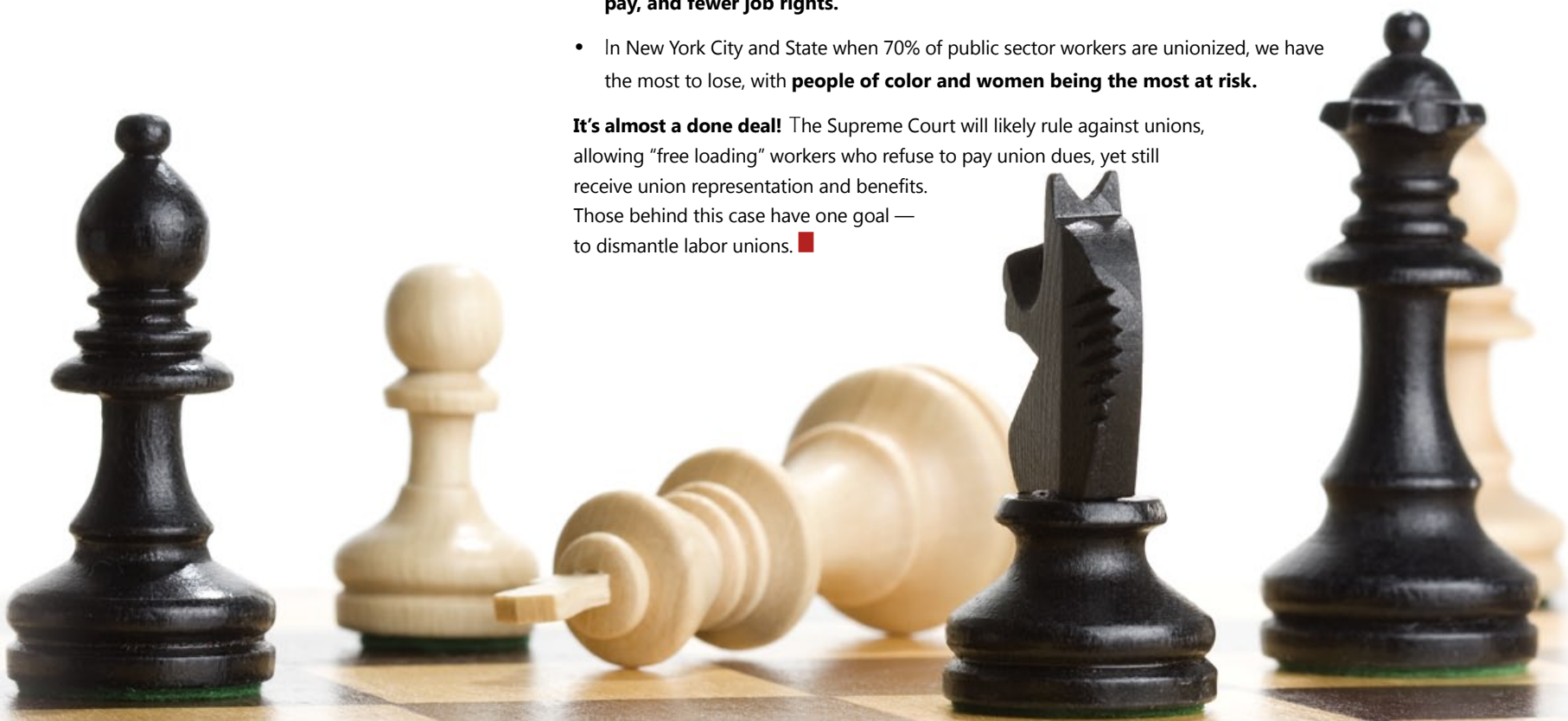
Wealthy corporations and right-wing politicians are waging a campaign to eliminate our freedom to form labor unions and send us back decades in victories won by working families.

What's at Risk?

- The *Janus* case would make the wrongly-named "Right to Work" legislation, which is really the right NOT to work, the law of the land. **Nearly two dozen states, including New York, have rejected this law.**
- The wages and benefits we have fought for years are at stake. **The result is weaker contracts, lower pay, and fewer job rights.**
- In New York City and State when 70% of public sector workers are unionized, we have the most to lose, with **people of color and women being the most at risk.**

It's almost a done deal! The Supreme Court will likely rule against unions, allowing "free loading" workers who refuse to pay union dues, yet still receive union representation and benefits.

Those behind this case have one goal — to dismantle labor unions. ■



what if we could NOT negotiate our contracts?

As a CWA 1180 member, you benefit from the Union's **successful collective bargaining** abilities to improve your contract, including **higher pay, quality benefits, stronger job security**, and greater **fairness in evaluations and discipline procedures**.

- **Stronger job security:** If your employer tries to change the terms of your contract, or attempts to unjustifiably terminate your contract, 1180 will work to preserve your job through contract negotiations. If you are laid off, 1180 ensures you receive all due pay, severance, and other benefits to which you are entitled, and works to make sure that seniority rules are followed. This means your working conditions are not subject to change based on the whims of upper management.
- **Fairness in discipline procedures:** We defend workers who are wrongly disciplined. You have the right to have a union representative present during meetings with management that involves discipline.
- **Better Contracts:** If you believe you have not been given fair pay or benefits, or are subject to unreasonable working conditions, 1180 works with your employer to improve the conditions of your employment through collective bargaining. Your union can negotiate pay, working hours, vacation time, retirement benefits, healthcare, sick leave, and more.

If the U.S. Supreme Court rules in favor of Janus in the *Janus v. AFSCME* case, you risk losing the ability to negotiate your contract.

what if we had NO grievance procedure?

As a CWA 1180 member, you are covered by the contract collective bargaining grievance procedure that **protects union members** from arbitrary actions of management that violate contractual rights. These actions include problems like scheduling of work hours, seniority, harassment, and caseload, and can be addressed by your union representative or shop steward.

The Grievance Procedure includes protection for:

- **Unwarranted Termination:** The most important grievance article is an 1180 member's due process rights. An employer cannot terminate you without first filing charges.
- **Scheduling:** If you believe management is scheduling you arbitrarily or harassing you through inconsistent scheduling, you may have a grievance to file through the labor-management process.
- **Job Duties:** If you are assigned duties substantially different from those in your job description, you are entitled to protection under the grievance procedure.
- **Suspension:** If you are issued a wrongful disciplinary action, you are protected under the grievance procedure.

If the U.S. Supreme Court rules in favor of Janus in the *Janus v. AFSCME* case, you risk losing your union-provided grievance procedure to fight against arbitrary actions.

what if there were NO FREE Union legal benefits?

As a CWA 1180 member, you have many legal services covered at **no cost to you** through the Local 1180 Legal Benefits Plan. **The Union's legal plan gives 1180 members numerous free legal services.** The Union offers **free legal services** for a broad range of civil matters starting with a free consultation and general document review.

The Union Legal Benefits Plan includes:

- Most Civil Matters
- Free Consultation
- Free Document Review
- House Closings
- Wills
- Power of Attorney
- Healthcare Proxy
- Landlord/Tenant
- Family Court
- Identity Theft
- A Bond and Representation Through Arraignment In Criminal Matters

If the U.S. Supreme Court rules in favor of Janus in the *Janus v. AFSCME* case, you risk losing all of these union-provided legal benefits.

what if we had NO Procedure for Promotion?

As a member of CWA 1180, you get to negotiate contract terms that determine promotions instead of promotions being decided by the whims of management. This is one of the many areas in which being a member of a union can benefit your long-term goals and future. **CWA 1180** ensures that your hard work does not get dismissed by:

- **Fighting Smart:** CWA 1180 is a **proactive union** negotiating educational programs for **career advancement**. We work with experts to prepare you for a changing workplace, and with CUNY to offer courses that add to your knowledge and skills.
- **Preparing you for promotion and advancement.** If you are not being rewarded for your work efforts, CWA 1180 will fight for your rights under the Civil Service law so you get the **recognition you deserve**. Without our collective bargaining, management could make unilateral and arbitrary decisions.
- **Performance Evaluations:** As part of your contract, CWA 1180 negotiates the right to annual performance evaluations, creating **additional opportunities for advancement** based on merit standards. If a supervisor gives you an unfair evaluation, CWA Local 1180 will walk you through the appeals process, making a promotional opportunity more accessible.
- **Seniority-based promotions:** CWA 1180 negotiates with employers to base **promotions** strongly off seniority, ensuring fairness for all our members. If you are the most senior-qualified worker who bids on a promotion, your CWA contract ensures you will receive the promotion.

If the Supreme Court rules in favor of Janus in the *Janus v. AFSCME* case, you risk losing this union negotiated procedure for promotions!

what if we had NO Procedure for Education?

As a CWA 1180 member, you have access to a wide range of educational programs and benefits that allow you to continue your education. With this benefit, you have the opportunity to **further your career, advance your skills, and get ahead**. These benefits include:

- **Murphy Institute:** For qualified participants, up to **24 FREE college credits** for both undergraduate and graduate programs
- **College Tuition Reimbursement:** Local 1180 provides college tuition reimbursement up to **\$200 per semester** for attendance at any accredited college.
- **Book Reimbursement:** Local 1180 provides up to **\$25 per semester** for text book reimbursement for students enrolled in the College Tuition Reimbursement Program.
- **Career Development:** Local 1180 provides up to **\$100 per year** for career development programs, including courses offered by NYC DCAS, adult education courses and seminars, and educational conferences.

If the Supreme Court rules in favor of Janus in the Janus v. AFSCME case, you risk losing all of these union-provided educational benefits!

what if we did NOT have Negotiated Raises?

One of the most important roles a union plays is to hold employers accountable and set standards for pay. CWA 1180 works on your behalf to **negotiate wage progression steps** as well as other workplace benefits. **Union members earn up to 20% more in wages** compared to other workers. Most importantly, you are protected from arbitrary actions of management.

- **Strength in Numbers:** Unions provide for working people to negotiate wage increases in exchange for seniority, merit, or educational improvements.
- **Wage Progression:** CWA 1180 contracts provide wage progression steps negotiated with the employer, in addition to **annual wage increases** based on length of employment.
- **Accountability:** CWA 1180 members are protected from arbitrary salary changes or lack of pay raises because the union defends workers against this discrimination.

If the Supreme Court rules in favor of Janus in the Janus v. AFSCME case, you risk losing negotiated wage raises!

what if we did NOT have a Labor Union?

As a member of CWA 1180, you benefit from the union's power to negotiate for more **favorable working conditions** and other benefits through collective bargaining. CWA 1180 ensures you are given **fair treatment**, the ability to **negotiate contract terms** with your employer, and protection from arbitrary actions by management. **We look out for you!**

- **Legal Benefits Fund:** As a CWA 1180 member, you are entitled to a range of pre-paid legal services, such as general document review, identity theft protection, criminal arrests, and civil claims.
- **Grievance Procedure:** As a CWA 1180 member, you are covered by the collective bargaining grievance procedure, protecting members from arbitrary actions of management that violate contractual rights.
- **Collective Bargaining:** As a CWA 1180 member, you benefit from the collective bargaining abilities of your union to **improve your contract** and get **higher pay, good benefits, stronger job security, and greater fairness** in disciplinary procedures.
- **Negotiated Raises:** As a CWA 1180 member, you benefit from the union's ability to negotiate **wage increases** based on seniority, merit, and educational improvements.
- **Procedure for Promotions:** As a CWA 1180 member, **you benefit** from a negotiated procedure to promotions through civil service laws, performance evaluations, and promotional postings, ensuring you are given fair treatment.

If the Supreme Court rules in favor of Janus in the Janus v. AFSCME case, you risk losing the many benefits that union membership provides!

CWA WORKS FOR YOU!

We are a team. Unions work because we all pay our fair share, and we all benefit from what we negotiate together. Fair-share fees cover the cost of bargaining and representation so you have a procedure for promotions and other benefits.

GET INVOLVED, STAY CONNECTED



CWA Local 1180



@cwa1180



@cwa1180



CWA Local 1180

WE NEED YOUR HELP

Spread the word about the importance of signing a membership card, paying dues, and the future of our union.



WWW.CWA1180.ORG



GLORIA MIDDLETON

President

I Never Would Have Thought

As a little girl growing up in the projects of Harlem, I was like most other little girls of that time. My thoughts and interests did not extend past the borders of my neighborhood, so I knew little about life outside these projects. I did have dreams, though, of living bigger and better than my parents had. The Harlem of then was certainly nothing like the Harlem of today's gentrified neighborhood. Life was definitely more difficult growing up on the northern-most side of Central Park.

I never gave any thought to the public schools I attended in Harlem and how those unionized teachers would provide me with the education to graduate high school and get accepted into the City College of New York.

I never gave much thought to the real cost of attending college since at that time, my tuition was free due to my parents' income falling under a certain threshold, and I was a City resident.

I never would have thought after leaving CCNY to take a job that would allow me to work and attend college simultaneously, because while tuition was free, I still had to buy books and supplies. I wanted to be a teacher. To me, that's what mattered. That's where I could make a difference.

I have taken over from a giant in the labor movement, one whose members and other union leaders looked up to. Those are some big shoes to fill. Yet, I am the first woman and the first African-American to lead this local of more than 80 percent females and females of color. Now that's an accomplishment to be proud of.

Life got in the way, though. I became a single parent and needed to take care of my household. It was no longer just about me.

I never would have thought that my life's path to that point would bring me to my first City job at the Department of Correction, where we provided services for incarcerated women, or that I would be redeployed to the Department of Social Services for what was a 20-year career.

Now, as I sit to write my first column as president of CWA Local 1180 — the greatest union in New York City — my thoughts are very different from that little girl growing up in the Harlem projects. While I was only

responsible for myself when I was in college, and then I was responsible only for myself and my son, I am now responsible for 8,600 active members and 6,200 retirees — and their families. Talk about just a little bit of pressure.

I have taken over from a giant in the labor movement, one whose members and other union leaders looked up to. Those are some big shoes to fill. Yet, I am the first woman and the first African-American to lead this local of more than 80 percent females and females of color. Now that's an accomplishment to be proud of.

I have to forge my own path, though, just as all labor leaders do, while continuing the great work done by the man who was my friend and my mentor, and your union leader for 38 years.

Any transition is difficult. There's a lot to learn and the job always involves more than you ever realized. However, being so involved in our union family as a Shop Steward, a Staff Rep, and the Secretary-Treasurer, was definitely a huge help. I know the ins and outs. I know the players from other unions. I've worked with politicians. And most importantly, I know so many of our members.

Having now just completed my third month of office, the commitment and passion that brought me here is taking on a life of its own. I have been to myriad important events since January, both in Albany and in New York City. Each time, I know I am representing Local 1180 and I want to make sure everyone knows that we are here to stay; that new leadership does not mean we are starting over from scratch. In fact, it's just the opposite.

As we know, women are held to different standards than men. We have to work harder to prove ourselves. That's just the way society is. So it's ironic that we just finished Women's History month that recognizes the great contributions women have made to our nation and gives us a chance to look back at some famous female glass ceiling-breakers. Women like Susan B. Anthony, a tireless advocate for women's rights and equal pay for women going back to the 1800s; like Clara Hale, who founded and created a sanctuary for drug-addicted infants and their mothers; and like Kate Maloney, who in 1864 became President of the Collar Laundry Union, the first female union in the country. The list of women who have made a difference is long, and I intend to be one of those women who makes a difference.

My story is not so different from that of many other working women, and for that matter, men, too. We all strive to do better than our parents and want our children to do better than us. And that's why unions are so important. A union gave me my start in life and has helped me rise to where I am today.

It is through the Civil Service system and being a union member that many of us have been able to advance and make better lives for our families. As we became educated and realized how large and important a role the labor movement plays, we have gained civil rights, women's rights, and voting rights. We have made great strides in working with immigration rights organizations and LGBTQ communities. And now, this is all on the line with what is the largest threat to public sector unions — the *Janus v. AFSCME* Supreme Court case.

We have devoted a large portion of this Communique to articles about Janus and what it will mean for you personally and for us as a union. You will see us on Facebook, Instagram, and Twitter, explaining how the outcome of this case could potentially destroy everything we as middle-class, working people have fought so hard to maintain. Statistics show that unions are the stepping stone out of hopelessness and into hopefulness for the middle class, and in particular, women and minorities. Every now and then, to fully appreciate where we are, what we have accomplished, and where we are headed, it is useful to take a look back at where we have been. But we certainly don't want to return there.

You will receive eblasts, and information through regular mail, educating you on the importance of being a union member, paying your dues, allowing us to continue the work that we do both inside and outside the local as we continue to fight for better contracts, equal pay, and civil rights for all. We cannot continue that fight without each one of you.

I would never have thought that the great strides labor has made would be such a threat to corporate giants that they would do anything and everything in their power to destroy us.

Then again, I would never have thought I'd be where I am today. There is no stopping this glass ceiling-breaker now. ■



Unions Rally

AHEAD OF JANUS Supreme Court Case

Just two days before the U.S. Supreme Court (SCOTUS) was scheduled to hear the case that could change the face of labor as we know it, hundreds of union workers gathered in lower Manhattan in a show of unity and to send a strong message that organized labor will not be defeated.

On Saturday, February 24, workers from both the public and private sector flooded Foley Square. Joining them was a wide array of both state and city officials, including Gov. Cuomo, State Comptroller Thomas DiNapoli, NYC Mayor Bill de Blasio, and NYC Public Advocate Letitia James, who all agree that the case of Janus v. AFSCME only seeks to destroy a system that protects those who keep our city, state, and country running.

The Working People's Day of Action was about demanding an end to the rigged economy and defending our freedoms. Unions stood up for the freedom of working people to come together and fight for decent and equitable pay for our work, affordable health care, quality schools, vibrant communities and a secure future for all of us.

On Monday, February 26, SCOTUS began hearing arguments in Janus v. AFSCME — the controversial legal challenge of the “agency fee,” which public employee unions including New York, charge workers who are represented by those unions — even if they officially decline membership. Full union members pay union dues while non-members pay the “agency fee,” which covers only

contract-related union functions such as negotiations and enforcement, including grievance procedures.

Gov. Cuomo called the rallying workers “the heart and soul” of the country. Local 1180 President Gloria Middleton agreed, saying, “All across this country we see labor being attacked on all fronts and most often, facing huge setbacks. New York is different. We are a union state, a union city, and we will not sit back and wait for the Supreme Court to make a decision that attempts to dismantle organized labor.”

Middleton said that since #45 took office, we have a federal administration that is clearly an enemy of the working, middle-class men and women of this nation, the backbone of what keeps government functioning. Unions say the outcome could affect more than 5 million government workers.

Cuomo and de Blasio, both Democrats, vowed to protect unions regardless of how the Supreme Court rules. “We will not let our city or our country be taken over by the 1 percent,” said de Blasio, who added that New York City “is the biggest union town in America and we are proud of that.”

Cuomo said workers “need the strength and solidarity of the labor movement more now than ever.” He pledged that “as long as I am governor of the state of New York, the state of New York is going to have the back of organized labor.” ■

**Fight for the freedom to come together in strong unions · Fight for equitable pay · Fight for quality schools
Fight for affordable health care · Fight for vibrant communities · Fight for a secure future**





GERALD BROWN

Second Vice President

Union Offers Reimbursement for Education Programs

Day in and day out, we receive many inquiries about the education program sponsored by CWA Local 1180. Below is an overview of the programs.

The CUNY Murphy Institute: Local 1180 sponsors qualified students for up to 24 undergraduate and 24 graduate credits at the Murphy Institute. The sponsorship includes most of the registration fees. In addition, undergraduate and graduate certificate programs are covered by the 24 credits.

In order to qualify, students must complete a community service project for each semester they are receiving the 24 credits. The community service project involves eight hours of participation each semester — two hours per month for four months. To learn more, visit the website at www.cwa1180.org

Murphy Institute courses are offered at two locations. The first is at the School of Professional Studies, 25 W. 43rd Street, 19th Floor, New York, NY. For information call 212.827.0200. The second location is Queens College, 65-30 Kissena Blvd., Kissena Hall, Room 217, Flushing, NY. Telephone number for information is 718.997.3060.

Local 1180 is in discussions with the Murphy Institute to provide academic assistance to first-time college enrollees and transfer students who need help passing the college entrance exams in math and English on the undergraduate level. Preparation courses will be available for students to take three-credit courses to meet admission requirements. The prep courses will be covered by the 24-union sponsored credits, and can be used toward an undergraduate degree. Since this program is not finalized, visit the Union's website in the Fall 2018 for additional information.

The Murphy Institute has received approval from the CUNY Board of Trustees to advance from an institute to a School of Labor, with an opening date scheduled for the 2019 academic year.

College Tuition Reimbursement Program: Local 1180 will reimburse tuition and registration costs for up to \$200 per semester, for up to three semesters per calendar year, for students enrolled in any accredited college or university. Students must complete the course with a passing grade, and must be a member of CWA Local 1180 for the entire semester in which applying for reimbursement.

College Text Book Reimbursement: Local 1180 will reimburse up to \$25 for text books for students qualifying for the college tuition reimbursement program.

New York City (DCAS) Course Reimbursement: CWA Local 1180 will reimburse qualified students up to \$100 per calendar year for courses taken with New York City DCAS. The courses are tailored for the City of New York workforce, and most courses are currently located at DCAS in lower Manhattan.

Adult Education Courses and Seminars: Local 1180 will reimburse qualified students up to \$100 per calendar year for most adult education courses and seminars. This includes courses taken at schools of continuing education and privately operated seminars, such as Fred Price seminars that are geared for the busy professional and are taught in one day. Members will receive take-home material and access to professional literature on the seminar subject. One feature of the Fred Price Seminar is that for any reason you are unhappy with the seminar you took, you

can receive a refund to take another seminar of your choice.

Career Development Conferences: Local 1180 will reimburse qualified students up to \$100 per calendar year for appropriate career development conferences.

The combined total of New York City (DCAS) Course Reimbursement, Adult Education Courses and Seminars, and Career Development Conferences cannot exceed \$100.

Workplace Literacy Courses: Local 1180 provides workplace literacy courses at the Union hall. The courses require a refundable deposit and are offered on weeknights and Saturdays. Always topping the list are the Microsoft series of courses: Windows, Outlook Word, Excel, and Access.

Workplace Literacy Seminars: Local 1180 provides Workplace Literacy Seminars at Local 1180. The seminars are offered on Saturdays usually between the hours of 10 AM to 2 PM. The two seminars offered are Home Ownership (May and December) and Pre-Retirement (March and October).

Workplace Literacy Exam Preparation Courses: Offered to qualified members on an as-need basis. The Workplace Literacy Program is located on Local 1180 on the third floor. Call 212.331.4985 for more information.

Ad Hoc Education Programs: From time to time, Ad Hoc education programs are offered by Local 1180. These programs are announced via the website and email blasts.

Hopefully this information has been helpful as you make your education decisions. Please continue to watch Local 1180's website at www.cwa1180.org for up to date details on our many programs. ■

SPECIAL THANK YOU TO ALL THOSE WHO ATTENDED THE MARCH 13 ALBANY LOBBY DAY [See story on page 13](#)

- Gloria Middleton, President
- Gerald Brown, Second Vice President
- Venus Williams, Member-at-Large
- Gregory Smith, Member-at-Large
- Helen S. Jarrett, Member-at-Large
- Desiree Waters, Staff Representative
- Olivia Lyde, Staff Representative
- Lena Solow, Staff Representative
- Leslie Fine, Organizer
- Deborah Valentin, Organizer
- John O'Malley, Lobbyist
- Marci Rosenblum, Communications Director

MEMBERS AND RETIREES

- | | | |
|---------------------|-----------------------|--------------------|
| Florence Anthony | Erika Fields | Diane Owens |
| Kathy Barker | Verna Finley | Elvis Phillips |
| Joyce Barnes | Delilah Fitchett | Earlene Powell |
| Elaine Blair-Walker | Ava George | Rita Richards |
| Priscilla Carrow | Marilyn Gipson | Rosie Roman |
| Carmen Carter | Ava Green-Harris | Shirley Sessions |
| Brenda Clinton | Carol Griffith | Bruce Smith |
| Diana Craigwell | Audrey Henderson | Jeanette D. Taylor |
| Otissa Dillard | Dana Holland | Debera Tyndall |
| Lucille Donovan | Gloria Johnson | Sharen Valentin |
| Monise Etienne | Olivia V. Livingstone | Boyd Williams |
| Judith Felder | Mason R. Logie | Ed Yood |

JANUS V. AFS

THIRD ATTEMPT BY CORPORATE BIGWIGS IS FIRST AMENDMENT RIGHTS BUT DISMANTLI

By Marci Rosenblum, Communications Director

The Supreme Court of the United States (SCOTUS) began hearing arguments on February 26 in the most-talked-about case involving labor since two years ago when eight of the nine current judges traveled this same road hearing oral arguments about whether unions can charge a fee to non-members in order to cover the costs of representing them.

In fact, the Supreme Court has actually heard several similar cases attempting to overturn the initial 1977 case of *Abood v. Detroit Board of Education* that said government employees who do not belong to a union can be required to pay a fee — often known as

a “fair share” or “agency” fee — to cover the union’s costs to negotiate a contract that applies to *all* public employees, including those who are not union members. That decision has come under fire in recent years in a series of cases (*Harris v. Quinn* and *Friedrichs v. California Teachers Association*) asking the court to overrule *Abood*, and hold that requiring an unwilling employee to pay even this more-limited fee violates First Amendment rights.

The first attempt failed when the Court ruled that the employees in that case, home health aides, were not actually public employees. The second attempt also failed when Justice Antonin Scalia suddenly passed away before a decision could be announced and the eight remaining Justices were deadlocked 4-4.

After roughly an hour of sometimes cantankerous debate in the courtroom in this year’s attempt to undermine unions, it appears as though the outcome basically rests on the vote of the court’s newest justice, Neil Gorsuch, who reportedly kept a poker face and remained perfectly silent while the other justices asked questions.

This case pits the National Right to Work Legal Defense Foundation (NRWLDf) that actually financed the lawsuit for Mark Janus, against AFSCME. Also on the side of Janus was the U.S. Justice Department, which prior to President Trump’s election supported labor, but has now done an about face.

The oral argument went as predicted. According to SCOTUSblog.com, “the justices made it clear from the beginning of the NRWLDf’s attorney’s argument that they were sticking to positions that they were presumed to hold in the tied *Friedrichs* case. Justices Ruth Bader Ginsburg, Stephen Breyer, Sonia Sotomayor, and Elena Kagan

defended agency fees and zeroed in on the effects of a reversal of *Abood* on labor peace, the settled relationships of unions and employers in the public sector, and the reliance factor built into labor contracts with fair share fee requirements agreed upon by the parties. Chief Justice John Roberts and Justices Anthony Kennedy and Samuel Alito leaned clearly toward overruling *Abood*. Justice Kennedy, when listening to the argument of AFSCME attorney David C. Frederick sharply criticized the *Abood* underpinnings. He questioned Frederick whether if the union lost, it would have ‘less political influence.’ When Frederick responded, yes, Justice Kennedy declared, ‘Isn’t that the end of this case?’”

The more liberal justices focused on what many have referred to as the “ripple effects” from a ruling that favors Janus. Justice Ginsburg told attorney William Messenger, who argued on Janus’ behalf, that a decision abolishing the agency fees would take away resources from public-sector unions, resulting in less efficient collective bargaining.

Justice Breyer questioned why overturning *Abood* was even an option as it could open the door to the Supreme Court being put in a position of revisiting other old cases. “Should the court go all the way back to *Marbury v. Madison*, the landmark 1803 case that established the principle that federal courts have the power to review acts by Congress and the president?” he asked. And Justice Kagan seemed to agree when she questioned overturning *Abood* because so many states and unions have relied it that decision for so long. If SCOTUS rules in favor of Janus, 23 states, and the District of Columbia and Puerto Rico, would all have laws overruled at once and thousands of municipalities would have their contracts with a reported 10 million employees invalidated.

But this case is really about more than just Mark Janus’ right to not pay dues to a labor union. It’s about right-wing, well-financed business groups and leaders looking for a way to finally put an end to the labor movement and take away all the rights and guarantees that workers receive because of unions.

“This case is nothing more than a political attack that aims to further rig our economy and democracy against working people. It’s an attempt to divide us and limit our power in numbers because unions give workers a powerful voice in speaking up for themselves, their families, and their communities.”

CMIE

NOT ABOUT NG LABOR

"This case is nothing more than a political attack that aims to further rig our economy and democracy against working people. It's an attempt to divide us and limit our power in numbers because unions give workers a powerful voice in speaking up for themselves, their families and their communities," said Local 1180 President Gloria Middleton.

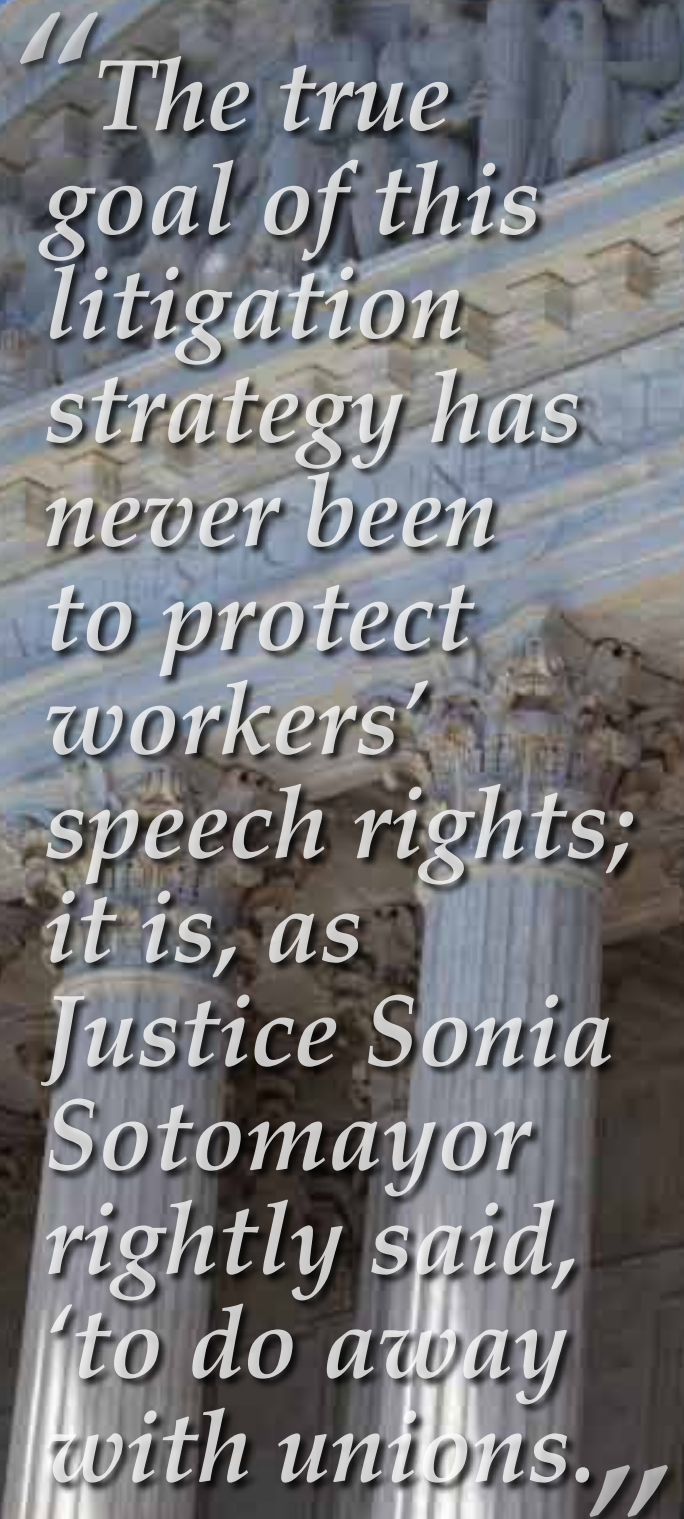
Union representation is beneficial for both employees and employers. Unions are effective voices for promoting the day-to-day concerns of employees in the bargaining unit, including wages, health and safety, paid sick days, and health-care benefits. Collective bargaining also provides public-sector employers with an effective tool for managing the workplace. In the 1960s and 1970s, states throughout the country saw significant labor unrest, including strikes by public employees that disrupted the delivery of public services. "This is not a time we want to return to," Middleton said. "Unions serve a purpose. We are here to give a unified voice to individual workers who would not be able to stand up to their employers without the strength of numbers behind them."

The Janus case isn't just an attack on union workers; it's an attack on the freedom of all working people to come together to improve their lives, their workplaces, and their communities. The billionaires behind this case want to divide working people and limit their power in numbers because they want to weaken labor's ability to win for their families. Justice Scalia's death in 2016 only briefly slowed the march of corporate interests that have sought for years to protect their huge profits and kill off the last remnants of organized labor in America.

Corporate CEOs and the politicians who do their bidding have spent millions of dollars rigging the economy and the democratic process against working people, leaving the freedoms of the middle class at stake. "Unions are the best way to level the playing field for working people, and that's why we have been under attack for so many years," Middleton said. "We must hold our elected officials accountable to do what is right for working people and this country. Middle-class families are working more than ever before. It takes two incomes to provide even the basic support for a family, yet we are still struggling to get by. Unions are the backbone of support for working people, by raising wages and increasing access to health care and retirement security, especially for women and people of color who are disproportionately hurt by the system."

A recent editorial in the *New York Times*, which came out on the side of labor, said the following: "Justice Alito referred to fair-share fees as 'compelled speech' that infringes on a worker's 'dignity and conscience.' But the true goal of this litigation strategy has never been to protect workers' speech rights; it is, as Justice Sonia Sotomayor rightly said, 'to do away with unions.'"

Agency fees are an integral part of keeping the labor movement alive. Negotiating complex agreements can be time-consuming and expensive. Agency fees not only help unions pay for the costs associated with bargaining, but guarantee the employer that the union will have a secure source of funds to get the job done. Agency fees distribute the costs of the system in a way that is fair: since **all** employees receive the benefits of union representation, **all** employees are expected to pay a share of the costs. ■



"The true goal of this litigation strategy has never been to protect workers' speech rights; it is, as Justice Sonia Sotomayor rightly said, 'to do away with unions.'"

MEMBERS IN ACTION

Endorsement Meeting at CWA



President Gloria Middleton and Second Vice President Gerald Brown both attended candidate endorsement interviews at CWA District 1 headquarters for U.S. Representatives Yvette Clarke (top photo) and Joseph Crowley (bottom photo). ■



Holiday Donations Bring Cheer



Local 1180 members put smiles on the faces of children they never met by donating to the Civil Rights and Equity/Committee's Service 2017 Annual Toy Drive. Thanks to the generosity of our members, we collected more than 300 toys and 30 books, which was the highlight of this year's collection. Every year the Committee receives requests from community-based organizations for donations. In the last several years, the demand for donations of toys has grown and the overwhelming support of CWA members allows us to provide a happy holiday for families. Brainsy Day Care Center and the Stockholm Family shelter were selected to receive the donations last holiday season. Committee Chair Hazel O. Worley said, "it is rewarding to meet employees who are involved with providing services in our community to individuals who go the extra mile for families in need. Thank you to all our members so much for your generous donations." As you know, needy families and individuals in the community go without proper shelter and essential every day due to a variety of factors, including low wages, job loss, injuries, illness, age, domestic violence and other life changing issues. On behalf of the Civil Rights and Equity/Community Service, we thank our members for their support, because without you, these drives would not be successful. Special thanks to newly appointed Administrative Manager Sharon Simpkins (pictured above right) and her fellow co-workers at the Department of Health for their donations to the drive, and to members of the Brooklyn Coordinating Committee who eagerly participate in the donation of toys annually. In addition, Local 1180 Hispanic Committee Chair Venus Williams and her Committee donated all the pajamas collected from members to the Stockholm Family shelter. The donation could not have come at a better time as we endured many cold nights. Local 1180 Retiree members made a monetary donation and also purchased gift cards that were included in the toy giveaway. ■

Retiree Membership Brigade Off to Strong Start



With the case of Janus v. AFSCME looming over the public sector, and pending a decision in the Spring of 2018, we have a group of retirees that have taken on the task of informing our active members about Janus v. AFSCME and why it is important to be part of a union and be a union dues paying member. On January 23, 2018, the Retiree Membership Brigade was formed and attended training. From left: Deborah Kellman, Claudine Murphy, John T. O'Malley, Leslie Fine, Daniel Cunningham, Hilary Bloomfield, Helen S. Jarrett, Deborah Valentin, and Janice Walcott. (Absent at the moment this photo was taken is RMB Barbara Bailey.) Instructors: John T. O'Malley, Deborah Valentin, Leslie Fine, Hae-lin Choi (CWA District 1) and Helen S. Jarrett. ■

Right to Work in Wisconsin



On February 7, as the public sector geared up for the Supreme Court Janus v. AFSCME, UFT President Michael Mulgrew held a discussion with President Kim Kohlhaas from the Wisconsin American Federation of Teachers who spoke about what Act 10 did to the working middle class of her state. Some of our Retiree Membership Brigade (RMB) participated in the discussion. Pictured from left: Janice Walcott (RMB), Kohlhaas, Hilary Bloomfield (Member-At-Large), Deborah Valentin (1180 staff), Mulgrew, Claudine Murphy (RMB), Barbara Bailey (RMB), Helen S. Jarrett (1180 Staff), and Leslie Fine (1180 Staff). ■

1180 Wins the Drive

Local 1180 won the CWA PAF Drive Contest by having the highest dollar amount and the biggest increase in commitments in New York State. The prize was dinner on December 18 with CWA District 1 Vice President Dennis Trainor. Here are some of our Shop Stewards, Activists and Staff that made it possible. From left: Helen S. Jarrett, Jacqueline Frazier, Lauren Antoine, Sheri Mattler, Rose Reeves, Deborah Valentin, Alicia Smith, Juanita Lewis, and Carmen Carter. Standing: Gladys and Dennis Trainor. ■



STAYING INVOLVED



Local 1180 Retiree Adela Lopez knows what it means to stay active and involved. As a Staten Island Community Coordinating Committee core member, she represented the Local at Sustainable Staten Island's "People's Lobby Day." Lopez has been instrumental in helping build up the Committee and encourages other active and retired Staten Island members to get involved. This photo was taken at Assemblyman Lanza's office with his Chief of Operations, CWA 1102, and other SI members. ■

MEMBERS IN ACTION

Honored for Her Commitment



Executive Board member Hazel O. Worley was the recipient of an exceptional award by The Concerned Women of Brooklyn at their 38th Annual Recognition Day Celebration for her excellence in Service in her Community and Civil Service. Executive Board and Staff Representatives were present as Worley received her award December 9, 2017. "It was phenomenal that I was being bestowed this award for my activism in my community, which was birthed almost three years ago," Worley said. CWA former President Arthur Cheliotos always encouraged Executive Board members to apply to be a member of their respective Community Board and be the voice that connects the community to the union. This position also allows us to have dialogue with the community in discrediting the media myth that city workers are greedy and undeserving of a living wage with good benefits and a pension. "This is just one of several fundamental tools I have learned from Arthur and current President Gloria Middleton. As I stood to receive my award, it was also my time to thank the two of them for being the driving force that afforded me the opportunity to give back not only to the Local, but to the community as well." ■

Borough Community Coordinating Committees



Local 1180's Borough Community Coordinating Committees, which meet monthly, continue to draw in an increasing number of members. The meetings give both active and retired members a chance to come together and meet with Union representatives, staff, and officers to hear about and discuss important topics like the Janus v. AFSCME Supreme Court case, and then find ways of spreading important labor message into respective communities. Committee Chairs often invite guest speakers as well who address topics like opioid addiction, legislative issues, stress and trauma, and maintaining the public health system in times of fiscal crisis. Meeting notices are published monthly on the Local 1180 website at www.cwa1180.org, and are eblasted to the membership. If you would like to get involved in our union, please join us. Top left photo: Staten Island meeting. Top right photos: Bronx meeting. Photos at bottom: Brooklyn meeting. ■





LOBBY DAY 2018



Inclement weather did not stop 48 diehard Local 1180 members who braved the elements to board one of two buses heading to Albany on Tuesday, March 13 for the annual CWA Lobby Day. In total, hundreds of CWA members from various locals met as a group to talk about the legislation that is being advanced this year before walking over to the Legislative Office Building and State Capitol to state labor's case to statewide elected officials in both the Senate and Assembly. This yearly event gives CWA a chance to talk about bills of importance that labor wants passed and about bills that could be harmful to labor that must be stopped.

Gerald Brown, Local 1180 Second Vice President, coordinates the event with District 1 and said that the trek was well worth it as Legislators were amenable to hearing labor's concerns. "Our members are professional and well-spoken in their presentations, which helps get out our message and lends credibility to what we are advocating," he said. "As they say, 'there is strength in numbers,' and the numbers we brought to Albany, all dressed in red, were a clear sign that we are serious in where we stand."

Some of the legislation that Local 1180 is advocating for include: standardizing the public union membership process that will make it easier for an individual to join a public employee union by clarifying and streamlining the dues deduction authorization process; banning salary history and closing the pay gap by banning questioning an applicant's salary history during the interview process; funding the new CUNY School of Labor and Urban Studies where many Local 1180 members utilize the Union's education benefit to further their careers; supporting quality health care by passing a bill for safe staffing requirements for nursing personnel in hospitals; early voting and same day registration in order to guarantee free, fair, and secure voting for more New Yorkers; and establishing enhanced safety net hospital program.

"Our legislative agenda is lengthy, but as we continue to be a presence in Albany, we are making strides in getting our bills in the forefront of legislators' minds," Brown said. ■



By Edward M. Yood

Equal Pay Day

Marches On



Equal Pay Day is a symbolic day dedicated to raising awareness of the gender pay gap. It is generally commemorated in April because on average, a female in the U.S. must work an entire year plus four months of the next year — until April — to earn the same amount that a male worker earned in just 12 months. To further illustrate, in 2016 the average salary for females was just 79% of that of the average male. Equal Pay Day was established to shine a spotlight on these inequities and to formulate a solution that guarantees equal pay for equal work no matter the employee's gender.

Equal pay for equal work has been an issue for decades, going back to the Equal Pay Act of 1963, which amended the 1938 Fair Labor Standards Act, aimed at abolishing wage disparity based on sex. Specifically, employers were prohibited from discriminating against employees on the basis of gender by paying female employees lower wages than male employees for equal work. By the late 1990s, while the pay discrepancy was not as severe, there was still no equality. Hence, Equal Pay Day was established and first observed in 1996 by the National Committee on Pay Equity, a coalition of women's and civil rights organizations, labor unions, professional associations, and individuals working to eliminate gender- and race-based wage discrimination.

1963 EQUAL PAY ACT DID NOT END THE GENDER WAGE GAP

In 1963, when the Equal Pay Act was passed, women earned 59 cents on the average for every dollar earned by men, according to Census figures of median wages of full-time, year-round workers. By 2017, women earned 81.9 cents for every dollar earned by a man, according to the Institute for Women's Policy Research, which also reports that during a working lifetime, this wage disparity costs the average American woman and her family an estimated \$700,000 to \$2 million, impacting Social Security benefits and pensions. So while the gap is narrowing, it still exists.

A year after the Equal Pay Act was passed, the Civil Rights Act reinforced the legal right of women to pay equity in Title VII, which states that, "It shall be an unlawful employment practice for an employer to fail or refuse to hire or discharge any individual, or otherwise to discriminate against any individual, with respect to his compensation, terms, conditions, privileges of employment because of such individual's race, color, religion, sex, or national origin." That would imply that men and women doing the same job should be earning the same pay. Yet, the game of catch-up is still being played.

That's why, on January 29, 2009, the first law signed by then-President Barack Obama was the Lilly Ledbetter Fair Pay Act, which amended the Civil Rights Act of 1964. It overturned the 2007 Supreme Court case of Ledbetter v. Goodyear that had restricted equal pay rights by requiring the statute of limitations for presenting an equal-pay lawsuit begin on the date the employer makes the initial discriminatory wage decision, not on the date of the most recent paycheck. With this law, the 180-day statute of limitations for filing an equal-pay lawsuit regarding pay discrimination resets with each new paycheck affected by that discriminatory action.

This opened the door for gender- and race-based wage discrimination cases, such as the one Local 1180 filed on behalf of its Administrative Managers. With a union membership of 8,600 active members, of which more than 80% are women and people of color, Local 1180 had a serious case against the City of New York, especially since it's proven that the gender pay gap also disproportionately affects black and Hispanic women.

Local 1180 had been engaged in the struggle for pay equity for women and minorities since the Koch Administration. Koch put in place a number of institutional impediments to the career advancement of women when he saw that with the help of their union, they received the educational credentials and training needed to score well on competitive civil service exams. These women expected to move up the career ladder to good paying managerial jobs as their white male predecessors had done before.

Yet, then-Mayor Koch was no friend of City workers. His arrogant statement, "what I like about provisionals is that I can get rid of them any time I want," clearly defines his

position. During his term, in 1989, the New York State Commission on Government Integrity issued a report called "Playing Ball with City Hall: A Case Study of Political Patronage in New York City," that recommended broad changes in New York City's personnel system to insulate it from political pressures and discourage patronage. The Commission found that the Mayor's Talent Bank, although supposedly established in part to open more City jobs to minorities and women, was systematically used to hire politically-connected applicants. Another reason Local 1180 jumped into action.

Eight hundred, eighty seven CWA Local 1180 members, mostly women of color, had passed the Administrative Manager promotion exam in 1985 and 1986. Instead of following civil service guidelines, Koch and his commissioners illegally changed the title of large numbers of provisional Administrative Managers, most of whom were white men, to provisional Administrative Staff Analysts because the number of people who passed the Administrative Staff Analyst examination was much smaller than the number who passed the Admin Manager exam. This personnel action prevented most of the Union's 887 members from being promoted by replacing provisional Administrative Managers in compliance with civil service law.

Local 1180 took the Koch Administration to court to defend members' rights to career advancement through the civil service system, and proved that this personnel action was unquestionably racist and sexist. Many Local 1180 members were promoted to Administrative Manager as a result.

At that time, the City would not permit the title of Administrative Manager to be unionized, certifying that the title was "managerial and ineligible for collective bargaining." In 1994, CWA 1180 petitioned the NYC Office of Collective Bargaining to represent Administrative Managers. After 15 years, the same group of Administrative Managers who 1180 had battled to be promoted could finally quote from the *Wizard of Oz*, "there's no place like home." OCB returned them to Local 1180 on April 8, 2009.

CWA LOCAL 1180 BATTLES FOR EQUAL PAY FOR ADMINISTRATIVE MANAGERS

Because of decades of violations of the Equal Pay Act and the 1964 Civil Rights Act, from Mayors Koch through Bloomberg, the salaries of female Administrative Managers had been suppressed compared to their male counterparts. As the preponderance of women and people of color increased in this title, this suppression and inequity expanded.

Local 1180 went to battle again, and in 2015 the federal Equal Employment Opportunity Commission announced their findings, which stated that there was in fact enough evidence that showed past discrimination against women and minority Administrative Managers.

On Equal Pay Day 2017, Local 1180 decorated City Hall in a sea of red, demanding that NYC Mayor de Blasio settle and pay up on the Administrative Manager case, and forced a sitting NYC Mayor for the first time to acknowledge the years of discrimination against women and minority Administrative Managers and agree to settle. Public Advocate Letitia James, a great friend of CWA 1180, helped get the City Council to pass a law prohibiting NYC public sector employers from asking job applicants for salary history data which historically has been used to exclude women. Unfortunately, as we approach Equal Pay Day 2018 (April 10, 2018), the de Blasio Administration still has not paid New York City's debt to 1180's Administrative Managers, and the Union's journey for justice — equal pay for women and minorities — has not yet reached the finished line. ■

Enough is Enough

Women Deserve Equal Pay for Equal Work



It's a fact. Women in New York City earn about \$5.8 billion less in wages than their male counterparts each year. New York City Public Advocate Letitia James even has the proof.

Two years ago, James issued a report addressing the wage gap in New York City that found that the gender wage gap among City employees was three times as large as the wage gap in the private for-profit sector. That's why she introduced legislation banning public and private employers from requesting salary history information during the employee hiring process, which was signed into law and went into effect in 2017. The bill is designed to help break the cycle of wage discrimination by not allowing employers to base salary offers on previous salaries that may have reflected underpayment.

Local 1180 President Gloria Middleton spoke at a recent press conference held by the Public Advocate to talk about the findings of her new report, which was released just prior to Equal Pay Day 2018 on April 4 (see story on previous page).

"In this report, the Public Advocate confirms that the institutional impediments to equal pay and the career advancement of women continue even with a mayor who prioritizes closing the gender wage gap. We share her belief that the gap will remain unresolved without proactive planning at the highest levels of this Administration. Local 1180 believes resolving, rather than resisting, EEOC findings and determinations would be an important acknowledgement of making a real attempt to close the wage gap," she said.

Following the initial report, James sought to better understand and shed light on the gender-based hiring and pay practices of City agencies. Using publicly-available data from the City's Office of Payroll Administration and from the federal Social Security Administration, she analyzed gender-based wage and hiring data for all City agencies.

According to her report, "The results of the analysis demonstrate that although women lead roughly half of all City agencies, the hiring, training, promotion, and retention of female staff appears to still be a significant weakness within the City workforce ... While every agency is unique, the Citywide data spells out an unmistakable message that City agencies must be more proactive about ensuring that women are hired, paid, and promoted equally to their male counterparts."

"There is no reason a man should be paid more for doing the same job as a woman simply because he is a man," Middleton said upon reading the report. "Local 1180 stands up for all our members and when we see an injustice, we aim to resolve it. While men

used to be the primary breadwinners in a family, that is no longer the case. Women are almost half of today's workforce. Pay parity needs to come sooner than the predicted year of 2059. The #MeToo movement and the #TimesUp movement are two very recent examples of women using their voices to say 'enough is enough'. And I stand here today to tell you that Local 1180 is using its voice to say ... New York City ... enough is enough."

James' report, "Tipping the Scales: Wage and Hiring Inequity in New York City Agencies," reiterated what Local 1180 already knew — New York City, one of the most progressive cities in America, is also one of the worst at advocating and supporting women.

The analysis identified several important trends and lessons about City agency hiring and pay practices:

1. How New York City Values Women's Work: Data revealed that the average salary of women at the top 10 majority women agencies is \$10,000 less than the average salary of men at the top 10 majority male agencies, suggesting that the City may value certain kinds of work over others.
2. Pay Parity Doesn't Cut It When Women are Stuck in Lower Wage Jobs: Women across City agencies who are stuck in lower wage jobs are part of the reason for the overall gender wage gap within the City workforce. In order to minimize the wage gap, more work needs to be done to support and advance women to higher levels in the workforce.
3. Women's Leadership Alone is Not Enough to Overcome Inequity: Gender-based inequities in hiring or pay persist at several female-led agencies that have been historically male-dominated. Achieving gender equity is therefore both an issue of policy and leadership.
4. The Worst Offenders are Maintaining the Status Quo: Agencies with the worst records for hiring and paying women have not significantly improved those practices in the last four years. The City agencies with the greatest pay disparity by gender between fiscal years 2014 and 2017 are Independent Budget Office, Office of the Actuary, Police Pension Fund, Department of Info. Tech and Telecomm, and the Police Department. The City agencies with the greatest hiring disparities by gender in those same fiscal years are the Department of Sanitation, the Fire Department, the Police Department, the Department of Transportation, and the Department of Environmental Protection.

James' report made the following recommendations to help solve the problem and close the gender wage gap: require annual Citywide payroll reviews; conduct objective evaluations of job functions and salary; increase transparency for hiring and salary decisions, enact family-friendly time and leave policies; and create opportunities for employees to advance.

Middleton said that the City must do more to not only hire, train, and promote more women and women of color, but adequately value the work they currently perform. "Let's make this the 'Year of the Women and the Men Who Support Them.' If the Mayor is as pro-equality as he claims, then let him finally settle the EEOC case our union filed and give us the back money we deserve. He made a commitment last year on Equal Pay Day and has yet to live up to it. Enough is enough!" ■

To read a copy of the Public Advocate's report, log onto the Local 1180 website at www.cwa1180.org



Union's Scholarship Program

HELPS SEND FIVE STUDENTS TO COLLEGE



For the first time, Local 1180's Scholarship Committee presented five, \$2,500 college scholarships to children of union members. The Committee received more than 50 applications, each with an essay explaining how the scholarship would be a benefit. Committee Chair Fran Nixon said the selection process was not an easy one as there were so many qualified and capable students. Pictured above are the proud parents of each winner with the Scholarship Committee: President Gloria Middleton (far left), Second Vice President Gerald Brown, Executive Board Members Hazel O. Worley, Hilary Bloomfield, and Lisa Lloyd, Nixon, and Regina Kelly, Veronica Windley, and Gerard Grange. President Emeritus Arthur Cheliotis is at far right.

VICTORIA BECKER, Daughter of Lillian Becker, NYPD
University of Rhode Island



Being accepted into the PharmD program at the University of Rhode Island is a dream come true. It was my first choice of colleges and once I got in, my acceptance was a bittersweet moment. It was where I dreamed of going but it comes with a huge financial burden. In order to attend and take part in the six-year Doctor of Pharmacy program, I will need to take out thousands of dollars in student loans. Since I am getting the opportunity to go away to college, I want to take full advantage of the experience where I will be able to live away from home, dorm and

learn to be independent, which in turn I believe will lead to a successful career.

Along with my acceptance into the Doctor of Pharmacy program I have also been accepted into the Honor's program. I have decided to take part in this program to challenge myself so that when I graduate, I will also receive an Honor's diploma. I would also like to take part in as many school activities as possible without my grades being affected.

After [graduating], I plan to get a job in some field of pharmacy. As of right now I am looking to pursue a career in the community pharmacy field due to my experience volunteering at Lawrence Pharmacy, in Brooklyn, NY. While working there I have witnessed the relationship between patients and pharmacists. I plan to hopefully become a successful pharmacist so that I will be able to own and operate my own pharmacy in the location that I want so I will be able to interact and have a personal relationship with the people in the community.

LAUREN LINTON, Daughter of Delroy Linton, HRA
SUNY Old Westbury



My career goal is to become a midwife. It may not be commonly known, but midwives are licensed and highly regulated health care providers.

As a scholarship award recipient, the financial pressure on me will be greatly reduced while I dedicate my energies toward completion of my studies. Furthermore, the scholarship award will allow me to present myself with dignity and pride as I reach my full academic potential. My grandparents and parents have already paved the road toward formal education. As a result,

I know how important and valuable a college degree can be. My dream of being college educated goes beyond the piece of paper; I want the benefits that come from obtaining a formal education.

Finally, I believe that I am a worthy candidate for this scholarship because I am hardworking, ambitious, intelligent, and a dedicated young leader. I always strive to help others to make this world a better place. In high school, I was a peer mentor for incoming freshmen; a member of the Archonette Club; and a member of the NY Cares Organization that supports different initiatives within New York City communities from the South Bronx, Brownsville, Harlem and Jamaica. The organization helps increase the standard of living of New Yorkers through meal preparation, assisting the elderly, and tutoring young children after school. As I prepare to enter college, I am confident that my background will aid and prepare me well for my college responsibilities, which will undoubtedly lead to success.

LAUREN PERALTA, Daughter of Fedcor Peralta, DCAS, University at Buffalo



I am grateful to have been surrounded by members of the medical field who have inspired my passion of becoming a physician. Yet, I feel that the biggest blessing in my life is my parents. They have never forced a career path upon me, but rather have always tried to prepare me to be able to aim high in life. Receiving a proper education is my biggest priority. After completing my first year at the University at Buffalo, despite the State University of New York tuition, I've realized that paying the bill does not come without its struggles. My family's financial

situation to afford college has become a worry of mine, often leaving me with anxiety. Despite my parents' insistence not to worry about the money and to rather focus on school, I can't help but feel guilty knowing the sacrifices that are being made for my education.

A part of me has fears about already having loans graduating from an undergraduate program, while I'll have even greater loans out to pay for medical school. I see this

scholarship as not only an opportunity to help alleviate my financial burdens and my family's, but also a way to provide me some peace of mind for the future. I am currently an intended Biomedical Sciences major on a pre-med track, which I believe will help efficiently prepare me for my dream of becoming a doctor. My school's curriculum and resources have provided an opportunity for me to challenge myself, as well as develop personable relationships with professors. After my first year at University at Buffalo I managed to obtain a 3.6 GPA, be on the Dean's List, and be inducted into the National Society of Collegiate Scholars. This Fall 2017 semester, I will also be participating in laboratory research with a professor as my mentor. I'm constantly striving to achieve a 4.0 GPA and to one day graduate as a cum laude.

I am an active member of various clubs allowing me to meet new people, but more importantly it has allowed me to become more versatile. My goal is to one day become a physician for the United States Air Force, whether as a specialist surgeon or general doctor for both active members as well as their families. I've always had the utmost respect for those who serve to protect this country and put their lives on the line each day. I believe that college and hard work are the only ways to make my goal a reality through one step at a time.

JASMINE BASABE, Daughter of Rosa Quinones, ACS, John Jay College of Criminal Justice



Graduating college and beginning my pursuit toward criminal justice reform is my first and foremost goal at this time in my life. I am studying Forensic Psychology at John Jay College of Criminal Justice and I am determined to achieve my degree. With the help and support of this union's scholarship, my mother and I will be greatly relieved of the financial challenges we face every semester. It is difficult for us to pay out of pocket for tuition, books, transportation, and materials every semester. We are a small

family who can really use the help and support of this Union.

I am greatly interested in helping people, especially members of the criminal justice system. I believe there is a great need for change in our criminal justice system and we need to focus more on rehabilitation and less on punishment. I believe there are people in prison that are doing a great amount of time for minor offenses, where they can benefit by getting rehabilitation, education, mental health, job

placement, and other supports. It is my goal to help people get on the right track. It is a field that most people are not comfortable with, but I am determined to take on a task that many cannot handle. This is my destiny; this is my passion.

Due to my passion and interest in helping people, I have signed up and joined a sorority that is focused on community service. I decided to be a part of this non-for-profit organization in order to engage in what I love to do and. We have had events such as feeding the homeless, helping clean parks, food/clothes drives, etc. My plan is to continue to help people and make changes in our society.

When I first got accepted into John Jay I always knew I wanted to further my education. John Jay's accelerated program for a Bachelor's and Master's degree requires a minimal GPA of 3.5 every semester and enrollment for five straight years. It was difficult, but I signed up and making it into this program has been my greatest achievement! I am determined to be my mother's first college graduate and it would make me so proud and her as well. My academic studies are taken very seriously by me and with the help from my mother's union — Local 1180 — it will definitely not go unappreciated.

TRACY SINGH, Daughter of Gitree Singh, HHC, St. John's University



I graduated from The Mary Louis Academy in June 2017 with my Advanced Designation Regents Diploma. I will be attending St. John's University in the Fall 2017 semester, where I will be completing a Bachelor's Degree in Biomedical Science. My educational aspiration is to pursue a career in medicine as a physician because it incorporates both my passion and my goals. I have been blessed with so much in life, and I want to spend the rest of my life paying it forward.

In high school, I was very involved in my school community. I was an honor roll student, a three-year St. John's Women in Science Award recipient for Chemistry, Physics, and Anatomy & Physiology, a member of numerous honor societies, the Production Manager of my school's theatre group, a writer for my school's newspaper, a retreat leader, an office aid, and a tour guide/orientation leader that helped incoming students adjust to life on campus. I also remained involved in my community by volunteering at a nursing home, an adult day care for the elderly who suffer from mental illness, as well as working at Metropolitan Hospital through the Summer Youth Employment Program.

Through my experiences within both my school and neighborhood, I realized how much I find joy in the happiness of others. Volunteering in the adult day care was definitely a life-changing experience for me. Getting to spend time with the

residents, observing how strong and optimistic they were, as well as how they did not allow their mental disability to affect their happiness opened my eyes. It taught me to value the life I have and to live it to the fullest. Watching the eyes of the residents come to life, and to see true happiness in their smiles when they saw me, made me want to lift their spirits as much as I could. It also made me want to devote the rest of my life to putting smiles on the faces of people who do not have much to smile about. My volunteer experiences are actually the reason I am considering specializing in either geriatrics or psychiatry. I have always wanted to use my passion, which is science, to reach my goal of assisting others by trying my best to improve their quality of life.

As a physician, I would love to help ALL people, but my goal is to help those who are less fortunate. I would like to one day be in a position to offer care options and medical attention to those who are in compromising positions, or who otherwise would not be able to afford it. I understand that being a physician and bringing my dreams to life will be difficult and will require a lot of hard work, but I am fully committed to working hard in school, and seizing every opportunity necessary to make my dreams a reality.

In addition to helping those who are less fortunate, I also want to help my family. Being a child of immigrants. I saw my parents struggle to build the amazing life that they have. I wish to utilize every opportunity I can to help them, and the first step would be lessening the burden of the cost of attendance. This scholarship would benefit not only myself, but my family.

WORKPLACE LITERACY

COURSES AND SEMINARS IN THE PLANNING

INTRODUCTION TO EFFECTIVE COMMUNICATION SKILLS (2018-2019)

Communication in the workplace should satisfy the three key employee needs before they can be engaged and highly productive.

1. Staff should know the facts about the agency and their specific job, who your customers are, where forms and supplies are located and who to see when there is a problem.
2. Staff should have the skills or be trained to perform required tasks. Expectations should be discussed and clearly defined.
3. Staff should feel that they are being listened to, respected, trusted, and valued.

Each course is designed to provide participants with the opportunity to assess their current skill level and identify areas they would like to improve.

Target Audience: Administrative, supervisory, managerial, and technical employees who need to be able to present their ideas and influence others with confidence, Clerical and administrative support staff and supervisors and managers responsible for drafting and writing routine office correspondence

DEVELOPING DYNAMIC LISTENING SKILLS

Dates: Tuesday, Sept. 18, 25 Oct. 2, 9, 2018

Enroll by: Aug. 18, 2018

Confirm with \$40 deposit by: Sept. 13, 2018

STRATEGIES FOR IMPROVING NONVERBAL COMMUNICATION - 8HRS

Dates: Tuesday, March 5, 12, 19, 2, 6, 2019

Enroll by: Feb. 5, 2019

Confirm with \$40 deposit by: Feb. 28, 2019

WRITING TIPS FOR MANAGERS AND SUPERVISORS - 16HRS

Dates: Thursday, April 25, May 2, 9, 16, 23, 30, June 6, 13, 2019

Enroll by: March 25, 2019

Confirm with \$40 deposit by: April 20, 2019

INTERVIEWING SKILLS & TECHNIQUES

Dates: Tuesday, Jan. 15, 22, 29,

Feb. 5, 12, 19, 26, 2019

Enroll by: Dec. 15, 2018

Confirm with \$40 deposit by: Jan. 10, 2019

MAKING EFFECTIVE PRESENTATIONS

Dates: Tuesday, Oct. 16, 23, 30,

Nov. 13, 20, 27, Dec. 4, 11, 2018

Enroll by: Sept. 16, 2018

Confirm with \$40 deposit by: Oct. 11, 2018

INTRODUCTION TO MANAGEMENT AND SUPERVISION (2018-2019)

These courses will assist supervisors in making successful transition from "co-worker" to "supervisor." Participants will gain strategies and insights for supervising former peers and develop a management style that helps them accomplish goals by participating in interactive training exercises, viewing and critiquing staff developed video lessons, reading assignments, and listening lectures.

Target Audience: Managers who want to effectively exert influence up and down the hierarchy to achieve goals

REPORTING TO UPPER MANAGEMENT

Dates: Tuesday, May 7, 14, 21, 28,

June 4, 11, 18, 25, 2019

Enroll by: April 4, 2019

Confirm with \$40 deposit by: May 2, 2019

MONITORING EMPLOYEE PERFORMANCE

Dates: Thursday, Nov. 1, 8, 15, 29

Dec 6, 13, 2018

Enroll by: Oct. 1, 2018

Confirm with \$40 deposit by: Oct. 27, 2018

EXCELLING AS A FIRST TIME SUPERVISOR

Dates: Thursday, Sept. 6, 13, 20, 27,

Oct. 4, 11, 18, 25, 2018

Enroll by: Aug. 6, 2018

Confirm with \$40 deposit by: Sept. 15, 2018

GIVING EFFECTIVE ON-GOING FEEDBACK

Dates: Wednesday, March 6, 13, 20, 27,

April 4, 11, 2019

Enroll by: Feb. 6, 2019

Confirm with \$40 deposit by: March 15, 2019

MANAGING FOR CUSTOMER EXCELLENCE

Dates: Wednesday, Nov. 7, 14, 28,

Dec. 5, 12, 2018

Enroll by: Oct. 7, 2018

Confirm with \$0 deposit by: Nov. 2, 2018

FUNDAMENTALS OF SUPERVISION

Dates: Wednesday, May 1, 8, 15, 22, 29,

June 5, 12, 19, 2019

Enroll by: April 1, 2019

Confirm with \$40 deposit by: April 26, 2019

COPING WITH CHANGE EFFECTIVELY ON THE JOB

Dates: Tuesday, Aug. 7, 14, 21, 28, 2018

Enroll by: July 7, 2018

Confirm with \$40 deposit by: Aug. 2, 2018

MANAGERIAL LEADERSHIP

Dates: Wednesday, Jan. 9, 16, 23, 30,

Feb. 6, 13, 20, 27, 2019

Enroll by: Dec. 9, 2018

Confirm with \$40 deposit by: Jan. 4, 2019

INTRODUCTION TO WORKPLACE EFFECTIVENESS (2018-2019)

The Workplace Literacy Program schedule allows you to customize your choices based on your interests and availability. You may take as many classes as you would like or as few as your time permits. In either case, you are welcome to participate at whatever level is right for you.

Target Audience/Advance Preparation:

Supervisors, managers, and professionals

DELEGATION AND TIME MANAGEMENT

Dates: Thursday, Feb. 7, 14, 21, 28, 2019

Enroll by: Jan. 7, 2019

Confirm with \$40 deposit by: Feb. 19, 2019

EFFECTIVE MEETING MANAGEMENT

Dates: Tuesday, April 2, 9, 2019

Enroll by: March 2, 2019

Confirm with \$40 deposit by: Feb. 28, 2019

CREATIVE PROBLEM SOLVING SKILLS

Dates: Thursday, March 7, 14, 21, 28

April 4, 11, 2019

Enroll by: Feb. 7, 2019

Confirm with \$40 deposit by: March 2, 2019

EFFECTIVE DISCIPLINARY ACTION

Dates: Thursday, Jan. 10, 17, 24, 31,

Feb. 7, 14, 21, 28, 2019

Enroll by: Dec. 10, 2018

Confirm with \$40 deposit by: Jan. 5, 2019

GOAL SETTING

Dates: Thursday, Aug. 2, 9, 16, 23, 30, 2018

Enroll by: July 2, 2018

Confirm with \$40 deposit by: Aug. 4, 2018

BUILDING YOUR RESUME

Dates: Wednesday, Oct. 3, 10, 17, 24, 31, 2018

Enroll by: Sept. 3, 2018

Confirm with \$40 deposit by: Sept. 28, 2018

BASKET OF PROBLEMS (ISSUES ON THE JOB)

Dates: Tuesday, April 23, 30, 2019

Enroll by: March 23, 2019

Confirm with \$40 deposit by: April 18, 2019

CRITICAL THINKING IN ACTION

Dates: Thursday, Nov. 29, Dec. 6, 13, 2018

Enroll by: Oct. 29, 2018

Confirm with \$40 deposit by: Sept. 18, 2018

TRACY PROGRAM

STAGE FOR FALL 2018 AND SPRING 2019

INTRODUCTION TO WORKPLACE COMPUTER SKILLS (2018-2019)

Whether you want to learn how to add functions to an Excel spreadsheet, or apply formatting to a Microsoft Word document, you have encountered the need to use a Microsoft Office application. These Computer Skills courses are designed to be taken in their entirety, or to be taken as an individual component, and should be of special interest to members who want to be more productive in the use and operation of the Microsoft Suite, including Windows, Outlook, Word, Excel, and Access.

Target Audience: Individuals who want to enhance their workplace computer skills

MICROSOFT WINDOWS 2010

Dates: Saturday, Sept. 8, 15, 2018

Enroll by: Aug. 8, 2018

Confirm with \$40 deposit by: Sept. 3, 2018

Dates: Saturday, Feb. 2, 9, 2019

Enroll by: Jan. 2, 2019

Confirm with \$40 deposit by: Jan. 28, 2019

MICROSOFT OUTLOOK 2016

Dates: Saturday, Sept. 22, 29, Oct. 13, 2018

Enroll by: Aug. 22, 2018

Confirm with \$40 deposit by: Sept. 17, 2018

Dates: Saturday, Feb. 23, March 2, 9, 2019

Enroll by: Jan. 23, 2019

Confirm with \$40 deposit by: Feb. 18, 2019

MICROSOFT WORD 2016

Dates: Saturday, Oct. 13, 27, 2018

Enroll by: Sept. 13, 2018

Confirm with \$40 deposit by: Oct. 8, 2018

Dates: Saturday, March 9, 16, 23, 2019

Enroll by: Feb. 9, 2019

Confirm with \$40 deposit by: March 4, 2019

MICROSOFT EXCEL 2016

Dates: Saturday, Nov. 3, 17, 2018

Dec. 1, 8, 15, 2018

Enroll by: Oct. 3, 2018

Confirm with \$40 deposit by: Oct. 29, 2018

Dates: Saturday, March 30, April 6, 27,

May 4, 11, 2019

Enroll by: March 1, 2019

Confirm with \$40 deposit by: March 25, 2019

MICROSOFT ACCESS 2016

Dates: Saturday, Jan. 12, 19, 26, 2019

Enroll by: Dec. 12, 2018

Confirm with \$40 deposit by: Jan. 7, 2019

Dates: Saturday, May 18, June 1, 8, 2019

Enroll by: April 18, 2019

Confirm with \$40 deposit by: May 13, 2019

SEMINARS AND WORKSHOPS

We understand that each person has their own goals and may need guidance in reaching them. After all, no two people will have exactly the same dreams for the future, the same amount of money to invest, the same timeline, or the same attitude toward risk.

Early planning combined with prudent savings and investment strategies can have a significant impact on your lifestyle.

To assist members with this very important process, experts will be available, on Saturdays to provide in-depth information on home ownership and pre-retirement and financial planning.

HOME OWNERSHIP

Date: Saturday, May 19, 2018

Enroll by: April 19, 2018

Confirm by: May 14, 2018

Date: Saturday, Dec. 8, 2018

Enroll by: Nov. 8, 2018

Confirm by: Dec. 3, 2018

Date: Saturday, May 4, 2019

Enroll by: April 4, 2019

Confirm by: April 29, 2017

Are you ready to begin the home-buying process? If so, this seminar is for you.

The Union Plus Mortgage program provides access to valuable programs, benefits, and a wide range of home financing options provided by Wells Fargo Home Mortgage.

Whether you're buying or refinancing a home, Wells Fargo provides a wide range of financing programs, including:

- Conventional loan programs
- Federal Housing Administration (FHA) loans
- Veterans Affairs (VA) loans
- Renovation (conventional or FHA) loans
- Fixed- and adjustable-rate mortgages (ARMS)

Target Audience/Advance Preparation: Active Members and spouses are eligible

PRE-RETIREMENT PLANNING

Date: Saturday, Oct. 13, 20, 2018

Enroll by: Sept. 13, 2018

Confirm by: Oct. 8, 2018

Date: Saturday, March 2, 9, 2019

Enroll by: Feb. 2, 2019

Confirm by: Feb. 25, 2019

If you retired today, how much income would you need? Where would it come from?

It's time to think about what you'll need for retirement and what you'll do after retirement.

Topics include:

1. Determining retirement eligibility
2. Computing retirement benefits
3. Calculating current coverage and election options to retirement
4. Calculating social security

Target Audience/Advance Preparation: This seminar is highly recommended for the newly covered member and should be of importance to members with less than 10 years to retirement. Members and spouses are eligible.

For more details, visit www.cwa1180.org and click on the "Training" tab. To Enroll, log in using your MMP (Member Management Portal) Online Account

Enrollment closes 30 days before the first class. The Refundable Deposit must be received five days prior to the first class meeting and will be refunded upon completion of 75% of the class.

Please watch our website www.cwa1180.org for an OFFICIAL LISTING of classes and seminars with enrollment for Fall 2018 and Spring 2019 as classes are subject to change and cancellations.

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

October 25, 2017

Meeting called to order at 6:32 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, Lenora Smith, Hazel O. Worley

Absent: Members-At-Large Debra Paylor and Venus Williams

Minutes of the September 20, 2017, meeting were presented. Motion was duly made, seconded, and carried to accept minutes with necessary corrections.

President's Report

President Cheliotas submitted the following status regarding the Administrative Manager EEO Case Settlement: After the court hearing in June, the City stated they would have the requested information for review. Numerous conference calls to obtain the information were made to the City and the information has not been supplied. It was requested in September and early October and we still have not received it. The City says they are not responsible for the Housing Authority and Transit Authority; however, we produced clear indication that DCAS sets the pay plan and that DCAS is responsible for everyone in the classified service, which includes Administrative Managers no matter where they work.

The attorneys insist the City is not responsible and our attorney has sent dozens of emails. President Cheliotas prepared a memo to Deputy Mayor Emma Wolfe to intervene on this issue. Additionally, Scott Levinson of The Advance Group will be following up. The City has been stalling because Judge Ellis will retire on November 15, 2017. Any judge assigned to replace him will not be happy with the City for delaying this settlement. Additionally, President Cheliotas will be arranging a meeting with Denis Trainor, CWA District 1 Vice President, the attorneys, and Bob Linn, Commissioner of Labor Relations, in hopes of settling.

The other part of the EEO Case is NYC Council Intro 1536, which has 45 co-sponsors. The lead sponsors are Council Member I. Danee Miller and Council Member Laurie A. Cumbo. There again, the City's attorneys don't want to put this information out there because the liability for violating the law by the City is so great. President Cheliotas will send another memorandum to Deputy Mayor Emma Wolfe to intervene on this issue.

City attorneys are opposed to these amounts for the same reason they claim there is no crime in NYC — if you don't keep accurate records and statistics, then there is no proof of anything. That's why the City is claiming there is no discrimination as there are no records. The liability exists because Local 1180 was able to do the research and find the discrimination. We know that if you go to court you get the information. They are obligated to give it to you because it's public information. Anybody can find out how much City workers make as it's public information. The only restriction is information for Police Officers does not indicate where they live.

The City Administration has to understand that their lawyers are not carrying out their policies. Why isn't the City adamant when it comes to minority women working in their administration? Once we get the information, we will ask the City to do the calculation of how much money we have accrued. The reason we are here is because Judge Ellis stated, "you have not given enough back pay". The way they do it is delay the effective date in order to give a lump sum payment. I've done calculations and they are correct; it's the City that needs to come to

this agreement. The City is also trying to allow this Memorandum of Agreement to expire and replace it with a new MOA.

President Cheliotas, accompanied by Secretary-Treasurer Gloria Middleton, attended the MLC meeting. The City proposed that City employees pay for their health care plans. The unions have given all they can in regard to health care. The current procedures at Columbia Presbyterian and NYU Langone charge the highest rates in all of New York City. The City is looking for \$300 million per year during the next three years. They already have in the budget a 1% wage increase. The general consensus of everyone at the MLC was thanks, but no thanks, and they walked out of the meeting rejecting the City's proposal.

President Cheliotas distributed and discussed a request for renewal retainer agreement dated August 24, 2017, submitted by CWA Local 1180's attorneys Mirkin & Gordon, P.C. The agreement will be modified with a 30-day opt out clause and there will be no retro payment for 2016. The sum of \$100,000 will be effective January 1, 2017; \$110,000 effective January 1, 2018; and \$120,000 effective January 1, 2019. Motion was duly made, seconded, and carried to accept the agreement as modified.

President Cheliotas discussed the Janus v. AFSCME case, the MLC's participation in the case, and how it will potentially impact all unions. He discussed and recommended the possibility of retaining Employment and Labor Attorney Alan M. Klinger and his law firm to provide legal assistance to CWA Local 1180 regarding the Janus v. AFSCME case. His law firm currently represents the New York City Department of Sanitation (DOS) and the United Federation of Teachers (UFT). The agreement would at \$1,000 per month. A motion was duly made, seconded, and carried to retain Mr. Klinger and his law firm.

CWA Local 1180 is actively obtaining membership cards. Shop Stewards have been asked to ensure new members sign their membership cards as soon as they become eligible to do so. Additionally, Secretary-Treasurer Middleton has advised all Staff Representatives to ensure the membership cards are being signed and collected. Executive Board members must also do their part in this campaign.

CWA Local 1180's campaign on the Con Con debates and presentations is well underway. We received a grant from the CWA Defense Fund in order to run our campaign. The proposition will be defeated through hard work and perseverance.

Organizer Steven M. Ferrer submitted an addendum to the September Organizing Report proposing organizing Administrative Directors of Social Services. The campaign was discussed with CWA District 1 Staff Tim Dubnau and they will review the matter.

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

First Vice President's Report

September 21, 2017 — Attended the New York City Central Labor Council (CLC) Delegates meeting.

September 25, 2017 — Attended the CWA Local 1180 Trustee's quarterly meeting.

September 28, 2017 — Represented CWA Local 1180 at the Housing Preservation and Development (HPD) Employee Recognition Ceremony.

October 2-3, 2017 — Attended NYC Central Labor Council Retreat.

October 5, 2017 — Attended contract negotiations for Books and Rattles, accompanied by Staff Representative Lena Solo and Kevin Lynch.

October 18, 2017 — Scheduled next round of Books and Rattles bargaining session for October 30, 2017. Will hold a meeting on November 2, 2017 to present a report of the outcome from the negotiations to the members.

There have been zero appointments made off the new Administrative Manager's list for members of the NYC Department of Mental Health

and Hygiene. First Vice President Strickland sent a letter to Commissioner Dr. Mary Travis Bassett, MD, MPH, requesting a meeting in order to discuss movement and/or possible appointments off the active list.

Lastly, she sent a letter to the NYC Department of Correction's Cynthia Brann to have a meeting to discuss the safety and duties of CWA Local 1180 Associate and Legal Coordinators.

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

Activity	September
Agency Walk-throughs	3
Command Disciplines CD	4
EEO Investigations/Interview	4
Hearing Preparations	5
Hearings	8
Investigative Hearings	2
Office of Administrative Trials and Hearings OATH	2
Labor Management Meetings	4
Off-Site Member Meetings	2
Supervisory Conference	2
Site Member Meetings	12
Walk-Ins	1
Appointments	6
Telephone Calls	335

Site Meetings for September 2017

HRA Veteran Burial Affairs
25 Chapel Street, Brooklyn

Taxi and Limousine Commission (TLC)
33 Beaver Street, Manhattan

NYC Department of Citywide Administrative Service (DCAS)
1 Centre Street, Manhattan

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

HRA F43 and F53
32-20 Northern Blvd., Queens

HRA SNAP 28
404 Pine Street, Manhattan

New York City Department of Finance (DOF)
59 Maiden Lane, Manhattan

NYC Department of Transportation (DOT)
34-02 Queens Blvd., Queens

HRA MICSA
32-20 Northern Blvd., Queens

H+H Correctional Health
55 Water Street, Manhattan

H+H North Central Bronx
3424 Kossuth Avenue, Bronx

HRA Concourse Center 45
1375 Jerome Avenue, Bronx

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 Gerald Brown's Civil Service List Report: October 15, 2017

Update on the status of 48 Agency Administrative Manager Promotional list (#5516). The list was established August 17, 2016, and scheduled to expire August 17, 2020.

Agencies currently with a viable list (three or more eligibles):

Agency	# of Eligibles	Highest # Appointed	Provisionals
DEP	102	101	0
Education	103	10	0
Emergency Mgmt.	3	0	0
Finance	90	29	0
Health & Mental Hygiene	117	0	0

Agency	# of Eligibles	Highest # Appointed	Provisionals
Homeless	29	13	0
HRA/DSS	269	38	0
Law	4	0	0
NYCHA	148	0	0
OATH	4	0	0
Police	80	2	0
Probation	8	1	0
Sanitation	46	14	0

Agencies that have exhausted their lists:

ACS	FISA
Aging	HPD
Buildings	Investigations
Business Services	NYCERS
City Planning	NYCTA
Comptroller	OLR
Correction	OMB
DA Kings	Parks and Recreation
DA Queens	Payroll Administration
DCAS	Taxi and Limousine
Design & Const.	Transportation
DOITT	TRS
Fire	Youth/Comm. Devel.

Agencies that never had a viable list (less than three eligibles):

Boro Pres Brooklyn (1)
Boro Pres Queens (1)
CCRB (1)
Consumer Affairs (1)
Cultural Affairs (1)
DA Manhattan (1)
Independent Budget Office (1)
Police Pension Fund (2)
Record and Info Services (1)

Agencies that have appointed from lists with less than three eligibles:

Consumer Affairs #1

Update on the status of Administrative Manager Open Competitive list (#5010). The list was established September 28, 2016, and scheduled to expire September 28, 2020.

Highest Number Appointed = 131
Number of Eligibles on the List = 4,572

Update on the status of 45 Agency Principal Administrative Associate Promotional list (#5537). The list was established February 22, 2017, and scheduled to expire February 22, 2021.

Agencies currently with a viable list (three or more eligibles):

Agency	# of Eligibles	Highest # Appointed	Provisionals
NYCERS	10	8	0
Comptroller	12	115	0
Law	11	0	0
Education	55	55	0
TRS	3	2	0
Police	202	27	0
Fire	33	22	0
ACS	32	31	0
HRA/DSS	643	165	0
Homeless	8	7	0
Correction	24	2	0
City Clerk	5	0	0
Aging	3	0	0
TLC	14	0	0
OLR	3	0	0
Police Pension Fund	6	6	0
Youth & Community Dev.	12	12	0
HPD	28	0	0

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES



Agency	# of Eligibles	Highest # Appointed	Provisionals
Buildings	76	17	0
DOHMH	67	67	0
OATH	5	0	0
DEP	97	97	0
DOS	66	4	0
Finance	43	0	0
DOT	92	16	0
Parks	41	41	0
DDC	8	8	0
DOITT	16	16	0
DCAS	25	25	0
DA Kings	5	0	0
DA Queens	4	0	0
NYCHA	70	11	0
NYCTA	6	1	0

Agencies that never had a viable list (less than 3 eligibles):

- City Planning (2)
- Investigations (1)
- FISA (1)
- OPA (2)
- Independent Budget Office (1)
- Civil Service Commission (1)
- Probation (1)
- Business Integrity Commission (1)
- Consumer Affairs (2)
- DA Bronx (1)
- DA Richmond (1)

Update on the status of PAA Open Competitive list (#5039). The list was established July 19, 2017, and scheduled to expire July 19, 2021.

Highest Number Appointed = 81
Number of Eligibles on List = 1,509

Update on the status of Principal Police Communications Technician Promotional list (#6519). The list was established October 4, 2017, and scheduled to expire on October 4, 2021. The title is only used in NYPD.

Highest Number Appointed = 0
Number of Eligibles on List = 31

Update on status of Computer Associate Technical Support Promotional list (#7508). The list was published on September 13, 2017, and is not established for agency use.

Agency	Eligibles on List	Provisionals as of 8/31/17	Provisional Report
25 Law	4	1	
30 City Planning	1	5	
32 DOI	1	5	
57 NYFD	1	5	
69 HRA/DSS	10	51	
256 NYC Police Pension Fund	1	0	
740 DOE	3	3	
806 HPD	1	8	
816 DOHMH	3	28	
826 DEP	7	16	
827 DOS	3	9	
836 Finance	4	2	
841 DOT	1	7	
846 Parks	1	6	
858 DOITT	8	17	
998 NYCTA	3	6	

Update on status of Computer Associate Technical Support Open Competitive list (#7003). The list was published on September 13, 2017, and is not established for agency use. There are 1182 eligible's on the list.

The August 31, 2017, DCAS Quarterly Provisional Report contained the following:

- Administrative Manager (1002C)
0 Provisionals
- Principal Administrative Associate (10124)
0 Provisionals
- Principal Police Communications Technician (71014)
0 Provisionals
- Computer Associate Technical Support (13611)
203 Provisionals (List below)

Agency	# of Provisionals
09 NYCERS	1
25 Law	1
30 City Planning	5
32 DOI	5
56 NYPD	3
57 NYFD	5
67 ACS	1
69 HRA/DSS	51
72 DOC	1
125 Aging	1
127 FISA	6
131 OPA	1
261 Youth	2
740 DOE	3
801 Small Business	2
806 HPD	8
810 Buildings	4
816 DOHMH	28
826 DEP	16
827 DOS	9
831 Business Integrity	1
836 Finance	2
841 DOT	7
846 Parks	6
850 DDC	2
858 DOITT	17
860 Records	1
866 Consumer Affairs	1
868 DCAS	3
903 Kings DA	2
996 NYCHA	2
998 NYCTA	6

November 7, 2017, vote no for Con Con; Phone Bank are on-going and successful

Vice President Brown reported that the CWA Local 1180 endorsement list for the November 7th General Election in on the website.

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

Secretary-Treasurer's Report

Secretary-Treasurer Gloria Middleton presented the CWA Local 1180 Transaction Detail and Income and Expenditures Report for September 2017. Secretary-Treasurer Middleton advised that the T.D. checking account has a balance of \$830,390.02 as of C.O.B October 24, 2017.

Secretary-Treasurer Middleton reported the following new CWA Local 1180 members: 148 in July, 102 in August, and 70 in September.

October 19, 2017, went to the New York City Police Department to assist the Mayor's Office of Immigration with its Citizenship Pilot Program. Unions are being asked to inform members of these services.

Secretary-Treasurer Middleton attended the Office of Labor Relations Doctor's Council to discuss the probable impact of the Janus v. AF-SCME case have on H+H and their survival.

Lastly, she reported that the CWA Local 1180 budget runs from October 1, 2017, through September 30, 2018. The budget will be cut by 20% – 30%. We will hold discussions where the cuts will be made and the new budget will be presented at the next Executive Board meeting.

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

Recording Secretary's Report

Recording Secretary Lourdes Acevedo reminded everyone that the Hispanic Heritage Celebration will be held November 4, 2017. She requested President Cheliotos and President-Elect Middleton open the ceremony. She also reported that she attended the Staten Island Borough Coordinating Committee meeting on October 18, 2017. There were NARCAN-trained medical professionals who demonstrated how to administer the drug. All present were trained and certified. Lastly, she reported that she attended the Con Con presentation on October 24, 2017, at the Democratic Club in Staten Island where John T. O'Malley was a guest speaker.

Member-At-Large Reports and Announcements

Member-At-Large Charles Garcia reported that October 30, 2017, will be a blackout date for Spectrum, which has been on strike for seven months. The Spectrum Union didn't have a strategic plan when they went on strike. In addition, he reported that USPS service in low income areas need improvement as customers have to wait on line forever in order to make any transaction. Charles advised that services and profit margin can improve for the community by adding check cashing, electronic money gram, and international money wire services. Lastly, he attended a "Worker And Immigration Rights" workshop at Cornell University on October 14, 2017. He distributed a copy of the "Immigration Know Your Rights" handbook sponsored by NYC Comptroller Scott M. Stringer. The handbook instructs immigrants on how to become a citizen.

Member-At-Large and Chair of the Women's Committee Denise Gilliam reported that 100 members, families, and friends marched in the 2017 Making Strides Against Breast Cancer Walk in Central Park. Contributions are still coming in and she will have a total collected after the next CWA Local 1180 Women's Committee meeting. Recording Secretary Acevedo informed Ms. Gilliam that she also walked in the Making Strides Against Breast Cancer walk on Staten Island, accompanied by member Rosario Roman and an additional \$50 needs to be added to the grand total. Lastly, Denise Gilliam announced that her agency DOITT will be moving to Metro-Tech Center, Brooklyn, on December 17, 2017.

Member-At-Large Hilary Bloomfield announced that new members attended the Bronx Borough Coordinating Committee. The meeting of October 19, 2017, was held at 229th Street. A total of 30 people showed up. They like the idea of holding the meetings at different locations throughout the Bronx. She also announced that she will be attending the CBTU Scholarship Dinner Dance this coming Friday. Additionally, she announced that she will be attending the UN for Cuba conference.

Member-At-Large Hazel O. Worley announced that the Civil Rights and Equity Committee collected prom dresses and donated them to the Cinderella Project. She advised that the 2017 Toy Drive Flier is out. She also announced that she is being honored by the Concerned Women of Brooklyn on December 9, 2017, from 12:00 noon – 4:00 p.m. at Giando on the Water in Brooklyn. The organization provides numerous scholarships to the neighborhood kids. Lastly, she announced that the CWA Local 1180 Scholarship Committee has selected four recipients.

Member-At-Large Lenora Smith announced that the Department of Environmental Protection (DEP) will be hosting their Annual 2017 Holiday Party on December 20, 2017. She also announced that she will be attending the DEP Employee Recognition Ceremony this coming Thursday.

Member-At-Large Lisa Lloyd attended the Labor Council for Latin American Advancement (LCLAA) membership meeting on October 12, 2017. They are accepting contributions for distribution to help Puerto Rico, Florida, and Texas.

Motion was duly made, seconded, and carried to adjourn at 8:35 p.m.

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

November 29, 2017

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

Officers

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

Members-at-Large

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

Absent: First Vice President Gina Strickland and Member-At-Large Denise Gilliam

Minutes of the October 25, 2017, meeting were presented. Motion was duly made, seconded, and carried to accept minutes with necessary corrections.

President's Report

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

October 26, 2017 — Met with Council Member Ydanis Rodriguez on his aspiration to run for the next speaker of the City Council. We will be meeting with potential candidates in the future and make a selection after all candidates have been interviewed. Later that day, he attended the MLC Civil Service Committee Meeting where they discussed using the Education and Experience (E & E) exam title to evade use of the 1-in-3 rule. They also discussed the education analyst test validation and the increasing use of non-competitive titles.

October 27, 2017 — Held a conference call with CWA Defense Fund Over-Site Committee (DFOC) to discuss grants. Four were approved. That evening, he represented CWA Local 1180 at the 45th Annual HANAC Gala.

October 28, 2017 — Attended the New Deal Conference at Columbia Law School.

November 1, 2017 — Met with Council Member Ben Kallos to discuss issues faced by CWA Local 1180. Later that day, he met with Bob Linn to discuss the EEOC settlement.

November 2, 2017 — Met with Kevin Gallagher to discuss the progress of 6 Harrison Street.

November 3, 2017 — Held a conference call with DFOC to discuss grants; five were approved.

November 6, 2017 — Held a conference call with Gayle Horowitz, Senior Advisor to the Chancellor of CUNY, regarding the conversion of the Murphy Institute to a School of Labor.

November 8, 2017 — Held a conference call to discuss Intro. Bill 1536. When the EEOC data is printed, corrective actions can be taken.

November 9, 2017 — Met with DC 37 Executive Director Henry Garrido to discuss bargaining.

November 12-15, 2017 — Attended the DFOC meeting in Washington D.C.

November 16, 2017 — Attended the PowHerNY breakfast at Hunter College's Roosevelt House. Later that day, attended the NYCCLC Executive Board Meeting where Medicare for All was discussed. That afternoon, he met with CWA Local 1180 IT Department to review their budget. That evening, he spoke at the FDR Club on Con Con.

PRIVATE SECTOR SHOPS

CONGRATULATIONS TCF EMPLOYEES ON YOUR CONTRACT



New 1180 members at The Century Foundation settled a great contract in February. Lily Hindy, Senior Foreign Policy Associate, expressed the sentiments of her coworkers, saying, "These eight months of bargaining were not easy, but they really paid off. We all got raises, improved our flexibility around schedules and remote work, and managed to lock in the great benefits our management was already providing. We are very happy with our new contract and think it reflects the pro-labor values that our organization advocates."

Gina Strickland, 1180 First Vice President, signed the contract with TCF President Mark Zuckerman. Strickland said, "We're thrilled to welcome TCF to the union with such a strong contract. Staff Representative Lena Solow did an amazing job in working with TCF members to ensure they receive a fair and just contract."

Upon reaching a deal, TCF and Local 1180 released a joint statement, saying: "The Century Foundation (TCF) and the staff represented by the Communication Workers of America (CWA) are pleased to announce today that a collective bargaining agreement has been signed. Since voluntarily recognizing union membership in March 2017, both TCF and the union have worked closely together to reach an agreement that recognizes the important work and critical value of TCF's staff, and builds on a mutual deep commitment to collective bargaining rights, fairness, and respect in the workplace. Today's agreement is the culmination of that process, and is a testament to the dedication of TCF's staff to the organization's values, and to each other."

The Century Foundation is a progressive, nonpartisan think tank that seeks to foster opportunity, reduce inequality, and promote security at home and abroad. TCF researches issues that range from pursuing fairness and opportunity in education; protecting workers and further strengthening the social safety net; encouraging democracy and ensuring personal rights in the tech age; and promoting stability and prosperity abroad.

Photos (clockwise from top left): Local 1180 First Vice President Gina Strickland signing the agreement with The Century Foundation President Mark Zuckerman; Strickland (center) with members Casey Berkovitz and Sam Adler-Bell; Nonprofit Staff Representative Lena Solow (far right) with Zuckerman and member Lily Hindy; DC members Tariq Habash and Kimberly Quick; The last day of bargaining for members Amanda Novello, Sam Adler-Bell and Casey Berkovitz; New York members Casey Berkovitz, Sam Adler-Bell, Lily Hindy and Mariel Iezzoni (not pictured: Amanda Novello). ■

NONPROFIT SHOP STEWARD TRAINING

Shop Stewards from Local 1180's nonprofits joined together for a day-long training where they honed their skills, shared stories and strategies, and learned how the coming attacks on labor will impact them. Stewards from Amnesty International, ALIGN, Human Rights First, Human Rights Watch, the Nation Institute, Planned Parenthood, and The Century Foundation joined First Vice President Gina Strickland, Nonprofit Staff Representative Lena Solow, and Nonprofit Organizer Leslie Fine for the event.

Rebecca Chowdhury, a Shop Steward at Human Rights Watch said, "The Shop Steward training was a great opportunity to hear about the similar struggles we face within our workplace and strategize together on ways to engage and organize our shop and tap into our collective power."

Kristen Velloza, Shop Steward at Amnesty International, agreed, saying, "Not only was the content and facilitation helpful, but the opportunity to meet other Shop Stewards in my field was super valuable. We all exchanged contact information, resources, and are still in touch."

"I had no doubt that Lena, Leslie and all our Staff Reps would do a great job with this training," said President Gloria Middleton. "This was our first Stewards training for the nonprofits and it was quite successful. Congratulations on accomplishing this goal and empowering our Stewards from the private sector. The training unified our efforts to engage all our members in the fight we have going forward. As I say over and over again, it takes a team to make this Local strong. Congratulations everyone."

Top photo this page: Shop Stewards who attended the training, with First Vice President Gina Strickland (pictured in yellow) and Nonprofit Staff Rep Lena Solow (pictured in red). Middle row right photo: Aditi Shetty from Human Rights Watch, Sam Adler-Bell from The Century Foundation, and Daisy Valdez and Tonya Moorero from Planned Parenthood discussing some of the topics covered during the training and how to implement them at their shops. Middle row left photo: Staff Rep Olivia Lyde imparts some of her vast knowledge about the job. Bottom photo: Solow works with Shop Stewards on how to deal with problems and issues that arise with members on the job.



OUR TEAM

NONPROFIT SHOP STEWARDS

ALIGN

Malike Conner

Amnesty International

Emily Walsh
Kristen Velloza
Carolina Rivadeneira

ASPCA

Melanie Glass
Danielle Delfino

Human Rights First

Christopher Plummer
Eric Helms
Katherine Cosgrove

Human Rights Watch

Rebecca Chowdhury
Amelia Neumayer
Aditi Shetty
Benson Weekes
Ava Ahmadbeigi

Javits Center

Jose Martinez
Philip Slattery

Nation Institute

Katy O'Donnell
Roz Hunter

Planned Parenthood

Elizabeth Butler
Davonte Elmore
Tonya Moorero
Daisy Valdez

The Century Foundation

Sam Adler-Bell

NONPROFIT STAFF REPRESENTATIVE

Lena Solow
Staff Representative
Isolow@cwa1180.org

CWA Local 1180
6 Harrison Street, New York, NY 10013
Tel: 212.226.6565 | Cell: 917.513.4736
Fax: 212.966.6831

NONPROFIT ORGANIZER

Leslie Fine
lfine@cwa1180.org

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

November 20, 2017 — Reviewed the 6 Harrison Street lobby design. Later that day, held a conference call with DFOC to discuss grants; one grant was approved.

November 28, 2017 — Attended the CUNY Advisory Board meeting at Murphy Institute. Executive Director Greg Mantsios was named Head Dean moving forward. That afternoon, held a Janus v. AFSCME strategy staff meeting. That evening, he was honored at the Labor Press Award Dinner.

November 29, 2017 — Met with Steven Plangeitis from the Bank of America to discuss financial matters pertaining to CWA Local 1180. That evening, he chaired the CWA Local 1180 Executive Board meeting.

He reported the following upcoming events:

November 30, 2017 — PowHerNY convening of network partners. That evening, he will chair the CWA Local 1180 General Membership meeting.

December 1, 2017 — Will attend the Medicare for All conference at the Worker Institute at Cornell ILR School.

December 1, 2017 — Asked for volunteers to attend a rally at Cabrini Restaurant located at Vanderbilt Avenue and 43rd Street at 9:00 a.m. to protest Trump's tax heist. Trump will be having breakfast at the restaurant.

December 4, 2017 — Will attend the MLC Steering Committee Meeting. That evening, he asked for volunteers to join him in attending the PSC CUNY Rally at Baruch College at 5:00 p.m.

President Cheliotos stated CWA Local 1180 is in a transitional period. In order to have a smooth transition, he has recommended the following changes take place by December 18, 2017. President-Elect Gloria Middleton move into the President's Office. President Middleton will step down as the Manhattan Borough Committee facilitator and will be replaced by Debra Paylor who accepted the position. Secretary-Treasurer-Elect Robin Blaire-Batte move into Secretary-Treasurer Office. She will step down as the Queens Borough Coordinating Committee facilitator and Lisa Lloyd who accepted the position will become the facilitator. The vacant Staff Representative position will be posted.

The Scholarship Committee selected five outstanding candidates. The Committee asked for Board approval to increase the number of recipients from four to five and will distribute the scholarships of \$2,500 each at tomorrow night's General Membership meeting. Executive Board Member Lisa Lloyd requested a stipulation be added to the scholarships moving forward. If a selected member does not respond, the scholarship will be forfeited and awarded to the next person. A motion was duly made, seconded, and carried to accept the five scholarships and stipulation by the Executive Board.

President Cheliotos distributed and discussed the status report dated November 1, 2017, from Mirkin & Gordon, P.C. listing legal matters being handled on behalf of CWA Local 1180. He also presented the October 2017 organizing report prepared by Stephen M. Ferrer and addendum to the report. He additionally presented the Policy Research Group Quarterly Report on the Update on the New York City Economy dated September 27, 2017. Lastly, he presented the November 29, 2017, project updates memorandum submitted by Marci Rosenblum, CWA Local 1180 Communications Director.

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

Second Vice President's Report

Second Vice President Gerald Brown reported the following:

The Officers of CWA Local 1180 have initiated meetings with candidates seeking to be the next speaker of the NYC Council. The vote by the 51 Council members will be held at their meeting on January 3, 2018.

Vice President Brown attended a meeting with the New York Union Child Care Coalition on October 30, 2017, at UFT headquarters. The Coalition provides child care subsidies to working

New Yorkers through the Agency for Children's Services (ACS). A representative from the Coalition will attend our General Membership meeting and will explain the requirement that must be adhered to in order to receive the subsidies.

The November 7, 2017, General Election results were very successful for Local 1180 endorsements. Our three candidates running for City-wide offices were all successful: Bill de Blasio for Mayor, Tish James for Public Advocate, and Scott Stringer for Comptroller. Our candidates for Borough President and District Attorney were all successful.

We endorsed in 46 of the 51 New York City Council races. Out of the 46, we were successful in 45 races. The one unsuccessful was our candidate Elizabeth Crowley in the 30th District in Queens, who trailed by 133 votes on election night. When all absentee votes were subsequently counted, she lost her bid for re-election by 137 votes.

Proposition #1 on the ballot to decide whether to have a NYS Constitutional Convention was overwhelmingly defeated with 82% of voters saying "No" for the convention. This was a really big win and not to be revisited until 2037.

Vice President Brown attended a meeting with the MLC's Civil Service Committee to prepare for the MLC's next meeting with the Commissioner of DCAS. The meeting will be to address pressing civil service issues.

Vice President Brown attended a meeting of an Ad-Hoc Committee of the MLC to discuss and brain storm around the upcoming Janus v. AFSCME case. The case, if ruled against labor, would be very damaging. The U.S. Supreme Court has agreed to hear the case in the spring of 2018 with a decision rendered in June 2018.

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

Secretary-Treasurer's Report

Secretary-Treasurer Gloria Middleton presented the CWA Local 1180 Transaction Detail and Income and Expenditures Report for October 2017. Secretary-Treasurer Middleton advised that the T.D. checking account has a balance of \$835,662.68 as of C.O.B November 24, 2017.

Secretary-Treasurer Middleton submitted the CWA Local 1180 Election of Officers and Executive Board member's results as reported by the American Arbitration Association (AAA) to the Election Committee as follows:

Office	Candidate	Total
President	Gloria Middleton	981
1st VP	Georgina "Gina" Phillips-Strickland	835
	Sandra Sheard	204
2nd VP	Gerald "Jerry" Brown	968
Sec-Treasurer	Robin Blair-Batte	969
Rec. Secretary	Lourdes Acevedo	769
	Debera D. Tyndall	262

Executive Board

Hilary Bloomfield	791
Mark Duke	317
Denise Gilliam	810
Helen S. Jarrett	725
Lisa Lloyd	766
Debra Paylor	714
Jose Luis Pimentel	337
Alicia Smith	319
Gregory Smith	755
Lenora Smith	766
Quinella Williams	296
Venus Colon Williams	752
Hazel O. Worley	720
Edward M. Yood	318

A total of 6,714 ballots were mailed to CWA Local 1180 members. 1,066 ballots received were counted.

Secretary-Treasurer Middleton reported that the CWA Local 1180 budget discussions are still underway and a decision will be made and the new budget presented at the next Executive Board meeting.

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

Recording Secretary's Report

Recording Secretary Lourdes Acevedo reported that the Hispanic Heritage Celebration held November 4, 2017 was a huge success. She stated that President-Elect Middleton gave the opening ceremony speech in Spanish and the members were impressed.

Member-at-Large Reports and Announcements

Member-at-Large Hilary Bloomfield announced that on November 28, 2017, she met with New York State Assembly Members Carl Hastie and Jamaal Bailey on opening a YMCA in the Bronx. Later that day, she attended the Labor Press Awards ceremony where President Cheliotos accepted an award presented to him at the Carpenters Union. Today, she gave testimony at the public hearing at BMCC regarding climate change and dealing with our pensions. Companies are hurting our environment and attempting to invest in our pensions. Also discussed was affordable housing and clean energy.

Members-at-Large Debra Paylor and Lisa Lloyd attended the Healthcare Coordinating Council Conference (HCCC) from November 2-3, 2017, in Buffalo, New York. HCCC is comprised of members of all locals in CWA District 1. The purpose of the conference was to provide a coordinated approach to support the activities that revolve around three key principals that the mission statement is based on: Legislation, Quality of Work Life, and Organization. They walked away with actionable and real world solutions to meet today's demanding challenges regarding Workplace Violence policies, prevention, and guidelines for the CWA Local 1180 members. On November 28, 2017, they attended the Labor Press Awards Ceremony honoring President Cheliotos.

Member-at-Large Debra Paylor reported that elections were held during the Women's Committee meeting on November 14, 2017, with the following results: Committee Chair is Denise Gilliam; Vice-Chair Audrey Hall-McGuire, Secretary Calma Zackery, Treasurer Hilary Bloomfield, and Sergeant-at-Arms Donna Hill-Young. The Committee is planning its Annual Red Velvet Event for February 2018. All proceeds will go to the American Cancer Society Making Strides Foundation-CWA Local 1180 Cares. A mass e-mail went out to the membership for the Annual Winter Gear Drive. All donations will be distributed to shelters and various organizations throughout the City.

Next meeting of the Executive Board will be December 12, 2017.

Motion was duly made, seconded, and carried to adjourn at 8:35 p.m.

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

December 12, 2017

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

Officers

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

Members-at-Large

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

Minutes of the November 29, 2017, meeting were presented. Motion was duly made, seconded, and carried to accept minutes with necessary corrections.

President's Report

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

November 30, 2017 — Held a conference call with Council Member Laurie Cumbo to discuss Intro 1536. That afternoon met with PowHerNY regarding convening of network partners. That evening, chaired the General Membership Meeting.

December 1, 2017 — Attended a Medicare for All meeting at Cornell ILR School. Later that day, held a conference call with CWA Defense Fund Over-Site Committee (DFOC) to discuss grants. Lastly, he attended the farewell event for Fund Administrator Dwight Kearns.

December 4, 2017 — Attended the MLC Steering Committee Meeting where the Janus vs AFSCME Supreme Court Case impact was discussed. Later that day, he held a conference call with Kevin Gallagher to discuss the progress of 6 Harrison Street building lobby renovations.

December 5, 2017 — Returned Union-leased car to dealer. That afternoon, chaired the weekly staff meeting. Later that day, cleaned up office.

December 6, 2017 — Attended the MLC General Membership Meeting. Later that day, held a conference call with HANAC regarding senior affordable housing.

December 7, 2017 — Attended a meeting with OLR, OMB, DCAS, and DC37 where a fellowship proposal was discussed. That afternoon, met with Council Member Mark Levine who is seeking election as the next New York City Council Speaker, which will be vacated by Melissa Mark-Viverito, effective December 31, 2017.

Additionally, he met with Council Member Julianne Williams who is also seeking election as the next New York City Council Speaker. That evening, met with Secretary-Treasurer Gloria Middleton and John O'Malley for an annual review of his job performance.

December 9, 2017 — Attended the Concerned Women of Brooklyn honoring Executive Board member Hazel O Worley. That evening, he attended the Alliance of South Asian American Labor Convention.

December 11, 2017 — Attended the Fiscal Policy Institute breakfast. That evening he attended the U.S. Labor-Against-War to listen to invited guest Reverend Barber speak on the poor people's campaign, which is looking to resurrect the work of Dr. Martin Luther King Jr. when he was assassinated.

December 12, 2017 — Chaired his final Executive Board meeting as President of CWA Local 1180. He reported that Intro 1536 was not put on the calendar for a vote, which means the bill is dead. Further discussions are needed to involve other unions in order to see how we can pass this legislation.

President Cheliotos distributed and discussed the status report dated December 1, 2017, from Mirkin & Gordon, P.C. listing legal matters being handled on behalf of CWA Local 1180. He also presented the Policy Research Group Quarterly Report on the Update on the New York City Economy and the New York City Fiscal update dated December 4, 2017.

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

First Vice President's Report

First Vice President Gina Strickland distributed and discussed the Private Sector updates report for October and November 2017. Lena Solow and Leslie Fine are doing a great job reaching out to members.

H+H new employee orientation is all done at Gotham/Gouveneur from 9 a.m. to 5 p.m., allowing unions to come in and have conversations with members. H+H will also notify the union when members are being promoted. They will give us access to facilities by providing a table to have one-on-one lunchtime conversations with members. The next meeting will be held January 16, 2017.

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

First Vice President Strickland reported the following Staff Representative activity for the months of October and November 2017:

Activity	Oct/Nov
Command Disciplines CD	1
Counseling/warning sessions	1
EEO Investigations/Interview	3
G.O.	15
NYPD	2
Hearing Preparations	10
Hearings	13
Investigative Hearings	1
Office of Administrative Trials and Hearings OATH	2
Labor Management Meetings	6
Off-Site Member Meetings	4
Supervisory Conference	4
Site Member Meetings	26
Walk-Ins	5
Appointments	5
Telephone calls received	408

Site Meetings for October and November 2017

Department of Health & Mental Hygiene (DOHMH) Gotham
42-09 28th Street, Queens

Health & Hospital Bellevue
462 1st Avenue, Manhattan

Human Resource Administration (HRA) MISCA
505 Clermont Street, Brooklyn

HRA
150 Greenwich Street, Manhattan

Department of Youth & Community Development (DYCD)
123 William Street, Manhattan

HRA Adult Protection Services (APS)
109 E. 16th Street, Manhattan

NYC Department of Citywide Administrative Service (DCAS)
1 Centre Street, Manhattan

NYC Administration for Children Services (ACS)
150 Williams Street, Manhattan

HRA Crotona Center
1910 Monterey Avenue, Bronx

NYC Department of Corrections (DOC)
75-20 Astoria Boulevard, Queens

HRA Department of Homeless Services (DHS)
33 Beaver Street, Manhattan

DOHMH
125 Worth Street, Manhattan

Health & Hospital Harlem
506 Lenox Avenue, Manhattan

HRA Administrative Job Opportunity Specialist Meeting
505 Clermont Avenue, Brooklyn

New York City Planning Commission
1 Fordham Plaza, Bronx

Manhattan District Attorney's Office
80 Centre Street, Manhattan

New York City Comptroller's Office
1 Centre Street, Manhattan

ACS
492 1st Avenue, Manhattan

HRA Housing Services Administration (HASA)
94 Flatbush Avenue, Brooklyn

Planned Parenthood
26 Bleeker Street, Manhattan

ACS
66 John Street

H+H Queens
82-68 164th Street, Queens

HRA MICS
505 Clermont Avenue, Brooklyn

HRA Electronic Benefit Transfer
109 E. 16th Street, Manhattan

HRA Headquarters
4 World Trade Center, Manhattan

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

Second Vice President's Report

Second Vice President Gerald Brown reported the following:

Distributed agreement on the transition of leadership by designating and confirming Arthur Cheliotas as President Emeritus. Agreement can be modified and/or terminated.

Attended the CWA District 1 year one political meeting where a review of the Political Year in New York State was discussed, including a recap of legislative issues. Issues not addressed during the year will be re-introduced in 2018. Also discussed was the issue of the ISD (Independent Senate Democrats). It appears that there will be movement in 2018 to have the ISD rejoin the NYS Senate Democratic Caucus. Also discussed was the re-election of Governor Cuomo in 2018 and needed actions for the U.S. mid-term elections in the hope of taking back the Senate and/or House of Representatives.

Met with the officers and candidates seeking to become the next Speaker of the New York City Council. CWA Local 1180 will not make any official endorsements. However, we will work with and support the next Speaker. The Speaker will be elected by the 51 members of the NYC Council in the first week of January 2018.

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

Secretary-Treasurer's Report

Secretary-Treasurer Gloria Middleton presented the CWA Local 1180 Transaction Detail and Income and Expenditures Report for November 2017. Secretary-Treasurer Middleton advised that the T.D. checking account has a balance of \$849,422.78 as of C.O.B December 11, 2017.

Secretary-Treasurer Middleton presented and discussed the CWA Local 1180 Profit & Loss Budget vs. Actual report from October 1, 2016 through September 30, 2017. Additionally, she submitted for approval the projected CWA Local 1180's Profit & Loss Budget vs. Actual covering October 1, 2017 through September 30, 2018 with the Executive Board. Motion was duly made, seconded, and carried to approve the budget.

Secretary-Treasurer Middleton also stated, if necessary, we will prepare and present a new budget in June 2018 pending the outcome of the Janus v. AFSCME court decision.

Secretary-Treasurer Middleton announced that Linda Jenkins is stepping down as the Education Committee Chair. She recommended, if there's no objection, Executive Board member Lenora Smith be selected as Chair effective Jan-

uary 1, 2018. Motion was duly made, seconded, and carried to select Lenora Smith as the Education Committee Chair.

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

Recording Secretary's Report

Lourdes Acevedo reported the Staten Island Borough Coordinating meeting is doing well. Member participation is increasing and it is expected to grow in 2018 as each member was asked to bring one guest.

Member-at-Large Reports and Announcements

Hazel O. Worley thanked everyone for coming to her recognition ceremony in the bad weather. She was honored to give credit to President Cheliotas and President-Elect Middleton.

Hilary Bloomfield announced that the December Bronx Borough Coordinating meeting was cancelled due to only three confirmed participants. It has been rescheduled for January 25, 2018.

Good and Welfare

On behalf of CWA Local 1180 members and the Executive Board, a moment was taken to thank President Arthur Cheliotas and Executive Board Member Charles Garcia for their service. Well wishes were given to both.

Next meeting of the Executive Board will be January 25, 2018.

Motion was duly made, seconded, and carried to adjourn at 8:35 p.m.

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

about our members

- Congratulations to Sharon Simpkins, Administrative Manager at the Department of Health, on the birth of her first grandchild, Deshawn Simpkins, on September 19, 2017, who weighed in at 5 pounds 9 ounces and 21 inches. ■
- Condolences to Shop Steward Carol Griffith on the loss of her beloved father-in-law, Nathaniel Griffith, on January 21, 2018. ■
- Congratulations to Gayl Johnson who proudly represented Local 1180, Administrative Managers, and all women in a *New York Times* interview about pay inequality among men and women performing the same jobs. To read the article, visit the Local 1180 website at www.cwa1180.org or go to www.nytimes.com/2018/02/03/business/wage-gap-gender-discrimination.html ■

CWA 1180 SOCIAL MEDIA



CITY WORKERS NOW ENTITLED TO **4 HOURS FOR ANY TYPE OF CANCER SCREENING**

Effective March 18, 2018, employees of the City of New York are entitled to take an excused absence for **any** type of cancer screening.

On December 17, 2017, Civil Service Law §159-b was amended to allow employees to take a paid leave of absence for a sufficient period of time, not to exceed four (4) hours on an annual basis, to undertake a screening for **all types of cancer**. It had previously allowed only breast cancer screenings. Civil Service Law §159-c, which allowed public employees to take excused leave for prostate cancer screenings, was repealed. Prostate screenings are now covered by §159-b, as amended.

The entire period of the leave is excused leave, not to be charged against any other leave that the employee is entitled to receive.

MEMBERS IN ACTION

Meet the New President



New York City Comptroller Scott Stringer hosted a special Legislative Breakfast for New York City Council Members to meet newly-elected Local 1180 President Gloria Middleton. Local 1180 has a history of working with the City Council on legislation to benefit not only its own union members, but those members of other locals as well. Officers and the Executive Board turned out to support Middleton as she made her way through the room meeting Council members. "This gave me a great opportunity to introduce myself and let everyone know that although we have a new president at the helm, our involvement and political activism has not and will not change," Middleton said. Pictured at top left is Middleton with Comptroller Scott Stringer and The Advance Group's Scott Levinson; top right, Middleton with the Local 1180 crew; at left, Middleton with City Councilwoman Alicka Ampry-Samuel, who represents Brownsville and East New York in Brooklyn. ■

Actively Involved & Proud



CWA Local 1180 retiree Adeline Bunche was honored on December 29, 2017, with a plaque for her "Commitment and Dedication to community-based organization, Operation POWER," which is a community organization based in East New York. POWER, which stands for People Organizing and Working for Empowerment and Respect, for more than 20 years, has helped to facilitate community change and advocacy. Co-founded in 1997 by Brooklyn Councilwoman Inez Barron and New York Assembly Member Charles Barron, this political action group helps to address issues of the neighborhood. Operation POWER meetings focus on maintaining leadership, enhancing public speaking skills, understanding the nature of capitalism and public judicial systems. Bunche is actively involved in the organization and remains committed to Local 1180 as a retiree. ■



A Dedicated Leader

At the Local 1180 Officer Initiation on January 11, 2018, former president Arthur Cheliotos received a special commendation from New York City Comptroller Scott Stringer for his years of dedication and commitment to the labor movement and Local 1180. ■

IN MEMORIAM

NAME	AGENCY	DECEASED
Sydell Breitbart	Queens District Attorney	2/24/2018
Syble De Shong	Dept. of Social Services	12/12/2017
Catherine Dixon	Central Office	11/11/2017
Leroy Dykes	Queens Hospital Center	1/17/2018
Antonia Hill	Finance Administration	1/29/2018
Delores Howard	Dept. of Corrections	1/11/2018
Sylvia Howell	Dept. of Social Services	12/10/2017
Daisy Johnson	Department of Education	12/1/2017
Jamal Johnson	Dept. of Business Service	2/7/2018
Curtis Lee	Dept. of Social Services	2/28/2018
Shirley Littman	Dept. of Homeless Services	12/7/2017
Joyce Lord	Harlem Hospital Center	12/29/2017
Catherine Marable	Dept. of Social Services	1/26/2018
Arcadio Morales	Dept. of Social Services	12/4/2017
Margaret Pendarvis	Dept. of Transportation	12/29/2017
Ida Rome	Kings County Hospital Center	12/1/2017
Claudine Rucker	School Construction Authority	1/31/2018
Miriam Santiago	Dept. of Social Services	2/17/2018
Carmen Sierra	Health & Hospital Corp	2/5/2018
Barbara Smith	Office of the Comptroller	12/27/2017
Vivienne White	Comm. On Human Rights	1/19/2018
Barbara Wilder	Police Department	12/3/2017
Dorothy Wright	Law Department	1/7/2018

COMMUNIQUE

Official Publication

New York Administrative Employees Local 1180
 Communications Workers of America, AFL-CIO
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 www.cwa1180.org
 Telephone: 212.226.6565
 Security Benefits for Active and Retiree Members: 212.966.5353
 Claim Forms Hotline: 212.925.1091 • Retiree Division: 212.226.5800

For Out-of-Town Retirees

Retiree Division: 800.801.2882
 Retiree Benefits: 888.966.5353

Executive Board

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

Members at Large

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

Communications Director

Communique Editor/Designer

Marci Rosenblum • Tricomm Creative, Inc. • www.tricommcreative.com

Editorial Committee

Gerald Brown, Gloria Middleton — Committee Facilitators



CWA LOCAL 1180 COMMITTEE LISTING

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

Education Committee & Book Club	Lenora Smith, Chair lsmith@cwa1180.org
Legislative and Political Committee	Gerald Brown, Chair gbrown@cwa1180.org
Women's Committee	Denise Gilliam, Chair dgilliam@cwa1180.org
Editorial Committee	Marci Rosenblum, Chair marci@tricommcreative.com
Civil Rights and Equity Committee	Hazel O. Worley, Chair hworley@cwa1180.org Meeting: 1st Thursday of each month
Community Services Committee Meeting	Patricia Ruffin, Chair hworley@cwa1180.org Meeting: 1st Thursday of each month
People with Disabilities Committee	Edward Yood, Chair envpush.yme@verizon.net Meeting: 1st Wednesday of each month
Civil Service Committee Meeting	Gina Strickland, Chair gstrickland@cwa1180.org Meeting: 4th Tuesday of each month
Hispanic Committee Meeting	Venus Williams, Chair vwilliams@cwa1180.org Meeting: 2nd Thursday of each month
Caribbean Heritage Committee Meeting	Gina Strickland, Chair gstrickland@cwa1180.org Meeting: 3rd Wednesday of each month
BOROUGH COMMUNITY COORDINATING COMMITTEES	
Brooklyn BCCC	Verna Finley, Chair jeanwf50@gmail.com
Bronx BCCC	Carolyn Chamorro, Chair carolynchamorro@hotmail.com
Manhattan BCCC	Patti Jacobs, Chair manhattanbcc1@gmail.com
Queens BCCC	Priscilla Carrow, Chair mspriscilla2@aol.com
Staten Island BCCC	Rosie Roman, Chair rosieroman800@gmail.com

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CONGRATULATIONS
*Madame President
& The Unity Team*



President Gloria Middleton and the entire Executive Board were sworn into office on January 11, 2018. CWA International President Chris Shelton administered the oath of office to the entire slate at once before friends, family, co-workers, and members. In addition to Shelton, special guests announced by Master of Ceremonies Second Vice President Gerald Brown (pictured bottom middle) included NYS Assemblyman Peter Abbate and NYC Public Letitia James (bottom left photo with Middleton); NYC Comptroller Scott Stringer, CWA District 1 Vice President Dennis Trainor; Brooklyn Borough President Eric Adams, NYS Senator Velmanette Montgomery, NYS Assemblywoman Diana Richardson.