

COMMUNIQUE



RETIREMENT

Transitioning to Retirement

Steps to move from living at work to working at living Pages 4-7

IN THIS ISSUE

GOVERNOR CUOMO SIGNS HISTORIC BILL . . . Pages 8-9

CHILD CARE CRISIS IN NYC Pages 10-12

EQUAL PAY DAY 2018 Page 14

1180 Endorses Letitia "Tish" James for NYS Attorney General . . . Page 16



Supreme Court deals

EXPECTED BLOW to Unions



Story on pages 2-3

Supreme Court deals EXPECTED BLOW to Unions

Janus v. AFSCME

Supreme Court Says Unions Can No Longer Collect Agency Fees

The long-awaited but expected decision in the Janus v. AFSCME Supreme Court case came as no shock to union leaders across the country, who all agreed that the outcome will not defeat labor, but rather give it strength to fight even harder and organize even more vigorously.

On June 27, in the second to last decision of the term, the Court ruled in a 5-4 decision that government workers who choose not to join unions cannot be compelled to pay “fair share” dues. Chief Justice John Roberts and Justices Anthony Kennedy, Clarence Thomas, Samuel Alito and Neil Gorsuch, all appointed by Republican presidents, voted in the majority. Voting in favor of unions were Justices Ruth Bader Ginsburg, Stephen Breyer, Sonia Sotomayor and Elena Kagan, all nominated by Democratic presidents. The newest Justice, Gorsuch, who was appointed by President Trump, provided the deciding vote.

The justices faced the question of whether to overturn the 1977 Supreme Court opinion in *Abood v. Detroit Board of Education* that found public employee unions could collect “fair share” or “agency fees” because the unions have a legal obligation to represent all workers, whether or not they chose to join the union, since these members do benefit from their union.

A statement released by the national CWA immediately following the decision said, “The corporate billionaires who funded this lawsuit hope that the decision will weaken our ability to join together to fight for better wages, benefits, and public services. They don’t know who they’re up against. Workers like us know that the most powerful resource we have is our unity and our commitment to fighting back.”

The decision has immediate ramifications for the nearly 7 million state and local government workers represented by a union, of which 58 percent are women and 33 percent are African-American, Asian-American, Pacific Islander, and Latino.

Prior to the Janus decision, 28 states had “right to work” laws banning agency fees. These laws, however, create a free-rider problem that allows people who don’t want to join a union or pay agency fees to get union benefits anyway. The 22 states that were not right to work included big union ones like New York, Pennsylvania, California, Illinois, and Ohio, which in total account for nearly half of America’s total union members.

“The Supreme Court, which is supposed to remain politically neutral, clearly voted along political lines,” said Local 1180 President Gloria Middleton. “The Court proved that it is part of a flawed system that only benefits the wealthiest Americans. From the outset, this case was about corporate big-wigs and wealthy special interest groups trying to take away the voice of the working people, the same ones who keep our cities, our states, and our country running. But labor is bigger than any Supreme Court ruling.”

Middleton said that labor has been preparing for the outcome for quite some time, knowing that the Court would most likely vote in favor of overturning the previous *Abood* case. “The highest court in our country turned its back on working people, but we will not be defeated by the decision. We are continuing to mobilize and organize to build power. We are sticking together now more than ever because unions are needed now more than ever. Thousands of Local 1180 members have already recommitted to our union family. The outcome of the case just means we have to function differently going forward.”

With public support for unions at a 15-year high, it’s unlikely that the Janus outcome will be the death of unions as right-wingers are hoping. In 2017, there were about 117 million private sector workers in America, with 7.6 million belonging to unions, and 21 million public sector workers, with 7.2 million of them unionized, according to the Bureau of Labor Statistics. While the total number of workers in unions was almost identical, the percentages were significantly different — 6.5 percent of the private sector was unionized vs. 34.4 percent of the public sector.

Middleton said that those workers who believe belonging to a union is not important should take a look at history. Thanks to unions, workers have a 40-hour work week, and eight-hour work day, weekends, paid vacations, overtime pay, sick leave, pensions, health care, collective bargaining, holiday pay, privacy rights, safe working conditions, and so much more.

“This case was mostly about taking away our voice, our strength, our power, our ability to make a difference, and our success in taking care of our members and their families,” she said. “This case has little to do with First Amendment rights and everything to do with muzzling labor and sending us back decades. If we let that happen, then shame on us.”

Unions also make a substantial impact on the compensation and work lives of both unionized and non-unionized workers. According to the Economic Policy Institute — but facts that all union members can attest to — unions raise wages of unionized workers by roughly 20% and raise compensation, including both wages and benefits, by about 28%; unions reduce wage inequality because they raise wages more for low- and middle-wage workers than for higher-wage workers, more for blue-collar than for white-collar workers, and more for workers who do not have a college degree; strong unions set a pay standard that nonunion employers follow; the impact of unions on total nonunion wages is almost as large as the impact on total union wages; unionized workers are more likely than their non-unionized counterparts to receive paid leave, they are more likely to have employer-provided health insurance, and are significantly more likely to be in employer-provided pension plans; and unionized workers receive 26% more vacation time.



“ The corporate billionaires who funded this lawsuit hope that the decision will weaken our ability to join together to fight for better wages, benefits, and public services. They don’t know who they’re up against. Workers like us know that the most powerful resource we have is our unity and our commitment to fighting back. The 1% is wrong. We are CWA strong. ”



Local 1180 officers, staff, and members attended a press conference immediately following the Janus decision to send a strong message that labor will not be defeated by the case’s outcome. Above, President Middleton is interviewed by the media. Below, private sector shop members join First Vice President Gina Strickland, Staff Rep Lena Solow, and Organizer Leslie Fine at a labor rally after the Janus decision.

“These benefits do not come without a cost,” Middleton said. “Unions need financial resources in order to fight the battles we need to fight in order to get members the benefits and salaries they need and deserve. This case is bad for the economy and even worse for democracy. This case has a negative impact on communities of color that count on unions to help them get ahead. It flies in the face of our most cherished values. Those who will be hurt the most by this case’s outcome are the very ones who rely on unions the most.”

Immediately following the Supreme Court’s announcement, the labor movement took to the steps of City Hall to denounce the decision. As several labor officials pointed out, in addition to all the benefits unions provide, they also have been a way to keep the peace between workers and management. This has served working people well and could now leave workers finding themselves in hostile work environments.

Middleton said there will undoubtedly be fallout from this case for quite some time, some of which unions have been expecting, and some that will surface later on. For instance, anti-union groups will most likely start contacting members to get them to drop their

union membership. These tactics have been used before following previous anti-worker rulings in the public sector. They want to ‘defund and defang unions,’ push further privatization of union titles, and of course, reduce wages and benefits in any way possible.

Reducing the strength of unions, which was the absolute goal of those who funded the case, was summarized the best in the dissent written by Justice Kagan. She noted that the Court “wreaks havoc on entrenched legislative and contractual arrangements,” rendering thousands of city, county, and state contracts across the country illegitimate. In other words, previously existing collective bargaining agreements in the public sector will now need to be re-negotiated, many of them all at once. New York City, for example, currently has agency fees in 144 contracts with 97 different public-sector unions. “[The majority dismantles these agreements] with no real clue of what will happen next — of how its action will alter public-sector labor relations,” the dissent states. “It does so even though the government services affected — policing, firefighting, teaching, transportation, sanitation (and more) — affect the quality of life of tens of millions of Americans.” ■



Editorial Note: All references to the *Janus v. AFSCME* case throughout this Communique, other than in this story, were written prior to the decision being announced.

Story & Photography by Marci Rosenblum
Local 1180 Communications Director

Transitioning to Retirement

Steps to move from living at work to working at living

When you first began working for the city, retirement was a distant dream. You were in a phase of life that had to do with work and family, and the daily grind gave you so much to do that retirement was not even on the radar screen. As the years passed, however, the possibility of retirement “some day” became a reality. Maybe you planned for it, putting aside some money and dreaming about where you will spend your days after the daily grind of 9-5 is finished. When that day finally arrives, the reality sets in that there is more to retiring than just not having to go to work.

Since retirement decisions are some of the most important decisions you will ever make, these guidelines should help with a checklist of things to do and places to contact.

PHASE 1

Pre-Planning for Retirement

PHASE 2

Planning to Retire

PHASE 3

Finally Actually Retiring

RETIREMENT



PHASE 1

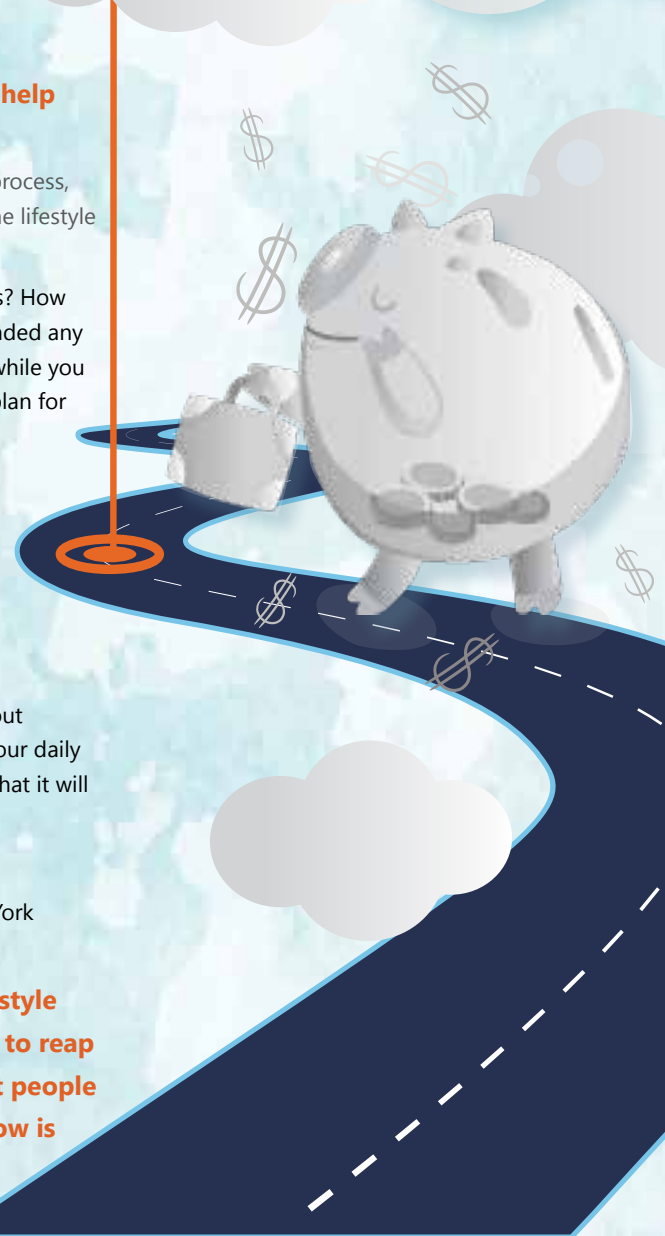
Pre-Planning for Retirement

To begin, before you contact the City, Local 1180, or your agency, it is important to look at your lifestyle, your finances, and your health. Honestly evaluating these variables will help you set goals before you take that final step into your future.

The pre-planning phase of retirement is by far the longest phase and will take years. In this early phase of the process, you begin to actually think about what retirement will look like, and consider all the things you will need and the lifestyle you want to enjoy. Things to consider:

- 1. What is your current state of health?** Have you always enjoyed good health? Do you have healthy habits? How is the health of your parents/siblings as you may have similar health concerns? Has your doctor recommended any surgery or medical treatment? If you have a choice, would it be better for you to complete the treatment while you are still on payroll or after you retire? Be honest with yourself and make adjustments to develop the best plan for you during these years.
- 2. How are your finances?** Pay off your debt and be careful to not take on financial burdens that belong to others. Do you have any outstanding loans? Ideally, you will reach retirement age debt free.
- 3. What is your current savings rate?** Look to increase your savings and contributions to retirement accounts. Retirement income is a three-legged stool: one leg is your pension, the second leg is social security and the third leg is your personal savings. Create a monthly budget now so that you know what you are spending and where you can make adjustments and save more.
- 4. What retirement lifestyle will you choose?** Will you stay in New York or move out of state? Do you eat out frequently or travel? Do you like to buy expensive electronic gadgets and gifts? Do you want to keep up your daily venti vanilla latte from Starbucks? Develop a vision of the lifestyle you would like to live and think about what it will take to achieve this.
- 5. Attend some pre-retirement planning seminars offered at CWA Local 1180 or at NYCERS**
- 6. Find out about the Individual Retirement Account Traditional and Roth IRAs** offered for City of New York employees as a way to increase retirement savings.

Getting ready for retirement takes years. The decision to make tiny improvements in lifestyle choices now will add up for a more secure financial future later when you will finally get to reap the rewards for all your years of hard work. A New York City billboard says it best: "Most people spend more time talking about retirement than planning for it." Don't let this be you. Now is the time to think ahead.



PHASE 2

Planning to Retire

During this phase, you start to take action. Take inventory on your life and check in with yourself to see if you are indeed ready to retire.

- 1. Make an appointment with the personnel department of your agency** and find out the date you are eligible to retire. You need to have the right number of years working and the right age to be eligible. This will become your targeted retirement date.
- 2. Make an appointment with the Social Security Administration** to find out how much your Social Security check will be upon retirement.
- 3. Make an appointment with the pension counselor at CWA Local 1180** to get answers related to health insurance and prescription drug rider costs for each available plan. The pension counselor will look at your age, tier, and number of years you have contributed toward your pension before calculating the final numbers. You will also get information about options so you can make educated and informed decisions.
- 4. Have you met your mark for debt management and understand your health care needs as they currently exist? Do you have any outstanding loans that you are responsible for?**
- 5. Make an appointment to speak with an attorney at CWA Local 1180.** Review any contracts that you have questions about, draft a will and power of attorney, and ask questions about elder care issues for your parents. There may be cost factors related to caring for your parents that you should consider.
- 6. Understand how your health benefits will change after you retire** and possibly relocate. Ask necessary questions and save helpful information for the future.

This middle-phase process can take anywhere from a couple of months to several years. You can meet with these counselors several times before you retire to be sure you are right where you want to be and understand everything that is important. There is no rush to the finish line. True victory will be a retirement with no regrets.

PHASE 3

Finally Actually Retiring

After all these years you are finally ready. You have planned well and are looking forward to the new future you created. Each phase is important and Phase 3 finalizes the process. To miss part of the process could result in problems with your benefits or pension checks — and no one wants that.

1. SEE YOUR BENEFIT COORDINATOR

Three to six months before your targeted retirement date, visit your agency's benefit coordinator. You will need to establish the last day you will work and the last day you will be paid. This date may or may not be the same. The **last day worked** is the last day you will report to work. The **last day paid** will be the last day you are on payroll after all of your leave balances have been paid out. **Your retirement date is the day after your last day paid.**

2. FILE A RETIREMENT APPLICATION WITH NYCERS 30-90 DAYS BEFORE YOUR LAST DAY PAID.

Tier 1 members should file Form 511, while members in Tiers 2, 3, 4 & 6 should file Form 521 at least 30 days prior to your retirement date.

Note: Some members will be part of a special class that has a 30-day requirement. You probably already know if this applies to you but if you don't, then ask.

WHEN YOU FILE FOR RETIREMENT AT NYCERS, BRING THE FOLLOWING:

- Your NYCERS Service Retirement Application
- Your birth certificate or passport for proof of birth date
- Your marriage license or domestic partner agreement (if current name differs from that on birth certificate)
- Form 501 (Post-Retirement Death Benefit Form)

* NYCERS will ask you to file for direct deposit, so fill out that form, too. It is the fastest, easiest, and most secure way to get your monthly pension check.

3. AFTER YOU SUBMIT ALL OF YOUR DOCUMENTS, NYCERS WILL GIVE YOU A RETIREMENT APPLICATION RECEIPT. MAKE TWO COPIES OF THIS RECEIPT AND GIVE ONE TO YOUR AGENCY'S BENEFIT COORDINATOR AND THE OTHER TO CWA LOCAL 1180. THIS IS VERY IMPORTANT FOR SETTING UP YOUR HEALTH INSURANCE. BE PATIENT. BY MAIL, THIS CAN TAKE ANYWHERE FROM THREE TO SIX WEEKS, WITH SOME MEMBERS REPORTING AN EVEN LONGER WAIT. LOCAL 1180 HAS NO CONTROL OVER HOW LONG THIS TAKES.

4. SUBMIT YOUR RETIREMENT APPLICATION RECEIPT COPY AND REQUEST A HEALTH BENEFITS APPLICATION FROM YOUR AGENCY'S PERSONNEL OFFICE. YOU NEED TO COMPLETE THIS APPLICATION TO TRANSFER COVERAGE FROM ACTIVE TO RETIRED STATUS. EVEN IF YOU WAIVE YOUR HEALTH BENEFITS COVERAGE, YOU STILL NEED TO COMPLETE THIS APPLICATION. **Note:** Retirees are not eligible for the health coverage buy out in the event you waive coverage. Complete the application, make a copy, and return it to your personnel office. They will send it to the Office of Labor Relations (OLR) and certify it. If you are eligible for Medicare, you will need to bring a copy of your Medicare card or your Medicare Award letter and submit it with the CERTIFIED COPY OF THE HEALTH BENEFITS APPLICATION to OLR. Your agency will confirm your accurate retirement date and send confirmation to CWA Local 1180.

5. VISIT THE CWA LOCAL 1180 SECURITY BENEFITS OFFICE at 6 Harrison Street, 3rd Floor, or call 212.966.5353 and request a new retiree application kit that contains an outline of retirement benefits, application for selection of dental coverage application, benefit handbook, and a registration for retirement form for Local 1180. Read the handbook and write down any questions you have.

Complete the following and return everything to Local 1180. It could take 1-2 weeks to get your information updated in our system. Ask to speak to a representative from Security Benefits if you have any questions about being a retiree:

- Registration for Retirement Form
- Dental Application
- Copy of Receipt of Retirement Application
- Copy of Health Benefits Application

As a Local 1180 retiree, you will not pay union dues but you will receive dental, optical, podiatry, hearing aid, prescription drug, and mental health benefits, as well as a general medical reimbursement.

6. SIX TO EIGHT WEEKS AFTER YOUR LAST DAY PAID, YOU WILL RECEIVE AN OPTIONS ELECTION PACKAGE MAILING. Fill out the paperwork and return it to NYCERS. You must do this within 60 days, but the sooner you do it, the sooner all of your benefit selections can be finalized.

7. ONE TO TWO MONTHS AFTER YOU FILE YOUR OPTIONS ELECTION, YOUR PENSION AND BENEFIT CHOICES WILL BE FINALIZED AND YOU WILL RECEIVE THE FULL AMOUNT OF YOUR PENSION BASED ON YOUR ELECTIONS. Up until this point, you have had only partial or advance payments. Pension payments will be made by direct deposit. If you have questions, there are several people in the Union's benefits office who can help you. Just ask.

8. TELL YOUR HEALTH CARE PROVIDER AND PHARMACY THAT YOU HAVE NEW INSURANCE COVERAGE now that you are retired. Show them your new card. If you don't tell them, you could incur costs from unpaid claims.

You did it! Jump for joy and pat yourself on the back for a job well done. Now you can enjoy your retirement years. Your monthly calendar of events from them Local 1180 Retiree Division will give you plenty to do in your free time.

The Retiree Division is a benefit to retirees of CWA Local 1180 and provides an array of events, benefit trainings, meetings, and outreach events to keep retirees active and informed throughout the course of their retirement.

* Instead of NYCERS, members at the Board of Education will file their paperwork with BERS (Board of Education Retirement System). In some cases, agencies manage retirement paperwork in their own HR department. You will be told if this is the case for you.

GOOD TO KNOW

As a Local 1180 retiree, you will not pay union dues but you will receive dental, optical, podiatry, hearing aid, prescription drug, mental health benefits, as well as a general medical reimbursement.

Benefit Eligibility & Retiree Health Coverage

Your health benefits will change when you retire. When you were working, your health insurance was managed by your agency's personnel office. As a retiree, your health insurance will be managed by NYC Health Benefits Program Office of Labor Relations or NYC OLR at 40 Rector Street. It's important to note that you should not sign up for a health plan that is not one of the City plans. Doing so could cause you to lose all the benefits that you have worked for.

You are eligible to receive health benefits as a New York City retiree if:

- You have the required years of credited service
- You were eligible for health benefits as an employee
- You will be receiving a City of New York pension check (or are a member of a pension group covered under a special agreement)

Eligible dependents are:

- Legal spouse/registered domestic partner
- Children under 26 years of age
- Disabled dependents covered before retirement

Every health plan offered by the City has a version for active and retired. You can only change plans or make changes to plan (add/drop dependents/optional rider) if it is:

- During a transfer period;
- You become eligible for Medicare; or
- You are moving outside of the area covered by your plan.

Health plans may have costs associated with them and they can vary from plan to plan. Ask the Health Benefits Office about any costs so you fully understand them and are ready to make changes at the next available time if that is what's best for you and your family. Costs to consider include:

- Premiums (deductions from your pension check)
- Co-pays (payable to your healthcare provider)
- Deductibles (out-of-pocket expenses paid by you before your health plan makes a payment)

Your prescription drugs are covered in a variety of ways depending on the nature of the drug. Chemotherapy and asthma drugs are managed differently than general medications and diabetic drugs. You may get prescriptions through your chosen health plan or by using the union drug card. If you pay for your prescriptions through your health plan, Local 1180 will reimburse you up to \$2,700 for your out-of-pocket expenses. The optional rider is good for expenses that exceed the basic coverage provided through your health plan. Consider your prescription drug needs when making your choices. Check out the current rate chart at nyc.gov/hbp

About Medicare

If you will be eligible for Medicare at the point of retirement, you must sign up for Medicare Part A and Medicare Part B three months before you turn 65. Even though NYC OLR will be providing you with health insurance, you must sign up for both. If you do not, you can get penalized financially and it will last forever. You need both to maximize the health care cost benefit offered by the City.

Part A is your hospital insurance and there is no cost. **Part B** is your health care medical insurance and has premiums.

To enroll in Medicare call 1-800-MEDICARE or visit the Medicare office.

If you are collecting Social Security, the premium will be deducted from your pension check. If you are not collecting Social Security, you will be billed directly.

Once a year, NYC OLR will reimburse retirees the cost of their Part B premiums for the previous year, if you are enrolled in a City health plan **and** you have sent a copy of your Medicare card to the Health Benefits Office at 40 Rector Street.

For more information:

Office of Labor Relations
40 Rector Street, 4th Floor
New York, NY 10006
Phone: 212.306.7200 (General Information)
Fax: 212.306.7202

CWA Local 1180
6 Harrison Street, 3rd Floor
New York, NY 10013
212.966.5353

NYC Employee Retirement System
NYCERS Customer Service Center
340 Jay Street, Mezzanine Level
Brooklyn, NY 11201
347.643.3000

Board of Education Retirement System of the City of New York (BERS)
65 Court Street, 16th Floor
Brooklyn, NY 11201
718.935.5400 or 800.843.5575

Visit the Local 1180 website at www.cwa1180.org or check the Communique for upcoming pre-retirement planning seminars.



Governor Signs Protecting Unions in Face of

Organized labor in New York received a gift from Governor Cuomo in April that will strengthen the rights of working men and women in the state. In front of an overflow crowd of labor leaders and union activists, the Governor signed legislation that increases access to and protects union membership in New York's public-sector workplaces.

While labor waits with baited breath for what's expected to be an adverse ruling in the pending Supreme Court case *Janus v. AFSCME*, this new law at least offers some reprieve. Additionally, the law provides safeguards against the deliberate actions taken by the federal government that continue to undermine the efforts of organized labor across this country.



"Too often, and at the hands of this federal administration, we are seeing the labor movement going backward. In New York it is a different story, and our efforts to protect working men and women are moving labor forward, making the workplace fairer and more just than ever before," Governor Cuomo said during his press conference in New York City. "This action sends a clear message to the rest of the nation: we will not let this federal administration silence New

York's working class, we will support every voice in every community and in every industry, and we will do everything in our power to protect the right to achieve the American Dream."

Local 1180 President Gloria Middleton was one of the select invited guests who witnessed the signing of this historic legislation. "With so many people and groups lining up to take their shots at the labor movement, Governor Cuomo stood up for the working men and women of New York who deserve to have union protection behind them. He wasn't afraid of the pushback he would receive from right wingers out to destroy labor. He proved himself to be a true supporter of those who work so hard to keep New York State and its municipalities running every single day."

The Supreme Court case being considered now centers on a challenge to an Illinois law that allows unions representing government employees to collect fees from workers who choose not to join. The plaintiff in the case argues that requiring the fees is a violation of his First Amendment rights. The high court is weighing whether to stop states like New York from requiring workers to pay some union fees even if they opt out of becoming full-fledged members. A ruling in the high-stakes case is expected as one of the final decisions before the end of June when the Court recesses.

The legislation makes it clear that members who pay union dues will receive certain benefits and services, and unions — while they serve the interests of all workers in bargaining units they represent — cannot be forced to provide full benefits of membership to those who do not pay for them in the form of union dues.

The law would make it easier for public worker unions to recruit members, and allow them to deny extra services to people who refuse to join. It says that unions can deny extra perks aside from collective bargaining representation, such as free legal representation, life or auto insurance, or discount programs, to those who opt not to pay dues.

In addition, the legislation strengthens unions by requiring public employers to:

- Notify the relevant union within 30 days of a new employee being hired, rehired or promoted into a bargaining unit represented by that union;
- Provide new employees' names, addresses, work locations to the union; and
- Permit union representatives to meet with new employees within 30 days, for a reasonable amount of time, and without charge to leave credits.

“ While labor waits with baited breath for what’s expected to be an adverse ruling in the pending Supreme Court case Janus v. AFSCME, this new law at least offers some reprieve. Additionally, the law provides safeguards against the deliberate actions taken by the federal government that continue to undermine the efforts of organized labor across this country.”



Story & Photography by Marci Rosenblum
Local 1180 Communications Director

Historic Bill

Janus Outcome

The legislation also supports unions by:

- Ensuring union membership is maintained so workers' benefits are protected if they take leave;
- Enabling employers to send dues deductions to unions electronically, making it easier and faster for unions to receive dues; and
- Requiring dues to be reinstated automatically if a union member employee leaves service, but is reinstated to a position with the same employer and covered by the same bargaining unit within one year.

Governor Cuomo has showed his support for organized labor before by championing efforts to support working New Yorkers, including combatting the exploitation of workers, supporting project labor agreements, and allowing full union dues to be deducted from state taxes. He said that his latest action will “deter the federal government’s attempts to dismantle unions, while supporting the labor movement in New York, the most heavily unionized state in the nation.”

Labor leaders fear losing the court case will hurt the financial viability of unions and prevent them from operating in the best possible interest of members. Colangelo said without the current level of dues intake, unions would be forced to cut services and programs offered to members.

Middleton said that in light of the negative outcome that is expected, at least the Governor is prepared to have labor’s back in ongoing fights that stretch far beyond the Supreme Court ruling. Labor has been under attack for years, with a power erosion that started in the midwest and has spread like the plague.

While the hard-core right continues its fight to drive down the wages of middle-class unionized workers, who on average are paid \$11,000 more than their counterparts without union representation, organized labor continues to fight back. ■



CHILD CARE

In the Finding

Puts Undue Stress



Diane McPhatter (Administrative Manager, Dept. of Homeless Services) remembers the struggles she faced 21 years ago finding child care for her daughter so she could return to work. There were few spots available for the long hours she needed and the cost was high. “It was a major problem and one that many women were facing when they had to return to work and didn’t have family to help them out,” Diane said. That was 1997. Now it’s 2018 and very little has changed.

America is facing a child care crisis stemming from a combination of both soaring needs and soaring costs — and New York City is not exempt. Child care arrangements and their costs are significant issues for parents, relatives, care providers, policy makers, and anyone concerned about children. Yet, it’s not a new phenomenon. The question is why a country like America, a state like New York, and a City like the Big Apple have yet to come up with a solution.

While Diane thought she was out of the child care dilemma now that her daughter is an adult, life took her by surprise. Now with custody of her four-year-old grandson, the 47-year-old single grandmother once again finds herself in the midst of finding

quality, affordable, accessible child care — and it’s a daunting task.

“Nothing has changed after all these years except the cost,” Diane said. “Back in 1997, child care was \$40 a week, but for someone living on \$20,000 a year, \$40 a week was a lot to pay. Even though we earn more now, child care is \$100 a week. That’s a lot to pay for a single mother.”

To make matters even more difficult for Diane, her grandson has sickle cell anemia and is on regular medication. She needs a licensed child care provider who is qualified to administer medication, determine if her grandson isn’t feeling well, and contact Diane immediately.

CWA Local 1180 knows this is a growing problem, and is teaming up with Public Advocate Letitia James, other politicians, and community groups in hopes of changing the options available to New York’s working parents and caretakers such as Diane. Mothers in particular are prone to have to make the choice between caring for their children and developing their careers and earning potential, and it’s not a choice anyone should have to make.

It’s no wonder that child care benefits are important to Diane and thousands of others just like her, because across the economic spectrum, day care and school eat up a significant portion of New York City residents’ earnings. On average, day care costs



CRISIS

City

Affordable Quality Spots

on Working Parents

Without subsidized child care, a family of three in New York, living at the poverty level, would have to pay almost 58 percent of their income for full-time infant care. Subsidized child care serves many impoverished New Yorkers, but even with subsidies a family's finances can be strained: a single parent with one child earning \$25,000 per year must pay annual child care fees of \$3,172, or 13 percent of his or her annual income.

\$16,250 for an infant, \$11,468 for a toddler, and \$9,620 for a school-age child, annually. For some parents, that adds up to 13% of their income. For a vast majority of New Yorkers, especially municipal workers, that is an unaffordable amount.

"Child care is essential to supporting our working families and by providing on-site, affordable care, we can ensure they never have to choose between caring for their children and pursuing their careers," James said. "Providing on site options for hundreds of thousands of municipal workers would be a game changer for the successes of our children, our parents, and our city."

Though Mayor Bill de Blasio prioritized providing child care for New Yorkers in 2014 through the Universal Pre-Kindergarten Act, child care center leases continue to rise in price, and with gentrification of lower income areas, locals are being priced out of their own neighborhoods. Even with subsidies, lower income families cannot afford proper childcare and, according to Public Advocate James in a *New York Daily News* article, "as a result they have to give up their jobs or they have to take a pay cut to care for their children." The disparity between working parents' needs and the City's solutions for those needs is starkly visible.

The Public Advocate's office reported in April that "nearly half of working parents miss an average of four days of work at least every six months because of child care breakdowns, costing U.S. businesses about \$4.4 billion a year in lost productivity and working families \$8.3 billion in lost wages." Additionally, only 7% of women who work in municipal settings are guaranteed maternity leave, forcing them to use sick days.

But what happens when sick days are used up as well? This is a dilemma Diane can relate to. She has been called numerous times by her grandson's day care center and had to leave work early to pick him up. At a stage in her life when Diane thought sick days would be her own, they are now shared with her grandson who has frequent hospital stays. Despite all this, she is still thankful for the child care center she found.

Diane lives in Brevoort Houses in the Bed-Stuy section of Brooklyn. While there are several day care centers very close to where she lives, there is an 18-month to two-year

waiting list. Her housing complex itself has a day care center that would be incredibly convenient for Diane, but it also has a two-year waiting list. This leaves Diane having to travel much further to find an appropriate center certified by the NYC Department of Health and Mental Hygiene.

In the past three years, Public Advocate James, who is a staunch advocate of not only CWA Local 1180 but labor in general, has rolled out legislation targeting families where they need the most help. In 2015, the Public Advocate's office recommended that the City adopt paid family leave, which went into effect this past January. Legislation regarding paid paternity leave has also been recommended, but should not be used "as a bargaining chip" with municipal workers. New York City must protect basic workers' rights, reported the Public Advocate's office, "and ensure that the men and women who make our City run are treated with the respect and dignity they deserve." There are needs to be met, and James' office continues to advocate for the support and security that City employees have earned.

Her most recent bill takes workers' basic benefits a step further. In May 2018, a feasibility study and pilot project were announced, with the goal of providing on-site day care for municipal employees. Though the pilot program will take place in "one or more" City locations, the goal is to make way for "game-changing" resources for City workers that honor the dignity they deserve and helps families struggling with the cost of child care and finding a quality spot.

Families across the country are battling the same Goliath. A recently published article from the Public Health Post reported that 32.7 million children nationwide were cared for regularly by someone other than a parent or guardian, such as relatives, home-based daycare providers, and daycare center staff. The majority of American children need child care, as 60% of all households with children and 65% of households with children under age six have no stay-at-home parent to provide child care.

Interestingly though is that while the cost of care is impossibly high, child care workers more often than not earn poverty wages. Women, immigrants, and people of color are over-represented in the preschool workforce, so

they have a special stake in reform, particularly as many can't even afford adequate care for their own families. Local 1180 represents some of these workers and has been fighting for better wages and increased benefits on their behalf.

Middleton said that the irony of the working mother syndrome is that many must work in order to help support their families, yet an increasingly large percentage of their take home pay goes directly toward child care. What remains in a paycheck barely justifies the means.

This is a conundrum that does not discriminate across race, financial status, or physicality.

Catt Sadler, former E! News anchor, faced the brutal realities that working mothers deal with every day. As a single mom of two, she quickly found out that the deck was stacked against her.

"Women are already starting out at a salary disadvantage, but moms? Having kids and all the expenses that come with them puts us at yet another disadvantage. A new study out of Princeton University finds that there's a sharp decline in women's earnings after they have their first child. Moms in America are being affected in a number of ways in the workplace. Researchers have called this phenomenon "the motherhood penalty," and found that parental status can effect perceived competence, salary, and more. We are often passed up for promotions, replaced while on maternity leave, and belittled, ostracized, and reprimanded with impunity for pumping at work while breastfeeding. As a country, our policies aren't exactly making it easy for moms to juggle parenting with a career. In fact, we're the only developed country without a federally mandated paid-parental leave, and our lawmakers continue to make deep cuts to subsidized child care. Our antiquated policies are effectively telling us 'You can have babies, or you can have a career, but you can't have both.'" (see related Equal Pay Day 2018 story on page 14).

The Public Health Post report referenced earlier also pointed out what most working mothers know: the need and cost components of child care are further complicated by the issue of care quality. "High quality care typically comes at high cost, and when that cost is a barrier to access, quality may be the only possible



CHILD CARE CRISIS

In the City

Time for REAL Parental Leave Policies

President Gloria Middleton was one of only a select few who testified before the New York City Council at an April 30 hearing on Paid Parental Leave. She clearly explained how Local 1180 member often do not earn enough of a salary to even think about starting a family. Having to choose between children and a job is not fair. Dozens of Local 1180 members attended the hearing to show their support for both the Union and the cause. A portion of Middleton’s testimony is below.

“I am here to speak on Paid Parental Leave for workers employed by New York City. My Local consists of 8,600 employees and 6,200 retirees, of which 80% are women and people of color. Many of Local 1180’s members wish to start families, but given the high cost of rent, health care, and the general cost of living in the New York metropolitan area, delay doing so because they cannot afford it.

The average annual salary of my members is about \$50,000, which based on a 35-hour workweek translates to about \$27.50 per hour. Local 1180 members with 20, even 30 years of service, have passed a series of civil service tests that they must pay to take. Still, some are barely making a living wage.

An adult with one child making \$27.50 per hour barely qualifies as making a living wage, according to the Living Wage Calculator for New York County.

*After years of service to the people of the City of New York, supervisory and administrative workers should be earning a **real** living wage — one well above \$27.50 per hour. When we rightfully seek to offer paid family leave benefits to City workers, they should not have to sacrifice pay increases.*

Cheating City workers out of a pay increase to compensate for a progressive policy like paid family leave challenges the credibility of the City’s true commitment to the new parental leave policy.

*We hope that this City Council takes a look at the six weeks of paid parental leave available to about 20,000 City managerial employees. The policy, announced by Mayor de Blasio signed in January 2016 but retroactive to November 9, 2015, covers City employees who are **not** part of labor unions where such benefits must be collectively bargained. Without a union to calculate the costs paid by the workers in the form of a reduced pay increase, and the loss of paid days off, the City may have experienced a windfall at the cost of these managers.*

Our union is prepared to negotiate with other unions to establish a citywide paid family leave program with our employer, the City of New York. But we must have a clear understanding of what our employer is offering and whether their commitment to progressive, civilized, parental leave policies comes at the expense of the workers or there will be a shared responsibility.” ■

“Expand the New York City Child Care Tax Credit to families making up to \$65,000. The current income cap of \$30,000 is too restrictive, and excludes many working poor and middle income families. This expansion would enable 34,500 more children to be eligible for support and lessen the financial burden of nearly 50,000 working individuals in New York City.”

compromise. Unlike the need for care, which cannot be easily adjusted, or the cost of care, which families cannot change, quality is the component of child care on which families may have to compromise.”

Local 1180 President Middleton said that it’s already hard enough on mothers to leave newborn and small children at daycare without having to deal with the guilt of leaving them in a lesser quality setting because it is the only affordable option.

“This is 2018 and we are dealing with situations that should have been resolved years ago,” she said. “When very few families can get by financially on one income, that puts both parents in the workforce and leaves no one at home to care for the children. Our most precious commodities are being cared for by strangers and the most qualified and most loving come with a high price tag, one that is way too often out of the reach of most New York City residents.”

For Local 1180 members like Diane, there was no choice. While her grandson will always be her top priority, taking care of him physically and financially are two conflicting battles. Yet, she knows that to give

him a supportive present and future, she needs to save as much of her salary as she can.

“Too many hardworking families cannot afford the ever-growing costs of care and end up sacrificing their careers as a result,” Middleton said. “But for single-parent families like Diane’s, there is no choice. Child care should not be a luxury just for the rich. Public Advocate James’ proposal would be a definite step forward to closing the gap between affordable supply and increasing demand.”

As a member of CWA Local 1180, Diane knows that the Union and committed representatives of working parents like Letitia James are paving the way for better benefits, so that the challenges of everyday care-giving — getting to school on time, picking up from school on time, fevers, and infections — don’t force her and thousands of others just like her, to forgo pay or accrued days of leave. ■



GLORIA MIDDLETON

President

Not Enough Hours in a Day or Days in a Week

As I complete my first six months as President of Local 1180, I looked back to try and figure out how this time flew by so quickly. Between setting up my new office, learning the ropes, and hitting the ground running, it's definitely been a whirlwind. In fact, even that might be an understatement.

As the saying goes, "Too much to do. Too little time to do it." From meetings with politicians and other labor leaders, to press conferences and rallies, to membership meetings and staff meetings, it seems like there is never a minute to breathe. Of course, when you toss in the pending Supreme Court decision in the Janus case and the EEOC lawsuit against the City, there really is never a minute to breathe. Someone just asked me recently if I'm enjoying my new position as President. Without blinking an eye, I answered "of course." Everything I do and the hours I spend are all about love for the union, love for our members, and love for the labor movement in general. And every minute is time well spent.

I know first hand what a union has meant to me and my family. A good union job is how my father supported a large family. That union job provided my siblings and me with the security of knowing we had food on the

These benefits and job securities do not come without a fight, however. It's an ongoing battle to make sure our members have what they need and what they are entitled to. And this is exactly why I tell everyone that I do indeed love my job running this Union. Everything I do is for the membership. I feel a huge responsibility for making sure that everyone is well cared for.

We are a family, and family looks out for one another. The only difference is that instead of three, or four, or five relatives, I have almost 16,000. Now that's something to be proud of. But I can't take care of this size family alone. That's why I turn to, and count on, the other Officers, Executive Board, and Staff Reps. While I am the so-called "face" of the union, there are so many others who keep the wheels turning every day.

This is one reason why I do not seek out the publicity that often comes my way as President. The media coverage, the accolades, the honors really belong to all of you. It's with your support and encouragement that I am able to do what I do. To quote a politician, "it takes a village." This is also one of the reasons I hesitate to include so many photos in the Communique in our Members in Action section. I don't believe that the Union is about one person, especially when that one person is me. But I do believe, however, that it's important for everyone to see the time and effort that go into making sure Local 1180 remains one of the most outspoken and visible unions in New York City. We want to lead, not follow. We want to be the union that others want to emulate. We want to be proactive, not reactive, and we want to be in the forefront of leading labor issues. At Local 1180, we are innovators and we want to stay that way.

Living by the mottos of "it's how things have always been done," or "there's no reason to reinvent the wheel," just don't cut it with Local 1180. Times are changing and labor needs to change too in order to keep up. If we don't, we will fall behind and if we fall behind, we are out of business.

That's exactly what the right-wing big business groups are hoping for. In fact, it's what they are striving toward. I'm sure many of you are sick of hearing about the pending outcome of the Janus case and what it can do to the labor movement. **The decision should be coming down any day now** as the Supreme Court nears its final days for this session. By the time you are reading this, we might already even know the outcome. It's not expected to be great news for labor, but as long as we stick together as a family and continue to support one another, we will

triumph and the nay-sayers will go home wagging their tails between their legs.

The other outcome we are all waiting for is a resolution to our EEO case. I get questioned about this at every turn and believe me when I tell you that nothing would make me happier at this time than to tell you it's finished. The City continues to put up roadblock after roadblock. Just when we think we have an agreement, they come back with just one more issue. It's annoying. It's frustrating. It's a huge waste of time, money, and resources. However, if we just give in now after we've come so far, it would be detrimental to our Administrative Managers who stand the most to lose. And it would mean that the City knows if it plays games long enough, labor will back down. That is definitely not the message we want to send. While this most certainly seems like the never-ending case, have you ever really known a lawsuit to go quickly? It's how the legal system works unfortunately. It's a slow, painful process. I am providing as many updates as I can, admittedly some less than informative. It's not because I don't want to inform you; it's just that there's nothing to inform you about that's new. Continue to hang tight. Every meeting brings us one step closer.

On a very positive note, one of the best political friends we have in the labor movement has announced she is running for New York State Attorney General. With the unfortunate news that the former State's AG had allegedly abused and assaulted women, New York City Public Advocate Letitia James immediately threw her name into the ring of candidates wanting the seat. I was honored to be one of only three to speak at her press conference announcing her candidacy. Tish has been a strong advocate for labor and a fierce supporter of Local 1180. As we near Election Day, we will be turning to all our members to give back and support her the same as she has done for us. She is a glass ceiling-breaker herself, as she would be the first woman and woman of color New York State Attorney General.

But in the meantime, enjoy the warmer summer months. We all deserve it after the long, brutal winter. Here at Local 1180 headquarters, we will be continuing with the fights we need to fight in order to make sure our union family stays as one. ■

I know first hand what a union has meant to me and my family. A good union job is how my father supported a large family. That union job provided my siblings and me with the security of knowing we had food on the table and clothes on our backs. And a good union job is how

I supported my family as well."

table and clothes on our backs. And a good union job is how I supported my family as well. While the dollar definitely does not stretch as far today as it did back then, it's the union job that still allows mothers and fathers to earn decent salaries. It's a good, solid union job that provides the stability families need in today's difficult times. By being part of our union, members have the opportunity to advance and get ahead in their careers. Our free educational benefits help our members go back to school without the tremendous worry of how that additional education will be paid for. Our multitude of benefits and services allow members to breathe just a bit easier knowing that they have medical coverage, dental coverage, optical coverage, and prescription benefits.

Equal Pay Day 2018

Former E! Host Catt Sadler Speaks Out About Gender Inequity

There was red as far as the eye could see as hundreds of members turned out for this year's annual Equal Pay Day press conference on Tuesday, April 10, spearheaded once again by PowHER NY. Powerful female speakers from labor, the political realm, and women's groups were joined by Catt Sadler, former E! host, who sparked a national conversation when she quit the network after learning her male co-host was making twice her salary.

While Sadler is far from alone in this situation, she is a highly public figure who knows what gender inequity feels like. So, when Catt Sadler speaks, her message is heard. Having to choose between being a mom and having a career is an unfair choice and often what pigeon-holes a woman in her career. As a single mother, Sadler struggled to get her boys to school, often having to rely on Uber. While she would have preferred to drive them herself, she figured the decision was an investment in her career. How wrong she was, which she discovered as her contract was nearing its end.

"As negotiations approached, I learned that my male co-host was being paid double my salary. Not a little bit more, not substantially more. Double. He wasn't doing double the amount of work. He wasn't working double the hours. Our roles at the network were certainly different, but they were undoubtedly equal. We started at the company at the same time. We had comparable hours, workloads, skill sets, and responsibilities. We had similar public profiles and contacts in the industry. The only meaningful difference between us, it turns out, was our paychecks," she said.

When Sadler called out her bosses on this glaring pay disparity, she assumed the company would do the right thing and provide equal pay for equal work. When they didn't, she walked away from her job and went public with her story.

That's the story she told at the Equal Pay Day rally held on the steps of City Hall, surrounded by plenty of women, and even some men, who could relate to, or at least support, her story.

"I applaud Catt for knowing her worth, for standing up and speaking out about an issue that plagues so many women in so many different industries, from entertainment to finance, law enforcement to education. Women in all walks of life are being chronically underpaid. Even in New York City, which is supposed to be



Former E! Host Catt Sadler talks with President Gloria Middleton about pay inequity

the most forward thinking, diverse city in the world, women are not getting their due," said Public Advocate Letitia James, an outspoken advocate for women's rights.

Two years ago, James released a report that found women in New York City earn a whopping \$5.8 billion less than men in wages each year. And black, Hispanic, and Asian women, earn even less. According to the U.S. Census Bureau, women earn about 80 cents for every dollar their male counterparts make. If you break the pay gap down by race and ethnicity, it's even worse: African-American women are paid 63 cents; Latinas, 54 cents for every dollar white men make. In James' report, she discovered that when it comes to the gender pay gap, New York City government is the worst offender.

Local 1180 President Gloria Middleton also addressed the crowd and spoke out about pay inequality when she talked about the EEO case the City is refusing to settle. "Enough is enough. We can't take it any more," she chanted as a way of engaging the crowd. "We as labor, and as a union made up of 80% women and minorities, want to help the Mayor understand that the City of New York cannot be the fairest city in the country if he refuses to admit that women and minorities have been paid significantly less than their male counterparts. Women need to be made equal. City workers work hard and we deserve to be paid fairly. We have to make a change now. The time is up." ■





GINA STRICKLAND

First Vice President

Teach Them Young as They Will Be Our Next Leaders

I've been involved with unions since 1985, first as an Office Aide with the Department of Finance and then as a Principal Administrative Associate. Unionism has been a part of my family for decades. By joining Local 1180 when I started working for the City, I knew I had a strong force supporting me. I met with many of the Union's leaders and representatives who made it known that if I had a problem, they were there for me.

It was this camaraderie that I found unique and valuable. I talked about it with friends and coworkers. And I discussed it at home as well. Having Local 1180 standing up for me was like finding a new best friend. Although my son was young at the time, around seven years old, he heard about my new-found union at the dinner table and whenever I had an interesting story to tell. He didn't pay much attention because let's face it, video games and sports were much more exciting.

“When unions are strong, workers have a voice. After all, that is the basic tenet of unionism. This is especially true for the younger generation who now firmly believes that with a strong voice, they can actually make a difference. If business leaders won't listen to them, and if political leaders won't listen to them, they know where their voices will be heard — unions.

But he heard it. It was as if I was planting a seed for something larger but I just didn't know it at the time. Eventually, as he started to get older and understand more, he even began to ask some questions. They were age-appropriate questions, but questions just the same. He was showing some interest. I was excited. After all, Local 1180 was becoming a larger part of my family.

In 1993, I was elected as a Shop Steward, representing more than 100 members, and seven years later, I became a full-time Local 1180 Staff Rep. If 1180 was a large part of my family before, now it was taking over. As my husband became more interested by default, so too did my son.

After 11 years as a Staff Rep, I was promoted to Supervisor, and was then elected as Second Vice President. In 2014, I was elected as First Vice President — and now Local 1180 and I were (and are) virtually married. It's like having a real, honest-to-goodness second family. Now my son was much older

and understood how important a role unions played in my life, and therefore, his as well. He took real pride in knowing his mama was able to help someone keep her job, get someone retroactive pay, and assist someone else being mistreated by her boss. He was interested and engaged.

He was part of a younger generation who happened to grow up in a union home but who didn't really need to take a stand in order to make a difference. In the back of his mind, he knew what unions were about and he knew that unionism existed.

That's how it was then. Now it's a different story. Our younger generation *needs* to get involved in order to make a difference. It's no longer just a matter of asking questions. It's about activism.

Just look at the March for Our Lives in Washington, D.C. that was spearheaded by today's younger generation sick of school shootings and violence. Hundreds of thousands of people crowded together just as they had been crowding legislators' phone lines and email inboxes after the Marjory Stoneman Douglas massacre in Parkland, FL.

Shooting survivor Cameron Kasky delivered this proclamation: “To the leaders, skeptics, and cynics who told us to sit down and stay silent, wait your turn: Welcome to the revolution. It is a powerful and peaceful one because it is of, by, and for the young people of this country. Since this movement began some people have asked me, do you think any change is going to come from this? Look around, we are the change. Our voices are powerful, and our votes matter. We hereby promise to fix the broken system we've been forced into and to create a better world for the generations to come. Don't worry, we've got this.”

While this statement was obviously about guns, it holds true for just about anything. We need our younger generation to “get it.” We need them to step in and learn the system today so they can be the new system tomorrow. If something isn't working, fix it. Today's youth are growing up in different times. Facebook, Instagram, Twitter, and even the world wide web didn't exist when we were growing up. It took days and even weeks to get out a message that today gets disseminated in five seconds flat.

According to an article in Portside Labor, “Young people are at a tipping point. They are frustrated by a system whose cracks were etched into place by preceding generations, but have only fully metastasized for theirs. They experience suffocating levels of

student debt alongside declining wages and income equality while watching companies monopolize entire industries, and sometimes even nationwide elections. Representation — actual representation — feels more like theory than reality.”

Young people's activism to fix a broken system is getting noticed by our generation of leaders. We see in our children and grandchildren a spark, an enthusiasm, an energy that didn't previously exist. Hashtags have created a way for hundreds of thousands worldwide to band together on an issue without ever seeing each other face to face. #BlackLivesMatter. #MeToo. #NeverAgain. It's never been this easy to create a movement — and the younger generation has the #PowerToDoIt.

Young people, frustrated by a political system and an economic system that do not benefit them, are turning to outside outlets to effect change — outlets like unions. For the first time in decades, union membership is on the rise among young people who historically have not been unionized. According to the Economic Policy Institute (EPI), in 2017, there were 262,000 new union members in the United States with 75% of this increase coming from those 34 and under. A large part of this increase, according to EPI, is that “unionization campaigns often center around not simply better wages or benefits, but a sense that your voice will be heard.”

That “voice” is not simply ONE benefit of joining a union, it IS the benefit. When unions are strong, workers have a voice. After all, that is the basic tenet of unionism. This is especially true for the younger generation who now firmly believes that with a strong voice, they can actually make a difference. If business leaders won't listen to them, and if political leaders won't listen to them, they know where their voices will be heard — unions.

And that's what my now 40-year-old son learned as he was growing up, too. He learned that in numbers there is strength ... he learned that a union family is a great family ... he learned that if you get behind the issues, you can make a difference. And he learned that belonging to a union is one of the best ways to make a difference. That's why he now belongs to a union himself. ■

1180 ENDORSES

Letitia “Tish” James for Next NYS Attorney General

“When the cost of living, the cost of housing, and the cost of day care are rising, threatening families across the city and state, Tish sees the struggles and comes up with solutions. These are women’s issues, these are family issues. But they are also issues with far-reaching impacts. They are universal issues familiar to so many individuals and families across our state. That’s why New York State will be lucky to have Tish James as our next Attorney General.”

One of New York City’s leading labor advocates has officially tossed her hat into the proverbial ring to become the next New York State Attorney General.

New York City Public Advocate Letitia “Tish” James announced her candidacy for Attorney General at a kick-off press conference on May 16 at the Brooklyn Historical Society. Dozens of Local 1180 members turned out to show their support for James who has been a longtime friend and supporter of labor.

Local 1180 President Gloria Middleton said James is a fearless fighter for our communities, a dedicated and experienced legal advocate, and a visionary force for justice and equality in New York.

“Her strength and compassion have helped so many of us to live better lives, overcome obstacles,

This woman can literally do anything! I have known Tish for years and am proud to call her both a friend and a partner in countless fights together. And throughout it all, I have never seen a more tenacious fighter ... a more valued driven leader ... or a stronger voice for change.

“But Tish doesn’t just speak, she listens. Tish James listens to every voice, and fights for those without a place at the table. She doesn’t preach, she acts.

“This is a critical moment for our City, our State, and our country. We need leaders like Tish who aren’t afraid to speak up and speak out on issues that impact every New Yorker. She has brought her vision and expertise to the fights that really matter in our lives. When women, communities of color, and workers are being underpaid, Tish speaks up. She sues, she litigates, she uses every tool in the book to make sure no one is forgotten.



and achieve our full potential,” Middleton said. “Tish is the perfect person for the job. Her experience as a lawyer and as the people’s lawyer in her position of Public Advocate, is a win for the labor movement.”

Former NYS Attorney General Eric Schneiderman abruptly resigned his position in early May amidst claims by four women that he assaulted them. The allegations came as a shock considering the former politician had assumed a prominent role in the #MeToo movement and was a staunch advocate for women’s rights. Although James initially had wanted to be appointed as the interim AG until this November’s election, the State Legislature appointed NYS Solicitor General Barbara Underwood to fill the spot. She will not be seeking the position permanently this November.

Middleton, who was one of only three leaders invited to speak at the press conference, said, “The woman we are all here to support is a true force to be reckoned with.

“When the cost of living, the cost of housing, and the cost of day care are rising, and threatening families across the city and state, Tish sees the struggles and comes up with solutions. These are women’s issues, these are family issues. But they are also issues with far-reaching impacts. They are universal issues familiar to so many individuals and families across our state.

“That’s why New York State will be lucky to have Tish James as our next Attorney General. And that’s why CWA Local 1180 is proud to endorse Tish James for Attorney General.”

She said that Local 1180’s Political Action Committee will be rounding up volunteers for James’ campaign in the upcoming months. Members interested in getting involved in the Union and working on campaigns should contact Second Vice President Gerald Brown at gbrown@cwa1180.org ■

MEMBERS IN ACTION

Advancing Women in Politics

On April 28, the Latino Leadership Institute held its first "Our Seat At The Table: Women for Electoral Politics 2018" conference. The event was designed to bring women together in local politics, unions, and finance to provide the skills necessary to actively participate in New York City politics.

Attendees from Local 1180 were Shop Steward Alicia Smith; Helen S. Jarrett, Executive Board Member; and Shop Steward Rhonda F. Joseph. Panelists and speakers included: Henry Garrido, Executive Director of District Council 37; Shaun D. Francois, President of Local 372; Delvanie K. Powell, President of the United Probation Officers Association; Council Members Carlina Rivera and Diana Ayala; Public Advocate Letitia James; Manhattan Borough President Gale Brewer, Nicole Malliotakis, NYS Assemblywomen and former Candidate for NYC Mayor; and Marjorie Velazquez, former Candidate for City Council. Pictured are Smith and Joseph with City Council Member I. Daneek Miller. ■



Good Leader. Good Scout.



President Gloria Middleton donned her Good Scout hat when she was honored on May 31 with the Good Scout award by the Greater New York Councils, Boy Scouts of America at their 33rd annual award luncheon. The labor industry and scouting have much in common as scouting teaches youngsters what it means to be part of a group, to be part of something bigger than they are. "Much like unions, scouting unites and bonds individuals with common interests and goals. The programs offered by the scouts are important and effective in helping ordinary young people grow into extraordinary adults. I was just an ordinary child and was part of scouting myself," Middleton said. "It's organizations such as scouting that groom our future leaders and guide them toward tackling the problems of tomorrow. It was such an honor to be recognized by such a worthwhile organization." ■

21 in 21 Initiative

Electing more women to public office, especially in the New York City Council, is the goal for 2021. In fact, a group of leaders has set out to elect 21 women to the Council in the year 2021. Former City Council member Elizabeth Crowley met with Local 1180 officers on April 11 to discuss the 21 in 21 Initiative in hopes of working with the Union to vet potential qualified female candidates. Pictured from left are Moira McDermott, Executive Director of the 21 in 21 Initiative, Local 1180 Second Vice President Gerald Brown, First Vice President Gina Strickland, President Gloria Middleton, Crowley, and Treasurer Robin Blair-Batte. ■



MEMBERS IN ACTION

The Black Institute Honors Middleton

President Gloria Middleton was honored on May 9 by The Black Institute for her commitment to advancing the rights of African Americans. The Leadership Award was presented by MC Dominic Carter, TV Political Reporter/Newsman for Verizon FiOS TV News/RNN and WABC Radio Talk Host. The evening's program stated: "As the first African American woman to become President of CWA Local 1180, Gloria Middleton exemplifies what the Freedom Riders strove for. As President, Gloria is committed to leading a politically progressive local that organizes, mobilizes, and empowers members to improve their standard of living and that of all New Yorkers." More than two dozen Local 1180 members came out to show their support at the Schomburg Center in Harlem. In her speech, Middleton said: "To be in this landmark building standing on the shoulders of my ancestors and leaders who paved the way so this little black girl from the projects of MLK Towers could stand here before you and accept this award is so humbling. My parents, who had eight children of which I am number six, both had a third grade education, and wanted to raise their children to have better lives than they experienced. Their spirit of community is alive in me and that is why I love what I do. I continue to work and build the labor movement with the help of everyone at CWA Local 1180 because of one young black man who I love and adore, my grandson Michael. I want him to know that it is important to fight for what you believe in and for what is right. Thank you again for this prestigious award." ■



RMBs Visit Kings County Hospital

Local 1180's Retiree Membership Brigade (RMB) and DC 37 made a stop at Kings County Hospital to talk to members about the Union and the great benefits received by being a part of the Local 1180 family. Pictured in back row: DC 37 Local 371 Retiree William Matthew, CWA Local 1180 Organizer Leslie Fine, Retirees Raymond Griffis, Claudine Murphy, and Brenda McDonald. In front row: DC 37 Retiree Karen Jeffrey, CWA 1180 RMB Coordinator Deborah Valentin, and Retirees Julia McCraw, Teria McGhee, and Mary Mason. ■



May Day Rally

Local 1180 members turned out in full force to help mark May Day 2018 in New York City at a rally for working people. May Day is a May 1 celebration with a long and varied history, dating back millennia. Throughout the years, there have been many different events and festivities worldwide, most with the express purpose of welcoming in a change of season (spring in the Northern Hemisphere). In the 19th century, May Day took on a new meaning, as an International Workers' Day grew out of the 19th-century movement for labor rights and an eight-hour work day in the United States. The rally took place in lower Manhattan with demonstrators protesting President Trump's immigration policies, private prisons, and demanding better treatment of workers. ■



Celebrating 30 Years

Estelle Lawrence, Local 1180's Benefits Operations Analyst/Trainer, was honored on March 28 by the Local for her three decades of service to the union and membership. Estelle started with the Union doing the daily mail and verifying membership and data entry. She then moved on to claims processing, bookkeeping and payroll, operations specialist, IT, and finally (and currently) Head of the Operations Department as the Operations Analyst and Staff Trainer. "I'd like to thank CWA Local 1180 for allowing me the freedom and opportunity to develop and apply my skills throughout the years. I was always given great latitude to express any concerns or ideas that I had for the betterment of benefits processing and service to our members," Estelle said. "It has been an honor and a privilege to serve this organization and pray that I will continue to give it my best." ■

Thanks for 40 Years



On April 11, President Emeritus Arthur Cheliotis received a Proclamation from NYC Council Member I. Daneek Miller and the City Council for his contributions to the labor movement and acknowledging his recent retirement after serving for nearly 40 years as President of CWA 1180. The ceremony was held in the Council Chambers and was attended by many Council members and 1180 representatives. ■

Lobbying in D.C.



President Gloria Middleton and other CWA leaders traveled to Washington D.C. on June 13 to lobby for legislation that will help unions in light of the Janus case. They met with Senator Charles Schumer, New York's top Congressional representative. ■

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

January 25, 2018

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

Officers

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 Colon-Williams, Hazel O. Worley

President's Report

President Middleton introduced Theodore Pappas, representative of American Income Life (AIL) and National Income Life (NILCO), for the purpose of renewing CWA Local 1180's Accidental Death and Disbursement Benefits. Motion was duly made seconded and carried to renew the contract effective January 1, 2018, through December 31, 2020.

President Middleton welcomed newly-elected Executive Board Members Gregory Smith and Helen S. Jarrett. Minutes of the December 12, 2017 meeting were presented. Motion was duly made, seconded and carried to accept minutes with necessary corrections.

President Middleton discussed the highlights of her schedule since the last Executive Board Meeting:

January 2, 2018 — Chaired the weekly staff meeting.

January 4, 2018 — Met with Kathy Pappas, representative of AIL/NILCO, to discuss renewal of CWA Local 1180's Accidental Death and disbursement benefits.

January 9, 2018 — Met with Marci Rosenblum, CWA Local 1180 Communications Director, to discuss campaign strategy focusing on the Janus v. AFSCME Supreme Court case.

January 11, 2018 — Sworn in by CWA President Christopher M. Shelton as the newly elected CWA Local 1180 President. Also sworn in were the Officers and Members-at-Large of the Executive Board. A special thanks went to Second Vice President Gerald Brown for organizing the event.

January 16, 2018 — Chaired the weekly staff meeting, which focused on the Retiree Membership Brigade (RMB) that will meet with active members at their shops to discuss the importance of union membership and the implications of Janus v. AFSCME Supreme Court case for unions.

January 17, 2018 — Held a conference call with Arthur Cheliotas, Yetta Kurland, and Allen Brawer to discuss the Administrative Manager EEO case.

January 18, 2018 — Attended the NAACP: I AM 50th Anniversary breakfast. In 1968, Dr. Martin Luther King Jr. was assassinated in Memphis, TN, where he marched with striking African-American sanitation workers. His legacy is being celebrated from now through April. On February 24, 2018, CWA Local 1180 will join DC 37 and other unions to participate in the Working People's Day of Action Rally in Foley Square, and join people across the country in support of our freedoms, demanding an end to the rigged economy.

January 20, 2018 — Attended the 2018 Women's March in NYC, with Secretary-Treasurer Robin Blair-Batte, and Executive Board Members Lisa Lloyd, Hilary Bloomfield, Hazel O. Worley, and Denise Gilliam.

January 22, 2018 — Met with First Vice President Gina Strickland and Allen Brawer to discuss the Additional Compensation Fund.

January 23, 2018 — Chaired the weekly staff meeting.

January 24, 2018 — Chaired the CWA Local 1180 Trustee meeting.

January 25, 2018 — Met with Mario Cilento, President New York State AFL-CIO, to discuss the Murphy Institute. She also discussed diversification of its Executive Board to reflect its members. That evening, she chaired the CWA Local 1180 Executive Board meeting.

President Middleton also discussed the upcoming Convention on the Elimination of all forms of Discrimination Against Women (CEDAW). It is a way of guaranteeing and protecting the human rights of women and girls around the world. Discrimination of women means any distinction, exclusion, or restriction made on the basis of sex, which reduces or restricts the human rights and fundamental freedoms of women in the political, economic, social, cultural, and civil fields. CEDAW is pushing the City Council to adopt an ordinance that conducts periodic gender analysis, establishes an oversight body, and provides adequate funding.

President Middleton distributed and discussed the status report dated January 1, 2018, from Mirkin & Gordon, P.C. listing legal matters being handled on behalf of CWA Local 1180. She also presented the December 2017 organizing activity report prepared by Stephen M. Ferrer. Lastly, she presented the January 25, 2018, project updates memorandum submitted by Marci Rosenblum.

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 agenda for Saturday's Shop Steward Assembly. This year's main focus is the preparation for the Janus v. AFSCME Supreme Court case.

Three grievance were won by CWA Local 1180. The first member was falsely terminated. Local 1180 filed a grievance on the members' behalf. The case went through the arbitration process. The member won the arbitration and got her job back. The second case involved an agency imposing termination based on a confidentiality violation. Our attorneys found termination imposed by the agency was too harsh and were able to get the member her job back. The last case was an out-of-title member grievance. It went to arbitration and the case was settled with testimony alone. The member will receive well-deserved back pay.

Lastly, she announced that 10 candidates were interviewed for the Staff Representative position to fill the seat vacated by Secretary Treasurer Robin Blair-Batte. A decision will be made next week.

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

Activity	December
Agency Walk through	1
Command Disciplines CD	4
Counseling/warning sessions	3
EEO Investigations/Interview	5
G.O.	15
NYPD	3
Hearing Preparations	8
Hearings	8
Investigative Hearings	2
Labor Management Meetings	3
OATH	3
Off-Site Member Meetings	1
Supervisory Conference	1
Site Member Meetings	9
Appointments	3
Telephone calls received	122

Site Meetings for December 2017

New York City Planning Commission
120 Broadway, Manhattan

Health & Hospital Bellevue
462 1st Avenue, Manhattan

Human Resource Administration (HRA) OCCA
150 Greenwich Street, Manhattan

HRA SNAP 19
12 W. 14th Street, Manhattan

Administration for Children Services (ACS)
330 Jay Street, Brooklyn

NYC Police Department (NYPD)
911 Call Center
11 Metro Tech, Brooklyn

NYPD 911 PSAC 11
350 Marconi Street, Bronx

Brooklyn District Attorney
350 Jay Street, Brooklyn

Department of Finance
350 St. Marks Place, Staten Island

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:

This year's Annual Albany Lobby Day has been scheduled by CWA District 1 for Tuesday, March 13. Topping the list of agenda items for CWA Local 1180 are: Banning salary history inquiries from employers, Strengthening union access to employees at the workplace, Increasing funding for the H+H of NYC, and Increasing funding for the Murphy Institute of the City University of New York.

On January 3, 2018, Vice President Brown attended the first stated meeting for the year of the New York City Council at City Hall. At the meeting, Cory Johnson was elected to a four-year term as Speaker of the New York City Council. In 2017, Johnson and Laurie Cumbo were the very first CWA Local 1180-endorsed City Council candidates. Subsequently, Johnson named Cumbo as Majority Leader of the Council. It should be noted that Local 1180 was instrumental in the re-election of Laurie Cumbo who had a threatening primary challenge.

Vice President Brown distributed and discussed the Civil Service list update, as well as the results from the last published Provisional Report from DCAS.

Vice President Brown announced that there are currently 11 vacancies in the New York State Legislature (Senate and Assembly), of which four are in New York City. In February, we will begin looking at candidates running to fill the vacancies.

Vice President Brown opened a discussion on the 2018 Mid-term Elections for the United States Congress (Senate and the House of Representatives). We will reach out to our retirees who live in states with mid-term elections where it will be important to get the right candidate elected.

Vice President Brown reported that members are calling the Local announcing the extra few dollars received in their pay checks from #45's passage of the 2017 Tax Law. The rude awakening will be in 2019 when individuals file for their 2018 taxes and see how they will not benefit. The whole tax bill was a smoke screen to generate tax breaks to the 1%.

Vice President Brown announced that three of CWA Local 1180 Borough Committee leaders have signed up to take classes at the Murphy Institute: Debra Paylor, Carolyn Chamarro, and Rosario Roman.

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

Secretary-Treasurer's Report

Secretary-Treasurer Robin Blair-Batte presented the CWA Local 1180 Transaction Detail and Income and Expenditures Report for December 2017. Blair-Batte advised that the T.D. checking account has a balance of \$817,995.30 as of C.O.B. January 24, 2018.

Secretary-Treasurer Blair-Batte reported CWA Local 1180 obtained 54 new members in December 2017.

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

Recording Secretary's Report

Recording Secretary Lourdes Acevedo reported that on January 10, 2018, she attended the QWL FISA/OPA Annual Employee Recognition Ceremony. Members were recognized for longevity

and perfect attendance. She also announced that on January 17, 2018, the Staten Island Borough Coordinating meeting was well attended. A representative from the FDNY gave a Fire Safety Prevention demonstration in light of the recent fires throughout NYC. Additionally, she announced that there were more than 130 participants in the January 20, 2018, Staten Island United Conference held at the college of Staten Island, with 13 from CWA Local 1180. Lastly, she reported that this year's Albany Somos Conference will be held from March 9-11, 2018.

Members-at-Large Reports and Announcements

Hazel O. Worley announced the Brooklyn Borough Coordinating Committee held elections on the January 22, 2018 meeting. These are the results: Verna Finley, Committee Chair; Norma Lynch, Committee Co-Chair; Joyce Cruickshank, Secretary; and Debra Tyndall, Assistant Secretary. The Equity Committee will be hosting the Festival of Cultures; details to follow.

Lenora Smith announced that the Education Committee hired Cary Burns to make a presentation at the upcoming CWA Local 1180 General Membership meeting in honor of Dr. Martin Luther King Jr. She will submit the payment invoice once it is received.

Hilary Bloomfield announced that she attended the Rally Against #45, the CUNY Graduate Center PSC. Additionally, she attended the Community Board #12 meeting and AFL-CIO Annual Labor meeting.

Debra Paylor and Lisa Lloyd attended the Labor Council for Latin American Advancement (LCLAA) celebration. Paylor also attended the Coalition of Labor Union Women (CLUW) meeting. She announced that the CBTU Convention will be held May 25-27, 2018 in Orlando, Florida.

Gregory Smith requested consideration for starting a CWA Local 1180 Men's Committee. There are 1,680 male members at CWA Local 1180 and a Men's Committee will help strengthen our Local. He will provide a Mission Statement. Motion was duly made, seconded, and carried to start up the Committee.

Next meeting of the Executive Board will be February 28, 2018.

Motion was duly made, seconded, and carried to adjourn at 9:05 p.m.

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

February 28, 2018

Meeting called to order at 6:23 p.m.

Executive Board Members in Attendance

Officers: 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 Colon-Williams, Hazel O. Worley

Minutes of the January 25, 2018, meeting were presented. Motion was duly made, seconded, and carried to accept minutes with necessary corrections.

President's Report

President Middleton discussed the highlights of her schedule since the last Executive Board meeting:

January 28, 2018 — Attended the swearing in ceremony for newly-elected New York City Council Speaker Corey Johnson, accompanied by Second Vice President Gerald Brown and Secretary-Treasurer Robin Blair-Batte.

January 29, 2018 — Held a conference call with Arthur Cheliotas, Yetta Kurland, and Allen Brawer to discuss the Administrative Manager EEO case. That evening she attended the City and State's and AARP's Annual 50 Over Fifty

CWA LOCAL 1180 EXECUTIVE BOARD MEETING MINUTES

Awards: The Age Disruptors. Local 1180 President Emeritus Arthur Cheliotos was presented with a special award.

January 30, 2018 — Held an outreach communications meeting to discuss campaign strategy focusing the Janus v. AFSCME Supreme Court case. That afternoon, she chaired the weekly staff meeting.

January 31, 2018 — Met with staff to review and finalize the PowerPoint presentation for the upcoming General Membership meeting. That evening, she chaired her first General Membership meeting as CWA Local 1180's President.

February 1, 2018 — Chaired a special Trustee's meeting about 6 Harrison Street reconstruction. At 1:00 p.m., held a moment of silence to commemorate the day, 50 years ago, to honor the memory and sacrifice of two Memphis sanitation workers, Echol Cole and Robert Walker, who lost their lives triggering a strike of that city's 1,300 sanitation workers. That afternoon, held an organizing meeting with Jocelyn Richardson. Later that day, met with Jessica Kerin, Development Officer for the Boys Scouts of America of Greater New York, as they will be honoring her with an award. Details to follow.

February 5, 2018 — Traveled to Albany with Second Vice President Gerald Brown, to attend the Public Employees Conference (PEC) meeting.

February 7, 2018 — Attended the MLC General Membership meeting.

February 8, 2018 — Met with Allen Brawer and attorney Allen Klinger to discuss the implications of the Janus v. AFSCME Supreme Court case on unions. That afternoon, she met with Assembly Member Walter Mosley, accompanied by First Vice President Gina Strickland and Second Vice President Gerald Brown, to discuss gun control laws.

February 9, 2018 — Showed videos the Local produced on how the Janus v. AFSCME Supreme Court case will impact unions. The videos will be published on CWA Local 1180's website, and social media accounts.

February 10, 2018 — Was honored at the Harlem Democratic Club Black History Ceremony by Marvin Holland. Congressman Adriano Espaillat was honored with three distinguished awards.

February 12, 2018 — Met with Council Member Laurie A. Cumbo, Arthur Cheliotos, and Scott Levenson of the Advance Group, regarding re-booting Intro bill 1536. Later that day, she met with NYC's Director of Labor Relations, Robert Linn; First Deputy Commissioner, Rene Campion; and NYC Attorney Daniel Pollock to discuss settlement of the EEO case and the cost to the Additional Compensation Fund. President Emeritus Arthur Cheliotos also attended.

February 13, 2018 — Held a political meeting with Second Vice President Gerald Brown, John O'Malley, and Sebastian Levenson. Later that day, she held an outreach communications meeting, that was followed by the weekly staff meeting. That evening, she attended the State of the City Address by Mayor Bill de Blasio.

February 14-20, 2018 — Attended the National Labor Management Conference. A few discussion topics were The fallout of Janus on Collective Bargaining, Investing in a World of Uncertainty, Unions in the Crosshairs, Does the Labor Movement Need an Image Update?, Navigating Retiree Healthcare, Impact of Technology on the Healthcare Delivery and Costs, and Equal Pay for Equal Work. She returned to NYC on the afternoon of February 20, 2018 and chaired the weekly staff meeting.

February 23, 2018 — Reviewed the PowerPoint presentation with staff in preparation for the General Membership meeting.

February 24, 2018 — CWA Local 1180 joined other unions for the Working People's Day of Action rally in Foley Square in support of our freedoms, demanding an end to the rigged economy.

February 26, 2018 — Chaired the General Membership meeting.

February 27, 2018 — Held an outreach communications meeting. That afternoon, chaired the weekly staff meeting.

February 28, 2018 — Held a second Books and Rattles meeting with Staff Rep Lena Solow. That evening, she chaired the CWA Local 1180 Executive Board meeting.

President Middleton distributed and discussed reports submitted by Policy Research Group, the contact expiration dates of New York City municipal unions, and update on the New York City economy dated February 5, 2018. Additionally, she presented the February 28, 2018 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.

First Vice President's Report

First Vice President Strickland announced that Organizer Steve Ferrer is no longer employed by CWA Local 1180, as the Associate Director Hearings are over.

First Vice President Strickland attended the DC 37 Labor Management meeting accompanied by staff representative Olivia Lyde. Discussed was the upcoming functional transfers of Administration of Children Services employees to the Department of Education. Employee time-keeping systems differ as DOE uses the BERS System while city agencies use City-time. We are negotiating contractual issues with other unions and Labor Relations to achieve a smooth transition.

February 2, 2018 — CWA Local 1180 and the Century Foundation signed their first Collective Bargaining Agreement.

February 5, 2019 — Attended the MLC Steering Committee Meeting where continued discussions took place regarding the Janus v. AFSCME Supreme Court case's impact on unions.

February 7, 2018 — Attended a meeting at UFT, accompanied by Organizer Helen S. Jarrett and Executive Board Member Hilary Bloomfield, on Janus v. AFSCME from the union.

February 10, 2018 — Met with Staff Rep Lena Solow about the upcoming Shop Steward training. Also discussed Books and Rattles and Planned Parenthood.

February 22, 2018 — Attended the DEP site meeting with Staff Representative Olivia Lyde to update members on outstanding union issues.

February 27, 2018 — Held a follow-up meeting with ACS and DOE regarding the upcoming functional transfers. Next meeting will be held March 12, 2018, at ACS to update members.

First Vice President Strickland reported the following Staff Representative activity for January 2018:

Activity	January
Command Disciplines CD	2
Counseling/warning sessions	1
G.O. 15 NYPD	1
Hearing Preparations	10
Hearings	6
Investigative Hearings	2
OATH	3
Off-Site Member Meetings	1
Supervisory Conference	4
Site Member Meetings	14
Appointments	3
Telephone calls received	200

Site Meetings for January 2018

NYC Housing Preservation & Development
120-55 Queens Blvd., Queens

New York City Department of Education
65 Court Street, Brooklyn

New York City Department of Finance
114-06 94th Avenue, Queens

New York City Law Department
100 Church Street, Manhattan

Office of Administrative Trials & Hearings
100 Church Street, Manhattan

Department of Information Technology and Telecommunications (DOITT) 311
59 Maiden Lane, Manhattan

Human Resource Administration (HRA) IREA
250 Church Street, Manhattan

Department of Investigations (DOI)
80 Maiden Lane, Manhattan

Fire Department (FDNY)
9 Metro Tech, Brooklyn

Department of Buildings (DOB)
280 Broadway, Manhattan

Department of Citywide Administrative Services
118-35 Queens Blvd., Queens

Administration for Children Services (ACS)
330 Jay Street, Brooklyn

Planned Parenthood
26 Bleeker Street, Manhattan

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

Second Vice President's Report

Second Vice President Gerald Brown reported the following:

- Save the Date: Albany Lobby Day 3/13/18 in conjunction with CWA District 1
- Ban Salary History Bill
- Agency access to Local 1180 membership
- Budget: H+H increase funding for New York City hospitals
- Funding to support the Murphy Institute.

There are four election days in 2018.

- 4/24 Special Election, New York State has 11 vacant seats in the New York State Assembly and Senate
- 6/26 Congressional Primary
- 9/13 Primary Day
- 11/6 General Election

Motions were made, seconded, and duly carried for the following two endorsements for the April 24th Special Election

- 74th Assembly District in Manhattan endorsed Harvey Epstein
- 32nd Senate District in the Bronx endorsed Luis Sepulveda

February 2, 2018 — Attended the Annual Breakfast meeting of the New York State Public Employee Conference.

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

Secretary-Treasurer's Report

Secretary-Treasurer Robin Blair-Batte presented the CWA Local 1180 Transaction Detail and Income and Expenditures Report for January 2018. She advised that the T.D. checking account has a balance of \$747,506.73 as of C.O.B. February 27, 2018.

Secretary-Treasurer Blair-Batte stated she will submit a new member report at next month's 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 QWL is finalizing its Annual Employee Recognition Ceremony calendar. She will forward it once it's completed. She also announced that on February 21, 2018, the Staten Island Borough Community Coordinating Committee meeting was well attended. Representatives from the FDNY gave a CPR training demonstration.

Members-at-Large Reports

Hazel O. Worley requested the Board approve 30 tickets to the movie screening of Women Worker Labor Series at BAM in place of the Civil Rights and Equity monthly meeting. Members from the Women's Committee and Education Committee will be selected to attend. Motion was duly made, seconded, and carried to approve the 30 tickets. She also announced Reverend Barber will be one of a special guest speakers at the upcoming "I AM 2018" Conference in Memphis, TN, commemorating the murder

of Dr. Martin Luther King, Jr. and requested approval for two Equity Committee members to attend. Motion was duly made, seconded, and carried to send Hazel O. Worley and Lenora Smith to attend the conference. Lastly, she announced that the tentative dates for this year's Festival of Cultures at the Boy's and Girl's H.S. will be either April 7, 2018 or April 14, 2018.

Hilary Bloomfield announced that she travelled with the Retiree Membership Brigade to Bellevue Hospital and met with CWA Local 1180 members to discuss the implications of the Janus v. AFSCME Supreme Court case. Additionally, she attended the monthly Bronx Borough Community Coordinating Committee meeting where the FDNY made a presentation.

Debra Paylor and Lisa Lloyd attended the Labor Council for Latin American Advancement (LCLAA) membership meeting on February 6, 2018, where affordable housing was discussed. She and Lenora Smith attended the Celebration of Black History at the William Lynch, Jr. Democratic Club honoring President Gloria Middleton. On February 13, Paylor attended the Manhattan Community Coordinating Committee meeting, and on February 14 participated in the CLUW National Executive Board conference call amending their constitution. On February 20, she and Lisa Lloyd attended the Community Resource Fair hosted by New York City Council Speaker Corey Johnson. On February 24, she attended the Working People's Day of Action Rally in Foley Square.

Denise Gilliam announced the AFL-CIO meeting of Coalition for Labor Women was too short. Discussion items were sexual harassment, domestic violence, discrimination against women and equal pay for equal work.

Next meeting of the Executive Board will be March 26, 2018.

Motion was duly made, seconded, and carried to adjourn at 8:15 p.m.

Respectfully submitted,

Lourdes Acevedo
Recording Secretary

March 26, 2018

Meeting called to order at 6:30 p.m.

Executive Board Members in Attendance:

Officers: 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 Colon-Williams, Hazel O. Worley

Minutes of the February 28, 2018, meeting were presented. Motion was duly made, seconded, and carried to accept minutes with necessary corrections.

President's Report

President Middleton discussed the highlights of her schedule since the last Executive Board Meeting:

March 1, 2018 — Attended the CWA Local 1180 mandated EEO staff training. In attendance was First Vice President Gina Strickland, Second Vice President Gerald Brown, Secretary-Treasurer Robin Blair-Batte, and Staff Representatives. That afternoon, attended the upcoming CWA video filming meeting for the Facebook page.

March 2, 2018 — Attended the CWA District 1 Legislative Political meeting accompanied by Second Vice President Gerald Brown and Legislative Coordinator John T. O'Malley. CWA District 1 endorsed Governor Cuomo for re-election, Congressman Joseph Crowley from New York's 14th Congressional District in Queens, and Yvette Diane Clarke from New York's 11th District in Brooklyn.

Continued on page 25

PRIVATE SECTOR SHOPS



OPEN SOCIETY FOUNDATIONS SIGNS FIRST CONTRACT FOR 200+ MEMBERS

After more than a year of bargaining, workers at Open Society Foundations (OSF) completed and ratified an amazing contract in April. OSF is now the largest non-profit at CWA Local 1180, with more than 225 members at offices in New York City and Baltimore, MD. President Gloria Middleton signed the contract along with OSF President Patrick Gaspard in front of a standing room only crowd of excited OSF members.

"This is a great moment for not only the more than 200 members who have been working without a contract, but a huge success for Local 1180 as the hard work and perseverance of our staff paid off with this new contract," said President Middleton. "It was a long time in coming, but the result was worth the wait."

She thanked the OSF Bargaining Committee that worked tirelessly to secure this contract and never gave up even when they could not see the light at the end of the tunnel. Bargaining Committee members included Reema Hijazi, Kevin Hirano, Julia Lukomnik, Anthony Navatto, Cassandre Theano, Chris Thomas, and Michael Walter.

Hijazi is a Program Coordinator with the Open Society Justice, and was part of the Bargaining Committee. "We spent six months negotiating policies before even discussing any money — policies HR could have laid down years ago that are just

common sense for a respectful workplace. Now there is one handbook, one set of rules for everyone, and managers cannot hide behind their inability to find a policy, or their lack of trying," she said.

She's excited about new policies in the contract that cover everything from wages to relocation costs and visa status, explaining, "I'm excited that every unit member who is relocated will receive the same relocation package as a director. Previously this benefit, which was written to apply to all employees, was simply not communicated to those on the lower end of the pay scale who are the very employees who cannot throw down a thousand dollars on a moving van or a hotel for a week. I'm excited that any person hired by OSF, which is a high bar in itself, is deemed worthy of possible visa sponsorship. I'm excited that we have a precedent-setting, anti-discrimination clause, and that we raised the lowest pay grade by more than \$5,000."

Hijazi and her colleagues are already seeing the results of their efforts. "I'm excited that assistants, associates, and specialists are going to each other for advice and help, and we're succeeding in helping one another. I see managers respect us more now, and even more important, I see us respecting ourselves more," she said.

A new batch of leaders has been elected by the bargaining unit to help implement

UNIT ROUNDUP

ONCE A MEMBER ALWAYS A MEMBER

On their way to bargaining, the StoryCorps Bargaining Unit members ran into 1180 Retiree Pat, who worked for 37 years in HRA. Pat yelled out "Go 1180!" when she saw the t-shirts. Thanks for the support Pat! Pictured from left are: Mia Warren, Pat, Rochelle Kwan, and Afi Yellow-Duke.



PUBLIC & PRIVATE: WE ARE ALL ONE FAMILY

At May Day, public and private sector workers came together with unions from all over the city. Pictured here are members from StoryCorps and ALIGN along with public sector members.



BOOKS AND RATTLES

Workers at Books and Rattles continue to show their solidarity in their fight for a fair contract. Here are workers at the Learning Tree and Peek-A-Boo in their t-shirts on the last bargaining day!

the contract at OSF. Welcome to incoming Shop Stewards: Farah Wilson, Azmi Haroun, Renata Peralta, Anuja Gopalan, Ramzi Babouder-Matta, Ernesto Alejandro Espin, and Zachary Gioia; and to Labor Management Committee members: Stephanie Boarden, Reema Hijazi, and Cassandre Theano.

Incoming Shop Steward Ramzi Babouder-Matta is a Program Administrative Assistant with the Scholarship Programs. He's newer to OSF, but already excited to join the union.

"I started this job four months ago while the union was at the tail end of negotiating our contract, so I wasn't there for huge amounts of background work and painstaking organizing that had gone into the unionization push," Babouder-Matta said. "However, bargaining committee members, reps, and fellow employees made me feel welcome to participate and be a part of the process right off the bat. They quickly showed me what unions are about — breaking down silos and saying, 'we're in this together, let's make conditions better.' It's exciting to be able to take the baton forward. Being a Steward adds an incredible dimension to my role at this organization. It's an opportunity to get to know my colleagues and the grant-making work they're doing across departments, and to support them in concrete ways. The union laid all this groundwork to safeguard and improve our rights, negotiating a great contract. I'm glad I can play a role in helping colleagues put it into action and make this a better place to work."

Local 1180 Non-Profit Staff Reps Lena Solow and Kevin Lynch spearheaded the contract negotiations. "We're so thrilled to welcome this hard-working and dedicated group to 1180. Together with Lena and Kevin, these workers fought for a ground-breaking contract and we can't wait to continue building together," Middleton said. ■

OUR TEAM

NONPROFIT SHOP STEWARDS

ALIGN

Malika Conner

Amnesty International

Emily Walsh
Kristen Vellozo
Carolina Rivadeneira

ASPCA

Melanie Glass
Danielle Delfino

Human Rights First

Christopher Plummer
Eric Helms
Katherine Cosgrove

Human Rights Watch

Jessica Chiang
Rebecca Chowdhury
Amelia Neumayer
Aditi Shetty
Benson Weekes
Ava Ahmadbeigi

Javits Center

Jose Martinez
Philip Slattery

Nation Institute

Katy O'Donnell
Roz Hunter

Open Society Foundations

Ramzi Babouder-Matta
Ernesto Alejandro Espin
Zachary Gioia
Anuja Gopalan
Azmi Haroun
Renata Peralta
Farah Wilson

Planned Parenthood

Elizabeth Butler
Davonte Elmore
Tonya Mooror
Daisy Valdez

The Century Foundation

Sam Adler-Bell
Kimberly Quick

NONPROFIT STAFF REPRESENTATIVE

Lena Solow
lsolow@cwa1180.org

NONPROFIT ORGANIZER

Leslie Fine
lfine@cwa1180.org

Local 1180's NEWEST Staff Rep



Teesha Foreman

Teesha Foreman is CWA Local 1180's newest Staff Representative. She has been an employee of the City of New York for more than 17 years.

She began her career in August 2000 as a secretary with the New York City Housing Authority. She never expected to be with the City for the long haul, but five-plus years later, she was appointed to her first civil service position as a cashier with NYCHA. It was then that she decided to give her career with the New York City Housing Authority a real chance.

Teesha set four-to-five-year promotional goals, which she achieved going from a Cashier Level 1 to a Cashier Level 2 within three years and was then promoted to a Principal Administrative Associate Level 1 within two years.

In September 2011, she became a member of CWA Local 1180. Teesha began attending General Membership meetings and in doing so, she would bring the information back to the members she worked with. After a few years, her coworkers

at her site saw how energetic and organized she was about the union, and they encouraged her to run for Shop Steward.

Teesha has always been passionate about helping, encouraging, and empowering people — all qualities and skills you need to be a great Shop Steward.

In 2015, Teesha was elected Shop Steward at NYCHA's 90 Church Street location. She became even more active in Local 1180 activities where she would advocate for her members. At the same time, Teesha realized her four-to-five-year promotional goal time frame was closing in on her.

In January 2016, Teesha was promoted to Associate in Principal Administrative Associate Level 3 with the Technical Services Department in Long Island City, once again achieving her four-to-five-year promotional goal. Teesha is determined; when she puts her mind to something, there is no stopping her.

Teesha went on to become even more active in the union. She became a strong activist participating in the "Runaway Inequality" training, and completed and received her certificate for the first year of the 2016 Clara L. Allen Leadership School, a joint educational effort between CWA District 1 and Cornell's School of Industrial and Labor Relations, The Worker Institute.

Teesha strongly believes, "If you don't know, learn; if you do know, teach."

In these trying times as unions are under attack, Teesha is excited to be part of the solution. Union proud! Union Strong! ■

**FOLLOW US LIVE ON FACEBOOK FOR
CWA Local 1180's First**

TOWN HALL MEETING
Live Social Media Feed



Local 1180 President Gloria Middleton

Will answer member questions on a live social media feed

Special Guest:

NYC Public Advocate Letitia James (Candidate for NYS Attorney General)



COMMUNIQUE

Official Publication

New York Administrative Employees Local 1180
Communications Workers of America, AFL-CIO
6 Harrison Street, 4th Floor, New York, NY 10013-2898

www.cwa1180.org

Telephone: 212.226.6565

Security Benefits 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 EXECUTIVE BOARD MEETING MINUTES

March 6, 2018 — Chaired the Outreach Communications meeting to discuss campaign strategy focusing on the Janus v. AFSCME Supreme Court Case. That afternoon, she chaired the weekly staff meeting. That evening, she attended the Manhattan Borough Community Coordinating Committee meeting.

March 7, 2018 — Held a conference call with CWA District 1 Vice President Dennis Trainor regarding the Administrative Manager EEO settlement.

March 8, 2018 — Met with Assistant Commissioner Daniel Pollok of Labor Relations, First Vice President Gina Strickland, President Emeritus Arthur Cheliotis, Attorney Yetta Kurland, Esq., and Actuary Allen Brawer to discuss the Administrative Manager EEO settlement. That afternoon, she met with Cardiologist Dr. Perry Frankel to discuss the importance of screening for high blood pressure, heart disease, and high cholesterol. She also met with NYS Senator Jose Peralta who is seeking CWA Local 1180's endorsement.

March 12, 2018 — Departed for Albany in preparation for CWA District 1 Lobby Day.

March 13, 2018 — Attended Lobby Day. In spite of the weather, 45 out of the 75 registered CWA Local members attended.

March 14, 2018 — Prepped for the upcoming press conference hosted by Public Advocate Letitia "Tish" James on "Wage Inequity for Women in NYC Agencies".

March 15, 2018 — Was a guest speaker at the Public Advocate's press conference on "Wage Inequity for Women in NYC Agencies". That afternoon, she chaired a special CWA Local 1180 Trustees meeting.

March 16, 2018 — Was honored at a breakfast hosted by NYC Comptroller Scott Stringer. In attendance were First Vice President Gina Strickland, Second Vice President Gerald Brown, various Executive Board members, and Staff Reps. Manhattan Borough President Gale Brewer also attended. President Middleton thanked the Comptroller for honoring her as the First African American woman to become President of CWA Local 1180.

March 19, 2018 — Participated in a round-table discussion hosted by Public Advocate Letitia James regarding the future of labor and public employment, and the implications of the Janus v. AFSCME Supreme Court case.

March 20, 2018 — Held a Books and Rattles conference call. She held an outreach communications meeting to discuss campaign strategy focusing on the Janus v. AFSCME Supreme Court case. That afternoon, she chaired the weekly staff meeting.

March 22, 2018 — Met with officers to discuss settlement of the EEO case.

March 26, 2018 — Held a Books and Rattles strategy meeting with staff members. That evening, she chaired the CWA Local 1180 Executive Board meeting.

President Middleton distributed and discussed the status report dated March 1, 2018, from Mirkin & Gordon, P.C. listing legal matters being handled on behalf of CWA Local 1180.

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

First Vice President's Report

First Vice President Gina Strickland reported the following:

March 5, 2018 — Held a monthly conference call with CWA District 1's Amy Young regarding legal matters.

March 6, 2018 — Attended the weekly staff meeting.

March 7, 2019 — Spoke with the Office of Court Administration-Unified Court System, which wants an extension of the existing contract.

March 9, 2018 — Met with the Department of Education accompanied by Staff Representative Desiree Waters to discuss our School Business Manager title. This title is only used by the prin-

cipals of the schools and the salary is funded from that principal's budget. This has created issues when the principal determines they no longer require the position or for budgetary reasons and the member is terminated. The meeting was to work on securing a process where School Business Managers can be reassigned in lieu of termination.

March 12, 2018 — Attended the Administration for Children Services' town Hall meeting, accompanied by Staff Representative Olivia Lyde, regarding members' functional transfers to the Department of Education.

March 20, 2018 — Held a strategizing conference call with Books and Rattles.

First Vice President Gina Strickland reported the following Staff Representative activity for February 2018:

Activity	February
Command Disciplines CD	2
EEO Investigation/Interview	5
G.O. 15-NYPD	3
Hearing Preparations	5
Hearings	10
Investigative Hearings	2
Labor Management Meetings	6
OATH	1
Off-Site Member Meetings	3
Supervisory Conference	3
Site Member Meetings	15
Appointments	3
Walk-Ins	3
Telephone calls received	439

Site Meetings for February 2018

NYC Department of Finance
345 Adams Street, Brooklyn

Department of Education
715 Ocean Terrace, Staten Island

Taxi & Limousine Commission
34-00 47th Avenue, Queens

Law Department
100 Church Street, Manhattan

Human Resource Administration
109 E. 16th Street, Manhattan

NYC Housing Authority (NYCHA)
90 Church Street, Manhattan

Department of Transportation (DOT)
55 Water Street, Manhattan

Metropolitan Hospital
1909 First Avenue, Manhattan

Lincoln Hospital
234 E. 149th Street, Bronx

DOT
28-11 Queens Boulevard, Queens

Police Department (NYPD)
1 Police Plaza, Manhattan

HRA Banknote
55 125th Street, Manhattan

Department of Environmental Protection (DEP)
250 Livingston Street, Brooklyn

Department of Citywide Administrative Services
135 Canal Street, Staten Island

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:

DCAS has announced the filing period for the Qualified Incumbent Exam (QIE) for Administrative Job Opportunity Specialist. The original filing dates were March 21 – April 3, 2018. The filing period has been amended to March 21 – April 30, 2018.

Second Vice President Brown attended the annual NYS Public Employee Conference (PEC) meeting. The discussion on the top of the agenda was proposed NYS legislation regarding the Janus case that is currently being heard in the U.S. Supreme Court. PEC would like to have their legislation signed into law with the State Budget due April 1, 2018.

On March 20, he attended the Irish Heritage Celebration at the New York City Council. The celebration was sponsored by the five Irish members of the Council: Corey Johnson, Keith Powers, Daniel Dromm, Jimmy Van Bramer, and Justin Brannan. Former Council member Elizabeth Crowley was honored at the ceremony.

On March 22, 2018, he attended the Murphy Institute's Education Director's meeting where new incentives were discussed.

On March 24, 2018, he attended the March for our Lives Rally in New York City.

Motion was duly made, seconded, and carried to endorse Andrew Cuomo for Governor in the September 2018 Primary. Motion was duly made, seconded and carried to endorse Jose Peralta for the NYS Senate in the September 2018 Primary.

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

Secretary-Treasurer's Report

Secretary-Treasurer Robin Blair-Batte presented the CWA Local 1180 Transaction Detail and Income and Expenditures Report for February 2018. She advised that the T.D. checking account has a balance of \$1,206,265.96 as of C.O.B. March 26, 2018.

Blair-Batte reported 110 new members in January 2018 and 64 new members in February 2018. She also distributed and discussed the Policy & Investigative Report on Wage and Hiring Inequity in New York City Agencies issued by Public Advocate Letitia "Tish" James.

The Secretary-Treasurer announced that the CWA Human Rights Conference will be held from August 12-15, 2018. She also announced that the CWA District 1 Conference will be held July 9-11, 2018.

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

Recording Secretary's Report

Recording Secretary Lourdes Acevedo announced that due to inclement weather, the March Staten Island Borough Community Coordinating Committee meeting was canceled. She also announced that all employees of the City of New York are entitled to take an excused absence for ANY type of cancer screening. Previously, the screenings were limited to breast and prostate cancer. Section 159-b permits 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 any type of cancer. The entire period is excused leave, not to be charged against any other leave that the employee is entitled to receive.

Members-at-Large Reports

Venus Colon-Williams advised that Regina Kelly, a current board member of NEWPATHS New York Chapter, has requested full sponsorship to attend NEWPATHS 43rd Annual Training Conference scheduled from August 19-22, 2018. Michael Pricoli is also a member and would like to be sponsored. Motion was duly made, seconded, and carried to send both Michael Pricoli and Regina Kelly to the conference.

Lenora Smith announced that the Education Committee met on the second Monday of the month. She also announced that the Book Club is reading, "I Was Never Quite Black Enough: A Young Man's Search for Identity" by Conrad Queen. The book can be ordered on amazon.com. The next book club meeting will be held April 26, 2018.

Hazel O. Worley announced that the tentative date for this year's Festival of Cultures at the Boy's and Girl's H.S. will be June 16, 2018. She also announced this year's CWA Local 1180's Annual Picnic will be held September 1, 2018.

Helen S. Jarrett announced that she is mobilizing CWA Local 1180 members to attend ongoing Janus and Beyond weekly workshops. She also announced that she is mobilizing CWA Local 1180 members to join our Local and PowHerNY on April 10, 2018 at the steps of City Hall for the 2018 Equal Pay Day Press Conference.

Hilary Bloomfield announced that she continues traveling with the Retiree Membership Brigade to meet with CWA Local 1180 members to discuss implications of the Janus vs AFSCME Supreme Court case. She attended the Bronx Borough President's State of the Borough Address, where Council Member Andy King was also in attendance. Additionally, she attended the monthly Bronx Borough Community Coordinating Committee meeting.

Debra Paylor announced that she chaired the Manhattan Borough Community Coordinating Committee meeting. In spite of a few mishaps, it went well.

Denise Gilliam and Debra Paylor attended the Coalition of Black Trade Unionists (CBTU) NY Chapter mini conference. The key discussion item was the changing climate and how it impacts your water.

Next meeting of the Executive Board will be April 11, 2018.

Motion was duly made, seconded, and carried to adjourn at 8:32 p.m.

Respectfully submitted,

Lourdes Acevedo
Recording Secretary



CWA 1180 SOCIAL MEDIA



about our members

- Condolences to Staff Representative Venus Colon-Williams on the passing of her mother Carmen Edith Rosario Colon on April 11, 2018. ■
- Condolences to the family of Alfonso Mack, Local 1180 Staff Member, who passed away on May 11, 2018. "God bless his soul and may he Rest In Peace. Al knew that he had a family at 1180 and knew he was loved. Another member of our family gone but never forgotten," said President Gloria Middleton. ■
- Condolences to the family of Lillye V. Davenport (PAA, DEP) who passed away on April 9, 2018. She is survived by her sister Kathye (& husband Thomas) Davenport-Jingles, sister Verbon Davenport, goddaughter Nicole Morzieres, and a host of cousins. ■

Congratulations to the following members who work at the Administration for Children's Services (ACS) who were recognized at the agency's Annual Employee Recognition Ceremony on May 11, 2018:

- Ricardo Castellano (PAA)
- Lazell Fitzgerald (PAA)
- Pearline Holdip (AM)
- Zuei-Fang Huang (PAA)
- Pateena Long (AM)
- Stefanie Sanders (PAA)

Congratulations to the following members who work for the Department of Finance who were recognized at the agency's Annual Employee Recognition Ceremony on May 16, 2018:

- Abimbola Adeyeri (PAA)
- Faith Aird (AM)
- Frank Alesci (AM)
- Mercedes Allen-Tarver (PAA)
- Michael American (AM)
- Patricia Baez (PAA)
- Miledys Benitez (PAA)
- Joan Best (AM)
- Diana Bradley (PAA)
- Paul Brown (CATS)
- Delphine Bullard (PAA)
- Danielle Burns (PAA)
- Jerges Cardona (PAA)
- Wanda Clemons (PAA)
- Tanya Copper (PAA)
- Marisa D'Alessio (PAA)
- Marian Decandia (AM)
- Valerie Defour (PAA)
- Simone Dixon (PAA)
- Zenola Fields (AM)
- Inez Fletcher (PAA)
- Lashaunda Gamble (PAA)
- Arlean George (PAA)
- Bruce Givant (PAA)
- Kim Golson (PAA)
- Jacqueline Goodwin (PAA)

- Callie Harris (CATS)
- Daphne Harris (PAA)
- Tonia Hayes (PAA)
- Betsy Hernandez (PAA)
- Kristie-Anna Hernandez (PAA)
- Leslie Hill (PAA)
- Daniele Hillaire (PAA)
- Bridget Hinds (AM)
- Keith Howard (PAA)
- Dionne Howell (PAA)
- Carol Hunter (AM)
- Adrienne Jackson (AM)
- Arthurene Jenkins (PAA)
- Frederica Johnson (PAA)
- Steven Johnson, Jr. (PAA)
- Iona Jones (PAA)
- Teresa Lewis (AM)
- Denise Lewis-Alexander (AM)
- Lorraine Linton (PAA)
- Alfonso Lopez (PAA)
- Iris Martinez (PAA)
- Jimmy Martinez (PAA)
- Sharon Massey (PAA)
- Valerie Matthews-Thomas (AM)
- Denise McIntosh (PAA)
- Sheron Manigault (AM)
- Sharmaine Matthews (PAA)
- Jacqueline Morrell (PAA)
- Kathy Nixon (AM)
- Christine O'Neil (PAA)
- Evelyn Ortiz (PAA)
- Kustaa Akim Pantin (PAA)
- Kim Payne (AM)
- Miryam Perez (PAA)
- Robin Person (PAA)
- Nilda Quinones (PAA)
- Rita Ramirez (PAA)
- Christine Robinson (AM)
- Laura Rodgers (AM)
- Nora Ross (AM)
- Marva Rover-Harris (AM)
- Karen Ruffin (AM)
- Peter Sammarco (AM)
- Leona Sanders (AM)

- Diana Saunders (PAA)
- Michelle Scilla (PAA)
- Deborah Shoy (PAA)
- Sonia Washington Spau (PAA)
- Jennifer Steer (PAA)
- Michele Stevens (AM)
- Constantine Stewart (AM)
- Felicia Sunon (PAA)
- Lorna Tingling (PAA)
- Renee Tolliver (PAA)
- Darlene Tye (PAA)
- Danley Vidal (PAA)
- Jaswinder Walia (PAA)
- Sonia Washington (PAA)
- Tanisha Werts (PAA)
- Cassandra Wharton (PAA)
- Margaret Williams (PAA)
- Yvonne A. Williams (AM)
- Loretta Woodson (PAA)
- Mara Zoubkov (PAA)

- Debra Person (AM)
- Melissa Polanco (AM)
- Iris Ramos (AM)
- Madelaine Ramos-Cuevas (PAA)
- Alaida Rivera (PAA)
- Gilbert Salnave (AM)
- Joanne Steele-Allocco (AM)
- Sheryl Taitt (AM)
- Nelida Velazquez (AM)
- Louise Villanueva (AM)
- Fredda R. Wigder (PAA)

Congratulations to the following members who work for the New York City Department of Transportation who were recognized at the agency's Annual Employee Recognition Ceremony on May 27, 2018:

- Gerdena Baxter-Williams (AM)
- Rona Brown (AM)
- Valerie Butler (PAA)
- Maria Carbone (AM)
- Roseann Caruana (AM)
- Diana Craigwell (AM)
- Lynn Cuffee (AM)
- Carmelo Goiricelaya (AM)
- Marlene Graham (AM)
- Stephanie Howard (AM)
- Randolph John (AM)
- Milagros Jorge (AM)
- Diane Magnotta (AM)
- Desiree Maple (AM)
- Wilma Quinones (PAA)
- Norma Rogers (AM)
- Jacqueline Rosa (AM)
- Marcia Sampson (AM)
- Esther Scott (AM)
- Sharon Stewart (AM)
- Diana Urban (AM)
- Peggy Valentine (PAA)
- Vanessa Washington (PAA)
- Linda Whitley (AM)
- Lorena Williams (PAA)
- Scheniqua Williams (AM)

Congratulations to the following members who work for the New York City Fire Department who were recognized at the agency's Annual Employee Recognition Ceremony on May 18, 2018:

- Eileen R. Anderson (PAA)
- Charlene R. Blackman-King (AM)
- Deborah D. Bowman (AM)
- Anthony Bryman (PAA)
- Gabriel Cabassa, Jr. (PAA)
- Sayda Carrasco (AM)
- Kellie A. Childs (PAA)
- Alexandra S. Eng (AM)
- Debra A. Farrell (AM)
- Alice M. Gramlich (AM)
- Sabrina A. Graves (AM)
- Virginia Kelley (PAA)
- Richard Kemp (PAA)
- Vanessa L. Mason (AM)
- Clarinda Matela (AM)
- Maria Mercado (PAA)
- Mary A. Milauskas (AM)

CWA LOCAL 1180 FAMILY & FRIENDS FUN DAY

Saturday, September 1, 2018

Tickets are on sale now and must be purchased by Friday, August 17, 2018.

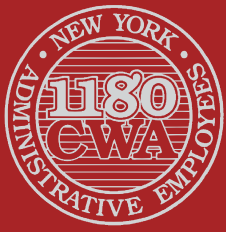
Bus and Park tickets must be purchased at the same time.

PARK TICKETS:

- Adults \$45
- Children (2-12 years old) ... \$25
- All bus tickets \$20

All Mail Orders Must Be Received No Later Than Friday August 17, 2018. No Exceptions!

For complete information, visit the Local 1180 website at www.cwa1180.org



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@tricomcreative.com
- CIVIL RIGHTS AND EQUITY COMMITTEE** Hazel O. Worley, Chair
hworley@cwa1180.org
Meeting:
1st Thursday of each month
- COMMUNITY SERVICES COMMITTEE** Patricia Ruffin, Chair
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** Gina Strickland, Chair
gstrickland@cwa1180.org
Meeting: 4th Tuesday of
each month
- HISPANIC COMMITTEE** Venus Williams, Chair
vwilliams@cwa1180.org
Meeting: 2nd Thursday of
each month
- CARIBBEAN HERITAGE COMMITTEE** 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

IN MEMORIAM

NAME	AGENCY	DECEASED
David Babalola	Woodhull Medical Center	4/6/2018
Bernard Been	Mayoral Agency	4/4/2018
Sydell Breitbart	Queens District Attorney	2/24/2018
Dolores Chappel	Administration for Children Services	3/4/2018
Marion Craig	Dept. of Social Services	4/25/2018
Lillye Davenport	Dept. of Environmental Protection	4/9/2018
Jacquis Francois	Dept. of Social Services	4/27/2018
Gloria Goodyer	NYC Transit Authority	4/19/2018
Norma Hunte	Dept. of Social Services	2/28/2018
Jamal Johnson	Dept. of Business Service	2/7/2018
Helen Klein	Office of the Comptroller	2/14/2018
Rosalyn Kurland	Housing Preservation & Development	2/17/2018
Curtis Lee	Dept. of Social Services	2/28/2018
Alfonso Mack	Local 1180 SBF	5/11/2018
Stella Marcus	Dept. of Social Services	5/29/2018
Olivia Perkins	Dept. of Social Services	3/18/2018
Myrtle Pringle	Dept. of Social Services	2/8/2018
Yetta Rodman	Dept. of Social Services	4/18/2018
Harvey Rorro	Dept. of Finance	2/10/2018
Miriam Santiago	Dept. of Social Services	2/17/2018
Beulah Shields	Housing Preservation & Development	2/5/2018
Carmen Sierra	H+H	2/5/2018
Joann Smith	Dept. of Social Services	2/28/2018
Celia Stahl	Dept. of Health & Mental Hygiene	3/5/2018
Cynthia Thompson	Dept. of Social Services	3/28/2018
Jeanmarie Weber	Department for the Aging	2/6/2018
Brenda Williams	H+H	4/19/2018
Mary Wolinsky	Department of Education	3/15/2018

ALFONSO A. MACK

Born: 7/12/1951 | Deceased: 5/11/2018

Alfonso Mack, a proud veteran of our U.S. Military, started his career with CWA Local 1180 as a temp and was eventually hired fulltime as a Benefits Representative in August 2006.

As an employee, Alfonso was always considered a dependable and hard worker. Those who knew Alfonso well will remember him for his sense of humor, unique opinion on topics, knowledge of music, love for beaches, and his glowing one-of-a-kind personality. Al, or "Big Al" as he was known to many, considered his 1180 co-workers to be his family. He often greeted staff with a "Good morning Sis" or "Hey Bro", which was always followed with a "How are you doing?" He was a kind, caring, gentle giant who was loved and respected. Alfonso Mack will truly be missed by his Local 1180 family. ■



Communications Workers of America, Local 1180

6 Harrison Street
New York, NY 10013-2898

NON-PROFIT-ORG.
U.S. POSTAGE
PAID
NEW YORK, NY
PERMIT NO. 8190

COMMUNIQUE WINS FOUR TOP AWARDS

CWA Local 1180's quarterly magazine, the Communique, recently garnered four top awards in the 2018 Metro New York Labor Communications Council Contest. Competing against some of New York City's best labor publications, the Communique stood out in categories for both writing and graphic design, as well as for our Vote No to Con Con outreach campaign.

"These are great honors that mark the time and effort we put into our overall communications program, especially the Communique," said Second Vice President Gerald Brown. "We knew we had to step up our game in order to remain as leaders in the New York City labor market. When we redesigned the Communique four years ago, we took it to a whole new level. The photos, increased focus on members, color, and feature stories definitely make this an award-worthy publication."

Brown said that any members who have story suggestions should contact the Union's Communications Director Marci Rosenblum at mrosenblum@cwa1180.org. We are looking for talented writers willing to get involved and contribute a few hours of their time doing research for stories, talking to members, conducting interviews — and meeting crucial deadlines. "If you believe you have something to offer, and work well on deadlines, this is a great place to showcase your writing talents," Brown said. ■



GENERAL EXCELLENCE

2018 Metro New York Labor
Communications Council Contest



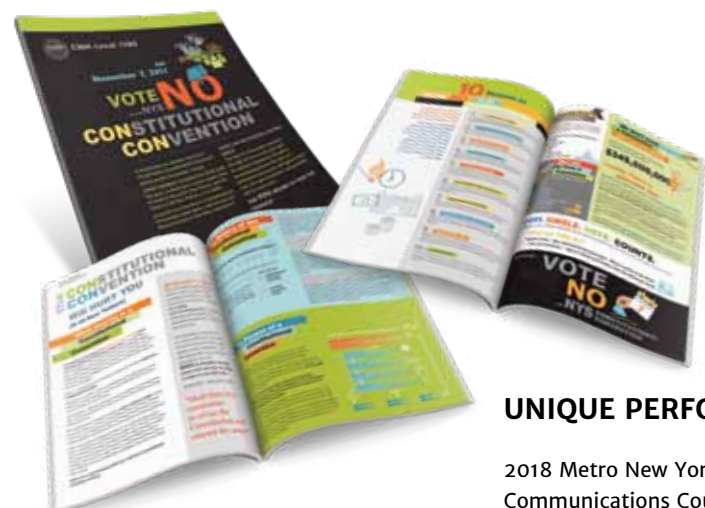
BEST GRAPHIC DESIGN

2018 Metro New York Labor
Communications Council Contest



BEST NEWS WRITING

2018 Metro New York Labor
Communications Council Contest



UNIQUE PERFORMANCE

2018 Metro New York Labor
Communications Council Contest